



Every Researcher Counts: Progress and Challenges in Leading Researchers

Actions for All

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www.vitae.ac.uk

Vitae is led and managed by CRAC: The Career Development Organisation, supported by Research Councils UK (RCUK) and UK HE funding bodies, and delivered in partnership with regional Hub host universities

Every Researcher Counts 2013-15

The long-term aim is to help change culture and practice, and build capacity within HEIs, by embedding equality and diversity within normal business of research workforce employment and career development.

- ✔ Interactions between PIs and researchers
- ✔ Leadership of researchers
- ✔ All protected characteristics
- ✔ Contributes to and evidenced in action plans

Every Researcher Counts – Advisory Board

- Professor Dianne Berry OBE, University of Reading
- Rachel Adamson, SFC
- Rosie Beales, RCUK
- Scott Carson, DELNI
- Emma Day, Vitae
- Anne Goodman, Vitae hubs
- Patrick Johnson, University of Manchester
- Simonetta Manfredi, Oxford Brookes University
- Alison Mitchell, Vitae
- Ellen Pugh/Amy Felsing, ECU
- Kate Turton/Jude Hill, HEFCE
- Lucy Vickers, Oxford Brookes University
- Roseline Wanjiru, UKRSA
- Karen Wolliner, HEFCW

Equality and diversity - beyond the rhetoric

Race equality charter mark

**REF E&D code of practice,
environment and beyond**

Equality Act

**Equality Challenge Unit
Annual report**

HEIDI data

Every Researcher Counts

Researcher Development Framework (RDF)

Project Juno, Stonewall project and more

RCUK expectations for equality and diversity



**Researcher surveys
CROS, PIRLS & PRES**

Athena Swan

Gender equality charter mark

**Concordat to support
the career development
of researchers**

**NHR Statement on Silver Award
requirement**

University strategy and policy

Vitae Researcher Development Framework

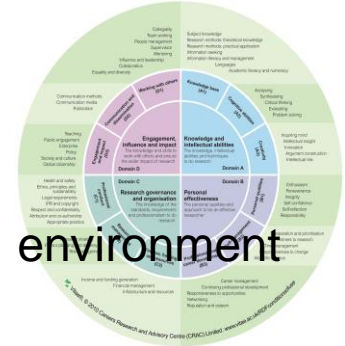
Equality and diversity

Phase 1

- ✔ Is sensitive to and respectful of individual differences
- ✔ Develops awareness of diversity and difference within working environment
- ✔ Understands equality and diversity requirements of institution

Phases 3 and 4

- ✔ Act as a role model when dealing with diversity and difference
- ✔ Educate, advise and guide less experienced researchers
- ✔ Makes positive use of diversity and difference to enrich research projects and outputs
- ✔ Sets an example locally, nationally and internationally
- ✔ Helps shape departmental/institutional policy and implementation.



<http://www.vitae.ac.uk/CMS/files/upload/Vitae-Researcher-Development-Framework.pdf>

Every Researcher Counts

- Series of 4 regional conferences – seeking to develop and challenge the agenda – approximately 250 attendees
- Series of 6 train the trainer events throughout the UK – approximately 100 individuals trained
- Train the Trainer pack to accompany events, available on website
- New vitae website including Premia resources to support disabled researchers

Every Researcher Counts

- ✔ Research Staff appraisal tool – holistic approach to mainstreaming protected characteristics
- ✔ ECU supporting answers for existing resource
- ✔ Actions for All

The Legacy

- Online community
- Improved website
- Original resource broken down to encourage flexibility of use
- All materials including train the trainer and ECU answers available

Actions for All

- Ten actions to improve equality and diversity for research staff in your institution