



2022
Sustainability Report
SDG 5



GENDER EQUALITY



LETTER FROM THE REPORT RECTOR

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Ege University is a leading university, an example of the Turkish higher education system, which has received Turkey's first Institutional Full Accreditation Certificate and has the identity of a Student-Focused Research University.

Our University, with its 68-year deep-rooted history, strong academic staff, qualified scientific studies, distinguished students, and graduates, is to make a supreme effort to build a solid future for new generations by being sensitive to the realities of the world, our country and the society we live in. Ege University is a strong research institution with an entrepreneurship and innovation ecosystem where R&D, innovation, knowledge, and technology transfer take place between industry and university.

Ege University has adopted all the goals of eliminating inequalities, strengthening economic growth and employment, improving cities and residential areas, ensuring industrialization, protecting oceans and ecosystems, producing and consuming energy more sustainably, combating climate change, developing sustainable production and consumption, and empowering human rights. Our university operates within an adequate ultrastructure designable to implement all academic and operational activities within the SDGs framework.

We steadfastly persist in our pursuit of elevating Ege University into a vanguard research institution dedicated to pioneering technological advancements in support of sustainable development.

This report not only contains in-depth information about Ege University's remarkable efforts in each of the United Nations Sustainable Development Goals throughout 2022 but also reveals the key strategies of our institution. Moreover, it serves as a guiding compass, not only illuminating our efforts but also enabling a keener determination of our evolving needs and strategic plans.

In harmonious unity, we ardently endeavor to steer our institution towards a guiding and pioneering role by meticulously realizing our objectives through a management philosophy of fairness, equity, and accessibility.

I appreciate all my esteemed colleagues whose collective efforts have shaped this report.

With warm regards and respect..."

Prof. Dr. Necdet BUDAK
Rector



LETTER FROM THE REPORT TEAM

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As the Sustainability Report Team, Ege University, we are proud and excited to present the third annual Sustainability Report of Ege University, one of Turkey's pioneering universities, prepared to concretize the University's commitment to sustainability and enable you to follow our sustainability-related efforts closely.

Sustainability lies at the heart of Ege University's main objectives. Besides, our university bears the responsibility of leaving a more livable world to future generations, and it emphasizes its determination to integrate sustainability principles in the fields of education, research, social contribution, and campus management. Over the years, Ege University has built a strong track record of offering sustainable solutions to address the challenges facing the university and society. In 2020, all these efforts culminated in establishing the Rankings Office. This move not only strengthened the university's commitment to sustainability but also led to the formation of sub-commissions focusing on various Sustainable Development Goals. These sub-working groups brought together academics and administrative staff from every faculty and the Rectorate, each contributing diverse perspectives and professional expertise.

What makes the Rankings Office even more dynamic is its inclusion of the Sustainability Report Team, which actively participates in all activities, thus enhancing the visibility of the office across the university.

Ege University aims to extend influence far beyond the boundaries of our institution. The EGE Sustainability Team seeks to be a trailblazer in instilling a culture of sustainability in other higher education institutions. Our Sustainability Team and its sub-working groups are going to serve as advisors to our university as well as to other universities, offering insights into Sustainable Development Goals and impact management. Furthermore, we are going to continue to be actively involved in educational initiatives that support schools on their sustainability journeys.

Beyond our campuses, we actively engage with local communities, businesses, and government entities to foster sustainable relationships, collaborate on solving common issues, and share our wealth of knowledge.

Ege University is unwavering in its commitment to the responsible management of resources to mitigate their impact on society, the environment, and the economy. This report offers a transparent and current source of information, providing valuable guidance to universities and stakeholders seeking to expand their knowledge on sustainability.

EGE University is actively dedicated to advancing sustainability through research, education, and innovation to become a leading institution in Turkey and worldwide. Our primary focus is on enhancing the accessibility, inclusivity, and affordability of our university for the benefit of our community. We cultivate positive partnerships with industry leaders to strengthen our engagement and ensure the use of environmentally sustainable practices that support innovation and research.

This report offers insight into EGE UNI's position in 2022 regarding enhancing sustainability in Turkey. We share our initiatives and commitments related to environmental, social, and economic sustainability, along with their corresponding impacts. We extend our gratitude to our sub-working groups, the Sustainability Report team, our dedicated students, EGE's esteemed academicians, and the Rectorate for their unwavering efforts this year to further our sustainable impact.

