

## 1. Overview

Equal opportunity principles form the foundation of the innovative strength of the ICRT network and represent an essential component of our entire organisational culture. ICRT's commitment to promoting equal career opportunities is aligned with our goal of ensuring equitable and family-friendly structures and processes within the organisation.

## 2. Current state analysis

At present, within ICRT:

- The two director-level staff members are male.
- The ICRT Board is split 2-4 between male/female members, with the Chair being female.
- The ICRT secretariat is split 4-6 between male-female staff members.

As this shows the gender balance is relatively even, but with a balance towards females.

## 3. Objectives and intent

ICRT is an equal opportunities employer. This means that we are committed to ensuring within the framework of the law that the workplace is free from unlawful discrimination on the grounds of colour, race, nationality, age, ethnic or national origin, religion or belief, gender (including gender reassignment), marital status, sexual orientation or disability. The Company aims to ensure that our staff achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria.

### ***What is discrimination?***

Direct discrimination occurs where someone is put at a disadvantage on discriminatory grounds in relation to his or her employment. Direct discrimination may occur even when unintentional. Indirect discrimination occurs where a provision, criterion or practice has a detrimental impact on a considerably larger proportion of people of one sex, sexual orientation religion or belief or race/nationality than another even though it is a neutral provision, criterion or practice and which is unjustifiable and which has a detrimental impact on one person of that former group.

Disability discrimination occurs where an individual is unjustifiably disadvantaged in employment/recruitment for a reason connected with his/her disability unless the discrimination cannot be avoided by making reasonable adjustments.

Victimisation occurs where an individual is treated less favourably than colleagues because he/she has taken action to assert their statutory rights or assisted a colleague with information in that regard.

### **Objectives**

ICRT has adopted this policy as a means of helping to achieve these aims. ICRT’s approach to gender has the following objectives:

1. ICRT develops a diverse culture and creates a positive working atmosphere and organisational structure where diversity contributes to quality, success and innovation within the organisation.
2. ICRT further develops its inclusive recruitment policy that values everyone’s talents.
3. ICRT applies an inclusive career development policy aiming at greater diversity.

### **4. Actions**

Within the objectives listed above ICRT commits to undertaking the following actions:

<b>Objective</b>	<b>Actions</b>
ICRT develops a diverse culture and creates a positive working atmosphere and organisational structure where diversity contributes to quality, success and innovation within the organisation.	<ul style="list-style-type: none"> <li>● Recognise and celebrate internally within the organisation key dates which promote diversity such as International Women’s Day, International Day of Women and Girls in Science, etc.</li> <li>● Integrate a workplace culture that enables ‘family-friendly’ working hours, holiday periods and career breaks.</li> </ul> <p>Responsible: ICRT Management team</p>
ICRT further develops its inclusive recruitment policy that values everyone’s talents.	<ul style="list-style-type: none"> <li>● Gender-friendly job advert templates are available and used in all recruitment processes.</li> <li>● Gender-friendly language is used in job advertisements and recruitment processes.</li> </ul> <p>Responsible: ICRT Management team</p>
ICRT applies an inclusive career development policy aiming at greater diversity.	<ul style="list-style-type: none"> <li>● Training and development include relevant modules on diversity, inclusion, recognising subconscious bias, etc.</li> </ul> <p>Responsible: ICRT Management team</p>

### **5. Monitoring of progress**

ICRT commits to revise and review progress towards achievement of its Gender Equality goals annually. This will be the direct responsibility of the ICRT Directors. Relevant progress or indeed back-tracking will be reported to the ICRT Board if it is felt to be necessary. The ICRT Gender Equality Plan will be revised periodically.