

Equality & Inclusion Plan

1. Commitment

At EduNet Europe, our mission *Together for Education* reflects a strong belief in equity and inclusion. We are committed to ensuring equal opportunities and fostering tolerance throughout our work. Diversity and gender equality are not only matters of fairness, but also key drivers of innovation and excellence in education, training, and research.

2. Reflection & Awareness

Our team is committed to ongoing reflection and learning. Each year, we engage in a short session that raises awareness of unconscious bias, tolerance, and gender equality. These sessions use high-quality resources provided by the European Commission and other public bodies.

3. Teaching & Research Culture

We aim to bring these values to life across all areas of our work by creating environments where everyone feels included, respected, and supported. Our projects, research, and courses actively promote the principles of equality, tolerance, and inclusion — both through their content and in the way they are designed and delivered.

In our teacher professional development courses, we work to achieve balanced gender representation and foster engagement across disciplines. We also actively encourage the participation of less mobile groups — including male teachers and those in STEM fields — in Erasmus+ mobilities, collaborative projects, and other European initiatives.

4. Organisational Culture

We strive to make EduNet Europe a workplace where everyone feels valued and respected. Our approach includes:

- Supporting flexible work options, including remote work and flexible scheduling
- Actively promoting a culture of empathy and mutual respect

Maintaining a safe and respectful workplace is a priority. EduNet Europe has zero tolerance for violence and harassment of any kind, and we are committed to addressing any incidents through appropriate and proportionate measures.

We uphold fair and transparent decision-making processes and monitor gender balance in leadership roles.

Recruitment processes are reviewed to ensure they are fair, transparent, and free from bias of any kind.

5. Resources & Responsibilities

Given our organisational size, the Managing & Academic Director serves as Gender Equality Officer, supported by staff and volunteers. Dedicated time is allocated to coordinate and monitor actions, and external expertise is engaged when needed. Resources are allocated in proportion to our scale to ensure the effective implementation of this plan.

6. Monitoring

EduNet Europe collects sex-disaggregated data annually on:

- Staff composition (full-time, part-time, volunteers)
- Management roles
- Recruitment and selection processes
- Participation in professional development courses
- Participation in projects and collaborative activities

Findings are summarised in a brief annual note for internal review. They support ongoing evaluation and inform adjustments to the plan and its implementation as needed.

This Equality & Inclusion Plan was approved by the Managing & Academic Director of EduNet Europe and is publicly available on our website.

Bad Heilbrunn, 10 September 2025


