

Implementation of the Concordat to Support the Career Development of Researchers and other UK sector drivers for change

Rosie Beales

Research Careers and Diversity,
RCUK Strategy Unit



Current UK Sector Drivers

- The Equality Act 2010
- The Concordat to Support the Career Development of Researchers
- Research Excellence Framework
- NIHR Statement on Athena SWAN Silver Award Requirement
- Tapping Scotland's talent: Women in Science, Technology, Engineering and Maths in Scotland Report
- RCUK Statement on E&D

Key Issues

- Women underrepresented in senior positions – 19.1% of all professors; 28% of all academic senior managers
- Asian and black academics less likely to be professors vis-a-vis white peers; all BME groups less likely to be academic senior managers
- Academics with declared disability more likely to be on teaching only contracts

Source: ECU *Equality in higher education: Statistical report 2011*
<http://www.ecu.ac.uk/publications/equality-in-he-stats-11>

Not just STEM - Philosophy

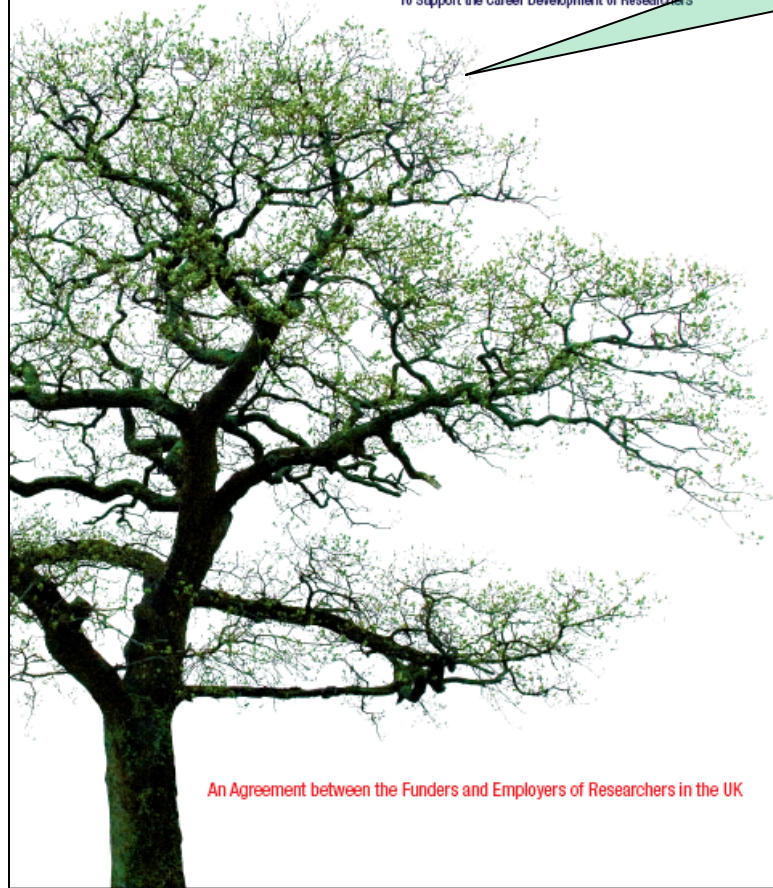
- only 35% of philosophy PhD students in the UK are female, compared to 61% in English and 53% in history
- proportion of permanent post-holders in UK philosophy departments who are women stands at roughly 24%, despite the fact that roughly 46% of single and joint Honours undergraduates are women

Women in Philosophy in the UK:

A report by the British Philosophical Association and the Society for Women in Philosophy UK

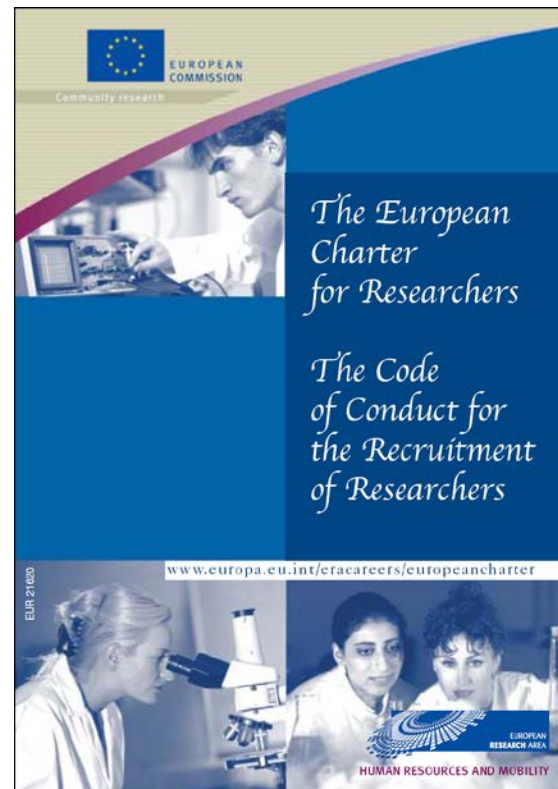
The 2008 Concordat and the European Charter and Code


