



**UK Research
and Innovation**

Supporting a diverse, inclusive and sustainable research and innovation system

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UKRI People, Culture and Talent Champion

UK Research and Innovation

We work with the government to invest over £8 billion a year in research and innovation by partnering with academia and industry to make the impossible, possible.

Through the UK's nine leading academic and industrial funding councils, we create **knowledge with impact.**



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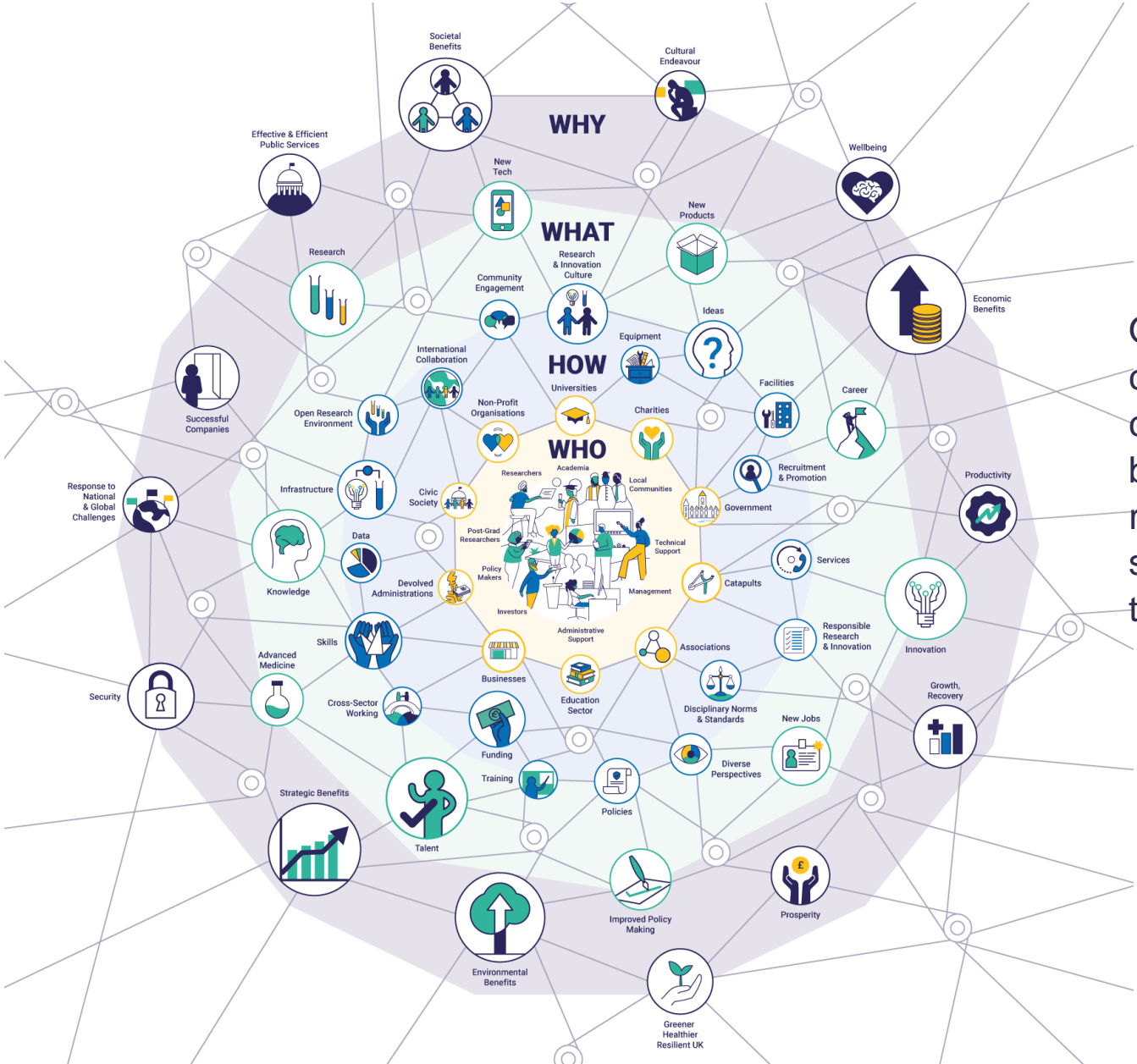


