



UK Atomic
Energy
Authority

UK Atomic Energy Authority
Culham Campus
Abingdon
Oxfordshire
OX14 3DB

Tel +44 (0)1235 466375
justin.kingsford@ukaea.uk

September 2024

UKAEA Gender Equality Plan (Horizon Europe) Equivalence Statement

The Horizon Europe Work Programme 2021-2022¹ requires that public bodies have a Gender Equality Plan to be eligible to participate in funding opportunities.

The United Kingdom Atomic Energy Authority (UKAEA) meets the four mandatory process-related requirements of a Gender Equality Plan.

- The “publication” requirement is met by this equivalence statement.
- The “dedicated resources” requirement is covered by the UKAEA Being Inclusive Strategy². The strategy identifies a dedicated internal expert on equality, diversity and inclusion, including gender equality. This is a full-time role supported by a dedicated team.
- The “data collection and monitoring” requirement is met by the annual UKAEA Gender Pay Gap Report^{3,4}, which is published online. The annual report also includes an action plan.
- The “training” requirement is covered by the UKAEA Being Inclusive Strategy, which includes actions for training and raising awareness in areas including gender equality and unconscious gender biases, engaging the whole organisation.

From 2025, the UKAEA Being Inclusive Strategy will be replaced by the UKAEA Inclusion and Wellbeing Strategy and Plan (in preparation), which will cover the mandatory process-related requirements.

Justin Kingsford
Chief Operating Officer (COO)
UK Atomic Energy Authority

¹ https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes_horizon-2021-2022_en.pdf

² CPS20.135 “Being Inclusive Strategy 2020-2025”, United Kingdom Atomic Energy Authority

³ <https://gender-pay-gap.service.gov.uk/employers/14225>

⁴ <https://www.gov.uk/government/publications/ukaea-gender-pay-gap-report-2023>