

Alternative description of the table illustrating the resources committed and the conditions enabling the delivery of the individual activities covered by the Plan

General table structure: The table presents the assignment of specific measures to the relevant units and specifies their funding model. It consists of 6 columns:

1. *Thematic area*
 2. *Directions of actions*
 3. *Responsible party*
 4. *Funding model A:* Implementation using internal resources
 5. *Funding model B:* Minimum implementation using internal resources; full implementation conditional on securing external funding
 6. *Funding model C:* Implementation conditional on securing external funding
- **Verse 1:**
 - **Area:** Research and education
 - **Examples of actions:** Introducing and improving the offer of general-academic modules to build knowledge and shape attitudes towards gender equality and respect for diversity.
 - **Responsible party:** College of General University Education at the University of Silesia.
 - **Funding conditions:** The 'X' mark appears only in column 4: *Implementation using internal resources*.
 - **Verse 2:**
 - **Area:** Research and education
 - **Examples of actions:** Designing and improving the offer of thesis seminars on gender equality and respect for diversity within various disciplines.
 - **Responsible party:** Deputy deans for student affairs and education, Education and Student Affairs Committee.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding*.
 - **Verse 3:**
 - **Area:** Research and education
 - **Examples of actions:** Support for organising scientific conferences on the issues of gender equality and respect for diversity.
 - **Responsible party:** Deans or competent deputy deans.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources*.
 - **Verse 4:**

- **Area:** Research and education
- **Examples of actions:** Organising artistic, literary, and academic competitions addressing issues of gender equality and respect for diversity.
- **Responsible party:** Committee for Equality and Diversity.
- **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 5:**
 - **Area:** Research and education
 - **Examples of actions:** Delivering classes for learners that address issues of gender equality and respect for diversity.
 - **Responsible party:** Open University at the University of Silesia in Katowice, Rector's Plenipotentiary for Cooperation with Schools, Candidates and Alumni Office.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 6:**
 - **Area:** Research and education
 - **Examples of actions:** Developing and supporting a University research-grant scheme.
 - **Responsible party:** Committee for Equality and Diversity, Science Department, Project Department.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 7:**
 - **Area:** Research and education
 - **Examples of actions:** Promoting and disseminating the findings of research addressing equality issues.
 - **Responsible party:** Committee for Equality and Diversity, Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 8:**
 - **Area:** Research and education
 - **Examples of actions:** Facilitating networking among researchers working on gender equality and diversity across various disciplines.
 - **Responsible party:** Equality and Diversity Observatory.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 8:**
 - **Area:** Research and education
 - **Examples of actions:** Organising training aimed at employees and students on respecting equality and diversity in communication.
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment, Rector's Plenipotentiary for the Protection of Minors and Equality, Committee for Equality and Diversity, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 9:**
 - **Area:** Research and education

- **Examples of actions:** Strengthening information campaigns on the importance of respecting gender equality and diversity in information and promotional materials.
 - **Responsible party:** Committee for Equality and Diversity, Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 10:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Aligning the content of job advertisements for vacant posts at the University of Silesia with the pay-transparency standards and the principles of equal treatment set out in Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023.
 - **Responsible party:** Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 11:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Increasing the diversity of the composition of recruitment and selection panels in terms of gender, the post/role held, professional experience, cultural background, and other relevant characteristics, so as to ensure a well-rounded assessment of candidates and to reduce the risk of unconscious bias.
 - **Responsible party:** Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 12:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Reviewing and modifying the tools used to assess applications for vacant posts at the University of Silesia, in particular as regards their consistency with the principles of the European Charter for Researchers.
 - **Responsible party:** Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 13:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Modernising the tools used to survey the experiences of those applying in recruitment processes, so as to enable the identification of systemic barriers.
 - **Responsible party:** Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 14:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Delivering training/instruction on identifying and reducing the influence of unconscious bias in application-assessment processes, for those involved in the work of competition/recruitment committees.
 - **Responsible party:** Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 15:**
 - **Area:** Recruitment and career progression

- **Examples of actions:** Conducting a review and developing recommendations on the consistency of the periodic evaluation rules for academic employees with the requirements of CoARA.
- **Responsible party:** Science Department, Centre for Employee Affairs.
- **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 16:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Developing new rules and regulations of the periodic evaluation of academic teachers, according to the Strategy of the University of Silesia.
 - **Responsible party:** Academic Staff Committee, Centre for Employee Affairs, Science Department, Quality and Strategic Analysis Department.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 17:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Restrictions on Transfer delivering training on identifying and reducing the influence of unconscious bias in the process of periodic evaluation of academic employees.
 - **Responsible party:** Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 18:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Identifying the needs and expectations of newly recruited employees.
 - **Responsible party:** Centre for Employee Affairs, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 19:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Updating the procedures that support newly recruited employees in adapting to their new workplace and in taking part in the life of the academic community at the University of Silesia.
 - **Responsible party:** Centre for Employee Affairs, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 20:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Developing a support standard for employees in the reinduction process at the University of Silesia.
 - **Responsible party:** Centre for Employee Affairs, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 21:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Developing a DEI training offer for employees of the University of Silesia.
 - **Responsible party:** Committee for Equality and Diversity, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*

