



**DIVERSITY  
IN MARITIME**

# **DIVERSITY IN MARITIME ANNUAL REPORT 2021**

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Like many of the world's greatest cities, Aberdeen has a port at its heart. This port has been the reason for the city's prosperity for nearly nine centuries. The secret behind our success is the ability to adapt and modernise. By embracing new technologies and industries, and transforming our infrastructure, we are a catalyst for energy transformation, facilitating growth in the maritime sector and international shipping in Scotland and beyond.

We are committed to improving every element of our activity and what we provide for our customers. This is why we are undertaking one of the largest marine infrastructure projects in the UK for decades. Our South Harbour Expansion Project will make Aberdeen the biggest berthage port in Scotland and will revolutionise the nation's marine support capacity.



## Foreword

On 5 May 2020 Maritime UK launched of the Diversity in Maritime programme. Diversity in Maritime aims to promote a fair, equal and inclusive UK maritime industry that embraces diversity and creates a supportive and open atmosphere for all to be able to achieve their potential. The programme works closely with the Maritime Skills Commission to ensure the UK maritime industry has a continuous pipeline of highly skilled, diverse people and to support the Department for Transport's Maritime 2050 People Route Map.

The Department for Transport's Maritime 2050 People Route Map states: "The maritime workforce of the future will be diverse. New roles, new technologies and a changing image of the sector will draw in people from all backgrounds across the entire UK" and recommends Maritime UK expands on foundations laid by the Women in Maritime Network to look at diversity as a whole.

### How will this be achieved?

To achieve these goals, the entire UK maritime industry must work together. Building on the success of the Women in Maritime Network and projects such as the Women in Maritime Charter, the Diversity in Maritime Programme was launched on 5 May 2020 to drive forward diversity best practice in recruitment, progression, and support.

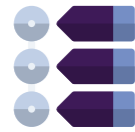
### Diversity in Maritime Programme

**The programme includes four, safe-space networks:** Women in Maritime; Mental Health in Maritime; Pride in Maritime; Ethnicity in Maritime, with more to be announced in the future. These networks bring together individuals and allies from across the sector to collaborate, discuss and break down barriers being faced.

The networks are supported by four working groups: Recruitment; Retention and Progression; Communications and Events; Pledge and Charter. These groups bring together actions from the networks to signpost to existing initiatives or resources or work together to create them where they are lacking, creating solutions to barriers.

The Diversity in Maritime Taskforce is made up of Chairs of the Networks and Working Groups to ensure cross-collaboration, where appropriate.

# Timeline



**2018** Launch of the Women in Maritime Taskforce

**2019** Launch of the Women in Maritime Pledge and Charter with four pilot organisations • Maritime 2050 People Route Map Released • Series of public speaking workshops are held for Women in Maritime

**2020 Mar** Hutchinson Ports UK joins the Women in Maritime Charter • HR Guidance for Recruiters toolkit is released

## 5 May Launch of Diversity in Maritime

**May** IHS Markit joins the Women in Maritime Charter • International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) is commemorated • Pride in Maritime (LGBT+) Network is launched • Mental Health Week launches the Mental Health in Maritime Network • A range of webinars are held covering Unconscious Bias Awareness and Public Speaking on Camera

**Jun** Nuclear Transport Solutions (previously Pacific Nuclear Transport Ltd) joins Women in Maritime Charter

**Jul** Initial meetings of the Mental Health and Pride Networks and expanded Women in Maritime Network meeting all held via Zoom.

**Jul** Launch of the Ethnicity in Maritime Network

**Aug** Forth Ports joins the Women in Maritime Charter • First Mental Health in Maritime Survey launched

**Sep** World Suicide Prevention Day is marked at the second Mental Health Network session

**Oct** Diversity in Maritime webinars are held during Maritime UK Week

**Dec** Diversity in Maritime briefing with Maritime Minister, Robert Courts • Interview Pool relaunched • Ethnicity in Maritime Book Club launched during Ethnicity in Maritime Network

**2021 Jan** ABP joins the Women in Maritime Charter • First Ethnicity in Maritime Book Club is held • Women in Maritime Network commence Women in Leadership discussions during network session • First Charter Roundtable is held

**Feb** LGBT+ History Month is celebrated with a webinar and blogs • Race Equality Week social media campaign • New mental health video shared on Time to Talk Day • Diversity in Maritime welcomes its first sponsor, Aberdeen Harbour Board

**Mar** Mental Health Pledge is launched at Mental Health Network meeting • Diversity in Maritime Charter launched to expand on the Women in Maritime Charter • IWD shines a light on diversity in leadership • The Mental Health Network launches its 'Creating a Culture of Care' initiative

**Apr** Pride Network commences work on Pride in London planning • Plans underway for a dedicated industry roundtable to discuss how to make maritime welcoming for our LGBT+ community • Plans commence on a sector-wide Unconscious Bias Awareness Training • GAC UK joins the Diversity in Maritime Charter

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# Meet the Diversity in Maritime Taskforce



## Sue Terpilowski OBE

**Co Chair, Diversity in Maritime Taskforce/Chair, Women in Maritime Network**

Sue Terpilowski started Image Line Communications more than 32 years ago and it has become one of the leading specialist PR, marketing and visual event agencies in the logistics, freight, ports, material handling and supply chain sectors.

Sue was made a fellow of the Chartered Institute of Logistics and Transport (CILT) in January 2018. Sue standing within her business sector is such that she is the Chair of Maritime UK's Women in Maritime Network and Co-Chair of the Diversity in Maritime Taskforce, Chair and Lead for Policy and Public Affairs and Vice-Chair of the Ports, Maritime and Waterways within CILT. She regularly chairs sessions and acts as a facilitator for CILT on sector related issues including SOLAS, CTU Code, M2M/Autonomous/Automation, portcentric and port trends. Sue is well known as the President of WISTA UK (Women in Shipping and Trade) whose purpose is to help promote networking, provide educational activities and events and the exchange of experiences among women who are working in the sectors of shipping, maritime and international trade. Sue guides and overseas WISTA UK's organisation of activities

including site visits, seminars, workshops and industry-related events giving members the opportunity to meet and form strong business relationships with other professionals working in the shipping industry.

Sue is also a member of Women in Logistics and Women in Transport group.

