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EQUALITY DIVERSITY INCLUSION



Royce welcomes many different kinds of people, with differing expertise, into the materials science research and innovation system. We are committed to ensuring that those in this system are valued, respected and enabled to develop their talents to the full. This includes everyone in the system, not only our researchers and innovators.

The Royce EDI Charter outlines our commitment to develop and retain a diverse workforce and community. This statement, along with our Values Charter and Code of Conduct, will enable an inclusive, supportive environment and a positive working culture around the Royce Partnership and in our engagement with the wider Royce community*.

Royce is committed to promoting EDI and providing an inclusive environment where all members of its community are treated fairly with respect and dignity, and feel like they belong and can thrive.

We are committed to providing equality of opportunity and to actively promoting an organisational culture where individual difference is appreciated, celebrated and respected, ensuring equitable and fair treatment for all regardless of a person's characteristics; age, disability, gender identity and expression, maternity and pregnancy, race, religion or belief (including lack thereof), sex, sexual orientation and whether married or in a civil partnership.

We are committed to addressing wider equality issues, beyond legal obligations, to include caring responsibilities and socioeconomic status, and will support positive action for under-represented groups.



ROYCE VISION

The Royce mission is to support and grow world-recognised excellence in UK materials research, accelerating commercial exploitation and delivering positive economic and societal impact for the UK.

As a world-class institute stimulating the innovation of advanced materials research to support sustainable growth and development, we will collaborate and engage with Partners and the wider Royce community nationally and internationally, to catalyse systemic, sector-wide change.

This Royce EDI statement is at the heart of our approach to our People, Identity and Culture; and as set out in our Values Charter, our core values are: Diversity, Innovation, Collaboration, Excellence (which values difference) and Sustainability.

Our commitment to go beyond the duties imposed by equality legislation also informs our day-to-day business; we will embed equality into our planning, decisions and actions.

Delivery of research and innovation activities is through a connected community and, as we act as a beacon for the UK advanced materials community on a global stage, we have a specific strategic objective to champion equality, diversity and inclusion across all Royce partners and wider Royce community, and support a healthy, responsible, inclusive culture.

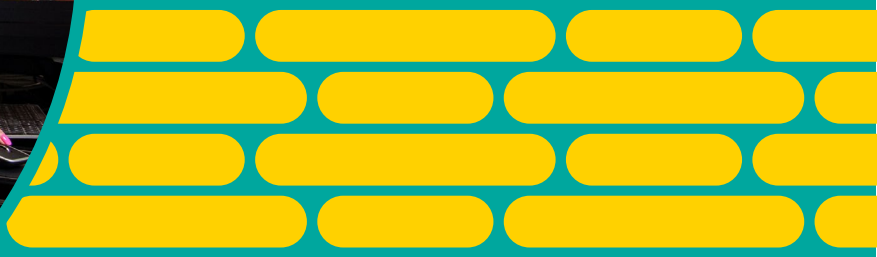


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ROYCE MISSION

As part of the commitment to Equality, Diversity and Inclusion Royce will:

- **Demonstrate a visible senior leadership commitment to EDI** with all leaders and managers in Royce acting as inclusive leadership role models having a personal EDI objective aligned to their role.
- **Complement the training programmes that our Partner Institutions provide**, to raise awareness, challenge thinking and increase confidence in living by our values and commitment to EDI.
 - > **A suite of inclusive leadership and inclusive culture resources** and conscious conduct in the workplace training which will be available to all Royce staff.
 - > **Inclusive induction programme** to enable us to build a welcoming community for everyone. All new and existing staff will undertake this formal training, which will be the start of a continued programme of EDI related activity available to all.
- **Embed EDI as part of appraisal discussions** to provide an opportunity to talk to every person about what they are doing to advance and/or support EDI as well as ensuring each individual is enabled to thrive and they are valued and rewarded for their contribution to accelerating equalities progress.
- **Support staff in contributing their ideas** through open meetings, consultation and forums. Focus on listening and engagement with new ideas to build a creative environment.
- **Foster an inclusive environment which empowers** its people to challenge decisions and systems that perpetuate inequalities. A central forum (across all Royce partners) will discuss and action EDI issues and provide a platform for individuals to raise concerns.
- **Acknowledge that bullying and harassment** is a major issue in the community and as such we will signpost to Partners' reporting system to raise concerns in confidence and without fear.
- **Develop local action plans** and strategies to provide greater ownership of the equality agenda at a local level. Our EDI Committee will provide oversight, promotion and implementation planning for each area and will sit within our Governance structure.





- **Be open and transparent about its diversity** and use equality monitoring as an evidence-based approach to understand the issues with the commissioning and publication of diversity results across the Royce community, including data on staff, their roles, schemes, fellowships and committees. We will explore the role of intersectionality as well as considering other aspects such as social inclusion and caring responsibilities when addressing under-representation and barriers to achievement.
 - **Commit to address under-representation through targeted positive action** in recruitment (including Fellowships, Schemes, Committees and Teams) using criteria and defined processes to eliminate bias as well as encouraging applicants to evidence their case in multiple ways. Strong commitment to gender and racial balance in attraction, selection, and appointment by actively searching for outstanding researchers, encouraging and inviting applications, and ensuring a diverse panel representation at interview. EDI will be embedded into the recruitment process. Committees and Team membership (existing and new) will be rotational but recognising membership is linked to roles; the use of deputies and shadowing/observer roles will support reducing the burden on individuals and provide opportunities for other staff members to gain experience.
 - **Consider EDI in all engagement, events and outreach activities** and confidently implement positive action measures so that diverse people are engaged and shape Royce activities resulting in advancements that meet the needs of everyone.
 - **Explicitly communicate our commitment to promote EDI** and set clear expectations to all staff, students and external stakeholders across the Royce community.
- All individuals within Royce are expected to take personal responsibility for upholding this commitment through their behaviour and to promote Equality, Diversity and Inclusion in all aspects of their working environment and activities. This is applicable to all (which includes consultants, contractors, volunteers, casual workers and agency workers), students and applicants to work or study within Royce.**

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