

Gender Equality Plan (GEP)

Nekton Foundation (Nekton)

Period: 2026–2029

Applies to: Employees, trustees, contractors, volunteers

Approval: Chief Executive Officer

Public availability: Organisational website

1. Formal Commitment (Mandatory Requirement)

Nekton formally commits to gender equality and non-discrimination across all organisational activities. This commitment is endorsed at Board level and embedded within our governance, policies, and operational practices.

We recognise gender inequality as a structural issue that can intersect with other forms of disadvantage, and we commit to proportionate, evidence-based actions to promote equality, fairness, and inclusion.

2. Governance, Leadership, and Accountability

- The **Board of Trustees** holds ultimate accountability for gender equality.
- The Chief Operating Officer is responsible for implementation, monitoring, and reporting.
- Gender equality actions are incorporated into existing management processes rather than treated as a standalone initiative.
- Progress against this GEP is reviewed annually and reported to the Board.

Proportionality note: As a small NGO, responsibility sits within existing roles rather than a standalone EDI post.

3. Data Collection and Monitoring

We commit to collecting and analysing **gender-disaggregated data** in a proportionate, ethical, and GDPR-compliant manner.

Data areas (where feasible):

- Workforce composition by role and contract type
- Recruitment (applicants, shortlists, appointments)
- Pay and contract terms by role/grade
- Governance (Board and senior leadership composition)

Participation in data collection is voluntary, with opt-out options.

Review cycle:

- Internal review annually
- Findings summarised for staff and trustees
- Used to inform updates to actions and priorities

4. Publication and Transparency

This Gender Equality Plan:

- Is formally approved by the Board
- Is available to staff, trustees, funders, and partners
- Is published on our website

5. Thematic Areas & Actions

5.1 Work–Life Balance and Organisational Culture

Actions

- Promote flexible, remote, and part-time working where operationally feasible
- Avoid scheduling meetings outside core working hours
- Support staff returning from parental or caring leave, with a Family Friendly organisational policy in place
- Encourage shared caring responsibilities across genders, with a Family Friendly organisational policy in place.

Indicators

- Uptake of flexible working by gender
- Retention following parental or caring leave

5.2 Gender Balance in Leadership and Decision-Making

Actions

- Actively encourage applications from under-represented genders for trustee and senior roles
- Use inclusive language in trustee and leadership recruitment
- Consider gender balance when appointing committee chairs and organisational representatives

Indicators

- Gender composition of Board and senior management
- Representation in key decision-making roles

5.3 Gender Equality in Recruitment and Career Progression

Actions

- Use gender-neutral language in job descriptions and adverts
- Advertise roles with transparent salary bands
- Apply consistent, criteria-based recruitment and promotion processes
- Use diverse interview panels where possible

Indicators

- Gender balance at application, shortlist, and appointment stages
- Progression patterns by gender

5.4 Gender Pay Equity

Actions

- Conduct an internal review of pay by role and grade at least every two years
- Ensure equal pay for equal work
- Monitor use of temporary, part-time, and consultancy contracts by gender

Indicators

- Identification and resolution of unexplained pay disparities

- Clear and transparent pay structures

5.5 Prevention of Gender-Based Violence, Harassment, and Discrimination

Actions

- Anti-Harassment and Bullying Policy maintained and enforced
- Sexual harassment and third-party harassment included
- Confidential reporting routes and clear investigation processes established.

Indicators

- Staff awareness of policies and reporting mechanisms
- Issues addressed appropriately and confidentially

6. Intersectional Approach

We recognise that gender inequality can intersect with other characteristics, including ethnicity, disability, age, sexual orientation, and socio-economic background.

Where data and organisational scale allow, we will:

- Consider intersectional impacts in policy and decision-making
- Avoid one-size-fits-all solutions
- Engage staff respectfully in identifying barriers and solutions

7. Implementation Timeline

Action Area	Responsibility	Timeline
Board approval of GEP	Board of Trustees	October 2026
CEO approval of GEP	CEO	Complete
Gender data review	Senior Management	Annually
Pay equity review	Senior Management	Every 2 years
Policy review & training	Management	Annually
GEP update	Board & Management	Every 3 years

8. Review and Continuous Improvement

- **Annual review:** Progress, challenges, and emerging priorities
- **Three-year review:** Full update of the GEP
- Adjustments made in response to organisational growth, feedback, or funder requirements