

RCUK EXPECTATIONS FOR EQUALITY AND DIVERSITY

An organization's success and competitiveness depends on its ability to embrace diversity and draw on the skills, understanding and experience of its people. The potential rewards of diversity are significant: recruiting staff from the widest possible pool will unlock talent and make a major contribution to the impact of research and will benefit the economic and social wellbeing of the UK. RCUK expects that equality and diversity therefore is embedded at all levels and in all aspects of normal research practice.

RCUK expect those in receipt of Research Council funding to:

- promote and lead cultural change in relation to equalities and diversity
- engage staff at all levels with improving the promotion of equality and diversity
- ensure all members of the research workforce are trained and supported to address disincentives and indirect obstacles to recruitment, retention and progression in research careers
- provide evidence of ways in which equality and diversity issues are managed at both an institutional and department level

Research Councils recommend that the evidence includes:

- participation in schemes such as Athena SWAN, Project Juno, Investors in People, Stonewall Diversity Champions and other similar initiatives to demonstrate departmental level action
- input prepared for the Research Excellence Framework research environment at unit of assessment level
- appropriate benchmarking data (e.g. heidi equality reports from HESA data)
- evidence of the application of the 'Every Researcher Counts resource' to support this work
- other available and pertinent management information

RCUK will

- review the overall effectiveness of the approach at a Departmental / Institutional level through its Audit and Assurance Programme
- discuss equality and diversity at Institutional visits
- reserve the right to introduce more formal accreditation requirements for grant funding should significant improvement not be evidenced.

Useful links:

[Athena SWAN](#)

[Project Juno](#)

[Research Excellence Framework](#)

[heidi equality](#)

[Every Researcher Counts resources](#)

[Investors in People](#)

[Stonewall](#)