



Equality and Diversity Strategy for BBSRC as an

**Investor
Employer
Partner**

2014/15 – 2016/17

November 2014

Our vision

1. BBSRC has a clear vision:
 - BBSRC aims to embed diversity in all we do as an investor, employer, and partner fully reflecting the communities in which we work in order to ensure we are accessing the best input, talent and perspectives
2. The strategy that follows sets out the areas in which we will work to achieve this vision, the targets we will set and what we want to achieve by March 2017. The strategy is supported by an action plan at Annex 1 that details what we will do, when.

Introduction

3. BBSRC recognises that diverse ideas, experiences, background and perspectives are fundamental to successful science and innovation. BBSRC's commitment to Equality and Diversity is much more than a standard business case or as a means to fulfil our obligations as a public body under the Equality Act 2010; we aim to embed it in the way we operate within BBSRC and the way we work with our partners and stakeholders, sharing best practice and considering how we can use our position as an opinion leader in the biosciences to influence culture change.
4. BBSRC funds research in many different ways and as the main UK public funder of non-clinical biosciences, BBSRC is a key opinion leader within the research and innovation sector. It is committed to ensuring that the best researchers from a diverse population are attracted into research careers and funding mechanisms are transparent and diverse. BBSRC aims to be a leader in Equality and Diversity – we will do this through actions in three areas using our influence with our primary partners to ensure consistency of approach in embedding and encouraging an equal and diverse community:
 - BBSRC as an investor
 - BBSRC as an employer
 - BBSRC as a partner

BBSRC as an investor

5. BBSRC invests funds throughout the UK – in doing so we need to ensure that:
 - those who apply for and receive our funds are as representative of the wider population as possible
 - the institutions from which they come are doing as much as possible to promote equality and diversity; and

- those who take the decisions for funding are drawn from as wide a pool as possible and fully aware of equality and diversity considerations.
6. This means we are committed to ensuring that the best researchers from a diverse population are attracted into bioscience research careers and that they can compete fairly and openly through the removal of any discriminatory barriers to any BBSRC funding award mechanisms. BBSRC will promote a diverse range of talent, creativity and ability to help science reach its full potential and for BBSRC to achieve its vision of leading world-class 21st century bioscience.
 7. BBSRC will ensure that the processes for our research funding are designed to be representative of the needs and cultures that exist within the academic community and the people who are engaged with the processes operate these fairly and without prejudice or bias.
 8. BBSRC will improve data collection to better understand the diversity of who we fund and the impact of our funding on entry, progression and mobility within the scientific community. BBSRC will be proactive to increase the diversity of our Panels, Boards and Committees – our initial focus is gender and this must be followed by a strong focus on black and minority ethnic and disabled people. In addition we need to carry out further research on issues such as what impact do breaks of any nature have on careers.
 9. BBSRC has the following benchmarks and targets we are aiming to achieve:

Applicants

Aim	Now	By March 2017
Increase percentage of female PIs in grant applications	22%	35%
Increase percentage of women PIs funded for grants	19%	25%
Increase percentage of female applicants for fellowships	David Philips 37% Anniversary Future Leader 48%	50% 50%
Increase percentage of female PIs funded for strategic LOngerLArger grants	17%	35%
Increase percentage of grant applications from PIs with a declared disability	No baseline information Get baseline information in 2015	2.5%
Increase the percentage of funded grants from PI's who have a declared disability	As above	Increase by 5% on baseline
Increase percentage of BME applications for grants	As above	Increase by 5% on baseline %
Increase percentage of BME grant applications funded	As above	Increase by 5% on baseline

Research Organisations

Aim	Now	By March 2017
BBSRC Strategically funded Institutes to have equality and diversity embedded at all levels and in all aspects of normal research and organisational practice	2 bronze, 1 silver Athena SWAN awards, all have 'two ticks'	All 8 to have Athena SWAN bronze with at least 4 to have reached silver with additional accreditation in Race Equality Charter Mark Scheme , Stonewall Diversity Champions,
BBSRC expects that equality and diversity is embedded at all levels and in all aspects of normal research practice in the top 30 University Departments BBSRC funds.	14 bronze, 4 silver, 1 gold Athena SWAN awards	Evidence of participation in schemes such as Athena SWAN, Stonewall Diversity Champions and other similar initiatives to demonstrate Departmental and institutional level action

Decision makers

Aim	Now	By March 2017
Increase percentage of women on grant committee pool	27%	35%
Increase percentage of women on strategy advisory panels	39%	50%
Raise awareness of unconscious bias to all committee and panel members through targeted, bespoke training	None	100%
Increase the percentage of Black Minority Ethnic (BME) membership on grant committee pool	No consistent base line information - data gathering needed by end 2014/15 to set	Target based on base line

	subsequent targets	
Increase the percentage of members with a declared disability on grant committee pool	As above	As above
Increase the proportion of women on BBSRC Council	35%	50%
Ensure that criteria used for assessing grants/fellowships and for appointing panel members are appropriately cognisant of equality and diversity considerations	Initiate review of current membership and criteria for membership.	Criteria have been amended and revised as appropriate.

