



**DIVERSITY
IN MARITIME**

DIVERSITY IN MARITIME PLEDGES AND CHARTER GUIDE 2021

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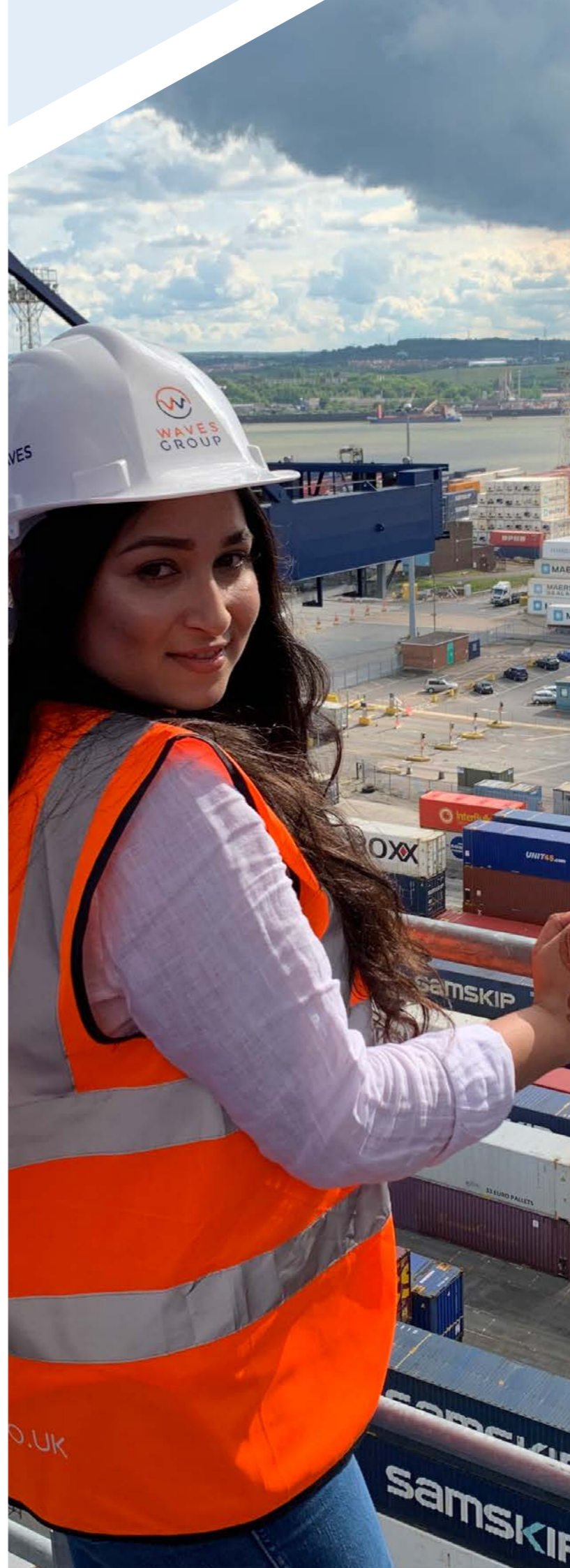
Our Pledge



The Women in Maritime and Mental Health in Maritime Pledges are the first step to becoming a Diversity in Maritime Charter organisation.

Signatories to the Pledges are making clear their support for creating positive change within their respective organisations, and collectively, across the UK maritime sector.

Signatories of the Pledges will have the opportunity to profile their work to improve diversity and inclusion within their respective organisation. Maritime UK will profile pledge organisations, with their permission, through blogs and social media.



Women in Maritime Gender Pledge

“ We are committed to building an employment culture that actively supports and celebrates gender diversity, at all levels, throughout our organisation, and our industry. ”

Current Women in Maritime Gender Pledge Signatories

To sign up for the **Gender Pledge** and to find out more information visit diversityinmaritime.uk



Mental Health in Maritime Pledge

“ We are committed to building an employment culture that actively supports and celebrates diversity and inclusion, at all levels, throughout our organisation, and our industry.

