

Gender equality plan

NPL 

National Physical Laboratory




NPL is committed to gender equality

At the National Physical Laboratory (NPL), we believe that diversity and inclusion are critical to our vision to deliver extraordinary impact from our excellent science and engineering.

As an exemplary National Laboratory that employs people from around the world, having the right mix of people, perspectives and skills is key in enabling us to respond to current and emerging measurement challenges. We believe that by creating an inclusive environment where all our staff can thrive, we can accelerate the creativity of our ideas, enhance our ability to innovate for the future and deliver solutions that meet the needs of society.

Much of our work on gender equality is embedded within our wider [Diversity and Inclusion Strategy](#), developed in partnership with our staff-led special interest groups, which informs our ongoing programme of work. Tackling the underrepresentation of women and non-binary people is one of three priority areas for NPL during this strategy period (2022-2027).

This Gender Equality Plan outlines our work on gender equality as an eligibility requirement of Horizon Europe and other funding, but references work that extends across a wider programme of activities. As co-signatories of NPL's Diversity and Inclusion Strategy, we commit to implementing this gender equality plan across NPL and within our funded activities.



Peter Thompson
Chief Executive Officer



JT Janssen
Chief Scientist



Gender equality plans

The European Commission introduced gender equality plans as an eligibility criterion for public bodies, research organisations and higher education establishments when applying for funding to the Horizon Europe framework programme for research and innovation.

This report sets out how NPL meets the mandatory Horizon Europe requirements.

A formal published document

The gender equality plan must be a formal and public document published on the institution's website, signed by top management, and actively communicated within the institution.

This gender equality plan is available on NPL's website and is fully supported by our Chief Executive Officer and Chief Scientist. It constitutes a sub-document of our wider [Diversity and Inclusion Strategy](#), which is also publicly available, and all of NPL's Executive team are committed as named signatories to implementing it.

The gender equality plan has been formally communicated to all staff by NPL's Chief Scientist and has a permanent home on our internal Diversity and Inclusion SharePoint site, where all staff have access to it.

Dedicated resource and expertise

A gender equality plan must have dedicated resources and expertise to implement the plan.

At NPL we have a dedicated Diversity and Inclusion (D&I) partner, who is responsible for developing, implementing, and monitoring NPL's diversity and inclusion strategy to support the business to deliver against its mission, vision, and values. Embedded within the People Team, the D&I partner provides a conduit for representative voices to influence organisational change,

through regular monthly meetings and strong working relationships with the special interest group leads.

The Diversity and Inclusion Taskforce is comprised of the leads of NPL's 11 special interest groups, including dedicated groups on gender equality, menopause, and LGBTQ+ inclusion. The taskforce supports the sharing of best practice, provides updates from the special interest groups, and ensures that diverse views are represented in the formulation of strategic objectives.

NPL holds several diversity and inclusion accreditations including the Institute of Physics Project Juno (Practitioner) and is a 2023 Stonewall LGBTQ+ Inclusive Employer (Bronze). Both require qualitative and quantitative assessment via an independent process.

Data collection and monitoring

A gender equality plan must include arrangements for data collection and monitoring with annual reporting based on indicators.

We collect diversity and inclusion data via our human resources system. All applicants and NPL employees are encouraged to complete their diversity and inclusion information during application/onboarding. All NPL staff can update their information at any time via the staff portal.

As part of our ongoing D&I monitoring, we:

- **regularly review and report on staff numbers by gender**
High level numbers are provided as part of our corporate operational dashboard and a more detailed analysis is provided to our People Committee, as one of the priority areas of our D&I strategy, on a regular basis.
- **undertake annual departmental deep dives of staff numbers by gender**
Senior leaders are provided with a bespoke data report for their department which looks at representation across the employee lifecycle: recruitment, placement, promotion, leavers.
- **conduct ad-hoc deep dives to support our understanding**
This can include dedicated gender equality surveys (most recently completed in 2024) or analysis of inputs to our employee engagement platform by gender.

- **publish an annual gender pay gap report.**

This includes detailed information on our progress in closing our gender pay gap, changes in representation across our organisation and provides an overview of activities taken related to gender equality during the reporting period. Our [most recent pay gap report](#) can be found on our website.

Training and awareness

The gender equality plan must also include training and awareness-raising actions on gender equality.

We offer a range of training and awareness-raising activities that provide more information to staff on gender equality. Examples from our current activities include:

- **Access to a dedicated microsite on gender equality**, that allows all our colleagues to explore the topic at their own pace. It includes a wide range of information including terminology and language, the impact of gender in the workplace, gender stereotypes and bias, as well as sharing ways to support gender equality.
- **Provision of unconscious bias and active bystander training**, although not specific to gender equality, both are important topics and skills to support inclusive working environments.
- **Access to mentoring and coaching opportunities**, with one of our mentoring programmes having a dedicated D&I component intended to facilitate inclusive conversations as part of a reciprocal scheme.
- **Experience sharing through our [Stronger Together, Everyone Matters](#) campaign**, which features real stories from colleagues from a wide range of backgrounds and careers, each sharing their individual perspective, experiences and advice. Several of the stories cover the topic of gender equality, including one of our personas, [Alisya](#).



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