Our journey towards securing the sustainability of our world is an extensive and long way one. As the EGE Sustainability Team, we place our trust in the dedication of our university's staff and students to continue their improvements this year and sustain their endeavors well into the future.

We appreciate your interest in the Ege University Sustainability Report and eagerly welcome the feedback of our readers.

Assoc. Prof. Gökür ŞİŞMAN AYDIN
Coordinator of Sustainability Studies
Office of Institutional Development
Planning and Monitoring



GENDER EQUALITY



Percentage of First-Generation Female Students

When the distribution of the students who started education in Associate and Undergraduate programs of the university is examined according to gender data, 49% (15421) of 31496 students are female students. Of the 4451 students who started postgraduate education, 55% (2452) are female students. A total of 17873 women started university education.

The number of first-generation students who started university education is 14608. Of this number, 51% are female students. The number of first-generation students who started postgraduate education is 1645. 57% of this number (930) are first-generation female students who started postgraduate education. When the distribution of first-generation students who started university education is analyzed according to gender data, 52% (8412) of 16253 first-generation students are female students.



Student Access Measures

Multifaceted digital systems have been developed to systematically measure and monitor the female application rate and the acceptance or entry rate. Platforms that systematically measure and monitor the proportion of women starting education at the university: kimlik.ege.edu.tr, Student Information System (OBYS), Ege in Numbers, and yos.ege.edu.tr.

The University has a Gender Equality Plan (CEP). Within the scope of the principles in the CEP: Ege University recognizes that all forms of discrimination against women and girls must be eliminated.

It also realizes its targets and plans in this direction in order to accelerate sustainable development. It supports scientific studies on gender equality carried out in different units.

It includes units and centers for preventing violence against women and protecting women's rights.

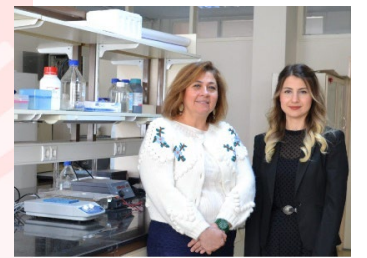
It offers affordable childcare facilities for children of university staff and students.





It supports the policy of non-discrimination within the framework of gender equality. It organises national and international events related to gender equality, engages in activities, cooperates with institutions and organisations. It supports the non-sexualisation of professions.

It carries out academic studies to spread gender equality awareness to the society. It supports increasing the number of senior academics by considering gender equality. It aims to promote gender equality in every unit of the university. In line with these objectives, the female application rate and acceptance or entry rate are systematically measured and monitored.



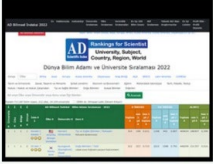


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AD Scientific Index
Rankings for Scientist
University, Subject,
Country, Region, World

AD Scientific Index tarafından yayınlanan Türkiye'de en çok atıf alan 10.000 akademisyen listesinde Ege Üniversitesi, 320 akademisyenyle devlet üniversiteleri arasında 2'nci sırada yer aldı. Bu başarıya emeği geçen tüm akademisyenlerimize tebrik ediyoruz.



We Offer an Accessible, Equal And Barrier-Free University Life

In addition, our university's education and training regulation (Official Gazette: 28033), graduate education regulation (Official Gazette No: 30271), directives (Special Student, Student Admission Registration, Education and Training for Students with Disabilities, Exchange Programs, Principles of Assessment and Evaluation, Summer School, Transfer to Associate and Undergraduate Programs, Double Major and Minor, Diploma and Diploma Supplement, Student Council, Ege University Student Senate, Foreign Language Teaching, Principles of Student Admission from Abroad, Associate and Undergraduate Academic Counseling, University Elective Courses, Identity Card, Recognition of Prior Learning, Distance Education, Type-Doctorate of Science Integrated Program and Non-Curricular Elective Courses Directives) and procedures and principles (Unit Curriculum Design, Update and Monitoring Commission, Ege University Additional Development Activities Scorecard, Application, Registration, Adjustment and Transfer Application Principles Regarding Law No. 7417).

Ege University's five-year strategic plan covering the years 2019-2023 and Ege University's 2024-2028 Strategic Plan, which will be published on the university's website in January 2024, include plans to monitor women's applications, admissions, admissions and participation in the university. Ege University Institutional Development Planning and Monitoring Coordination Office evaluates policies and action plans that monitor women's applications, admissions, admissions and participation in the university in the E.Ü. Monitoring and Evaluation Reports published every year. <https://surdurulebilir.ege.edu.tr/> plans are prepared by associating each goal in the platform with SDG 5.



