

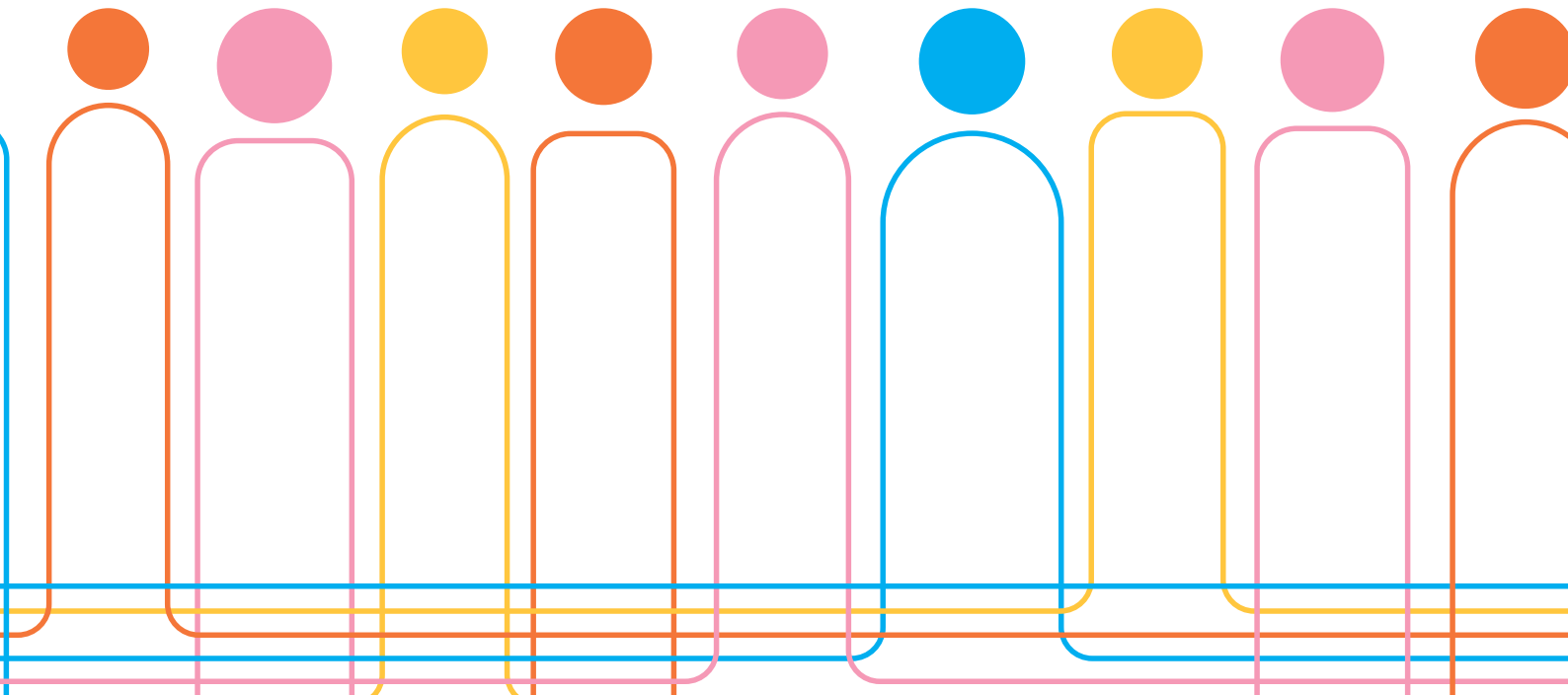
HEANET GROUP GENDER EQUALITY PLAN (GEP)



January 2025

Contents

Foreword.....	3
HEAnet Group Background & Context.....	4
Scope of the Gender Equality Plan.....	5
Gender Equality Statistics for the Group.....	6
Supporting Gender Equality in the Group.....	7
GÉANT Gender Equality Principles for NRENS.....	10
Action Plans 2025 - 2030.....	11
Communication.....	11
Data Collection and Monitoring.....	11
Work-Life Balance and Organisational Culture.....	11
Gender Balance in Leadership and Decision-Making.....	14
Gender Equality in Recruitment and Career Progression.....	15
Measures Against Gender-Based Violence.....	17
Monitoring & Review.....	18
Version Control & Reviews.....	18