## Debbie Cavaldoro

**Co Chair, Diversity in Maritime Taskforce**

Debbie Cavaldoro leads on strategy for Nautilus, steering the Union's objectives and ensuring a common message through all Union functions. Debbie has a long history of working with both Trade Unions and Communications.

Before taking up her current role developing the strategy and campaigning arm of Nautilus, she worked extensively on the Nautilus Telegraph. Prior to joining Nautilus in 2011, her previous work experience saw her in various PR roles including for a Journalist Trade Union, Central government and a football club. She has received overseen various awards for the Union including the TUC Communications Awards in 2013, 2014, 2015 & 2017, the European Association Awards in 2018 and Association Excellence Awards 2018 and was a finalist in the Transport Journalist of the year in 2015.

## Chrissie Clarke

**Programme Manager Diversity and Skills, Maritime UK**

Chrissie Clarke leads on the Diversity in Maritime and Maritime Skills Commission programmes at Maritime UK.

Prior to joining Maritime UK in March 2020, Chrissie designed and led a range of diversity and inclusion and skills portfolios for mining, property, the arts and government in Australia and the UK. Chrissie holds a 1st Class Honours degree in Communications and Culture and is also an Associate of the London College of Music. She is passionate about ensuring everyone has a 'seat at the table'.

## Nicky Brown

**Chair, Recruitment Working Group**

Nicky Brown is an experienced leader with a demonstrated history of working in the maritime industry. She has over a decade of maritime experience gained at Shoreham Port in a broad range of roles. She has been part of the senior leadership team for a few years as Director of Corporate Services. In this role, Nicky set the strategic direction of the Port's Human Resources and Communications. Under Nicky's leadership Shoreham Port became the first port to become certified as a Women in Maritime charter company – and the Port continues with this journey. Latterly she has been in the role of Operations Director at Shoreham Port, leading the Port's logistics and commercial activities.

Nicky has been a key driving force in the Women in Maritime Network tackling gender equality within the sector. She is passionate about building employment cultures that are inclusive and celebrate diversity and reinforcing the business case for diversity. She is an accomplished presenter, speaking at events and conferences within the maritime sector, championing the work of the network. Nicky is currently Vice-Chair of the Diversity in Maritime Recruitment Working Group, which includes building the maritime 'Interview Pool'.

Additionally, Nicky Chairs the British Ports Association HR & Employment Network, which aims to facilitate greater

collaboration and sharing of best practice between ports. She is a Chartered member of the Institute of Personnel and Development and a qualified learning and development trainer.

## Barbara Buczek

**Chair, Retention and Progression Working Group**

Barbara Buczek was the COO at the Port of Dover Group who she joined in 2010. Barbara has over the past ten years has held a number of senior management positions across different operational and commercial areas of the Port. She is currently the Group Chief Commercial Officer playing a leading role in the development of the Group's business portfolio including ferry, cruise, cargo, marina and property. Barbara is also a Director of Port of Dover Cargo Limited that recently moved into its fantastic new multi-million pound home in the Western Docks. Barbara's experience as a director also extends to Dover Waterfront Limited and Core Operational and Services Team Limited, subsidiaries in the Port of Dover Group that are reviving the waterfront and delivering operational services across the businesses respectively.

Outside of the Port, Barbara's wide-ranging experience has been utilised more widely within the maritime industry to champion the role and contribution of women within the sector. This has led her to become a member of the Women in Maritime Taskforce established in the UK to address fairness, equality and inclusion. More locally, Barbara's skills have been utilised as a Trustee for the important charitable work of Emmaus Dover.

## Cecilia Harvey

**Chair, Ethnicity in Maritime Network**

Cecilia is a Social Anthropologist who's passion for the richness of diversity and the psychology of the human race has led her to her current role. As the EDI Lead (UK) at Royal HaskoningDHV, she drives and coordinates EDI initiatives centred around gender, LGBTQ+, ethnicity and disability. Her role has recently developed further as an advisory and knowledge sharing role on a global scale within RHDHV, working closely with teams in Vietnam, South Africa and the Netherlands.

Cecilia is also a multi-lingual senior PA who has worked in a diverse range of industries such as Insurance, Aerospace Engineering, Finance and Creative Communications and has supported Senior Managers and Directors as well as CEOs and MDs. Furthermore, she sits on the Board of the employee led charity BRITE Foundation at RHDHV and ensures the company's ethos surrounding social value, sustainability and the UN's SDGs are reflected in the projects the Foundation supports around the world.

### **Julie Lithgow**

#### **Vice Chair, Ethnicity in Maritime Network**

Julie Lithgow OBE was the CEO of a global maritime professionals' body (the Institute of Chartered Shipbrokers) with members and branches around the world, that supports 5,000 students per year towards maritime examinations and qualifications. She is a specialist in international projects and business development within the shipping industry with high-level management experience within both the regulatory, commercial and charities sectors and including the leading of governmental regulatory project, with a strong track record leading teams. She has spent the last 20 years working within the shipping industry for both charitable and commercial organisations.

She advises various UK and international government maritime and shipping departments on education and outreach projects, including a national maritime outreach programme with schools. She was awarded an OBE in the Queen's Honours list in 2020 for her work on diversity within the maritime sector. She was awarded the Meritorious Public Service Award from the United States Coastguard in 2020 for her work on supporting AMVER programme.

She is a citizen of the United Kingdom, New Zealand and Trinidad & Tobago.

### **Jenny Matthews**

#### **Chair, Pledge and Charter Working Group**

After joining the Superyacht industry at age 19 with the vision

of becoming a Captain, Jenny Matthews is now a Chief Mate 3000Gt and co-founder of She of the Sea. She of the Sea holds the clear objective of seeing a diverse and inclusive Yachting industry that values competency over any other factors.

With a passion for building high performance teams, Jenny aims to bring the experience, insight and network cultivated through She of the Sea to the wider Maritime landscape. Recognising that long term change will require united industry-wide action towards a common goal that will in turn benefit all major industry stakeholders.

### **Danny McGowan**

#### **Chair, Pride in Maritime Network**

Danny McGowan is the international organiser at maritime professionals' trade union Nautilus International, covering UK, Dutch and Swiss branches. Danny has worked for Nautilus International since 2015. He was promoted to his current role of international organiser in 2018. He develops and maintains the Union's participation in International Transport Workers' Federation (ITF) and European Transport Workers' Federation (ETF) structures, and coordinates the Union's organising of non-domiciled seafarers working with the ITF and with other ITF-affiliated trade unions.

