



Focus on our female talent

Our senior leaders are critical in progressing our gender balance agenda, and we work hard to ensure our female role models are visible and vocal in our business.

“If you work hard, you will reap the rewards. Don’t wait for opportunities to land in your lap - you are in control of your own destiny, but moreover you can pursue a career and still have a young family.”

Katy Bateson

SENIOR PEOPLE DIRECTOR, CUNARD

“My friend once sent me a card with these words on, which I read when I’m not feeling as confident as I maybe could: You are braver than you believe, stronger than you seem and smarter than you think.”

Vicki Surgeoner

DIRECTOR RISK ADVISORY AND ASSURANCE SERVICES, CARNIVAL UK

“Find what is right for you, and then take it a step at the time. Sometimes, you may have challenges presented that will make you doubt, or perhaps re-prioritise for a period of time, but that is OK.”

Mette Soderberg

VICE PRESIDENT TECHNOLOGY PRODUCT MANAGEMENT, CARNIVAL UK

“If you study and work hard, you can succeed, even in a career such as engineering that is traditionally male dominated.”

Leanne Robertson

P&O CRUISES FIRST EVER FEMALE 1ST ENGINEER

“Follow your dreams, don’t doubt yourself and look at every opportunity which presents itself.”

Jenny Fortune

VICE PRESIDENT STRATEGY AND CHANGE, P&O CRUISES

“Stay open to where the next opportunity may come and don’t let a knock back keep you down.”

Eithne Williamson

VICE PRESIDENT PLANNING & FACILITIES, CEO CSSI, CARNIVAL UK

“Be confident, ask questions, and don’t be afraid to ask for help. Diversity is needed in this industry and it starts from the top.”

Krystal Casteneda

BAR MANAGER, P&O CRUISES



Creating an inclusive community at Carnival UK

Carnival UK is part of Carnival Corporation & plc and is a market leader in the cruise industry. Home to P&O Cruises and Cunard, we create unforgettable holiday happiness for our Guests and strongly believe that happiness is equally as important for our people.

We become better versions of ourselves and do better work when we’re curious, open-minded and accepting of others and their ideas. At Carnival UK we play an important role in supporting and driving the equality agenda in the travel industry.

One of our core values is that we are ‘Better together’ and that’s why we are continuing to work hard to develop an inclusive culture where difference is respected and valued and our people can be themselves.

By creating a positive working environment where everyone feels valued and that they belong, we'll naturally become more diverse. Our people know that being inclusive is right so we're building their confidence and supporting them to personalise employee experiences to help us strengthen our inclusive community.

What we've done so far:

The grid contains the following cards:

- Transparent gender pay gap communications.** (Image: Two copies of the 'Carnival UK Gender Pay Report' document.)
- CUK Pride - increasing visibility of non-binary gender and sexuality challenges in the workplace.** (Image: A group of people at a Pride event.)
- Athena** (Image: The Athena logo.)
- Gender-balance employee-led network.** (Image: A woman working at a desk.)
- Flexible working.** (Image: A group of people sitting together in a meeting room.)
- New gender-balanced recruitment processes.** (Image: A group of people sitting together in a meeting room.)
- Senior leader and key colleague inclusion training.** (Image: A group of people in a training room.)
- National Inclusion Week.** (Image: A booklet titled 'National Inclusion Week' with a blue cover.)
- More inclusive parental policies and enhanced support.** (Image: A woman kissing a baby.)
- Accredited Bronze by Inclusive Employers as part of their Inclusion Standard.** (Image: The 'National Inclusion Standard Bronze 2019' logo.)
- Employee Benefits Awards finalist for our campaign around menopause.** (Image: A booklet titled 'Let's talk about the menopause' with a pink cover.)

What we're working on:

The grid contains the following cards:

- Supporting line managers in making reasonable adjustments for their team members.** (Image: A graphic with icons of a person in a wheelchair and a person in a standard chair, with the text 'Not every disability is visible').
- Tackling mental health in the workplace.** (Image: The 'MyMIND matters' logo.)
- Global brand focus on bullying and harassment.** (Image: A 'STOP' sign with a speech bubble pointing to it.)

Read more about these, and why gender balance is so important to Carnival UK, in Jo Phillip's Q&A in your Event Information section of the Vamoos app.



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