Foreword

The HEAnet Group (HEAnet CLG (the “Parent”) and EduCampus Services (the “Subsidiary”) recognise the benefits gender balance in the workplace brings to our colleagues, our organisation and to society as a whole. We also recognise that women are traditionally under-represented in STEM-related third level courses and within the workforce thereafter¹. This under-representation is reflected in the gender balance we see internally across a number of our more technical teams.

The HEAnet Group is aware of its unique position within the education and research sector and its potential to influence gender equality and balance for the benefit of all. We are committed to doing what we can to move the dial towards more balanced gender representation in those areas currently lacking. We recognise that achieving balance for all genders will take time and requires intent and a keen willingness to act.

The Horizon Europe requirement for organisations to publish and implement a Gender Equality Plan (GEP) provides an opportunity for us to state our commitment to achieving greater gender balance over the period 2025 - 2030. Everyone in the organisation has a collective responsibility for the success of this plan and the Executive Management Teams in both HEAnet and EduCampus are fully committed to leading by example and fostering a culture where opportunities are accessible to all, regardless of gender.



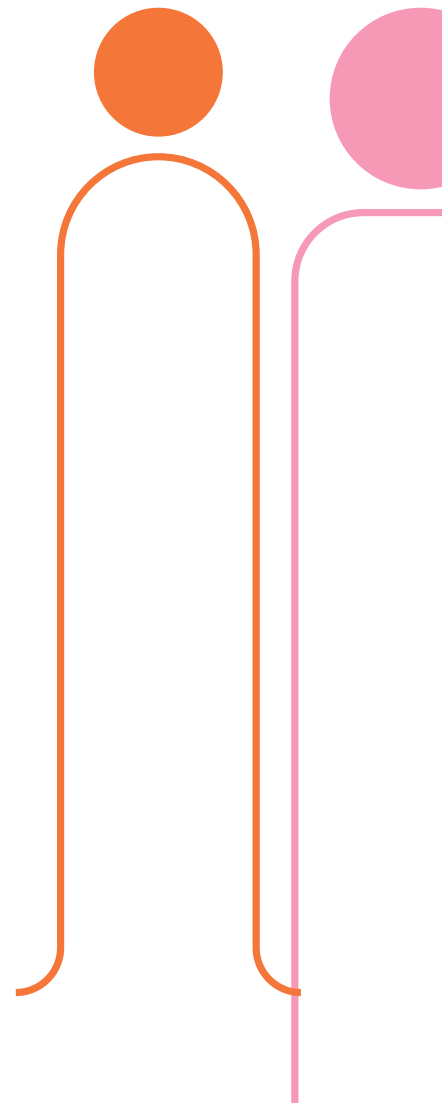
Ronan Byrne
HEAnet CEO



Paddy Naughton
EduCampus CEO



¹ <https://hea.ie/statistics/data-for-download-and-visualisations/research-info-byte-series/women-in-stem/>



HEAnet Group Background & Context

HEAnet² is Ireland's National Research and Education Network (NREN), delivering high speed internet connectivity and ICT shared services to all levels of the Irish education sector. Over 1.2 million students, researchers and staff rely on our national education network every day.

Established in 2015 as a subsidiary of HEAnet, EduCampus³ procures, implements, maintains, and supports business critical management information systems for its client community across the Higher Education sector in Ireland. Currently EduCampus supports over 140,000 students and 20,000 staff across the HEI sector.

Collectively HEAnet and EduCampus are referred to as the HEAnet Group (the "Group" or "HEAnet Group").

At the Group, we understand the importance of building and maintaining a culture that is free from discrimination and where everyone, regardless of gender, can maximise their potential.