Danny is also the coordinator of the Nautilus Federation. This is a group of 21 like-minded trade unions working together globally in support of common aims. He is responsible for developing the Federation, growing the number of affiliates and encouraging participation in its activities. Alongside affiliates he creates and develops targeted campaign work for the Federation, complementing the work of the ITF.

Danny has been instrumental in increasing the visibility of LGBT+ maritime professionals in the industry, by organising the Union's delegation to Pride in London since its first time participating in 2016 and subsequently encouraging LGBT+ members to participate in all aspects of the Union's work. He has also ensured that LGBT+ matters are regularly brought to the forefront of other Nautilus activities and reporting. In developing this work, Danny presented the Union's first motion to the Trades Union Congress LGBT+ conference, gaining

unanimous support for seafarers and other cross-border workers in gaining information about local laws and customs that could have a negative impact on their ability to express their diversity.

He also represented Nautilus at the ITF's most recent five-yearly Congress in 2018, and spoke on behalf of the Union in support of a ground-breaking motion to develop LGBT+ work amongst affiliates and with global union federations for other industries.

Danny's earlier work with Nautilus, as a senior assistant organiser and then strategic organiser saw him responsible for growing the Union's superyacht membership and for developing relationships between the Union and the superyacht industry. He was also active in growing the Union's youth activities and making the Union's governance structures more accessible to young maritime professionals.

Prior to this, Danny worked for the UK Civil Service, joining in 2007. This is where he began his trade union career with the Civil Service union, PCS. He was a lay representative supporting individual members in his workplace in East London, then moving on to department-wide roles, all while maintaining his role as a civil servant.

### **Namrata Nadkarni**

#### **Chair, Communications and Events Working Group**

Namrata is the CEO and founder of Intent Communications, Namrata Nadkarni is an award winning maritime journalist. Her passion for words saw her graduate with a B.A. in English Literature from Sophia College in Mumbai, which was followed up with an MSc from the London School of Economics in 2006.

Namrata has been a content creator in the maritime and offshore sectors for more than 17 years, working with respected brands such as Safety at Sea, Fairplay, The Marine Professional, Lloyd's List, Seatrade magazine, Seatrade Cruise Review, Dredging and Port Construction, Ports and Harbors, and also Marine Engineer's Review.

In addition to spearheading content for print and digital publications, the Intent CEO is experienced in creating content for a range of live event formats including roundtables,

webinars and award ceremonies, crafting newsletters, whitepapers and video content.

A confident public speaker and people-person, she has also hosted numerous industry and social events including conference panel discussions and award ceremonies, and has even appeared as a shipping expert on the BBC.

Namrata is a skilled trouble-shooter, who has a content-first approach, is extremely deadline-driven and known for delivering on challenging projects. She is passionate about direct and clear communication, ensuring that projects are accessible and inclusive, advocating for mental health support systems, and pushing for greater diversity in decision-making.

### **Stuart Pollard**

#### **Chair, Mental Health in Maritime Network**

Stuart Pollard is the Head of Health, Safety and Wellbeing at Port of London Authority.

Stuart is a passionate health, safety and wellbeing professional, with a wealth of knowledge and experience from a number of sectors. His approach is to challenge the norm to make things engaging, dynamic and memorable; so that people talk about health, safety and wellbeing in a way that encourages learning, improves behaviour and opens up possibilities.

### **Caitlin Vaughan**

#### **Vice Chair, Mental Health in Maritime Network**

Caitlin is project and stakeholder engagement manager at Lloyd's Register Foundation; an independent global charity that supports research, innovation, and education to make the world a safer place. She has a background in seafarers' welfare and previously helped to develop a number of resources for seafarers and the maritime industry with a focus on mental health support while working for the International Seafarers' Welfare and Assistance Network (ISWAN).

Caitlin has worked in project management in the not-for-profit sector for 12 years and holds an MA in International Relations.

## Our Networks



### Women in Maritime Network

During the 2017 London International Shipping Week, then Maritime Minister Rt Hon John Hayes MP called for industry to address gender imbalance in the sector.

In 2018, Maritime UK established the Women in Maritime programme to address gender fairness, equality and inclusion within the maritime sector. A Taskforce was created to bring together leaders from across the maritime sector to identify practical steps to increase the number of women in maritime, and crucially within senior roles across its shipping, ports, marine and business services industries.

In 2019, the Minister for Transport released the Maritime 2050 People Route Map which celebrated the work of Women in Maritime and called for Maritime UK to expand on these foundations to develop Diversity in Maritime. Women in Maritime continues to operate as an open network, and we call upon the sector to get involved.

We know that achieving a balanced workforce at all levels in the maritime sector will undoubtedly improve culture, behaviour, outcomes, profitability and productivity.

The network meets quarterly and encourages women from across the sector as well as male allies to join the safe space conversations.

### Pride in Maritime Network

Our Pride in Maritime Network was launched in May 2020 as part of the Diversity in Maritime programme.

#### Aims of the Network

To help identify barriers to change across the LGBT+ maritime community, and where Working Groups should be focusing efforts.

To ensure that the network consider the whole of the "maritime" sector – comprising shipping, ports, professional services, engineering & science and leisure marine

To educate and enable individuals and companies to embrace, empower and support the LGBT+ community

To share resources, good practice policies and toolkits that support the LGBT+ community across the sector.

### Mental Health in Maritime Network

Our Mental Health Network was launched in May 2020 as part of the Diversity in Maritime programme.

#### Aims of the Network

To provide a collaborative platform to share information among all organisations, in support of aiding others to achieve and develop mental health management practices by: engaging, connecting and collaborating with organisations who have developed Mental Health and Suicide Prevention strategies for the UK maritime sector; bench-marking current training provisions and; providing bench-marking tools for the maritime sector against mental health standards.

To gather and share case studies profiling maritime organisations best practice guides and policies to assist and improve mental health across the sector including, but not limited, to: time to speak and toolkits for bringing crews together onboard.

To provide individuals working in the maritime sector and companies with relevant information about mental health resources, best practice guides and toolkits including, but not limited to: creating a mentally healthy workplace; treating people well and; creating a safe space.

On 5 August 2020 Diversity in Maritime launched the first Maritime Mental Health Benchmark Survey, in partnership with Safer Highways.

A copy of the report can be found here.

Our Holistic Approach and Culture of Care projects are aligned to the Thriving at Work standards.