Sign the Mental Health Pledge at diversityinmaritime.uk

Mental Health in Maritime Pledge Signatories

 Umar Adnan, Principal, South Shields, Marine School	 Robert Bellamy, Chief Executive, Royal Purple Recruitment	 Tom Clark, Chief Executive Officer, Society of Maritime Insurers	 Hugh Oldman, General Secretary, Maritime Association	 Paul Bayle, Head of Audit	 Robert Gifford, HR and Learning Manager, Allay Marine Management	 David Daniels, Managing Director, Northlink Ferries, South UK & Europe
 Charles Hammond, Chief Executive Officer, Park Pura Limited	 Michael Lambirth, Chief Executive Officer, Aberdeen Tugboat Brand	 Roger Heath, Chief Executive Officer, G800	 Brian Johnson, Chief Executive, Maritime and Coastal Agency, G4UK	 Norman Jorgensen, Managing Director, G4UK	 Sarah Kenny, Chief Executive, BMT and CMA, Maritime UK	 Rear Admiral Ian Lewis, BMT Group
 Tom Morley, Chief Executive, The UK Major Ports Group	 Robin Moorhead, Chief Executive Officer, Port London Authority and Vice Chair, Maritime UK	 Matt Neale, Chief Operating Officer, Aberdeen Harbour Board	 Jon Oxlby, Chief Financial Officer, Aberdeen Harbour Board	 Heath L. Pugh, Chief Executive Officer, Associated South Ports	 Dr Yan Peng, Chief Executive Officer, Arma Technology	 Emma Ross, ex-Founder of Seas The Land and UK & Europe Maritime
 Alan Ramsey, Chief Executive, Maritime Office, Associated British Ports	 Bob Sangster, Chief Executive Officer, UK Charter of Shipping	 Steve Whiting, Chief Executive Officer, Mersey Maritime	 Katy Smith, Founder/Chair, Maritime Digital Hub	 Catherine Spencer, Chief Executive Officer, Seafarers UK	 Richard Shields, Chief Executive, Port Skills and Safety Ltd	 Mary Thomas, Vice Chair, Maritime Leadership Council, North East Fulbright
 Sandra White, Chief Executive Officer, Southport Harbour	 Tim White, Chief Executive Officer, Devonport					

 **DIVERSITY IN MARITIME**
MENTAL HEALTH PLEDGE



The Charter

The Diversity in Maritime Charter creates a framework to challenge companies to make progress on diversity and inclusion diversity. Charter organisations set out the baseline they are starting from, set stretching targets with timeframes to improve diversity and inclusion and lay out what steps they will take to achieve their goals.

The Charter is supported by a suite of 'toolkits', resources and champions to help organisations realise those targets.



Charter Steps



1

Discuss internally where you are currently and where do you want to be as an organisation in 5, 10 years.

2

Complete the online Maritime UK Charter application where you will be asked to nominate when you will like to attend a Charter Panel Session (NOTE: the panel session can be virtual).

3

Prepare for your Charter Panel Session by:

A Enter your baseline gender data, where you are up on your diversity and inclusion journey and stretch targets in the Diversity in Maritime Charter Portal – you will be asked to present these at the Charter Panel.

B Establishing an Action Plan to present to the Panel. Organisations joining the Diversity in Maritime Charter will be required to agree an 'action plan', setting out individual targets for each participating company. A key commitment will see companies identifying a member of senior management responsible for implementation of the action plan as well as distributing a survey to staff on workplace culture.

C You will be asked to share your action plan, data and questionnaire with the panel for discussion.

You can find examples of the data required below. You will be asked to submit this information 5 working day prior to your panel session.

4

Attend your Charter Panel Session and present your data and action plan. Your panel session will go for approximately 45 minutes. You will be asked to present your data and action plan and the panel will have an opportunity to ask you questions.

We are here to assist you throughout this process. We aren't judging, we want you to succeed and will give you the tips and toolkits to assist you through your charter journey. Through our Diversity in Maritime Networks we can provide you access to our speaker bank, interview pool, toolkits and best practice guides. We want to celebrate your quick wins and achievements throughout your journey and at the one year mark we will ask you to update us on your progress.

