



**UK Research
and Innovation**

Equality, Diversity and Inclusion Policy

Contents:

- Policy Statement
 - Management Statement
 - References
 - Version Control
1. [Principles](#)
 2. [Roles and Responsibilities](#)
 3. [Reporting and Monitoring](#)
 4. [Complaints](#)

Appendices:

- A. [Protected Characteristics](#)

Policy Statement

UKRI believes that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to flourish and succeed in an environment that enables them to do so. We also value diversity of thought and experience within inclusive groups, organisations and the wider community.

As a principal funder of research and innovation, UKRI is in a unique position to model equality, diversity and inclusion principles in our own actions and behaviours and take a strategic lead in promoting equality, diversity and inclusion in the research and innovation landscape, nationally and internationally.

Every person working in UKRI has a personal responsibility for implementing and promoting the Equality, Diversity and Inclusion Policy (ED&I), and its principles in their day-to-day interactions with each other and when working with partners and collaborators outside the organisation.

This policy applies to all employees of UKRI of a permanent and temporary nature, and to visiting workers, students or those workers provided by a third-party agency.



Equality, Diversity and Inclusion

Management Statement

This policy supports the UKRI Equality, Diversity and Inclusion Vision and has been agreed with the Trade Union Side. It complies with UK legislation.

In addition, equality networks have been consulted.

References

UKRI Code of Conduct
UKRI Grievance, Harassment and Bullying Policy
Research Council Guidance on Supporting Transgender Employees in the Workplace
Whistleblowing Policy

Equality Act 2010
Public Sector Equality Duty
General Data Protection Regulation

Version Number	Status	Revision Date	Summary of Changes
Version 0.1	Draft	January 2020	New policy created
Version 1.0	Complete	August 2020	New policy agreed
Version 2.0	Complete	March 2021	Definition of Gender reassignment updated to include a person who identifies as non-binary or gender fluid.

Equality, Diversity and Inclusion

1. Principles

- 1.1 Everyone has the right to be treated with dignity and respect and to be included in all activities irrespective of a protected characteristic. No-one should suffer disadvantage (of experience or outcome) or be discriminated against in any other way.
- 1.2 UKRI is committed to identifying and removing barriers, making reasonable adjustments where deemed necessary and appropriate and building a culture that values openness, fairness and transparency, where access to employment, work, and career progression is based on merit, demonstrable skills and experience.
- 1.3 UKRI is an equal opportunities employer, operating in compliance with the Equality Act 2010 and its Public Sector Equality Duty provisions and as such is committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between people who share a relevant protected characteristic (see 2.1.3) and people who do not share it.

2. Roles and Responsibilities

- 2.1 UKRI has a responsibility to:
 - 2.1.1 maintain a workplace culture that is supportive and conducive to all aspects of Equality, Diversity and Inclusion (ED&I) and stimulate a working environment that promotes dignity and respect for all, whereby individual differences and the contributions of all employees are recognised and valued.
 - 2.1.2 take swift and effective action when concerns related to ED&I are raised, and/or where standards are found to have fallen short of its expectations.
 - 2.1.3 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 relevant factor. See [Appendix A](#) for further information.
 - 2.1.4 ensure that its employer activities and policies are barrier-free and reflect evidence-based, inclusive practice. It will collect and review a range of data to understand its performance and progress in this regard and to determine where action may be reasonable and helpful, to redress any identified imbalances in experience, representation, participation or outcome.
 - 2.1.5 equip employees to identify and remove barriers and take reasonable action to redress imbalances in the composition of the workforce.
 - 2.1.6 provide training, development, resources, tools and information to enable all employees to understand and take ownership for their ED&I accountabilities. UKRI will expect all employees to be aware of their responsibilities regarding ED&I in the workplace and have the knowledge and skills required to carry them out.