We have been proactive in developing policies and procedures that align with our equality and fairness ethos. The HEAnet Group Gender Equality Plan (GEP) aims to further enhance our efforts towards greater gender equality by supporting the implementation of processes and action plans designed to reduce gender inequalities, combat stereotypes, and enhance gender diversity in the workplace.

The GEP will span the period from 2025 - 2030, with yearly reviews during that time.

The HEAnet Group is guided in the development of its GEP by:

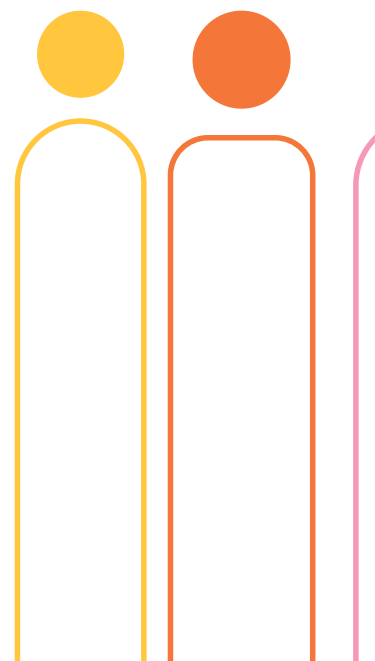
1. Horizon Europe⁴, which sets out the expectations of GEPs for relevant entities across EU Member States and
2. GÉANT's Gender Equality Principles for NRENs⁵, which defines key principles to guide NREN's in their gender equality efforts.

2 <https://www.heanet.ie/>





3 <https://www.educampus.ie/>

4 <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en>

5 <https://community.geant.org/gender-equality-principles/>

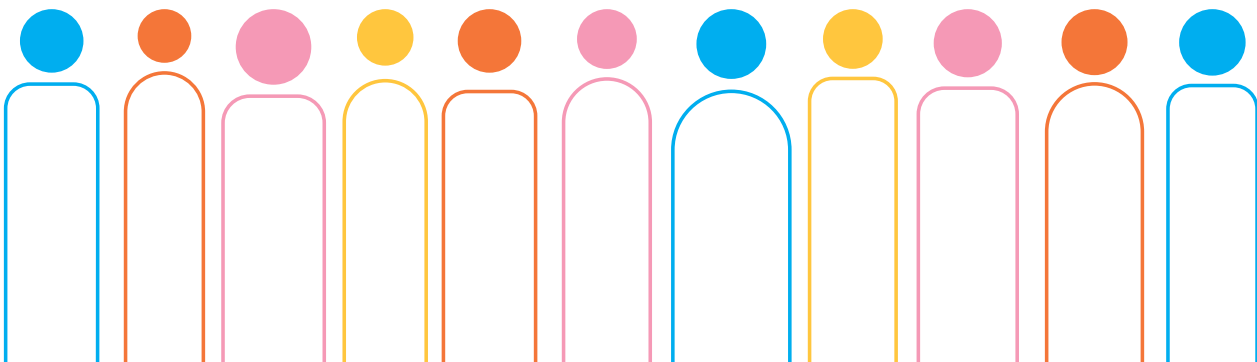


To comply with the GEP criterion set down by Horizon Europe, the following process requirements are met:

	<p>1. Public Document</p> <p>The GEP is signed by the CEOs of both HEAnet and EduCampus and is made available on our respective websites. The plan is communicated to colleagues and demonstrates our commitment to gender equality through defined actions and measures.</p>
	<p>2. Dedicated Resources</p> <p>The Executive Management Teams of HEAnet and EduCampus are responsible for the successful implementation of the GEP. This is done with the support of the People Operations Team and Group Equality, Diversity and Inclusion (EDI) Council.</p>
	<p>3. Data Collection and Monitoring</p> <p>Gender disaggregated data is collected from our internal HR system and is analysed to identify trends, and areas where gender disparities exist. Insights gathered from this analysis inform our action plans and policies aimed at promoting gender equality.</p>
	<p>4. Training</p> <p>Creating awareness within the Group is a critical step in nurturing a culture of gender equality within our workplace. We have allocated financial resources dedicated to the training initiatives outlined in this GEP.</p>



Scope of the Gender Equality Plan


We recognise that gender identity may not be binary for all of our colleagues. As the conversation around gender identity evolves, we will adapt and consider gender equality beyond identifying as just male and female and into other gender identities. In the meantime, we will continue to provide a safe and supportive environment for all and we believe that the actions outlined in this plan will benefit all, regardless of gender identity.






