

Cambridge Environmental Research Consultants
Gender Equality Plan

Publication Date: 17/09/2025

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1. Introduction

Cambridge Environmental Research Consultants offer unrivalled expertise in environmental flows, atmospheric dispersion and air quality. We offer solutions to problems where others cannot. Our brilliant team comprises over 20 high level scientific and technical consultants.

We rely on close collaboration with talented people with a wide range of backgrounds, perspectives and experiences. It is therefore paramount for us to provide our employees with a safe environment to be themselves and to contribute to the best of their abilities.

While much has been done already, there is still considerable ground to cover, including improving the representation of women at higher levels of CERC's management and facilitating an adequate work-life balance for all. These objectives necessitate a long-term commitment and active participation from every member of our organisation, at all levels and across all teams.

This Gender Equality Plan outlines the current state of our collective efforts to accomplish these goals and highlights essential areas of focus going forward. Over the following years, we will commit to not only the contents of this plan, but also to continuously updating it and broadening our approaches towards genuine inclusion and diversity.

2. Starting with the Gender Equality Plan (GEP)

CERC is committed to focus on the following:

- a) Publication and official endorsement of the GEP
- b) Dedicated resources
- c) Data collection and monitoring
- d) Training

As recommended by the Horizon Europe Guidance on Gender Equality Plans, we follow the four principal steps in the lifecycle of a GEP:

- **The audit phase:** elements of this phase should include the collection of sex-disaggregated and/or gender-disaggregated data and a review of practices to identify gender inequalities and their causes. The audit stage should also include review of relevant national and regional laws, regulations, or funding requirements.
- **The planning phase:** during this phase, an organisation will set the objectives and targets for the GEP alongside a roadmap of actions and measures. This phase also includes allocating resources and responsibilities for the delivery of the GEP and agreeing timelines for implementation.
- **The implementation phase:** in which the roadmap of activities is implemented, including, for example, setting up working groups to develop and implement new policies and procedures. This phase should include awareness raising and training efforts to achieve buy-in and build capacity and support for the GEP across the organisation, as well as give visibility internally and externally to the GEP.
- **The monitoring and evaluation phase,** in which the delivery of the plan and progress against its aims and objectives are regularly assessed. Ongoing review of findings and progress will also provide space for learning and feedback to enable adjustments and improvements to interventions.

3. Actions

CERC will start the following actions of the audit regularly in management meetings.

- a) Publication and official endorsement of the GEP
- b) Collect sex-disaggregated and/or gender-disaggregated data
- c) Review of practices to identify gender inequalities and their causes.
- d) Review of relevant national and regional laws, regulations, or funding requirements.
- e) Set the objectives and targets for the GEP alongside a roadmap of actions and measures.
- f) Allocate resources and responsibilities for the delivery of the GEP
- g) Agreeing on timelines for implementation.

4. Allocation of Resources

The Technical Director of CERC shall be responsible for starting a workgroup and implementing the above actions.

5. Data on Equality

The below figures show CERC's current employee data.

Number and percentage of gender per department:

Departments	Male	Female	Total
Software development	5	1	6
Environmental consultancy	3	3	6
Forecasting and Data Services	2	2	4
Research	0	4	4
IT	1	1	2
Software sales	0	2	2
Finance	0	1	1
Admin	0	1	1
Total Number of Employees*	11	15	26
Total in percentage	42%	58%	100%

* Data is correct as of September 2025

Number and percentage of gender in leadership:

Gender statistics in leadership roles	Male	Female	Total
Executive Board	2	0	2
Total in percentage	100%	0%	100%
Management Team	2	4	6
Total in percentage	33%	67%	100%

Employees with British nationality:

	Number of employees*	% of employees
British Nationality	23	88%
Other Nationality	3	12%
Total	26	100%

* Data is correct as of September 2025

6. Essential Factors for Gender Equality

CERC not only complies with the four mandatory requirements of the EU for a Gender Equality Plan, but also covers the additional EC recommended areas to ensure a safe and inclusive environment for all employees.