Ege Üniversitesi Sporcu Dostu kampüsüyle dikkat çekiyor



The university has various and multifaceted support mechanisms for women to prepare, implement and monitor access projects. When we examine under the heading of guidance: AROM (Research Oriented Student Center), EBILTEM-TTO for Students and EBILTEM-TTO for Academics (27% of women who established companies within E.Ü. Technopark), Social Responsibility Projects (Students completed 2617 social responsibility projects. 2096 (80%) of these social responsibility projects were prepared under the guidance of female academics), Relations with Alumni (1278 alumni interviews were conducted, 662 of these interviews were conducted with the participation of female alumni), Graduate Theses (21 graduate thesis projects focused on Gender Equality were completed), Scientific Research Projects (21 graduate thesis projects focused on Gender Equality were completed), TUBITAK, International Projects, ALİYE ÜSTER etc. (8 projects focused on Gender Equality). When we examine under the Scholarship heading: According to the data obtained from the Department of Student Affairs, the number of students receiving State Scholarships at the time of enrollment is 241, of which 135 are female students. According to the data obtained from the Department of Health, Culture and Sports, of the 1126 students who received food scholarships, 636 were female students. In addition, students can work part-time on campus. Of these students, 350 are male and 205 are female. When we examine under the heading of other procurement targets: gender equality courses (10), in-class activities (6 activities), and the preparation of women's access projects are supported in many ways.



The Social Responsibility Projects Coordinatorship aims to enable university students, faculty and staff to discover their ability to influence social benefit by addressing the fundamental problems behind social issues and to achieve individual and social gains through social responsibility projects. In areas where students are underrepresented, 2617 social responsibility projects were completed. Of these social responsibility projects, 2096 (80%) were prepared under the guidance of female academics. 2617 projects were carried out by different institutions and student communities including women, either alone or with the support of other universities and institutions. Training activities were conducted for women farmers, who are underrepresented in the Faculty of Agriculture. A protocol was signed between Ege University Faculty of Agriculture and Women's Cooperatives. Trainings were organized with the Department of Health, Culture and Sports and the Narcotics Branch of the Izmir Police Department.



"Cooperation Protocol for Supporting the Career Development of the Provincial Directorate of Migration Management Personnel and Harmonization Activities for Foreigners" was signed between the Provincial Directorate of Migration Management. The university has women's sports teams in 7 different branches. These teams have group 1st, 2nd and 3rd places. In 8 different branches, women have achieved individual success.

Percentage of Senior Female Academics

Looking at the number of academic staff by title in the 2021-2022 academic year at Ege University, 455 of the 953 professors are women.

370 associate professors, 340 doctoral faculty members, 542 lecturers and 957 research assistants, totaling 3,162 academic staff. In addition, when the number of academic staff by gender is analyzed, it is seen that there are 1,683 female academic staff with a ratio of 53.23% and 1,479 male academic staff with a ratio of 47.77%, as detailed in the table below on a title-gender basis (Table 8).

In decision-making mechanisms and senior management positions. 2 women were appointed as Vice-Rectors, 7 women as Deans, 17 Vice Deans, 11 women as Directors, and 6 women as Assistant Directors. In the university senate, 28 senate members are women.

Table 8. Number of Academic Staff

| Title | Number of Academic Staff | By gender | |
|---------------------|--------------------------|--------------|--------------|
| | | Female | Male |
| Professor | 953 | 455 | 498 |
| Associate professor | 370 | 218 | 152 |
| Assistant professor | 340 | 179 | 161 |
| Lecturer | 542 | 294 | 248 |
| Research assistant | 957 | 537 | 420 |
| Total | 3,162 | 1,683 | 1,479 |

Rector Budak Presents A Plaque Of Appreciation To Women Scientists From Ege University

The performance and achievements of academic staff and students are recognized and rewarded. In order to support the performance of women academics, an example is the recognition of the achievements of women scientists who have made the most national and international publications, received awards, received patent registrations, and carried out EU, BAP and TÜBİTAK projects on the occasion of International Women and Girls in Science Day.