Gender Equality Statistics for the Group


As of a snapshot date of 1 October 2024, the gender breakdown across HEAnet and EduCampus is as outlined below.



Overall by Gender		HEAnet 	EduCampus 
Company	Total	Male ♂	Female ♀
HEAnet	110	58%	42%
EduCampus	31	52%	48%

HEAnet by Level		HEAnet 	
	Total	Male ♂	Female ♀
Executive Management	8	75%	25%
People Managers	20	55%	45%
All Other Staff	82	57%	43%

EduCampus by Level		EduCampus 	
	Total	Male ♂	Female ♀
Executive Management	6	50%	50%
People Managers	5	60%	40%
All Other Staff	20	50%	50%

Group by Level		HEAnet 	EduCampus 
	Total	Male ♂	Female ♀
Executive Management	14	64%	36%
People Managers	25	56%	44%
All Other Staff	102	56%	44%

HEAnet by Category		HEAnet 	
	Total	Male ♂	Female ♀
Business Support	34	29%	71%
Technical	76	71%	29%

EduCampus by Category		HEAnet 	EduCampus 
	Total	Male ♂	Female ♀
Business Support	9	33%	67%
Technical	22	59%	41%

Group by Category		EduCampus	
	Total	Male ♂	Female ♀
Business Support	43	30%	70%
Technical	98	68%	32%

Note: "Technical" includes roles such as those in Networking, Systems, Architecture, Technical Support, Analysis, Programme/Project Management, Service Management. "Business Support" includes roles such as those in Executive Management, Finance, People Operations, PR & Marketing, Client Engagement, Research Engagement, Corporate Governance and Brokerage.

It is also important that we understand gender breakdown in leadership and governance at Board, Committee and Sub-Committee levels. As of a snapshot date of 1 October 2024, the gender breakdown on the Boards, Committees and Sub-Committees is as follows:

Board	Male ♂	Female ♀
HEAnet Board	54%	46%
EduCampus Board	80%	20%

Committee	Male ♂	Female ♀
Board Nomination Committee	75%	25%
Group Audit & Risk Committee	60%	40%
Group Finance Sub-Committee	75%	25%
Group Remuneration Committee	100%	0%

We believe that over the period of this plan, more can be done to understand and address structural and cultural issues that contribute to unequal representation and to positively promote gender balance in all areas of the business.

Supporting Gender Equality in the Group

People and community are at the very core of how we work together, and collaboration, equality and fairness underpin the policies, procedures and initiatives we have in place currently. The HEAnet Group remains steadfast in its objective to foster a diverse and inclusive environment where gender equality is a top priority. To date, this has included the following:



HEAnet & EduCampus EDI Council, October 2024



Group EDI Council

The Group EDI Council was established in 2021 to ensure an appropriate governance structure and to provide clear, consistent leadership for equality, diversity, and inclusion across HEAnet and EduCampus. The vision of our EDI Council is “to foster an equal, diverse and inclusive workplace and to inspire progress in EDI across both organisations and in our interactions with all our stakeholders”.

Investors in Diversity

The Irish Centre for Diversity is Ireland's only accreditation body for Equality, Diversity and Inclusion in Ireland. The HEAnet Group is proud to have been awarded Bronze accreditation by the Irish Centre for Diversity in early 2024.

Leave Provisions

Group Maternity and Paternity and Adoptive Leave Policies offer salary top-up for all. A phased return to work option is offered to all colleagues returning from maternity, paternity or adoptive leave, regardless of gender.

