

Natural History Museum: Horizon Europe Gender Equality Plan

Foreword

At the Natural History Museum, diversity and inclusion matters to us. We are fully committed to ensuring everyone who works at the Museum feels they can thrive and are valued and respected. Gender equality is essential to us in a dynamic, diverse and inclusive organisation that delivers research, gives access to the collections and engages with millions of members of the public, all over the world, on the importance of science to our present and the planet's future. We recognise that without progress in diversity, inclusion and equality, we cannot achieve our broader goals.

The Museum's plans for gender equality are embedded within a range of initiatives, in line with our over-arching approach to equality, diversity and inclusion. Our plans are endorsed by our board of Trustees and delivered within a well-structured system of resourcing, monitoring and training.

As Director, I endorse our plans for progress on gender equality and am proud of what we have achieved and plan to deliver.

A handwritten signature in black ink, reading 'Doug Gurr'.

Dr Doug Gurr, Director, Natural History Museum

Introduction

This document sets out how the Natural History Museum meets the requirements of the European Commission for gender equality plans. Museum works to a workforce Diversity and Inclusion Action Plan, including gender: our commitments and actions are summarised on our website

<https://www.nhm.ac.uk/about-us/diversity-and-inclusion.html>

Our Workforce Diversity and Inclusion Action Plan has the following aims:

1. To create a more diverse workforce across all levels of the organisation
2. To create an inclusive working culture where everyone feels valued

And the following objectives:

1. **Leadership:** We will develop the capability of our leaders to create inclusive working environments.
2. **Management:** We will support managers to understand their responsibilities for diversity and inclusion and ensure they are given the tools to make effective decisions.
3. **Employee Engagement:** We will engage with our employees to give their best, by embedding our values and behaviours, to ensure they can thrive at work.
4. **Early careers:** We will encourage people to think about careers in Museums and Science, especially those who are under-represented in our workforce compared to London

demographics through pathways to employment and develop our current early career staff to support them to progress.

5. **Talent acquisition:** We will transform talent acquisition across the Museum, aiming to increase the quality of hires with a focus on continuing to diversify our candidate pool and removing barriers to joining our workforce.
6. **Reporting and Communications:** We will use data and evidence of the experience of our employees to drive change and ensure we effectively communicate initiatives and progress.

Mandatory Horizon Europe requirements

Alignment of our activities to the four key requirements of the Horizon Europe Gender Equality Plan (GEP) are as follows:

PUBLIC DOCUMENTATION

This GEP statement is published on our website.

The Museum's Diversity and Inclusion Action Plan has clear goals and detailed actions. This has been developed with oversight by the Executive Board, formally presented to Trustees (the governing board of the Museum) in May 2019, and agreed as a plan of action. Trustee documents are published on the Museum website <https://www.nhm.ac.uk/about-us/governance.html>

This Diversity and Inclusion Action Plan has been informed by initiatives on gender equality over a number of years, and gender equality is fully integrated. The Museum does not have a separate plan for gender alone, but is committed to the importance of evidence, analysis and action for all aspects of diversity, including gender. We are reviewing our approach and progress for key areas of Science Culture to ensure that our approach is in alignment with broad sectoral good practice and standards.

Progress in delivery of the Museum's Diversity Action Plan is reported regularly to the Executive Board and Trustees: the outcomes of these updates are communicated to staff through our intranet, all staff updates, and team briefings. Our EDI Steering Group meets quarterly to monitor and discuss progress and review evidence and includes members from a grassroots IDEA group made up of colleagues representing a wide spectrum of diversity characteristics.

Updates and commitments to diversity action are communicated to all colleagues through an intranet, livestreamed and in-person staff updates, and in a dedicated resource and document section on the Museum's Intranet.

RESOURCE

All EDI activity is overseen by a EDI Steering Group chaired by a member of the Executive Board. Reports are made regularly to the Executive Board and to the governing body of the Museum, the Trustees.

The Museum has a dedicated Head of Inclusion and Organisational Development providing strategic oversight and bringing priority and focus to EDI activity. This role is supported by a broader HR team who are responsible for rolling out initiatives and delivering change.

In addition, there are staff-organised networks for Women, LGBTQ+, and Parents and carers, who work with an umbrella group for diversity, the IDEA committee, who are represented on and report regularly to the EDI steering group.

DATA COLLECTION AND MONITORING

Since April 2021 we have been working to a Diversity Action Plan, including gender, which includes targets for recruitment from specific groups alongside other aspects of work. We track this quarterly and report our progress to the Executive Team and the Board of Trustees.

We monitor data on gender equality alongside other protected characteristics and report this through our annual diversity workforce profile and gender pay gap reporting. The annual diversity workforce profile is published online as part of our formal annual reporting

<https://www.nhm.ac.uk/about-us/annual-reviews/2021-22/our-colleagues.html>

Gender pay gap information is published each year to show any pay gap between male and female employees, and providing evidence for action plans to reduce that gap. Our latest report for 2024 shows our median gender pay gap is 7.6% and our mean is 10.6% (down from 13.3% in 2023). Both our Executive and Management Boards have a majority of women members (53% and 67% respectively). Reports are available at <https://www.nhm.ac.uk/about-us/governance/gender-pay-gap-reports.html>

TRAINING, CAPACITY BUILDING AND AWARENESS

We provide comprehensive training and development activities led by a dedicated team. All staff are required to attend mandatory Diversity and Inclusion training. There are also training courses on offer to support staff at different levels of responsibility (for example, managers and senior leaders), as well as to support specific events such as appraisals. Senior leaders have all attended Inclusive Leadership training and Tackling Bias in the Workplace training.

Other courses run regularly include Trans Awareness and Menopause awareness. We have a Learning Management System which houses more resources online to support staff and managers.

Our internal communication team have a strategic objective to support Diversity and Inclusion awareness raising and regularly publish content to engage and inspire.

In addition to meeting the mandatory requirements set out above we are working on a range of initiatives that map across to the recommended thematic areas listed by Horizon Europe including:

- Our policy work which includes Hybrid working, Flexible working, Behaviour and Respect at work, Code of Conduct, Family friendly policies, Fertility, Menopause and Special leave for loss, alongside Transitioning at work guidance.
- An active calendar of wellbeing training
- Staff mentoring
- Changes in our recruitment processes to mitigate unconscious bias
- Clear guidelines for staff on reporting harassment and the disciplinary procedures
- Training for all staff on tackling bias in the workplace

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