### Ethnicity in Maritime Network

Our Ethnicity in Maritime Network (initially called BAME) was launched in July 2020 as part of the Diversity in Maritime programme.

#### Aims of the Network

Help identify barriers to change and where the Diversity Working Groups should be focusing efforts.

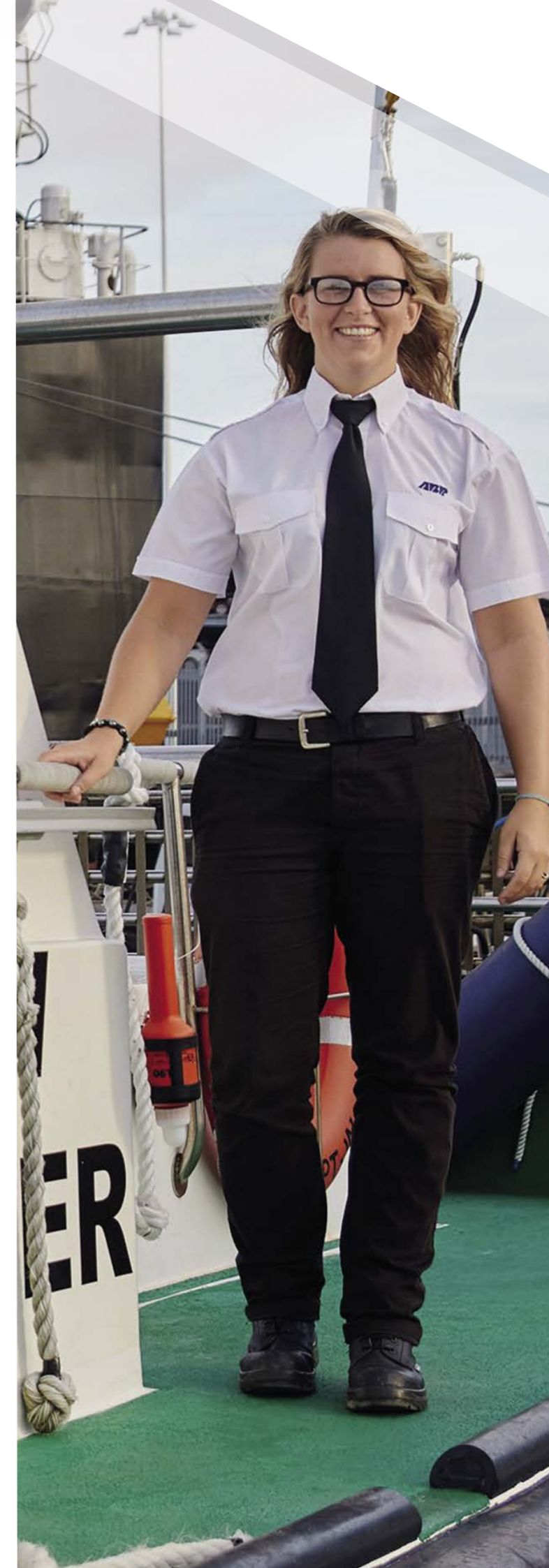
To bring together individuals from a culturally diverse background, along with allies, to shine a strong spotlight on the specific problem of racial inequality.

Ensure that the network consider the whole of the UK "maritime" sector – comprising shipping, ports, services, engineering & science and leisure marine.

To enable individuals and organisations to recruit, retain, empower and support individuals from a culturally diverse background.

To act as disruptors to educate and enable individuals and organisations to acknowledge and challenge racial conscious and unconscious bias in the workplace.

To share resources, good practice policies and toolkits that support individuals from a culturally diverse background across the UK.



## Our Initiatives

### Interview Pool

Diversity and Inclusion is critical to business because it encourages success. When success can be achieved by all, regardless of race, religion, gender or sexual orientation, people perform better – and that means the business performs better. Diverse organisations outperform their competitors.

We know that creating gender balanced interview panels can be challenging. What if you don't have a female available to conduct your interviews? What if you don't even have a female in your business? Or worse still, what if you don't do anything about this?

The Interview Pool is here to assist organisations access other women in the sector to help with your recruitment, enabling gender balanced interview panels to be created.

#### Why use the Interview Pool?

- To balance your interview panel
- To overcome the pitfalls of all male interview panels, which can create a barrier to new entrants and succumb to bias, both conscious and unconscious

#### Why volunteer in the Interview Pool?

- Access, network and support other women in the sector
- Share your skills, learn and follow best practice – you do not need to have extensive interviewing or recruiting experience. Use this as an opportunity to develop a new skill
- Supporting the success of your sector – helping other businesses in your supply chain – ensuring the best talent is in the maritime sector
- Corporate Social Responsibility – in kind, through gifting your time
- Your profile will appear on the dedicated Interview Pool Volunteer page

#### How?

- Pairing of volunteer interviewers and organisations through Maritime UK
- Previous interviewing experience not required
- 'The deal' – all of the detail has been taken care of
- Participating companies/individuals will receive an Interview Pool pack including a confidentiality clause, privacy notice to applicants and guidance notes

### Speaker Bank

We are passionate about ensuring that speaker panels have diversity of thought. We know that inclusive panels are needed to achieve this. We have been told that organisations sometimes struggle to find women, BAME/BME and LGBT+ speakers, or speakers from other protected characteristics, from across the UK maritime sector. To assist this we have established the Diversity in Maritime Speaker Bank.

The Speaker Bank provides a portfolio of diverse speakers who span the UK maritime sector.

### Diversity and mental health toolkits

The Diversity in Maritime Toolkit and Mental Health Toolkit includes a range of resources designed to help companies make progress with diversity commitments and share mental health and wellbeing provisions.

### Book club

The Ethnicity Network Book Club is a series of informal and intimate online meet-ups that give its members an opportunity to read, listen and discuss books that broaden the knowledge and understanding of race and the impact of racism.

The Ethnicity Network Book Club is co-hosted by Julie Lithgow, Vice Chair of the Ethnicity in Maritime network and

Samaa Addo, Marketing Manager and D&I Lead at The Baltic Exchange. In each session, we discuss the selected book, unpack the major themes, share our reactions and questions and contemplate the meaning and implications on our lives and the world around us.