a) Work-life balance and organisational culture

CERC's long-term strategy is to foster a healthy, sustainable work environment. As part of this initiative, there is special attention for mental load and stress. The Associate Directors of CERC offer support in dealing with stress, uncertainty, or other problems, whether the source is work related or personal. Additionally, if necessary we will refer employees to external counsellors who need support in (re)gaining balance in their work, or in reintegrating after illness. Regular management training will also take place regularly in order to allow CERC's governing board members to recognise the signs of mental health problems in their team members at the earliest.

Main Actions:

- Communicate to employees about seeking support from their line managers in dealing with stress, uncertainty, or other problems, whether the source is work related or personal
- Train management and board members to recognize the signs of mental health problems in their team members at the earliest

b) Gender balance in leadership and decision-making

An effective cultural and organisational change towards gender equality requires well thought out policies and structural integration of gender equality within the organisation, including the composition of decision-making bodies. We strive to ensure an equal representation of women and men in management board and promote awareness about the importance of gender equality.

Main actions:

- To analyse the possibilities of regulating the equal representation of women and men in governing boards
- To bring awareness on gender equality to the Governing Board through regular management training
- To promote candidacies of women to positions in governing boards

c) Gender equality in recruitment and career progression

CERC is committed to enable women to access the same resources as their male colleagues and to participate in decision-making.

CERC's approach:

To strengthen the professional skills, expertise, and leadership of women employees, by providing them with tools for their development based on their needs (gender-sensitive career support).

To integrate the gender perspective in organisational changes, as to guarantee equal and fair career advancement, professional development, and gender balance in different teams.

Main actions:

- Include gender equality component in the recruitment process
- Coaching/training in leadership skills to female senior employees
- To comply with gender parity in forming research project teams according to the Horizon Europe framework

d) Integration of the gender dimension in research and teaching content

Measures will be taken to ensure that gender analysis is included in the design and outputs of research and teaching activities.

Main actions:

- Sex and gender analysis will be incorporated into the project's content and methodology in research proposals.
- Revising teaching materials to include gender perspectives and address stereotypes
- Supporting gender-focused research fields, and monitoring and evaluating the implementation through data collection and regular reporting

e) Measures against gender-based violence including sexual harassment

Gender harassment is a real threat to the quality of work and the well-being of employees, however it remains an unrecognised issue. It has destructive consequences for individuals and organisations as well. CERC takes complete responsibility for providing safe work environments, free from sexual harassment. CERC is committed to make an intensive effort to raise awareness and to create a shared understanding of the implications of sexual harassment among all staff.

Main actions:

- To refer an external confidant, to whom employees can report sexual harassment and ask advice.
- To make explicit in the CERC's code of conduct the commitment to maintain a work environment free of sexual and gender-based harassment.
- To organise awareness-raising sessions on sexual and gender-based harassment for all staff.

7. Future Plans

CERC recognizes that diversity and inclusion is an ongoing topic that requires constant attention and improvement to make sure we not only provide a safe and welcoming environment to all our current employees, but open our doors to new employees of all backgrounds. Thus, the Gender Equality Plan is intended to be a living document, which will grow with our ambitions to focus on gender equality, inclusion of different ethnic, cultural and religious groups, and neurodiversity and disability. In doing so, we hope to not only meet the standards we have set in our own behavioural code, but also improve the quality of our work by including a wider range of views and experiences.

8. Declaration and Sign Off

This Gender Equality Plan represents the current state of our collective efforts and route we have taken to accomplish this plan. This document will be regularly updated.

Signed on behalf of Cambridge Environmental Research Consultants:

A handwritten signature in blue ink, appearing to read 'D. Carruthers', is written over a horizontal dotted line.

DAVID CARRUTHERS

TECHNICAL DIRECTOR

Date: 17th September 2025