

Introduction

Cell and Gene Therapy (CGT) Catapult prides itself on having a diverse, inclusive and balanced workforce and aims to create an environment where people are fully supported and feel that they can be themselves at work. At CGT Catapult diversity is valued and celebrated.

CGT Catapult has been accredited Inclusive Employer Standard (IES) Bronze by Inclusive Employers - a globally recognised workplace accreditation and benchmarking tool for inclusion and diversity.

CGT Catapult is committed to promoting gender equality across all areas of the organisation.

Gender Equality Plan

Public Document

CGT Catapult's Gender Equality Plan (GEP) is a public document, published on our website. It is signed and supported by our Executive Team.

Dedicated Resources

CGT Catapult assigns a senior GEP Sponsor and an appointed GEP Lead, supported by an Equality, Diversity and Inclusion (ED&I) Committee. The Committee reports to the Executive team and is responsible for developing and delivering CGT Catapult's ED&I Strategy. Resources from the existing ED&I budget and staff time are allocated to support GEP implementation.

Data Collection and Monitoring

In order to support this requirement, CGT Catapult:

- Collects and publishes gender pay gap data on an annual basis.
- Collects and publishes gender bonus gap data on an annual basis.
- Collects, monitors and reviews gender split data of employees at all levels on a quarterly basis.
- Collects diversity and inclusion data metrics from employees and benchmarks against best practice standards.

CGT Catapult operates in accordance with the Equality Act 2010 and fully complies with requirements relating to UK employment law and gender pay gap reporting.

Awareness and Training

CGT Catapult provides a variety of sex and gender equality training, on our internal eLearning platform. This is available to employees at all levels, including senior leadership and executives. Our ED&I committee supports awareness-raising activities across a range of topics and issues relating to ED&I, including Gender, Gender Identity, Gender Expression and Gender Equality.

Review and Updates

An annual review of data ensures performance and progress is consistently monitored. This Gender Equality Plan will undergo a formal review every 2-3 years to ensure it remains aligned with organisational priorities, Horizon Europe requirements, and emerging best practice.



[Matthew Durdy \(13-Apr-2026 10:54:16 GMT+1\)](#)

Matthew Durdy
Chief Executive Officer







CGT_Catapult_Gender_Equality Plan_April_2026_1.0

Final Audit Report

2026-04-13

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