### Mental health culture of care

The project aligns to the following Thriving at Work core standards:

#### Core standard two:

develop mental health awareness among employees

#### Core standard four:

provide your employees with good working conditions

#### Core standard five:

promote effective people management

#### The project aims to

1. Create and identify resources on resilience for employees and mental health first aiders.
2. Discuss suicide prevention.
3. Ensure organisations are aware of the culture of care resources available.
4. Run information webinars on breaking down the stigma surrounding mental health.
5. Signpost to mental health helplines and support on the Mental Health portal.
6. Collaborate with active campaigns, including our own Mental Health in maritime campaign, and ensure there is a continuous messaging and sharing of best practice – in particular around key mh dates
7. Case study organisations with wellbeing policies and highlight any charter organisations.
8. Work in collaboration with all networks to ensure cross-messaging on mental health and wellbeing.

# Diversity in Maritime Pledges



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 will be making clear their support for creating positive change within their respective organisations, and collectively, across the UK maritime sector.

Each pledge signatory 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 our social media accounts.

## Mental Health Pledge

The Mental Health in Maritime Pledge calls upon executives from maritime organisations to make a public commitment, which says:

“We are committed to improving the quality of mental health and wellbeing provision through action and support, at all levels, throughout our organisation and our industry

By pledging to this statement, the organisation agrees to the following:

**Our purpose** We recognise that as executives we must be leading advocates for mental health and wellbeing, both within our organisations and in the maritime community.

We aspire to work together and lead with visible action.

It is time for the maritime sector, through our leaders and our colleagues, to speak up and demonstrate compassion and understanding to those experiencing mental ill health by engaging in positive action.

**Our responsibility** As leaders we are responsible for creating awareness that we all have a state of mental health. For those struggling with mental wellbeing, this may ultimately result in mental ill health. This is a growing concern in our society and across our industry.

We all have a state of mental health, and as leaders we have a responsibility to raise awareness of the spectrum from thriving to struggling and potentially in mental ill health.

To do this we will empower people to thrive at work and be mentally healthy. This will enable people to have the skills, knowledge, and education to promote wellbeing, protect good mental health through welfare and the environment and ensure they have access to support when it is needed, thereby fostering a thriving culture of care.

**Our commitment** We advocate and are committed to making a positive difference through action and support, not just within our organisations but also across the UK maritime sector and the broader maritime community. We commit:

To establish working conditions and practices that foster a positive mental health state. We will help anybody struggling with their mental health and ensure they feel safe in the knowledge they have been heard and not judged.

To dispel the stigma of mental health issues by establishing an open and trusting environment that allows people to listen and talk. We will provide signposts to help from a range of recognised and trusted sources.

To ensure our workforce have the skills, knowledge, and education to help support individuals whilst working both on land and at sea.

By signing the pledge companies and other organisations in the sector will be making a public commitment to improving mental health and wellbeing for their workforce and will be asked to report against the pledge.

