Autonomy's Gender Equality Plan (GEP)

The Autonomy Institute
Adopted by the Directors on 3/11/2025

Effective Period: 2025–2029

Public Commitment

This Gender Equality Plan (GEP) is an institution-wide policy adopted and endorsed by the directors of Autonomy. It is publicly available on the organisation's website at:

autonomy.work/our-team

The GEP reflects the organisation's commitment to fostering an inclusive, equitable, and diverse research environment. It applies to all employees, affiliates, visiting researchers, contractors, governing board members, and decision-making bodies.

Signed on behalf of the organisation:

Will Stronge
Director / Chief Executive Officer
3/11/2025

Governance and Dedicated Resources

Human Resources

The organisation commits at least one director to annually review this plan.

External expertise may include formal contracts with gender specialists, research consultants, or accredited training providers. This is drawn from Autonomy's network of academics who have expertise in this field.

Strategic Objectives

The organisation commits to advancing gender equality across four priority domains:

1. **Fair recruitment and career progression**
2. **Work-life balance and organisational culture**
3. **Integration of gender dimension in research and content**
4. **Prevention of gender-based discrimination and harassment**

Data Collection, Monitoring, and Reporting

Sex- and Gender-Disaggregated Data

The organisation collects and annually updates disaggregated data on:

- Staff composition by sex/gender across grades and contract types.
- Recruitment, promotion, and retention rates.
- Pay levels and gender pay gap indicators.
- Participation in public facing / leading activities.
- Training participation.
- Uptake of parental leave and flexible work arrangements.

Where legally and ethically appropriate, intersectional data (e.g., disability, ethnicity, age) will also be collected.

Monitoring reports, anonymised datasets, and implementation reviews are retained and can be provided upon request.

Recruitment and Career Progression

The organisation commits to:

- Gender-balanced recruitment panels wherever possible.
- Transparent evaluation criteria.
- Gender-neutral job descriptions.
- Monitoring of shortlists and appointment outcomes.

Promotion processes are reviewed annually to ensure equitable outcomes.

Work-Life Balance and Organisational Culture

Measures include:

- Flexible working arrangements.
- Remote work options.
- Transparent parental leave policies.
- Return-to-work support following care-related leave.
- Four-day working weeks (with “five-day”, i.e. competitive FTE salaries).

Prevention of Gender-Based Violence and Harassment

The organisation maintains:

- A zero-tolerance policy on harassment and discrimination.
- Clear reporting mechanisms (including confidential channels).
- Independent investigation procedures.
- Protection against retaliation.

Policy documents are publicly available on request.

Integration of Gender in Research

Where relevant, research proposals and outputs are expected to:

- Consider gender as an analytical dimension.
- Reflect gender-sensitive methodologies.
- Avoid gender bias in datasets and interpretation.

Guidance notes and advisory support are provided to research teams.

Review and Accountability

The Directors retains ultimate accountability for implementation. Progress is reviewed annually, and corrective measures are adopted where targets are not met.

Declaration

This Gender Equality Plan represents a binding institutional commitment to systemic change and continuous improvement. Its implementation is integrated into the organisation’s governance, financial planning, and strategic development processes.

Signed:

Will Stronge

Director / Chief Executive Officer

3/11/2025