Equality, Diversity and Inclusion

- 2.1.7 maintain an ED&I governance framework, including consultation with networks and ensure that this framework is fully endorsed and supported by the Executive Committee.
 - 2.1.8 promote all aspects of the Public Sector Equality Duty (eliminate discrimination, advance equality of opportunity and foster good relations). Please also see section 3 'Reporting & Monitoring'.
 - 2.1.9 work to ensure that its estates, facilities, technologies, processes and procedures are accessible and barrier free.
 - 2.1.10 work to ensure that it assesses significant activities, services, events and panels for potential barriers to participation, and that this membership and these contributions are appropriately diverse.
- 2.2 Employees have a responsibility to:
- 2.2.1 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 relevant factor. See [Appendix A](#) for further information.
 - 2.2.2 not commit any acts or behave in a manner that would contravene this Equality, Diversity and Inclusion Policy.
 - 2.2.3 not instruct, induce or attempt to induce other employees to act in breach of this Equality, Diversity and Inclusion Policy.
 - 2.2.4 help advance and foster inclusion and treat others with dignity and respect at all times.
 - 2.2.5 take reasonable steps to ensure that their decisions are based on objective assessments.
 - 2.2.6 cooperate with initiatives, training opportunities and resources introduced by UKRI that support and enable understanding of ED&I accountabilities, knowledge and skills.
- 2.3 Employees are encouraged to:
- 2.3.1 advise HR if they become aware of any discriminatory conduct, either against themselves or any third party that contravenes this policy. For more information, please consult the UKRI Code of Conduct or the UKRI Grievance, Harassment and Bullying Policy.
 - 2.3.2 update their diversity information on Oracle. This will be used anonymously to help UKRI ensure it is meeting its duty and ambitions to identify and address any adverse impact of its policies and activities.

Equality, Diversity and Inclusion

- 2.3.3 identify barriers (behavioural/cultural and organisational - including processes, policies and ways of working) associated with their work and identify ways in which these can be mitigated or eliminated.
- 2.3.4 identify opportunities to promote inclusion across their areas of work.

3. Reporting and Monitoring

- 3.1 UKRI will work in partnership with the Trade Union Side (TUS), to undertake periodic equal pay audits in accordance with the Equality & Human Rights Commission Code of Practice on Equal Pay. For more information, please see the UKRI Pay and Reward Policy and Guidance.
- 3.2 UKRI will publish annual gender pay gap reports in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 along with supporting action plans.
- 3.3 UKRI will produce and publish anonymised employee profile data and objectives in support of the Public Sector Equality Duty.

4. Complaints

- 4.1 UKRI will not tolerate any form of intimidation, bullying, harassment or victimisation by or of any its employees.
- 4.2 Any employee who receives or witnesses treatment that they consider to be discriminatory, or who has a complaint to make regarding intimidation, harassment or victimisation is encouraged to raise this through the processes outlined in the UKRI Grievance, Harassment and Bullying Policy.
- 4.3 Potential breaches of this policy will be investigated and if established will lead to employees who commit such breaches being subject to disciplinary proceedings.

Equality, Diversity and Inclusion
Appendix A – Protected Characteristics, as defined in the Equality Act 2010

Protected Characteristics	Definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	Under UK law, a person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.
Gender reassignment	A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. Gender reassignment also includes a person who identifies as non-binary or gender fluid.
Marriage and civil partnership	A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.
Pregnancy and maternity, including adoption	<p>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context.</p> <p>Protection against maternity discrimination includes not treating a woman unfavourably because they are breastfeeding a child of any age.</p>
Race	Race includes colour, nationality and ethnic or national origins.
Religion or belief	Religion means any religion and a reference to religion includes a reference to a lack of religion.



Equality, Diversity and Inclusion

	Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.
Sex	For the purpose of the Equality Act, 'sex' is used to identify individuals as male or female.
Sexual orientation	Sexual orientation means a person's sexual orientation towards persons of the same sex, persons of the opposite sex, or persons of either sex.

A1. Although the definitions of the Equality Act 2010* are set out in the table above, at UKRI we recognise all gender identities and sexualities including asexual and intersex people.

* The definition of gender reassignment was extended in September 2020 to include people who identify as non-binary or gender fluid – recognising that gender is a spectrum.