- **Verse 22:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Reviewing existing research career development support programmes for compliance with the principles of the European Charter for Researchers.
 - **Responsible party:** Centre for Employee Affairs, Science Department, Doctoral Schools.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 23:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Evaluation of existing mentoring programmes in terms of their compliance with the principles of equality, diversity, and inclusion.
 - **Responsible party:** Centre for Employee Affairs, Science Department, Doctoral Schools.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 24:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Analysis of access to mobility programmes from a diversity perspective, together with the identification of barriers to participation.
 - **Responsible party:** Equality and Diversity Observatory, International Mobility Department.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 25:**
 - **Area:** Recruitment and career progression
 - **Examples of actions:** Reviewing the criteria applied in promotion procedures to ensure that requirements are transparent, unambiguous, and consistent with the principles of open, merit-based academic career progression.
 - **Responsible party:** Chancellor, Centre for Employee Affairs, Science Department, Quality and Strategic Analysis Department, Academic Staff Committee.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 26:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Development of flexible forms of work organisation, their regulation, and training for staff managing hybrid teams.
 - **Responsible party:** Chancellor, Rector, trade unions, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 27:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** The 'Dads at the US' ("Tata na UŚ") campaign: information sessions organised with representatives of trade unions, promoting the take-up of paternity leave.
 - **Responsible party:** trade unions.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 28:**
 - **Area:** Organisational culture and work–life balance

- **Examples of actions:** Promoting 'quiet hours' free of online and in-person meetings.
- **Responsible party:** trade unions, Committee for Equality and Diversity
- **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 29:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Developing a *Code of Good Practice in Electronic Communication* and an information campaign.
 - **Responsible party:** Committee for Equality and Diversity, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 30:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** An information campaign on good communication practice.
 - **Responsible party:** Committee for Equality and Diversity, trade unions, Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 31:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Flexible timetabling of classes, taking family and health circumstances into account when drawing up timetables.
 - **Responsible party:** Rector, deans.
or competent deputy deans, heads of other units, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 32:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Increasing the availability of facilities that help employees and students combine work, study and caring roles, in the form of additional family rooms in University buildings and a 'map of family-friendly places' on the University website.
 - **Responsible party:** Chancellor, Committee for Equality and Diversity, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 33:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Improving the welcome and integration arrangements for students and doctoral candidates.
 - **Responsible party:** Student Service Centre, Student Government, Doctoral Student Government.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 34:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Continued collaboration with the University Psychological Support Centre, offering online consultations for students and employees.
 - **Responsible party:** Student and PhD Student Ombudsperson, Student Service Centre, trade unions.

- **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 35:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Building the University community's skills in stress and burnout prevention and digital wellbeing through training programmes.
 - **Responsible party:** Committee for Equality and Diversity, trade unions, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 36:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Promoting and embedding an organisational culture that respects mental wellbeing, the right to rest and healthy boundaries.
 - **Responsible party:** Committee for Equality and Diversity, trade unions.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 37:**
 - **Area:** Organisational culture and work–life balance
 - **Examples of actions:** Annual satisfaction survey of employees, students, and doctoral candidates; preparation of online questionnaires; reporting of results.
 - **Responsible party:** Equality and Diversity Observatory, Committee for Equality and Diversity, Student Service Centre, Wellbeing Team.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 38:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Identifying the decision-making bodies and processes that have a significant bearing on members of the University community.
 - **Responsible party:** Committee for Equality and Diversity, Equality and Diversity Observatory.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 39:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Identifying areas in which employees of one gender are underrepresented.
 - **Responsible party:** Committee for Equality and Diversity, Equality and Diversity Observatory, plenipotentiaries.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 40:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Regular progress reviews with key decision-makers to monitor the implementation of the Equality and Diversity Plan, with the aim of strengthening ownership of the Plan, building its capacity, and increasing its impact.
 - **Responsible party:** Committee for Equality and Diversity, Equality and Diversity Observatory, plenipotentiaries.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 41:**