Group Parental and Parents and Carer's Leave Policies are in place to support colleagues' ability to strike a healthy balance in navigating personal and work commitments.

Generous Group Annual Leave, Sick Leave and Compassionate and Bereavement Leave Policy provisions for all colleagues ensure the ability to disconnect appropriately, regardless of gender.

Flexible Working Options

Work-Life Balance and Hybrid Working Frameworks are in place, offering all colleagues an opportunity to apply for flexible working options and remote working options, which contribute to supporting female participation in the workforce.

Right to Disconnect

Our Right to Disconnect Policy actively encourages a healthy and sustainable work-life balance and the adoption of health boundaries for those working remotely.

Equality of Opportunity

The Group Recruitment & Selection Policy states the organisations aim to ensure that all selection for shortlisting will be free from any discrimination and that each application will be dealt with on its merits. We aim for gender balance on all interview panels, and panel members have completed training in interview skills.

All job specifications are filtered through a gender-decoder tool before advertising, to ensure that the language used in the advert is as inclusive and close to gender-neutral as possible. We also state our commitment to diversity in all of our job specifications.

Our Group Equal Opportunities Policy states the organisation's commitment to supporting equality of opportunity in recruitment, selection, placement, promotion, training and development and all other conditions of employment for all employees of the Group. This includes equality of opportunity regardless of gender.

Dignity and Respect Policy

Our Group Dignity and Respect Policy outlines the Group's commitment to providing all colleagues with an environment free from bullying, harassment and sexual harassment. This includes how to report instances of such conduct and to whom.

Menopause Supports

Our Group Menopause Policy aims to raise awareness of menopause and peri-menopause and provide guidance on supports for colleagues experiencing menopausal symptoms.

Gender Identity and Expression

HEAnet's Gender Identity & Expression Policy promotes an inclusive environment which promotes equality, values diversity and is committed to maintaining an environment of dignity and respect where all employees can develop to their full potential.

In-Office Facilities

Our Wellness Space offers a quiet space for breastfeeding, a supply of period products and fans/ice for those colleagues experiencing the symptoms of peri-menopause or menopause.

Training & Raising Awareness

EDI training initiatives are driven by the Group EDI Council and have included mandatory EDI training for all colleagues in the Group.

Employee Assistance Programme (EAP)

Available to all employees regardless of gender, this service provides advice and support on work-life balance, parent coaching and career coaching services, amongst other support services.

GÉANT Gender Equality Principles for NRENs

GÉANT is the collaboration of European National Research and Education Networks (NRENs). In developing the GEP, the HEAnet Group is cognisant of the Gender Equality Principles for NRENs, developed by GÉANT. These principles provide a key set of commitments, aligned with the Horizon Europe requirements for GEPs, aimed at effecting meaningful change in relation to gender equality. These principles guide HEAnet and EduCampus in developing our action plans under the GEP and are as follows:

1. Policies

We utilise respective stand-alone gender-inclusive policies that explicitly promote and support Gender Equality in all aspects of our work. If need be, this document can be the first iteration of that process.

2. Leadership

We promote Gender Equality in all aspects of leadership, governance and decision-making.

3. Recruitment

We promote Gender Equality in the recruitment and career development opportunities of our respective organisations.

4. STEM

We promote Gender Diversity in the more technical teams of our respective organisations.

5. Auditing

We actively support the requirement of gender auditing in our respective organisations.

6. Culture

We support a safe and collaborative culture of inclusive Gender Diversity across our respective organisations, including Gender-Aware training.

7. Flexible Working

We promote working arrangements within our respective organisations that must include flexible working arrangements and resourcing in order to not just support but encourage the career progression of women.





Action Plans 2025 - 2030

Communication

We have communicated our Gender Equality Plan to all of our internal stakeholders as an important first step in raising awareness of our commitment to gender equality through defined actions and measures. This includes communicating with our Boards of Directors and our colleagues.




