Implementation Strategy within a Sustainable Structure

PLAN

Align objectives with institutional, national and EU gender equality policies

Benchmark against best practice organisations

Adapt best practice to institutional needs

DO

Establish membership of teams

- Academic/non-academic
- Senior/junior
- Gender balance

Convenors of Teams Appointed by:

- Heads of School
- University Head

Provide Framework of TGAPs to Teams

CHECK

Prioritise TGAPs

Assign timelines

Set targets

Embark on implementation

Implementation Strategy within a Sustainable Structure

- 1. Awareness of institutional, national and EU policy context must underpin the strategy to ensure alignment (e.g. Equality and Education legislation, Equality bodies)
- 2. Learn from how other HEIs embarked upon this process and emulate good practices
- 3. Adapt best practices to institutional needs
- 4. Set up teams at institutional and School (local) levels in accordance with membership that is reflective of:
 - a. Academic and support (administrative/technical) staff
 - b. Senior/Junior
 - c. Gender balanced
- 5. Select and appoint Team Convenors and issue invitations to members to serve on Teams
- 6. Provide outline framework of TGAPs, based on data analysis (Focus Groups, Survey, inter/national literature)
- 7. Teams agree TGAPs to address (tailored to local context), assign timetable to be met, set objectives/targets (where appropriate)
- 8. Implementation commences.