

Gender Equality Plan

Date: November 2025

Overview

This Gender Equality Plan sets out Chatham House's commitment to key principles which we have embedded across the organisation. It is endorsed by our Director, Bronwen Maddox and our Executive Leadership Team and has been shared with all staff members.

Dedicated Resources

Chatham House has dedicated resources to promote gender equality.

We embed gender equality and the broader principles of equity, diversity and inclusion in all our work, including our research, convening, and publications. We are committed to ensuring gender representation on all panels hosted by Chatham House, including not hosting panels with only men as speakers except in exceptional circumstances.

Internally, our EDI Working Group acts as a forum for all staff to discuss EDI, including in relation to gender equality, and relay their observations to senior leadership.

Chatham House's EDI Strategy has been approved by the organisation's Executive Leadership Team and Council.

Data collecting and monitoring

The organisation collects and monitors disaggregated data on staff across every aspect of the employee journey, from recruitment, rewards, promotion and exit.

By gathering this data, Chatham House seeks to identify organisational characteristics and patterns and collate and analyse demographic data where there are gaps, particularly in relation to opportunity and development. Data is used to inform decision-making at the Council and ELT level, and reports (Gender Pay Gap) are shared with all staff. We will continue to gather and analyse data in talent acquisition, promotion, and remuneration. We also aim to collect quantitative data on protected characteristics of public events panels and speakers by 2026.

Training

Chatham House provides training to equip all staff to understand protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation), discrimination, intersectionality and creating an inclusive workplace.

We provide online equality training and unconscious bias training to staff as part of their induction process or when they take on specific roles, such as recruitment or management. We have also rolled out mandatory annual sexual harassment training for all staff.

Work-life balance and organisational culture

Chatham House's HR team publishes all policies for all staff to access on its HR portal. Gender equality is core to these policies. They include:

- Parental leave policies (equal maternity and paternity pay)
- Flexible working arrangements
- Support for caring responsibilities
- Compassionate leave
- Employee and external Codes of Conduct
- Sexual harassment risk assessment
- New starter and return from parental leave induction

We also have a dedicated Parent Room, the details of which are available to staff on our HR portal.

Gender balance in leadership and decision-making

Diversity, equity, and inclusion are foundational principles that guide our governance, leadership, and research initiatives.

- All three of our Presidents are women (correct as of October 2025)
- Three out of seven members of Chatham House's Executive Leadership Team are women, including our Director.
- Chatham House's Council is made up of 12 people, five of whom are women (correct as of September 2025)

In alignment with best practices and Charity Commission recommendations, Chatham House's Council (Board of Trustees) and Executive Leadership Team commit to upholding our EDI Strategy.

Chatham House rolled out Executive Leadership Training in January 2024 with a focus on Inclusive Leadership. The training focused on applying knowledge of EDI to specific scenarios and inclusive decision-making, including mitigating bias and gender-based stereotypes. This will be repeated in 2025.

The Council has appointed one of its members as an EDI 'champion' and receives regular reports on the institute's progress in embedding EDI principles across the organisation.

Gender equality in recruitment and career progression

We are committed to being an employer that delivers an equitable experience at Chatham House for all, regardless of identity and/or protected characteristics.

Through executive coaching for the Executive Leadership Team and HR Team, we are evaluating and transforming procedures to safeguard equity in promotion, pay, and career advancement opportunities.

Integration of the gender dimension into research and teaching

Chatham House strives to embed inclusive practices in its research, with a pursuit of gender balance in publications and events.

The Chatham House QEII Academy for Leadership and the Next Generation connects young people worldwide with one another and policymakers, fostering innovative approaches to shaping their futures. This commitment to inclusion spans the Academy's Fellowships,



Common Futures community, and internships, all supporting early-career professionals in developing expertise and leadership in international affairs.

Gender balance is a priority across these initiatives, and applications are reviewed with parity in mind. In the Common Futures community, representation remains around 50 percent female, 48 percent male, and 2 percent non-binary or undisclosed. Historically, most interns and Academy Fellows have been female.

Measures against gender-based violence, including sexual harassment

We have robust policies in place to protect against gender-based violence, including sexual harassment, and to promote an environment free from bullying and harassment. Each staff member must complete mandatory sexual harassment training.

Signature:

Bronwen Maddox
Director & CEO
October 2025