Data Collection and Monitoring





Establish a clear baseline for the Group's gender equality data and analyse our gender diversity profile to support informed decision making and targeted initiatives over the lifetime of this plan.



GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Auditing	Collect and analyse gender-related data to establish movement against baseline data	Record of monitoring of gender-related data	Annual	People Operations
Auditing	Monitor gender-related data, statistics and trends to inform future planning in the area of gender equality	Tailored gender equality initiatives developed	Annual	People Operations
Auditing	Establish and report to both Boards and other relevant stakeholders on Gender Pay Gap and other gender related statistics as appropriate	Report on Gender Pay Gap	2025	People Operations

Work-Life Balance and Organisational Culture

The promotion of gender equality through the sustainable evolution of organisational culture. Adoption of policies and procedures that promote an open and inclusive workplace that supports the visibility of women and ensures the contribution of women is valued.





GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Culture	Engage with Irish Centre for Diversity to achieve Silver status accreditation by 2026 and Gold by 2030	Achievement of Silver accreditation in 2026 and Gold accreditation in 2030	2026 / 2030	EDI Council

GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Culture	Engage with Ibec to meet “Achievement” level of accreditation in the KeepWell Mark’s Inclusion and Belonging category by 2025	Achievement level met in KeepWell Mark’s Inclusion and Belonging category in 2025	2025	People Operations
Culture	Leverage internal and external platforms to promote GEP activities and to solicit feedback and encourage engagement	Visibility and engagement with GEP promoted	2025	EDI Council
Culture	Develop and roll out EDI training programme on a range of EDI topics including unconscious bias, inclusive leadership, gender awareness and sensitivity	Training rolled out to staff	2025 - 2027	EDI Council
Policies	Expand HEAnet Gender Identity and Gender Expression Policy to become a Group policy	Policy adopted by EduCampus	2025	EDI Council
Policies	Review all HR policies for gender neutral language	Policies reviewed and updated as appropriate	2025 / 2026	People Operations

GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Flexible Working	Analyse data on the uptake of leave policies designed to support work-life balance and targeted promotion based on analysis	Targeted promotion of supports available	2025	People Operations
Flexible Working	Review processes and procedures for flexible working through a gender equality lens, to ensure accessibility and removal of barriers	Policies reviewed and updated as appropriate	2026	People Operations
Flexible Working	Review existing, develop and implement return to work supports for colleagues returning from maternity or adoptive leave	Development and roll out of supports	2025	People Operations
Flexible Working	Develop and implement return to work supports for People Managers supporting the return of their team member from maternity or adoptive leave	Development and roll out of supports	2025	People Operations
Auditing	Commit to an externally facilitated culture audit to include gender auditing	Audit completed	2029	People Operations





Gender Balance in Leadership and Decision-Making

The promotion of gender equality through transparency in committee memberships and taking measures to ensure women are well positioned to take on and stay in leadership positions.





GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Leadership	Roll out mentoring programme to support future female leaders (e.g. IMI's 30% Club Mentoring Programme / GÉANT Mentoring Programme)	Roll out of mentoring programme	2026	EDI Council
Leadership	Partner with internal stakeholders to develop guidelines on gender representation at HEAnet and EduCampus conferences and other external speaking events	Development of guidelines on gender representation	2027	EDI Council
Leadership	Partner with Executive Management Teams to develop guidelines on gender representation on committees, working groups, project teams and other formal internal teams	Development of guidelines on gender representation	2027	EDI Council
Leadership	Incorporate gender data into succession planning and workforce planning exercises to support future planning in the area of gender equality at leadership level	Gender data used to support plans for workforce planning initiatives	2025	People Operations
Leadership	Evaluate what types of barriers exist to ensuring women are represented in decision-making and leadership positions, including structural, institutional and individual barriers	Information gathering and analysis completed	2025 - 2026	EDI Council

Gender Equality in Recruitment and Career Progression

The promotion of gender equality through reviewing selection processes and procedures for biases to ensure that equal opportunity applies to all, regardless of gender.





GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Recruitment	Develop and adopt a code of conduct for recruitment activity across the Group to outline commitment to transparency and equal treatment of all candidates	Roll out of recruitment code of conduct	2026	People Operations
Recruitment	Develop future female talent pipeline through partnering with programmes that encourage young women to consider STEM careers (e.g. Teen Turn Programme)	Participation in relevant programme(s)	2025 – 2029	People Operations
STEM	Targeted advertising of networks/ systems/ architecture/ other technology-focused roles to engage both active and passive female candidates (e.g. Women Reboot Programme, field-specific internet sites)	Increase in female candidates progressing to interview stage	2025 – 2029	People Operations
Recruitment	Review recruitment policy, processes and procedures through a gender equality lens, to ensure no unconscious bias or barriers to application for female candidates	Policies reviewed and updated as appropriate	2025	People Operations





GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Recruitment	Promote career coaching options available through Employee Assistance Programme (EAP) and via our panel of external coaches	Visibility and engagement with EAP and coaching panel promoted	2025	People Operations
STEM	Encourage that new networks/ systems/ architecture/ other technology-focused roles are considered for job sharing arrangements or for the potential to split into two part-time roles to widen the potential for those with external responsibilities to apply	Increase in number of roles being filled on part-time basis	2025	People Operations
STEM	Review progression policy, process and procedures through a gender equality lens, to ensure no unconscious bias or barriers to progression for female colleagues	Policies reviewed and updated as appropriate	2025	People Operations
Recruitment	Develop and roll out supporting information on a range of recruitment topics for hiring managers and interview panel members including unconscious bias, role structuring, gender inclusive language and communications	Supporting information rolled out to hiring managers and interview panel members	2025	People Operations
Recruitment	Implement blind assessment of candidate applications	Updates to HRIS to support sharing of candidate information without gender-identifying data	2026	People Operations

GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Culture	Review exit interview process and questions to ensure the EDI experience of departing employee is incorporated and relevant data collected to support future decision-making	Exit interview template updated	2025	People Operations
Policies	Develop and roll out an Internal Mobility Policy to support colleagues being promoted or moving laterally or into new areas of the business	Development and roll out of new policy	2026	People Operations

Measures Against Gender-Based Violence

The promotion of gender equality through establishing and codifying the expected behaviors of colleagues and ensuring clear institutional policies are in place on sexual harassment and other forms of gender-based violence.

GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Policies	Review the Group Domestic Violence Policy for continued relevance and appropriate signposting to supports	Policies reviewed and updated as appropriate	2025	People Operations
Policies	Partner with healthcare provider & other relevant support services to develop and promote a suite of supports on gender-based violence	Suite of supports and signposts developed and communicated with staff	2025	People Operations
Policies	Review Group Dignity and Respect Policy through a gender equality lens to ensure no unconscious bias or barriers to reporting instances of sexual harassment or other forms of gender-based violence	Policies reviewed and updated as appropriate	2025	People Operations

GÉANT Principle	Actions 	Measures 	Timeline 	Owner 
Policies	Raise awareness of gender-based violence and Group policies in place through training and information sessions for colleagues	Training and information sessions rolled out to staff	2025 - 2029	EDI Council

Monitoring & Review

Over the duration of this plan, the HEAnet Group is committed to reviewing the actions and initiatives of the GEP on an annual basis.

Any changes or updates will be incorporated into the GEP and the updated version will be published on the HEAnet and EduCampus websites.

Any questions in relation to the HEAnet Group GEP can be emailed to edi@heanet.ie

Version Control & Reviews

File Name	HEAnet Group Gender Equality Plan 2025 - 2030
Version Number	V1
Created	December 2024
Author	Gender Equality Plan Project Team

Review	Completed By	Updates
Review 1 – Oct 2025		
Review 2 – Oct 2026		
Review 3 – Oct 2027		
Review 4 – Oct 2028		
Review 5 – Oct 2029		
Review 6 – Oct 2030		