BBSRC as an employer

10. As an employer BBSRC puts people at the core of our activities. This Strategy is designed to embed a culture which values trust and respect, and where everyone is treated with dignity and fairness. BBSRC wants to attract the best people from every part of the community. A diverse workforce will give BBSRC a greater range of perspectives and styles, which in itself will help BBSRC make better decisions for people and organisational success.

11. BBSRC will be an 'employer of choice' by achieving the following workforce diversity and inclusion goals:
 - To recruit from a diverse group of potential applicants in order to secure a high performing workforce drawn from all parts of the community and a range of backgrounds.
 - To increase representation throughout the organisation of those from under-represented groups.
 - To develop a culture that empowers and encourages collaboration, flexibility and fairness, and which enables individuals to contribute to their full potential in support of our mission to deliver and stimulate excellent science and innovation.
 - To foster an environment that supports the health and wellbeing of those we employ, and in particular promotes the understanding and support of mental health issues.
 - To provide a working environment that is free from harassment, bullying and unlawful discrimination.

12. We regularly review our employment policies and practices, and monitor our performance by annually collecting and analysing employee and applicant data. We recognise that the proportion of women employed in BBSRC Office has plateaued in the last three years and the level of Black and Minority Ethnic (BME) people has risen only slightly (from 5% to 7%, slightly below representation in the working population). The proportion of people declaring a disability working for BBSRC has remained static. As well as addressing these areas, we also need to look at the distribution of people across the different job levels in BBSRC. By addressing these areas we will become more diverse and reflective of the communities we serve, and be attractive as a place to work for a wider range of groups. We will use techniques

such as root cause analysis to work out what the best approach is to improve our performance as an employer.

13. Every person working in the BBSRC has a personal responsibility for supporting the implementation of our strategy and promoting our equality and diversity principles in their day to day dealings with each other, and with partners and collaborators outside the organisation. Managers have a key role to play in ensuring that their teams are aware of the strategy and action plan and understand their role in implementing it. Initial targets are below.

Aim	Now ¹	By March 2017
Increase representation of women at senior levels (Band F upwards)	34%	50%
Increase percentage of BME employees	7%	10%
Increase percentage of disabled employees (including through self-reporting by staff)	3%	7%
Raise awareness of unconscious bias to all employees in BBSRC office and for cross BBSRC employment panels (e.g. personal promotion panels)	None	100%

BBSRC as a partner

14 The research and innovation system within the UK and internationally is supported through public investment by a number of organisations, including BBSRC. In order to achieve maximum impact for BBSRC investment, we need to work collaboratively with other partners, including other Research Councils, other funding organisations, charities, government departments/agencies.

15 BBSRC is a signatory to the Research Councils UK (RCUK) '*Statement of Expectations for Equality and Diversity*'² which sets out the requirements placed upon those research organisations in receipt of RCUK funding with regard to monitoring and promoting diversity.

16 BBSRC, as part of the RCUK partnership, will:

- Increase the monitoring of equality and diversity strategies, (specifically the diversity of decision making fora) within RCUK-funded institutions through assurance programmes, assessment exercises and excellence frameworks to identify impact, best practice and areas for improvement
- Publish RCUK-level equality and diversity data, and consider how best to use these data in influencing cultures within funded institutions/departments

¹ For BBSRC Swindon Office only

² <http://www.rcuk.ac.uk/documents/skills/EqualityStatement-pdf/>

- Celebrate best practice in equality and diversity championing within RCUK-funded institutions. Utilise RCUK's influence in the academic research sector to champion the inclusion of diversity monitoring as part of future quality assessments in the sector.

Aim	Now	By March 2017
Equality and Diversity data will be collected and analysed as part of the RCUK assurance programme	Have added to assurance process	Full reporting across RCUK managed by RCUK Assurance Unit working with the RCUK Research Careers and Diversity Network
Ensure BBSRC input into the development and implementation of RCUK strategies for E&D	BBSRC is represented on working groups developing strategies	BBSRC data will be fully integrated and reportable in a standard RCUK format.