## Current signatories

**Simon Ashton** Principal  
South Shields Marine School

**Christian Ayerst** Chief  
Executive Officer **Mental Health Support Solutions**

**Richard Ballantyne** Chief  
Executive **British Ports Association**

**Graham Barnetson** Chief  
Financial Officer **Red Funnel**

**Darrell Bate** Director  
of Maritime Training and  
Development **Marine Society & Sea Cadets**

**Simon Brebner** Chief Executive  
**Peterhead Port Authority**

**John Burden** Managing  
Director **Isca Wellbeing Ltd**

**Hugh Callaway** Managing  
Director **Humber Maritime Coll**

**Captain Derek Chadburn**  
Master **The Honourable Company of Master Mariners**

**Tom Chant** Chief Executive  
Officer **Society of Maritime Ind**

**Robert Courts** Maritime Minister  
**Department for Transport**

**Tom David** Managing  
Director **Avantis International**

**John Denholm** Chairman/  
Chief Executive **J & J Denholm Ltd**

**Mark Dickinson** General  
Secretary **Nautilus International**

**Commodore David Eagles**  
**Royal Fleet Auxiliary**

**Martin Foley** Chief Executive  
Officer/European Regional  
Coordinator **Stella Maris**

**Kerrie Forster** Chief  
Executive Officer **The Workboat Association**

**Elizabeth Garcia** Director  
**Yacht Search Recruitment**

**Richard Garforth**  
HR and Training Manager  
**Bibby Marine Management**

**Stuart Garrett** Managing  
Director **NorthLink Ferries.**  
**Serco UK & Europe**

**Charles Hammond** Chief  
Executive Officer **Forth Ports Ltd**

**Michelle Handforth** Chief  
Executive Officer **Aberdeen Harbour Board**

**Roger Harris** Chief Executive  
Officer **iSWAN**

**Dr Grahaeme Henderson**  
OBE Global Head of Shipping &  
Maritime **Shell**

**Gary Jeffreys** Managing  
Director **CMA CGM UK**

**Brian Johnson** Chief  
Executive **Maritime and Coastguard Agency**

**Herman Jorgensen**  
Managing Director **GAC UK**

**Sarah Kenny** Chief Executive  
**BMT** and Chair **Maritime UK**

**Gwynne Lewis** Chief  
Executive **Institute of Marine Engineering, Science and Technology (IMarEST)**

**Lars Lippuner** Director  
**Warsash Maritime School Rear**

**Admiral Iain Lower**  
**Royal Navy**

**Ben Ludzker** Chief Executive  
Officer **Kays Medical**

**Becki Mackay** Global  
HR Manager **Cory Brothers Shipping Agency**

**Chris McDade** Vice President  
Gas Operations **Teekay Gas**

**Tim Morris** Chief Executive  
**The UK Major Ports Group**

**Sean Moloney**  
Managing Director **Shipping Innovation/LISW**

**Robin Mortimer**  
Chief Executive Officer  
**Port of London Authority**  
and Vice Chair **Maritime UK**

**Ashley Nicholson**  
Associate President **UK Harbour Masters' Association**

**Matt North** Chief  
Operating Officer **Aberdeen Harbour Board**

**Jon Oakey** Chief Financial  
Officer **Aberdeen Harbour Board**

**Joe O'Neill** Chief Executive  
**Belfast Harbour**

**Henrik L. Pedersen** Chief  
Executive Officer **Associated British Ports**

**Dr Iain Percy** Chief Executive  
Officer **Artemis Technologies**

**Lesley Robinson** Chief  
Executive Officer **British Marine**

**Emma Ross**  
Co-Founder **Seas The Mind**

**Alison Rumsey** Chief Human  
Resources Officer **Associated British Ports**

**Bob Sanguinetti** Chief  
Executive Officer **UK Chamber of Shipping**

**Chris Shirling-Rooke** Chief  
Executive Officer **Mersey Maritime**

**Kevin Smith** Founder/  
Director **Maritime Digital Hub**

**Catherine Spencer** Chief  
Executive Officer **Seafarers UK**

**Richard Steele** Chief  
Executive **Port Skills and Safety Ltd**

**Harry Theochari**  
Vice Chair, Maritime London/  
Senior Consultant  
**Norton Rose Fulbright**

**Mark Todd** Chief Executive  
**OYT South**

**Cathy Wallwork**  
Commercial Director **Virsec Ltd**

**Bill Walworth** Chair  
**Maritime Skills Alliance**

**Sandra Welch** Chief  
Executive Officer **Seafarers Hospital Society**

**Stuart White** Business Unit  
Director - Maritime Europe and  
UK Health & Safety Director  
**Royal HaskoningDHV**

**Steve Williams** Operations  
Director **Portico Shipping**

**Tom Willis** Chief Executive  
**Shoreham Port**

**Ben Willows** Chief Executive  
Officer **UKSA**

**Revd Canon Andrew Wright** Secretary General  
**The Mission to Seafarers**



### Women in Maritime Pledge

The Women in Maritime gender pledge is a first step to becoming a Diversity in Maritime Charter organisation along with the Mental Health 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 signatories

A2 Rigging Ltd	CMA CGM UK Shipping Ltd	GAC Services (UK) Ltd	Maritime & Coastguard Agency	Ocean Youth Trust South	Shoreham Port
Aberdeen Harbour Board	CMR CMS	Hapag-Lloyd (UK) Ltd	Maritime Archaeology Ltd	Offshore Aerial Survey Services Ltd	Society of Maritime Industries
ADPR	Coltraco Ultrasonics	Harwich Haven Authority	Maritime London	Offshore Painting Services	Solent LEP
AMI Marine Ltd	Complete Training Solutions	Humber Maritime College	Maritime Skills Alliance	Pacific Nuclear Transport Ltd	Solent Stevedores Ltd
Apostleship of the Sea	Condor Ferries	Hutchison Ports	Marlan Maritime Technologies	Peel Ports Group	Solent University Southampton
Associated British Ports	Cornwall Council	IHS Markit	MBNA Thames Clippers	Peterhead Port Authority	Solis Marine Consultants
AV Dawson	Cornwall Marine Network	Image Line Communications Ltd	Mersey Maritime	Petrospot Ltd	South Shields Marine School
BAE Systems Plc	Cromarty Firth Port Authority	IMarEST	MFB Solicitors	Pole Star	Spinnaker Global
Beckett Rankine	Cruise Academy Ltd	Independent Vessel	Millennia Insights	Poole Harbour Commissioners	Stellamar
Belfast Harbour Commissioners	DFDS Seaways Plc	Operations Services Ltd	MMD Shipping Services	Port Academy Liverpool	Stena Line UK
Blackpool and The Fylde College	DGB Solicitors	International Chamber of Shipping	MNTB	Port of Blyth	Teignmouth Harbour Commission
BP Shipping	DNVGL	Isle of Man Maritime Ltd	MYBA The Worldwide	Port of Dover	Thames Skills Academy
British Marine	DP World	James Fisher & Sons Plc	Yachting Association	Port of London Authority	The Baltic Exchange
British Ports Association	Engineering College	Jobs In Maritime	Nautech Services Ltd	Port of Milford Haven	The Honourable Company of Master Mariners
Bruntons Propellers	European Marine	JPMA/Hoylake Sailing School Ltd	Nautical Archaeology Society Ltd	Portsmouth International Port	The Nautical Institute
CalMac Ferries Ltd	Energy Centre	KVH	Nautilus International	Propeller Club Liverpool	Trinity House
Carlomb Shipping	E. P. Barrus Ltd	LEK Lubriation Engineering Ltd	Navis Cargotec	Protornio Consulting Pte Ltd	Trinity Logistics Ltd
Carnival UK	Falmouth Harbour Commissioners	Lloyd's Register	North Atlantic Fishing Company Ltd	Q88	Total / Maersk Oil
Chelsea Technologies	Falmouth Training Solutions Ltd	Mactra Marine Ltd	Northern Exposure Rescue	Red Funnel	Tymor Marine Ltd
City of Glasgow College	Forth Ports Ltd	Mainstay Marine Solutions	OASIS	Red Square Medical	UK Chamber of Shipping
CLIA UK & Ireland	Frontline Pumps & Systems Ltd	Marine People	Ocean Chandlery	Royal Fleet Auxiliary	UK Harbour Masters Association
				Royal Navy	UK Major Ports Group
				RYA	University of Brighton
				Saltwater Stone	University of Plymouth
				Seafarers UK	Wallenius Wilhelmsen
				Serco Northlink Ferries	Watson Farley & Williams
				Shell International Trading & Shipping Company	Whiskerstay Ltd
				Shipping Innovation Ltd	Yacht Search Recruitment
					Ørsted



## What is the Charter



The Diversity in Maritime Charter creates a framework to challenge companies to make progress on diversity and inclusion, and is supported by a suite of 'toolkits' and resources to help companies realise those targets.

Charter companies are required to agree an 'action plan', setting out individual targets for each participating company. A key commitment is that companies identify a member of senior management responsible for implementation of the action plan as well as distributing a survey to staff on workplace culture. Performance against action plans will be self-assessed via online portal and national performance published in an annual report.

Four pilot companies attended their Charter Panel on 13th May 2019, with all of them achieving Charter Company status. In September 2019 the Royal Fleet Auxiliary successfully achieved Charter Status, the first Seagoing Company to do so and was followed in January 2020 by Hutchison Ports UK, in May 2020 IHS Markit, Nuclear Transport Solutions in June 2020, Forth Ports in August 2020, ABP in January 2021 and GAC UK in March 2021.

We are calling upon more organisations to come forward and start their Charter journey.



