



Vitae Every Researcher Counts: Mainstreaming Equality and Diversity in the Research Environment

Scottish Funding Council Perspective

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It's not just about gender!



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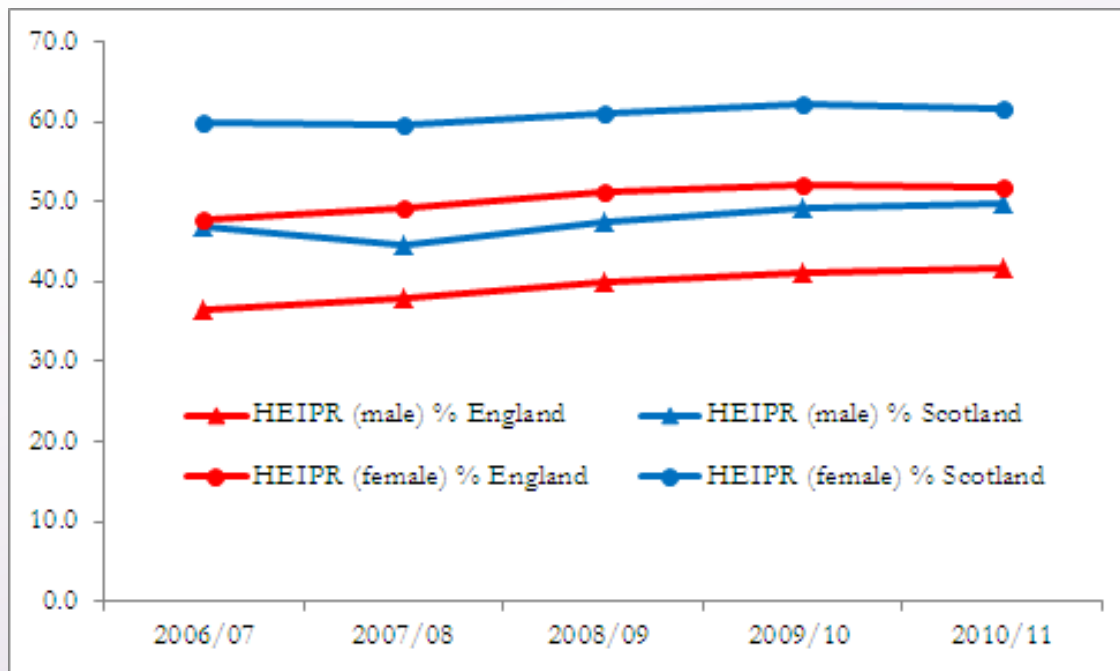
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HEIPR by gender: England and Scotland 2006-07 to 2010-11



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HESA data 2012-13 Scottish HEIs

Research in contract 60% male

80% white

3% have a disability

61% are aged between 30 and 49.



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25 June 2014

Commission welcomes Scottish Government funding for Modern Apprenticeships

The Equality and Human Rights Commission in Scotland today welcomed the additional £3m committed by the Scottish Government to increasing access to Modern Apprenticeships for disabled people and young ethnic minority people, and to decreasing gender segregation in the apprenticeship programmes.

Equality is for everyone however, the Commission's own research published in 2013 revealed that ***fewer than 80 out of 26,500 placements on offer went to disabled people***, and that ***many of the higher paying apprenticeship programmes were occupied almost exclusively by young men.***

EHRC Scotland



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When I got my first job with the Ministry of Defence there were a few times I walked into a room and someone would say, 'three coffees, love'. *There's the initial shock because people aren't used to seeing black female scientists or engineers.*

I always tried to show them straight away I was competent and get their respect. *That's when colour and gender disappear.."*



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Age

Disability

Gender reassignment

**Marriage and civil
partnership**

Pregnancy and maternity

Race

Religion and belief

Sex

Sexual orientation



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***Careers In Research Online Survey (CROS)
Principal Investigators and Research Leaders Survey (PIRLS)***

HEI committed to E&D 2009-2013 about 85% Yes

***How does HEI treat researchers with a particular characteristic
(eg disability)?***

***Does institution treat people fairly irrespective of gender, ethnicity
and disability? 70% and low 80%.***



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The Law

Statutory duty

Legal requirement

Equality impact assessment



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Not my responsibility.

Something we have to do.

Not more administration!



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Athena Swan – limited progress

Aurora – New promising development



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