Robert Gordon University

Commitment to the UK Athena Swan Principles

In committing to the principles of the Athena Swan Charter, the Robert Gordon University, has joined a global community with a shared goal of addressing gender inequalities and embedding inclusive cultures.

In joining this community, the Robert Gordon University, has committed to:

1 adopting robust, transparent and accountable processes for gender equality work, including:

a) embedding diversity, equity and inclusion in their culture, decision-making and partnerships, and holding themselves and others in the University accountable

b) undertaking evidence-based, transparent self-assessment processes to direct their priorities and interventions for gender equality, and evaluating their progress to inform their continuous development

c) ensuring that gender equality work is distributed appropriately, is recognised and properly rewarded.

2 addressing structural inequalities and social injustices that manifest as differential experiences and outcomes for staff and students

3 tackling behaviours and cultures that detract from the safety and collegiality of their work and study environments, including not tolerating gender-based violence, discrimination, bullying, harassment or exploitation

4 understanding and addressing intersectional inequalities

5 recognising that individuals can determine their own gender identity, and tackling the specific issues faced by trans and non-binary people

6 examining gendered occupational segregation, and elevating the status, voice and career opportunities of any identified under-valued and at-risk groups

7 mitigating the gendered impact of caring responsibilities and career breaks, and supporting flexibility and the maintenance of a healthy 'whole life balance'

8 mitigating the gendered impact of short-term and casual contracts for staff seeking sustainable careers.

Alison Johns
Chief Executive

Advance HE

Stephen Marston
Chair of the Board of Directors

Advance HE