The Wall Between Lecturer And Student Is Lifted At Ege

Percentage of Women with Degrees (Associate, Bachelor's and Higher)

Of the 12070 graduates of the university, 6680 (55%) are female students and 5390 are male students. When the distribution of graduates by gender data is analyzed, it is seen that the proportion of female graduates is higher than male students.

The number of graduates in science, technology, engineering and mathematics is 10,143. The number of graduates in the field of medicine is 3,290. The number of graduates in the field of Fine Arts and Humanities / Social Sciences is 2,356. The total number of women graduates in the fields of Science, Technology, Engineering and Mathematics; Medicine; Fine Arts and Humanities / Social Sciences is 6,680. The number of women graduates in science, technology, engineering and mathematics is 5,479. The number of female graduates in Medicine is 2168.



Measures of Women's Development

Ege University Gender Equality Plan and the full version of the plan are available.

Ege University Institutional Development Planning and Monitoring Coordination Office publishes an annual E.U. Monitoring and Evaluation Report, which evaluates policies and action plans that monitor women's applications, admission, entry and participation in the university.

<https://surdurulebilir.ege.edu.tr/> plans are prepared by associating each target in the platform with SDG 5. The Executive Committee of Ege University Gender Equality Promotion and Sexual Harassment Prevention Unit was established in accordance with Article 6, paragraph 3 of the "Directive of Ege University Gender Equality Promotion and Sexual Harassment Prevention Unit" in order to evaluate the applications and complaints received by Ege University Gender Equality Promotion and Sexual Harassment Prevention Unit. Its secretariat is carried out by E.U. Gender Equality Promotion and Sexual Harassment Prevention Unit Coordinatorship. In order to prevent discrimination against women, especially all forms of discrimination, the following legislation is utilized.

The university supports the development of women. In order to support the development of women academics, Ege Agency's 67 news reports can be given as an example.

The Ethical Principles of the University were determined by taking into account the articles in the Directive of the Gender Equality Support and Sexual Harassment Prevention Unit and the Directive on Scientific Research and Publication Ethics of Higher Education Institutions



Ege University Student Council works to meet the educational, health, sports and socio-cultural needs of all registered students in the best way possible. By determining student opinions, it protects the rights of students. Student representatives attend the board meetings held in their Faculties/Vocational Schools/Institutes. The President of the Student Council attends the senate and board of directors meetings of our university and represents the students in the university administration



In our university, there are 67 student societies established to work in the fields of culture, art, sports, thought and career in order for students to spend their time outside the classroom in a useful way. Among the societies is the Ege Women's Studies Society. Ege University Information Package, Standard of Living, Housing, Nutrition, Health, Student Affairs, Students with Disabilities, Insurance, Scholarship Opportunities, Study Opportunities, International Programs, Information for Exchange Students, Language Courses, Internship Opportunities, Social, Cultural and Sports Activities and Student Societies is a platform that provides convenience (This platform includes add-ons that facilitate university life. With these platforms, the development of women students is monitored and supported.



EGESEM A total of 47957 certificates were issued by the Continuing Education Center. 31,202 of these certificates were received by female students and staff and 16735 by male students and staff.

The duties and responsibilities of Ege University Gender Equality Officer and Committee are included in the Gender Equality Plan (2023-2028), which will be published in 2024.

The statement of core values in the university's 2019-2023 strategic plan is as follows: - Scientific - Researcher - Innovative - Sharing - Participatory - Reliable - Open to communication - Environmentalist - Respectful to values - Leader. The Strategic Document, "Respect for Values" includes transgender people () "According to Article 11 of the Constitution of the Republic of Turkey, "The provisions of the Constitution are the fundamental rules of law binding the legislative, executive and judicial organs, administrative authorities and other organizations and persons." According to Article 90/5 of the Constitution, "In case of disputes arising from the fact that international treaties on fundamental rights and freedoms duly put into force and laws contain different provisions on the same subject, the provisions of the international treaty shall prevail." Therefore, given that Turkey is a party to the UN Covenant on Civil and Political Rights, the UN Covenant on Economic and Cultural Rights and the Council of Europe conventions, there is no legal obstacle for universities and Ege University to make regulations prohibiting discrimination on the basis of sexual orientation, gender identity, gender expression, gender characteristics, or including policies on the rights of transgender people."



Students have attempted to have an official student society that conducts gender and queer studies within the university student communities. Ege University has a Sexual Orientation and Gender Identity Research Solidarity Community. It has applied to become official.

