



## **Equality, Diversity and Inclusion Statement**

### **Policy Statement**

UKRI values the differences that a diverse workforce brings. It is committed fully to building a culture that values meritocracy, openness, fairness and transparency and to leading by example through demonstrating and facilitating inclusive practices.

UKRI will be, and be seen to be, a diverse and inclusive environment, including everyone and recognising and addressing absences and shortcomings.

UKRI will focus on developing and maintaining a workplace culture that is fully supportive and conducive to all aspects of Equality, Diversity and Inclusion (EDI). It will take swift and effective action when concerns are raised, and/or where standards are found to have fallen short of its expectations.

UKRI will hold itself to the same, if not higher, standards than it would expect from organisations that it funds. It will build on progress to date in order to ensure it leads the sector as a model employer with regards to EDI.

The EDI policy will apply to all employees. It will aim to provide a working environment that promotes dignity and respect for all and create an environment in which individual differences and the contributions of all employees are recognised and valued.

UKRI will ensure that all of its policies and processes reflect evidenced good practice, where possible and that it collects data and evidence and measures the right things in order to understand its performance and progress.

UKRI will not discriminate because of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation or because of any other irrelevant factor.

Specifically, UKRI will:

- Ensure that no form of intimidation, bullying, harassment or victimisation is tolerated.
- Ensure that no employee or applicant is treated less favourably than any other because of a protected characteristic.
- Provide training to its employees in order to ensure that they understand UKRI's values around Equality, Diversity and Inclusion as well as their own responsibilities and have the requisite knowledge and skills.
- Make training, development and progression opportunities available to all employees.
- Will ensure that processes are reviewed regularly and updated where necessary.
- Conduct equality impact assessments on all employment policies, practices and procedures in order to ensure fairness.

## Learning and Development Policy Statement

- Treat any proven breaches of this policy as misconduct and subject to disciplinary proceedings.
- Take positive action, where necessary, to make sure opportunities are offered on a fair and equal basis and to redress any imbalances in the composition of the workforce.
- Ensure that where vacancies are advertised externally it is done in a way that encourages applications from any sector of the population and, where vacancies are advertised internally, that no criteria is applied that precludes applications from any suitably qualified and experienced employee.
- Ensure that all applications are considered only on merit against a set of objective, transparent and non-discriminatory criteria that will be directly related to the demands of the particular vacancy.

UKRI will work to establish a common, positive perception of research and innovation – both as a subject of interest and as a potential career choice for everyone, regardless of group or background. It recognises that understanding and improving the perception of it and of research and innovation is vital for improving EDI issues across the sector in the medium and longer term.

The EDI policy will also lay out:

- The responsibilities of management and employees for the implementation of the provisions within the policy.
- The provisions for reviewing the policy.

This policy statement has been put in place in advance of the introduction of a comprehensive policy covering Equality, Diversity and Inclusion. The comprehensive policy will be developed and implemented no later than 31 March 2020.