You can find further information about the Charter at:

maritimeuk.org/priorities/people/diversity-maritime/projects/diversity-maritime-charter/

Example of Gender Baseline Data and Stretching Targets

	Total	Women	%	Target %	Period
Number of employees	100	10	10	15	2026
Number of employees in graduate scheme / apprenticeship / trainee scheme	10	1	10	15	2026
Number of employees within middle management	10	2	20	30	2026
Number of employees within senior management	0	0	0	20	2026
Number of non-executive board members	0	0	0	10	2026
Number of employees internally promoted in the last 12 months	20	1	5	20	2026
Number of employees who left (retired, resigned, redundancies, career break etc) in the last 12 months	0	0	0	0	2026
Number of people who applied for jobs at your company in the last 12 months	100	20	20	40	2026
Number of people shortlisted for interview for jobs at your company in the last 12 months	10	2	20	50	2026
Number of people employed into new roles in your company in the last 12 months	20	2	10	25	2026

Example of the Gender data you will need to complete on the DiM Portal

Total number of employees	Total number of women employees	Month	Year
Total number of employees in your graduate scheme/apprenticeship/trainee scheme	Total number of women employees in your graduate scheme/apprenticeship/trainee scheme	Month	Year
Total number of employees within your middle management	Total number of women within your middle management	Month	Year
Total number of employees in your senior management/board level	Total number of women in your senior management/board level	Month	Year
Total number of non-executive board members	Total number of women nonexecutive board members	Month	Year
Total number of employees who were internally promoted in the last 12 months	Total number of women who were internally promoted in the last 12 months	Month	Year
Total number of employees who left your company (retired, resigned, redundancies, career break etc) in the last 12 months	Total number of women who left your company (retired, resigned, redundancies, career break etc) in the last 12 months	Month	Year
Total number of people who applied for jobs at your company in the last 12 months	Total number of women who applied for jobs at your company in the last 12 months	Month	Year
Total number of people shortlisted to interview for jobs at your company in the last 12 months	Total number of women shortlisted to interview for jobs at your company in the last 12 months	Month	Year
Total number of people employed into new roles in your company in the last 12 months	Total number of women employed into new roles in your company in the last 12 months	Month	Year

Questions

The following questions will be asked as your Baseline. If you select 'Yes' or 'No' to these questions you will be asked add stretch targets against them in the Target section of the portal and track your progress.

Do you do undertake Gender Pay Gap Reporting?

YES NO N/A

Do you offer PPE specifically for women?

YES NO N/A

Do you offer or signpost to mentoring for your female employees?

YES NO N/A

Do you have parental leave policy for all employees?

YES NO N/A

Do you have a shared parental leave policy?

YES NO N/A

Do you offer flexible working options?

YES NO N/A

Do you offer leave to employees if they have non-child related caring responsibilities?

YES NO N/A

Do you offer mentoring/support to employees on extended leave(including but not limited for caring or health purposes)?

YES NO N/A

Do you offer a Return to Work scheme?

YES NO N/A

Do you provide Unconscious Bias and/or EDI training for employees?

YES NO N/A

Do you have a Mental Health and Wellbeing policy?

YES NO N/A

Do you have an Employee Assistance Programme?

YES NO N/A

Do you report on the percentage of BAME/BME employees?

YES NO N/A

Do you have Mental Health First Aiders or have people in your business responsible for the mental health and wellbeing of your employees?

YES NO N/A

Do you offer training and support for your Mental Health First Aiders/people responsible for the mental health and wellbeing of your employees?

YES NO N/A

Do you report on the percentage of BAME/BME employees?

YES NO N/A

Do you offer or signpost to mentoring for your BAME/BME employees?

YES NO N/A

Do you offer or signpost to mentoring or support for your LGBT+ employees?

YES NO N/A

Do you have a Coming Out Toolkit which can be offered to employees and managers?

YES NO N/A

Do you have a Transgender policy?

YES NO N/A

Do you believe your employees know where to go to seek support?

YES NO N/A

Do you have Employee Resource Groups/D&I Internal Networks?

YES NO N/A

Do you actively encourage employees to engage with and/or publicise the Diversity in Maritime Networks?

YES NO N/A

If you have any queries about the Pledge, Charter or our diversity work please contact **Chrissie Clarke** cclarke@maritimeuk.org



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