Ege University Gender Equality Promotion and Sexual Harassment Prevention Unit Directive states that the Gender Equality Promotion and Sexual Harassment Prevention Unit was established in accordance with the Gender Equality Policy Document adopted by the Ege University Senate. The establishment of the unit is also based on the Gender Equality Position Paper of the General Assembly of the Council of Higher Education dated 28.05.2015. The Directive regulates the structure, duties and responsibilities, working procedures and principles of the unit. The purpose of the unit is defined in Article 5



Ege Üniversitesi'ndeki LGBTIQ+lar resmi topluluk başvurusunda bulundu

of the Directive as raising awareness on gender equality for a university environment that respects gender equality, supporting equality in representation, raising awareness on violence, sexual harassment and assault based on gender inequality, and evaluating applications and complaints regarding these cases.

“Colors of the Crowd” created important awareness in young people

for the rights of transgender people, stipulating that if graduate transgender students legally change their name, the university makes this change on the diploma, graduate ID card and transcript.

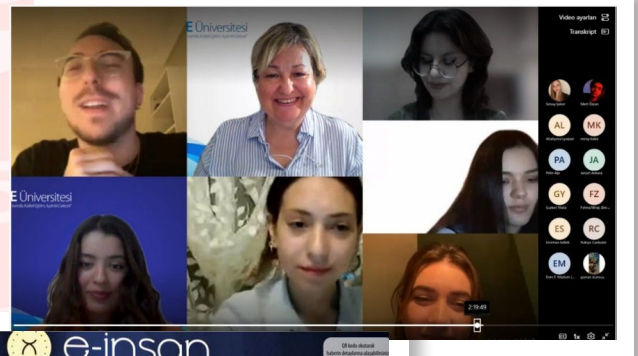
Ege University HIV/AIDS Application and Research Center Regulation is one of the support mechanisms for transgender students.

Ege University Women's Issues Application and Research Center Regulation also covers transgender people. Academic studies, activities and theses are carried out to prevent discrimination against transgender people. Within the scope of Ege University Hospital Ethics Committee Directive, transgender people have the right to receive all kinds of medical services:

Within the scope of Ege University Student Council Directive, the rights of transgender people are respected in accordance with the principle of student council participation.

In accordance with the University Student Communities Directive, student community directive for gender changers can form a community based on the procedures and principles to evaluate extracurricular time and to carry out related activities. There is a student community that has applied in this regard.

University Education curriculum includes academic studies and course contents related to gender changers. The Department of Library and Documentation offers an inclusive space where all publications focused on or related to gender changers can be accessed free of charge.



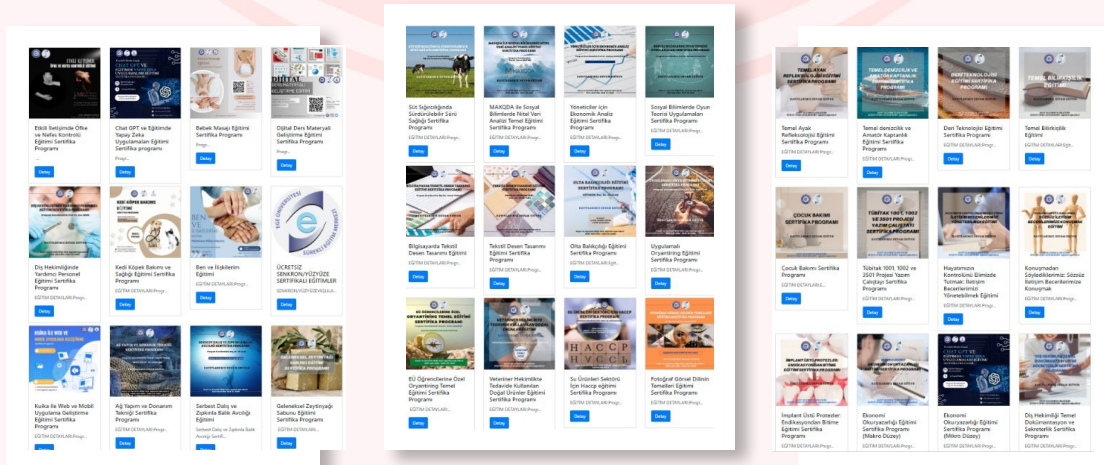
There is a Psychological Development and Counseling Center ("PDCC") within the university. According to the description on its website, the center was "established to provide a professional environment where students can receive psychotherapy services from expert clinical psychologists and share their problems." The center offers this service free of charge to all students. The fact that the university provides psychological counseling services free of charge is very important for transgender students. Among the 774 interviews, there are also students who received support for gender reassignment.