The Concordat
To Support the Career Development of Researchers



An Agreement between the Funders and Employers of Researchers in the UK

“In endorsing the principles, we, the signatories, hereby adopt the principles of the European Charter for Researchers And Code of Practice for the Recruitment of Researchers”



 RESEARCH COUNCILS UK
<http://www.researchconcordat>

E. Diversity and Equality

Principle 6

Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.



Athena SWAN

= Recognition scheme of excellence in STEMM in women's employment in higher education



Equality Challenge Unit



= 2005: 10 founder HEI members

= Currently 93 HEI members

= 260 award holding HEIs and STEMM departments

= ECU Gender Equality Charter Mark for non-STEM

Advancing equality and diversity in further and higher education

Every Researcher Counts 2011

Project outcomes

- Ensure equality and diversity is understood, visible and prioritised
- Build capacity within universities through high quality targeted resources
- Build network of informed, experienced ‘champions’
- Provide mechanisms to share good practice and increase knowledge base
- Increase knowledge, expertise and capacity of staff developers working with PIs and research staff

PI development resources

- ✔ a set of training and reference materials to support institutions' existing diversity policies and leadership programmes
- ✔ Flexible resources for easy embedding: the resources are designed to run as standalone sessions or can be incorporated into longer pre-existing leadership programmes
- ✔ To be delivered by staff developers with principal investigators as primary audience

Every Researcher Counts ongoing

- ✔ Engagement at senior level
- ✔ Regional equality and diversity conferences
- ✔ Programme of regional train the trainer events
- ✔ Champions network – extending reach to senior researchers
- ✔ Web-based equality and diversity library of information and resources
- ✔ Online community web-pages for knowledge sharing
- ✔ Update briefing papers and case studies
- ✔ Develop parallel resources for research staff

Equality & Diversity in REF

- Equalities firmly embedded. Established E&D Advisory Panel
- Promotion through research environment template
- Greater consistency across panels
- Strengthened requirements for Codes of Practice
- Improved procedures for individual staff circumstances
- Improved post-exercise monitoring of staff selection at sector level

Research Environment Evidence

REF Research Environment requires evidence of vitality and sustainability in respect of

- research strategy
- people (staffing strategy and staff development; and research students)
- income, infrastructure and facilities
- collaboration and contribution to the discipline or research base

Research Environment Evidence

- Evidence of support for equality and diversity
- Integration of early career researchers into the wider research culture
- The availability of career development for researchers at all stages
- The use of coaches and mentors to support researchers and research leaders
- Exchanges between academic and other sectors through recruitment and secondment of staff

Research Environment Evidence

- Evidence of a commitment to implement the principles of the Concordat to support the Career Development of Researchers
- Evidence of provision of support for research careers
- Research students' skill development and career guidance

Equality and Diversity

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

RCUK 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 Vitae 'Every Researcher Counts resource' to support this work
- other available and pertinent management information

Equality and Diversity

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.

Implementation

Data Analysis and publication

- As funders
- As employers

Toolkit for RC staff

- What questions should we ask to drive change at a department level?

Briefing/FAQs on Maternity Leave and Pay

- What needs to be included for staff and students?

Assurance

- Questions related to the RCUK statement

Implementation

Data Analysis and publication

- As funders
- As employers

Toolkit for RC staff

- What questions should we ask to drive change at a department level?

Briefing/FAQs on Maternity Leave and Pay

- What needs to be included for staff and students?

Assurance

Overview

- Range of drivers, expertise, processes and activities
- Need to look in depth at discipline areas both by institutions and the sector
- Sector bodies are working together, sharing strategies, activities and practice
- Evidence of impact should follow