



The Marine Institute's Commitment to Compliance under Section 42 of the Irish Human Rights and Equality Act 2014 - Report 2025/2026

Confirmation of Commitment

The Marine Institute is committed to fulfilling its obligations under Section 42 of the Irish Human Rights Equality Act 2014 -

<https://www.irishstatutebook.ie/eli/2014/act/25/enacted/en/html> . This requires a public body, in the performance of its functions, to have regard to the need to:

- (a) eliminate discrimination,
- (b) promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and
- (c) protect the human rights of its members, staff and the persons to whom it provides services.

Implementation Approach

We apply the three-step model:

1. Assess – Identify equality and human rights issues relevant to our functions
2. Address – Implement policies and practices to respond to these issues
3. Report – Share progress through annual and other organisation reporting and stakeholder engagement.

Assessment - Public Sector Equality and Human Rights Duty

In devising the Marine Institute's strategic plan Ocean Knowledge that Informs and Inspires (2023-2027), the organisation had regard to the protection of the human rights of employees and service users.

The strategic plan specifically notes that the Institute's contribution to society is enabled through governance structures, with a focus on fairness, transparency, inclusion, ethical conduct, compliance, responsible and fair procurement, and value for money for the State and public.

Within the strategic priority Empowering our people to deliver excellence, the Institute's strategic plan also identifies a commitment to a diversity of workplace, and investment in structures that provide equal access and opportunity to all. A specific strategic initiative was identified, being the enablement of the Marine Institute Equality, Diversity

and Inclusion Group to advance equality of opportunity for all, with specific actions focusing on gender equality.

The strategic plan is published on the Marine Institute website.

Proactive Measures, Key Actions and 2025 Reporting

The Marine Institute integrates human rights and equality issues into every aspect of how it performs its mandated functions on an ongoing basis. The Institute ensures accessible data, information, and services, and has operational structures that eliminate discrimination and ensure equity in how it operate.

During 2025 and in 2026 to date, the Marine Institute continued delivery of its Equality, Diversity and Inclusion Strategy and Action Plan (including Gender Equality) for the period 2024 to 2027. This plan sets a roadmap of equitable and inclusive actions aligned to the organisation's remit as a public body, prioritising positive action and ensuring all voices are heard.

Developments and actions in 2025 in relation to addressing equality and human rights issues include:

- Continuing to advance the Equality, Diversity, and Inclusion Programme, celebrating difference, understanding, and removing barriers, promoting, and fostering equality of treatment and opportunity.
- An extremely active Equality, Diversity and Inclusion group which seeks to ensure representation from all staff grades, roles, backgrounds, Service Groups, and Marine Institute sites. The Institute also has a proactive LGBTQI+ and Allies Network that promotes visibility, education, and support for diverse identities.
- Continuing to adopt a consultative approach to communicating and assessing human rights and equality issues, for example, in implementing policies, assessing action plans, and agreeing work plans.
- Devising training and development plans for those working with us. The Institute also offered training workshops relating to LGBTQI+ and neurodiversity inclusive language during 2025.
- A style guide to encourage inclusive and accessible communications was issued in 2025.

- To mark the International Day of Women and Girls in Science in February, the Marine Institute delivered a targeted social media campaign profiling several of our female members of staff. By sharing authentic, personal career stories, the campaign highlighted both the diversity of opportunities in marine science and the importance of inclusion in STEM.
- Preparation of gender pay gap reporting and analysis of trends and drivers of same.

The Marine Institute 2025 impact report and annual report shall provide additional updates on the Marine Institute's governance structures which enable a contribution to society with a focus on fairness, transparency, inclusion, ethical conduct, compliance, responsible and fair procurement, and value for money for the state and public. These reports shall be available on the Marine Institute website.