It is structured as a place where physicians and nurses within the university work and provide first intervention and necessary referrals. It is very important that the university provides basic health services for transgender students, and the center is also inclusive for transgender students.



Ege University Student Village, which started its operations in the 2006-2007 academic year to meet the accommodation needs of Ege University students, offers accommodation to 1,708 students in 12 blocks. Within the scope of this service, the dormitory also includes students who have changed their gender.

Following the amendments made to the Civil Servants Law No. 657 by the Law No. 6663 dated 29/1/2016 on the Amendment of the Income Tax Law and Certain Laws published in the Official Gazette dated 10/2/2016 and numbered 29620, there is a need to ensure unity of practice among public institutions and organizations in the use of leaves to be granted due to birth and adoption. The University implements the General Communiqué on Public Personnel Serial No. 6, which encourages women's participation and implements maternity and paternity policies. Ege University Nursery School and Kindergarten are affiliated with the University Health, Culture and Sports Department. The nursery has a capacity of 24 children and the kindergarten has a capacity of 150 children. 40 students benefited between September 2021 and December 2022. Our students benefit from this service at a very affordable fee.



With the application on the university's identity.ege.edu.tr digital platform, our students primarily benefit from the E.U. Hospital free of charge. 5235 staff and students were treated in dentistry. 2857 of those treated were women. 49992 students were treated at Ege University Faculty of Medicine. 32662 of these were female. There is a "Child-Care Certificate Program" within the scope of EGESM certificate pieces of pieces of training. The age of 0-3 years is a very critical period in which children's adulthood characteristics, personality and mental infrastructure are shaped. For this reason, those who will provide care services to children in this period should have knowledge about the developmental stages of children, the importance of individual differences, and mental health. The main aim of the program is to equip the trainees with the necessary knowledge on "Child-Care and Development" for "better and conscious education of future generations".



Students completed 2,617 social responsibility projects. Of these social responsibility projects, 2,096 (80%) were prepared under the guidance of female academics. 2,617 projects were carried out by different institutions and student communities including women, either on their own or with the support of other universities and institutions.



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Digital platforms were prepared to monitor or measure the graduation rates of women compared to men. Within the scope of Ege University Information Systems OBYS screen in the Student Information System, instant student counts from the website: sayilarla.ege.edu.tr/, mezunbilgi.ege.edu.tr/Hesap/Giris, yos.ege.edu.tr/ and additional development report card platforms are available.



Ege University monitors women's graduation rates as stated in its five-year strategic plan covering the years 2019-2023 and in the plan for Ege University Strategic Plan 2024-2028, which will be published on the university's website in January 2024.

Ege University's Institutional Development Planning and Monitoring Coordinatorship annually publishes E.Ü. Monitoring and Evaluation Reports, in which policies and action plans are evaluated to monitor women's applications, admissions, entries and participation in the university.

Plans are prepared by associating each target in the surdurulebilir.ege.edu.tr/ platform with SDG 5. Women's graduation rates are monitored.



The University Alumni Relations Office has adopted the principle of strengthening its relationship with its alumni and ensuring the continuity of communication. The graduation rate of women is monitored (1278 alumni interviews were conducted, and 662 of these interviews were conducted with the participation of women graduates. This system aims to improve and maintain our cooperation with our graduates, to help our graduates transfer their academic knowledge to business life, to adapt to business life, to assist in the transition process with various trainings and seminars, to increase the personal development of our graduates and graduate candidates, and to develop as individuals who can create value for society.

As the Alumni Relations Office, the Alumni Card application has been created for our graduates in order to ensure the continuity of the graduates to benefit from the opportunities of our University in their academic, personal, social and professional development and to improve the social and cultural ties of our graduates with our University. In this way, our relations with our graduates are strengthened and the continuity of our communication is ensured, and the post-university status of our graduates can be monitored. Ege University Alumni Association, founded in 2001, continues to work to create a bridge between its alumni and the university.