## 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. Organisation 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 to the panel for discussion. You can find examples of the data required and a sample action plan 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](https://maritimeuk.org/priorities/people/diversity-maritime/projects/diversity-maritime-charter)

## Charter organisations



### Bruntons Propellers

Date joined 13/05/19

### Shoreham Port

Date joined 13/05/19

### Fleetwood Nautical Campus

Date joined 13/05/19

### MFB Solicitors

Date joined 13/05/19

### Royal Fleet Auxiliary

Date joined 19/09/19

### Hutchison Ports UK

Date joined 22/01/20

### IHS Markit

Date joined 04/05/20

### Nuclear Transport Solutions

(previously Pacific Nuclear Transport Ltd)

Date joined 08/06/2020

### Forth Ports

Date joined 20/08/2020

### Associated British Ports Southampton and East Anglia regions

Date joined 14/01/2021

### GAC UK

Date joined 29/03/2021

# Charter profiles



## Forth Ports Ltd

### Implementation lead

Catherine Ilett

### Statement on Diversity and Inclusion

Forth Ports is committed to promoting fairness, equality and inclusion in the work place and strives to be a place where everyone can be themselves and achieve their potential. Our aim is to have a diverse and talented workforce so we can be responsive to our customer and believe that by encouraging diversity we improve the effectiveness of the workforce within the Industry.

We seek to actively support the attraction, development, promotion and reward of all employees on merit to provide a supportive and inclusive working environment and industry



### Action Plan

1. We have undertaken 2 surveys to employees to understand how inclusion has been maintained through COVID.
2. We have committed to the Young Persons Guarantee.
3. Developed circa 30 potential paid work experience placements through the Kickstart scheme.
4. Maintained our Apprenticeship programme attracting good quality diverse candidates.
5. Offered Career Ready mentoring placements.
6. Identified 2 work experience placements for University student.
7. Created remote offering for school employer support.
8. We have utilised the Women in Maritime – Recruitment toolkit to ensure our Job Descriptions are gender neutral.

## GAC Services (UK) Ltd - GAC UK

### Implementation lead

Laura Grizzell

### Statement on Diversity and Inclusion

GAC UK is passionate about being an inclusive employer and working within an industry which understands and cares about the issues facing all sectors of society and does all it can to make both our workplaces and the wider industry accessible to all. We joined the Diversity in Maritime Charter to underline our commitment to take tangible steps to optimise the diversity within our organisation, resulting in positive change for the benefit of all. We are committed to encouraging our people and partners to celebrate diversity and to continually review their personal and professional actions and behaviour with regards to matters of equality.



### Action Plan

Our action plan currently includes 13 key action points ranging from increasing overall female employees, female middle and senior managers to gender pay gap reporting, mental health training and introducing signposting and mentoring for BAME, LGBT+ and female employees. By the end of 2021 we hope to have all first stage reporting and toolkits in place.

## Hutchison Ports UK

### Implementation lead

Lauren Singleton

### Statement on Diversity and Inclusion

At Hutchison Ports UK (HPUK) diversity and inclusion is a fundamental part of our ethics. Our aim is to make HPUK a business that people are excited to join, and proud to be a part of. We encourage diversity, and are working hard to create a diverse and inclusive environment that represents the local populations within which we reside. We recognise that our people are our strongest asset and that the success of our organisation relies on the skills and efforts of our workforce.



### Action Plan

Our action plan sets out our aims to create a more diverse and inclusive environment for all of our employees.

#### Our key achievements from 2019 to date include:

- Updated maternity and paternity policies to provide additional support to new parents
- Launched a new Equality and Diversity policy
- Rolled out a new mandatory Equality and Diversity e-learning course for mid-management and above to increase awareness and education for our leaders
- Launched an internal Women's Network – including an exclusive career clinic to support female career development
- Improved accessibility of the main building to be suitable for wheelchair users
- Introduced group and individual coaching for senior female leaders across the business
- Achieved 50% of females on our 2020 mentoring programme
- Became Endorsed Employer for Women in 2020
- Launched Employee Assistance Programme in 2020
- Launched 'Stronger Together' wellbeing campaign

- Improved our recruitment processes – advertise all vacancies externally, introduced anonymised applications, focus on transferable skills, updated advertising to encourage applicants to talk about flexible working

#### Our key aims for the next stages of our plan to improve diversity and inclusion:

- Work towards attaining 'Disability Confident Employer' status to improve possibilities for disabled candidates to work at HPUK
- Continue to improve our selection processes – introduce unconscious bias training and diverse interview panels through an Interview Champion Network
- Introduce apprenticeship opportunities across HPUK
- Develop flexible shift patterns for operatives to support working parents
- Map out career pathways for Engineering and Operational roles
- Introduce Talent Assessment Centre and supporting development programme
- Expansion of Mentoring programme
- Review of Flexible Benefits proposition
- Agree wider Diversity KPIs alongside Gender Diversity
- Introduce 'Inclusive Leadership' training

These are just the first steps of many in our mission to improve diversity.

#### Other Relevant Information: We have reviewed data from the last 12 months and seen improvements in 7 out of the 9 measures. Most notably we have seen:

- An increase to 52.9% in female promotions across the business
- The total number of females employed in the last 12 months has increased by just over 2% since joining the Charter in 2019
- Overall percentage of female employees has increased by 0.7%

Since re-branding our advertising and increasing routes to market through more varied platforms in January 2021, we have seen an increase in the percentage of female applicants to 9.8%, with a subsequent 13.2% of those shortlisted for interview being female.

## IHS Markit

### Implementation lead

Ashlee Williams, Vice President of Data Operations, Client Services & Customer Care

### Statement on Diversity and Inclusion

#### Authentic People. Unique Insights.

Here at IHS Markit we want all our employees to feel valued and appreciated for the unique perspectives they bring. We are committed to embedding this ethos through the recruitment, retention, promotion, and professional development of all our people. By cultivating a diverse, equitable and inclusive culture we celebrate authenticity and innovation and strive to better reflect and serve the societies in which we live and work.

Building upon established firm-wide DEI initiatives and driving clear Transportation action plans across the following key focus areas: recruitment, retention, training, communications, partnerships and our networks and events. Our strategic focus in these areas, positively impacts our collective personal and professional success, the quality of the work we deliver, and improves the way we engage with each other, our customers, vendors, and other stakeholders.

These pillars permeate through every geographic region, business line and department, putting DEI at the core of who we are and what we do here.

