

## Gender Equality Plan

Plymouth Marine Laboratory (PML) is committed to ensuring and promoting gender equality as part of our overall Equity, Diversity and Inclusion strategy and objectives.

Our specific plans for gender equality are embedded within a range of initiatives, reports and action plans in line with our mainstreamed approach to equity, diversity and inclusion, as outlined in our EDI Policy, which is available from the “**Working with us**” page of our website [here](#).

In particular, the progress we have made and acknowledgement of the continuing challenges and actions needed, are detailed through our Athena Swan submissions.

### **Statement of endorsement by PML’s Chief Executive, Professor Icarus Allen**

I am proud to champion and support PML’s commitment to gender equality, as evidenced through the successful Athena SWAN submission at Bronze level.

PML’s mission is research excellence supporting a sustainable ocean and this can only be achieved if we are able to attract, engage, support and retain exceptional, diverse talent within an inclusive environment.

As an independent registered charity working collaboratively with a range of partners, including the Natural Environment Research Council (NERC), we have delivered world class scientific research working with several regional, national and international partners in academia, government agencies and industry over decades.

Our achievements have only been possible thanks to the inspiration, drive and excellence of all our staff, 45% of whom are female. I am fully aware of the challenges that women face during their careers and fully support PML’s efforts and achievements. Our commitment to gender equality is embedded in our Human Resources Strategy and implemented through our work in achieving and maintaining our Athena Swan accreditation, including good practices developed and progress made.

The Chair of PML’s Board of Trustees is female, and the Board is committed to a recruitment strategy that encourages and supports applications from qualified women. It is encouraging to see that female membership of our Senior Management Team has increased to 50%, and that 40% of our Heads of Science and Groups are now female. However, I am aware that women are under-represented in senior scientific roles at PML and support aims to address this, through policies, promotions and advertising with training and monitoring to eliminate unconscious bias.



(signed)  
Icarus Allen

Our gender equality plan is predominantly set out in our Athena Swan submission, 2018, and work towards our renewal for 2023. The current action plan and progress review information is published on PML's website, available for internal and external access. More information is available on our website [here](#).

We align with the Horizon Europe Gender Equality Plan (GEP) requirements as follows:

### **Mandatory requirements for a GEP**

#### **Be a public document**

The Gender Equality Policy should be a formal document signed by the top management and disseminated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.

We have an action plan as part of our Athena Swan application, which was endorsed by the then Chief Executive, Professor Stephen de Mora. A summary of the action plan and regular updates are available for all employees.

The plans demonstrate a commitment to gender equality and set out clear goals and SMART action points, which include specific, measurable, achievable, relevant and time bound actions.

#### **Have dedicated resources**

Resources for the design, implementation, and monitoring of actions within the Athena Swan include a specific funding model for working time for the Chair of the Athena Swan group highlighted PML's Workload allocation model, other time is available for members of the Equity, Diversity and Inclusion Committee, and administrative resources from the HR department.

#### **Include arrangements for data collection and monitoring**

GEPs must be evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress.

Data is prepared on a regular basis and considered by the Athena Swan working group to monitor progress against actions within the Athena Swan action plan. An annual report is provided to the PML Board of Trustees including data analysis, issues and actions.

#### **Be supported by training and capacity-building**

Actions may include developing gender competence and tackling unconscious gender bias among staff, leaders and decision-makers, establishing working groups dedicated to specific topics, and raising awareness through workshops and communication activities.

We have provided detailed training for our Senior Management Team, Heads of Science and Heads of Group on unconscious bias. In addition, a regular EDI course is provided as part of our Management Basics programme for new, existing and future managers.

PML have recently established an Equity, Diversity and Inclusion Committee are developing the EDI strategy, together with objectives and an action plan to include continued actions for gender equality, in addition to considering intersectionality and other protected characteristics.

The EDI Committee will be focusing initially on culture and communications, raising awareness of issues facing underrepresented groups.

Our Athena Swan application included detailed commentary around:

- work-life balance and organisational culture - 5.3 Organisation and culture & 5.4 Flexible Working & Career breaks
- gender balance in leadership and decision-making - 5.3 Organisation and culture
- gender equality in recruitment and career progression - 4.2, 5.1 Key career transition points: and 5.2 Career development
- integration of the gender dimension into research - 5.3 Organisation and culture
- measures against gender-based violence including sexual harassment - 5.3 Organisation and culture