Mechanisms related to policies to protect those who report gender discrimination in education or business life; Legal Consultancy Turkuaz Desk Solution Center, Ege University Gender Equality Promotion and Sexual Harassment Prevention Unit Steering Committee The blue desk communication network established by the Dean's Office of the Faculty of Fisheries was established with the idea that students can directly communicate their problems, demands, and requests to the Dean's Office and related units. With the "Rector Appointment Request System", Ege University employees and students, as well as citizens, can make appointments. There are mechanisms to request information when logging into Ege University LIVE SUPPORT System via kim.ege.edu.tr. The University takes the highest possible security measures to protect your student and staff privacy with the Clarification Text on the Protection and Processing of Personal Data.





THE Impact Rankings Methodology 2024 & GRI Index Matrix

| THE | Impact Rankings Methodology 2024 Version 1.1 | GRI | Disclosure | Reported | Page |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------|----------|-----------|
| 5.1 | Research on gender equality | | | Fully | 1 |
| 5.2 | Proportion of graduates with teaching qualification | | | Fully | 1 |
| 5.2.1 | Proportion of women first-generation | | | Fully | 1 |
| | Number of women starting a degree | | | Fully | 1 |
| | Number of first-generation women starting a degree | | | Fully | 1 |
| 5.3 | Student access measures | | | Fully | 1 |
| 5.3.1 | Tracking access measures Systematically measure and track women's application rate, acceptance or entry rate, and study completion rate at the university. | | | Fully | 1,2 |
| 5.3.2 | Policy for women applications and entry Have a policy (e.g., an Access and Participation plan) addressing women's applications, acceptance, entry, and participation at the university. | | | Fully | 1,2 |
| 5.3.3 | Women's access schemes Provide women's access schemes, including mentoring, scholarships, or other provision | | | Fully | 3 |
| 5.3.4 | Women's application in underrepresented subjects Encourage applications by women in subjects where they are underrepresented. Through university outreach or through collaboration with other universities, community groups, government or NGOs in regional or national campaigns. | | | Fully | 4 |
| 5.4 | Proportion of senior female academics | | | Fully | 5 |
| 5.4.1 | Proportion of senior female academics | GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016 | 401-1 405-1 | Fully | 5 |
| | Number of senior academic staff | | | Fully | 5 |
| | Number of female senior academic staff | | | Fully | 5 |
| 5.5 | Proportion of women receiving degrees | | | Fully | 6 |
| 5.5.1 | Proportion of female degrees awarded | GRI 202: Market Presence 2016 | 202-1 | Fully | 6 |
| | Number of graduates: Total | | | Fully | 6 |
| | Number of graduates by subject area (STEM, Medicine, Arts & Humanities/Social Sciences): Total | | | Fully | 6 |
| | Number of graduates: STEM | | | Fully | 6 |
| | Number of graduates: Medicine | | | Fully | 6 |
| | Number of graduates: Arts & Humanities/Social Sciences | | | Fully | 6 |
| | Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total | | | Fully | 7 |
| | Number of female graduates: STEM | | | Fully | 7 |
| | Number of female graduates: Medicine | | | Fully | 7 |
| 5.6 | Women's progress measures | | | Fully | 8 |
| 5.6.1 | Policy of non-discrimination against women Have a policy of non-discrimination against women | GRI 2: General Disclosures 2021 | Disclosure 2-23 Policy commitments | Fully | 8 |
| 5.6.2 | Non-discrimination policies for transgender Have a policy of non-discrimination for transgender people. | | | Fully | 8 |
| 5.6.3 | Maternity and paternity policies Have maternity and paternity policies that support women's participation. | GRI 401: Employment 2016 | 401-3 | Fully | 8 |
| 5.6.4 | Childcare facilities for students Have accessible childcare facilities for students which allow recent mothers to attend university courses. | | | Fully | 8 |
| 5.6.5 | Childcare facilities for staff and faculty Have childcare facilities for staff and faculty | GRI 401: Employment 2016 | 401-3 | Fully | 8,9,10 |
| 5.6.6 | Women's mentoring schemes Have women's mentoring schemes, in which at least 10% of female students participate. | | | Fully | 8,9,10,11 |
| 5.6.7 | Track women's graduation rate Have measurement or tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap. | | | Fully | 8,11 |
| 5.6.8 | Policies protecting those reporting discrimination. Have a policy that protects those reporting discrimination from educational or employment disadvantage | GRI 2: General Disclosures 2021 | 2-23 Policy commitments | Fully | 8,11,12, |