### Action Plan

#### Recruitment

- Leverage new partnership with UMT (Universiti Malaysia Terengganu). **Progress:** One intern placed in the 2020 program
- Place 5 interns from SEO/Posse/Wall Street Bound

**Progress:** Call to action to all business lines to secure placements – 7 intern spaces found. 10 SEO resumes to 6 UK hiring Managers

#### Hiring

- Minimum of 50% people managers to complete interview best practice training. **Progress:** 95+% completed November 2021. Provisionally scheduled for April 28
- All colleagues to complete conscious inclusion training (2.0). **Progress:** Training in development – will be rolled out on workday – April 16
- All People managers to complete training. **Progress:** 90+% completed
- 15% engagement in DEI ‘certification’ – gamification/ awards system for engagement with DEI content **Progress:** In development with Academy. Looking at a series of ‘core’ DEI trainings that bundle with conscious inclusion; Interview skills, Active Allyship and inclusive recruitment. Also looking at possibility of week-long DEI challenge in summer

#### Retention

- Career Development Principles in Action. (Global company rollout across all levels & regions) **Progress:** Completed 3 sessions in late March
- Utilize new HR DEI Data dashboard to assess gaps and identify potential programs: **Progress:** HR DEI Data dashboard due to launch Q1
- 50 mentors/50 mentees to participate in June cohort. **Progress:** Already identifying potential participants
- All Partners to participate in collaborative mentoring program. Call for participation sent. Will check progress of applicants and do targeted follow-up to reach 50% participation in cohort 1

#### Communication

- Newsletter focussing on Transportation specific DEI content. Sent monthly. **Progress:** Project group discussing best format for newsletter. Draft by end of March.
- Launch of a SharePoint site specifically for Transportation

that showcases work and links through to main pages.

**Progress:** Have template to work from – Will put together as an add-on to the new DEI hub which is due to launch w/s March 22

#### Partnerships

- Women in Maritime Survey. **Progress:** IMO and WISTA International survey will obtain baseline data on number of women and their positions in maritime and oceans fields
- Collation of all current partnerships and review on ROI. **Progress:** RG to reach out to council to establish scope of current partnerships

#### Events/Networks

- 2x events annually. Mentoring vs sponsorship and Opportunity /Promotion transparency. **Progress:** Events structures prepared. Sponsorship event firm-wide W/s March 22. Will look for promo transparency date end of Q2/early Q3



## Nuclear Transport Solutions

(formally Pacific Nuclear Transport Limited)

### Implementation lead

Peter Buchan

### Statement on Diversity and Inclusion

NTS has a clear Equality, Diversity and Inclusion Strategy which has provided the direction for us to make NTS a better place to work.

We want NTS to be an inclusive and welcoming organisation to everyone and we've seen widespread improvement from the recent Group wide EDI survey, across the vast majority of EDI areas.

We also achieved National Equality Standards (NES) Accreditation and were the first organisation across NDA Group to accomplish this.

Our Equality, Diversity and Inclusivity plan for 2021/22 sets out the actions and steps we'll take to make NTS a place where everyone feels respected and included, with the opportunity to succeed.

### Action Plan

- Culture Survey completed
- Female friendly PPE purchased
- Case Studies Female employees showcased over various communication platforms
- Unconscious bias element built into new competency-based interview pack. SERCO in the process of creating a competency-based interview process for current promotional opportunities with a plan to work inclusively with the customer to develop an overarching competency framework that will feed into all recruitment activity/PDR's etc. Researching appropriate company to deliver the training.

- Numerous elements of face to face training been on hold during pandemic. Plans in place to introduce mentoring/ buddying across the fleet and increased focus on Mental Health Awareness and refresher sessions
- On the horizon includes Mental Health Webinars; Signposting to mentoring for BAME/BME employees; Signposting to mentoring or support for LGBT+ employees and establishing employee resource groups

## Shoreham Port

### Implementation lead

Nicky Brown

### Statement on Diversity and Inclusion

We were thrilled to become the first port to receive charter status (in May 2019) and it is a responsibility that we take very seriously. Our Masterplan contains a clear objective on our commitment to diversity. We want the diversity of our people to increasingly reflect society. We believe that our people are key to our success and without diversity of thought of different perspectives, we will not be the best that we can be. We wish to significantly improve our diversity and inclusion and actively champion this within the sector. For us, success means sector-wide progress – we're all in this together.

### Action Plan

Despite falling significantly under the reporting threshold, we undertake a gender pay gap analysis every year. This ensures transparency with our community and colleagues and it is a key part of our commitment to gender diversity. We are particularly proud of our bonus pay gap because we have no gap – our male and female colleagues received an identical bonus. This is exceptional, particularly when contrasted against an average bonus gap of 55% in favour of males, in the maritime sector.

A recent example of a project we have led is the launch of the sector-wide Interview Pool. This resource enables organisations that do not have diverse interview panels, to utilise volunteers from the maritime industry. Having a diverse interview panel improves candidate experience and helps to mitigate imposter syndrome. Additionally, having a more diverse panel ensures there are a range of perspectives contributing to the hiring process. This resource can transform maritime recruitment, preventing a homogenous

interview panel. In line with this, we insist upon a balanced interview panel for all recruitment. When this is not possible through our own resource, we will be using the Interview Pool.

Other changes that we have introduced at the Port to improve our gender diversity, include processing all our adverts and job descriptions through a gender decoder. We are really challenging ourselves on how we position our roles and pushing harder to recruit against our new values and desired behaviours, rather than years of experience. A recent success story in this area was our Board recruitment. We changed our approach and welcomed first time Non-Executive Directors with transferable skills, rather than recruiting from a narrower experience-based talent pool, which we believed would have been less diverse. The outcomes of our campaign were transformational with a significantly broader pool of talent applying for the role. Additionally, we only take female work experience students now which has had a positive impact, inspiring more women to consider a career in maritime.

We have recently signed up to the Mental Health in Maritime Pledge and will be doing even more to support our colleagues over the coming year. We want to create a culture of care and to support this we have introduced a Colleague Assistance Programme, which provides our people with access to additional support when needed. Our next step in this area will be the introduction of mental health first aiders, which hope to introduce in the coming months.

We have been really inspired by the Diversity in Maritime book club and as a result, have decided to launch our own book club at Shoreham Port. We are hoping the book club will create a safe space for colleagues to share experiences and reflections and to encourage open conversations about topics that are not regularly approached. Each of the books selected will align with one of the Diversity in Maritime networks. We are really looking forward to raising further awareness around the lived experiences and challenges of ethnic minorities and people that identify as LGBT+.



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