

## Gender Equality Plan

The Marine Biological Association (MBA) is committed to providing an inclusive and welcoming environment. The MBA believes that diverse talent and voices are integral to excellence and enhance research and discovery.

The MBA's approach to creating an inclusive environment is embedded within our Equality, Diversity and Inclusion Policy and the Equality, Diversity and Inclusion statement which is available on our website [www.mba.ac.uk/about-us/working-with-us](http://www.mba.ac.uk/about-us/working-with-us)

In particular, the progress we are making on gender equality considers gender equality as an umbrella term covering the legal protections related to sex, gender reassignment and pregnancy and maternity as well as broader equality relating to gender identity, trans inclusion and caring responsibilities, in line with the updated definitions adopted by the Athena SWAN Charter.

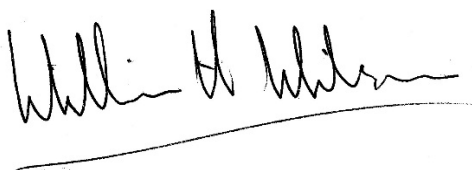
### **Statement of endorsement by the MBA Chief Executive, Professor Willie Wilson**

The MBA has been part of collective progress towards improved gender representation throughout its history, with notable women in science such as the first female fisheries scientist Rosa Mabel Lee in 1905. Today our world class research continues to be driven by our inspirational and talented staff of whom 57% are female.

Our commitment to gender equality is embedded in our human resources policies and terms and conditions with good practice being developed and progress being made. This includes family friendly policies aimed at reducing barriers to equal access to employment such as occupational maternity pay and recently introduced occupational shared parental pay among others.

As of July 2025, our Trustees are 47% female, including the Chair of Trustees, and the Board is committed to a recruitment strategy that supports applications from qualified women. The MBA's senior leadership team is 50% female. Our Research Fellows are currently 40% female, with a confirmed recruitment pipeline that will take this figure to 50% by October 2025. Other management roles are 50% female.

I am committed to doing more to increase the visibility and celebration of women in our business and to increase the representation of women in senior science roles.



Professor Willie Wilson  
Chief Executive

The MBA aligns with the Horizon Europe Gender Equality Plan (GEP) requirements as follows:

### **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 detail actions and measures to achieve them.

The MBA aims to advance gender equality in academia and research in line with the principles of the Athena SWAN Charter. The actions that will be taken to achieve this are outlined in the Gender Equality Policy, which is endorsed by the Chief Executive. A summary and updates will be provided to all staff and progress reported to the MBA's Finance, Audit and Risk committee annually.

Specific actions included in the policy include:

- Regularly collecting and analysing data on gender representation and progression to identify areas for improvement.
- Implementing fair and transparent recruitment and promotion processes that encourage applications from underrepresented genders.
- Providing training on gender equality and unconscious bias for all staff and students.
- Establishing support networks and mentoring programs for underrepresented genders.
- Where feasible, encouraging flexible working arrangements and support for staff with caring responsibilities.

### **Have dedicated resources**

Time allocation for regular discussion and consideration of EDI matters within the MBA Management Executive Team is provided, as well as administrative support in collating data from HR. Staff time is also provided for members of the Wellbeing and Staff Association Groups, both of which have scope to consider EDI concerns.

### **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 objectives and targets.

Disaggregated data is prepared and reviewed internally on a regular basis and is reported on an annual basis to the Finance, Audit and Risk Committee. Where appropriate, Trustees and Senior Management consider gender balance in decision making.

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

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

EDI training has been introduced and is now compulsory for all staff at all levels, including for senior managers. Provision of additional focused management training including EDI for all managers is scheduled for early 2026.

### Version History

Date	Author	Version	Purpose of change
April 2023	K Houghton	V2023	Introduction
July 2025	S Wills	V2025	Update