- **Area:** Leadership and decision making
- **Examples of actions:** Regular progress reviews with key decision-makers to monitor the implementation of the Equality and Diversity Plan, with the aim of strengthening ownership of the Plan, building its capacity, and increasing its impact.
- **Responsible party:** Committee for Equality and Diversity, Equality and Diversity Observatory, plenipotentiaries.
- **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 42:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Appointing deans' plenipotentiaries for equality and diversity, who will sit on the Equality and Diversity Committee.
 - **Responsible party:** Committee for Equality and Diversity, Rector, Deans.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 43:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Supporting measures to ensure appropriate representation of women and men in University leadership and in the bodies involved in decision-making on research, teaching and University organisation.
 - **Responsible party:** Rector's Plenipotentiary for the Protection of Minors and Equality, plenipotentiaries for equality and diversity, Committee for Equality and Diversity.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 44:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Communicating these recommendations to all University units.
 - **Responsible party:** Rector's Plenipotentiary for the Protection of Minors and Equality, plenipotentiaries for equality and diversity, Committee for Equality and Diversity.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 45:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Promoting balanced gender representation and diversity at all events organised by the University in teams and committees.
 - **Responsible party:** Rector's Plenipotentiary for the Protection of Minors and Equality, plenipotentiaries for equality and diversity, Committee for Equality and Diversity.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 46:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Preparing good practice guidance on gender balance and diversity in decision-making bodies and processes.
 - **Responsible party:** Committee for Equality and Diversity, Rector's Plenipotentiary for the Protection of Minors and Equality.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 47:**

- **Area:** Leadership and decision making
- **Examples of actions:** Formulating guidelines on balanced representation of women and men in decision-making bodies and processes, including the principle of alternating appointments to leadership roles.
- **Responsible party:** Rector, Rector's Plenipotentiary for the Protection of Minors and Equality, Committee for Equality and Diversity.
- **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 48:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Formulating recommendations and guidelines on the active promotion of equality by managerial staff.
 - **Responsible party:** Rector, Rector's Plenipotentiary for the Protection of Minors and Equality, Committee for Equality and Diversity.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 49:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Building competences in possible measures to support and promote gender equality, including through meetings and training.
 - **Responsible party:** Committee for Equality and Diversity, Rector's Plenipotentiary for the Protection of Minors and Equality, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 50:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Supporting the development of personal competences among decision-makers.
 - **Responsible party:** Rector, Chancellor, Committee for Equality and Diversity, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 50:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Offering mentoring and empowerment courses to improve visibility, self-confidence, and negotiation and leadership skills, with particular attention to the needs of underrepresented groups.
 - **Responsible party:** Rector, Chancellor, Committee for Equality and Diversity, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 51:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Broader use and promotion of inclusive language in formal communication at the University.
 - **Responsible party:** Rector, Chancellor, Committee for Equality and Diversity, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 52:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Formulating recommendations on the use of inclusive language in other areas, and updating the "Toolkit of Names of Posts, Roles, and Professions at the University of Silesia in Katowice".

- **Responsible party:** Committee for Equality and Diversity.
- **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 53:**
 - **Area:** Leadership and decision making
 - **Examples of actions:** Promoting inclusive language in relations with the University's external community.
 - **Responsible party:** Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 54:**
 - **Area:** Safety
 - **Examples of actions:** Developing and launching an e-learning module on sexual harassment for University employees.
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 55:**
 - **Area:** Safety
 - **Examples of actions:** Workshops on preventing sexual harassment and other forms of unequal treatment for students and employees.
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 56:**
 - **Area:** Safety
 - **Examples of actions:** Promoting the publication *A Collection of Good Practice in Equality and Diversity, with Examples of Breaches.*
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment, Committee for Equality and Diversity, Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 57:**
 - **Area:** Safety
 - **Examples of actions:** Distributing an information leaflet on how to respond when experiencing or witnessing sexual harassment or other forms of discrimination.
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment, Committee for Equality and Diversity, Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 58:**
 - **Area:** Safety
 - **Examples of actions:** Updating and disseminating the procedures for reporting cases of violence and harassment through the adopted communication channels operating within the University.
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 59:**
 - **Area:** Safety

- **Examples of actions:** Expanding the provision of psychological and legal advice.
- **Responsible party:** Ombudsperson for Academic Rights and Values, Student and PhD Student Ombudsperson, Rector's Plenipotentiary for Preventing Harassment, Student Service Centre, trade unions.
- **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 60:**
 - **Area:** Safety
 - **Examples of actions:** Preparing and distributing an information leaflet on the procedures for reporting sexual harassment.
 - **Responsible party:** Rector's Plenipotentiary for Preventing Harassment, Media Communication Centre.
 - **Funding conditions:** The 'X' mark appears in column 5: *Minimum implementation using internal resources; full implementation conditional on securing external funding.*
- **Verse 61:**
 - **Area:** Safety
 - **Examples of actions:** Developing the 'Safety' section of the University website and publishing guidance on responding to challenging situations.
 - **Responsible party:** Chancellor, Security and Defence Department.
 - **Funding conditions:** The 'X' mark appears in column 4: *Implementation using internal resources.*
- **Verse 62:**
 - **Area:** Safety
 - **Examples of actions:** Organising training for employees on responding to challenging situations.
 - **Responsible party:** Chancellor, Security and Defence Department, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*
- **Verse 63:**
 - **Area:** Safety
 - **Examples of actions:** Holding meetings and workshops on safety on University premises.
 - **Responsible party:** Chancellor, Security and Defence Department, Centre for Employee Affairs.
 - **Funding conditions:** The 'X' mark appears in column 6: *Implementation conditional on securing external funding.*