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UKRI vision and mission



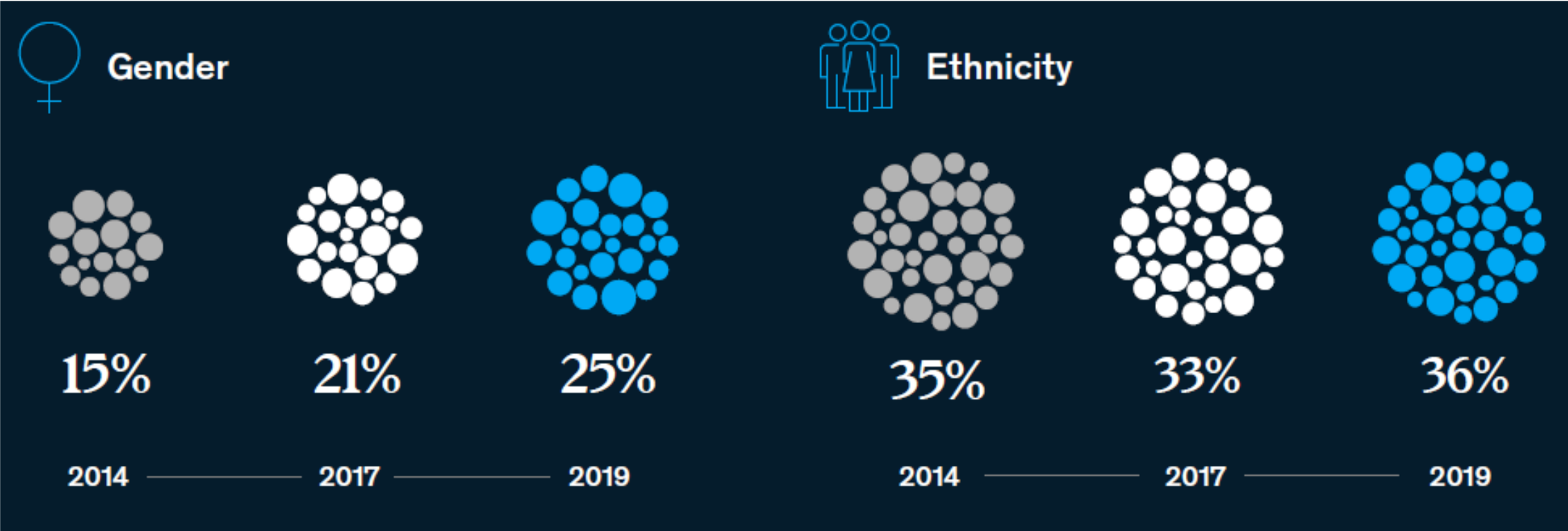
Our **vision** is for an outstanding research and innovation system in the UK that gives everyone the opportunity to contribute and to benefit, enriching lives locally, nationally and internationally.



Our **mission** is to convene, catalyse and invest in close collaboration with others to build a thriving inclusive research and innovation system that connects discovery to prosperity and public good.

Diversity and inclusion matter

The business case for inclusion and diversity is stronger than ever – diverse companies are more likely to financially outperform their peers



STEM workforce – data

Under represented groups:

- Women (27%)
- Workers with a disability (11%)
- Black workers across all STEM sectors, except health (2%)
- Bangladeshi & Pakistani workers in science, maths & engineering (1%)

In addition, there is clear evidence of inequity throughout the STEM education pipeline.

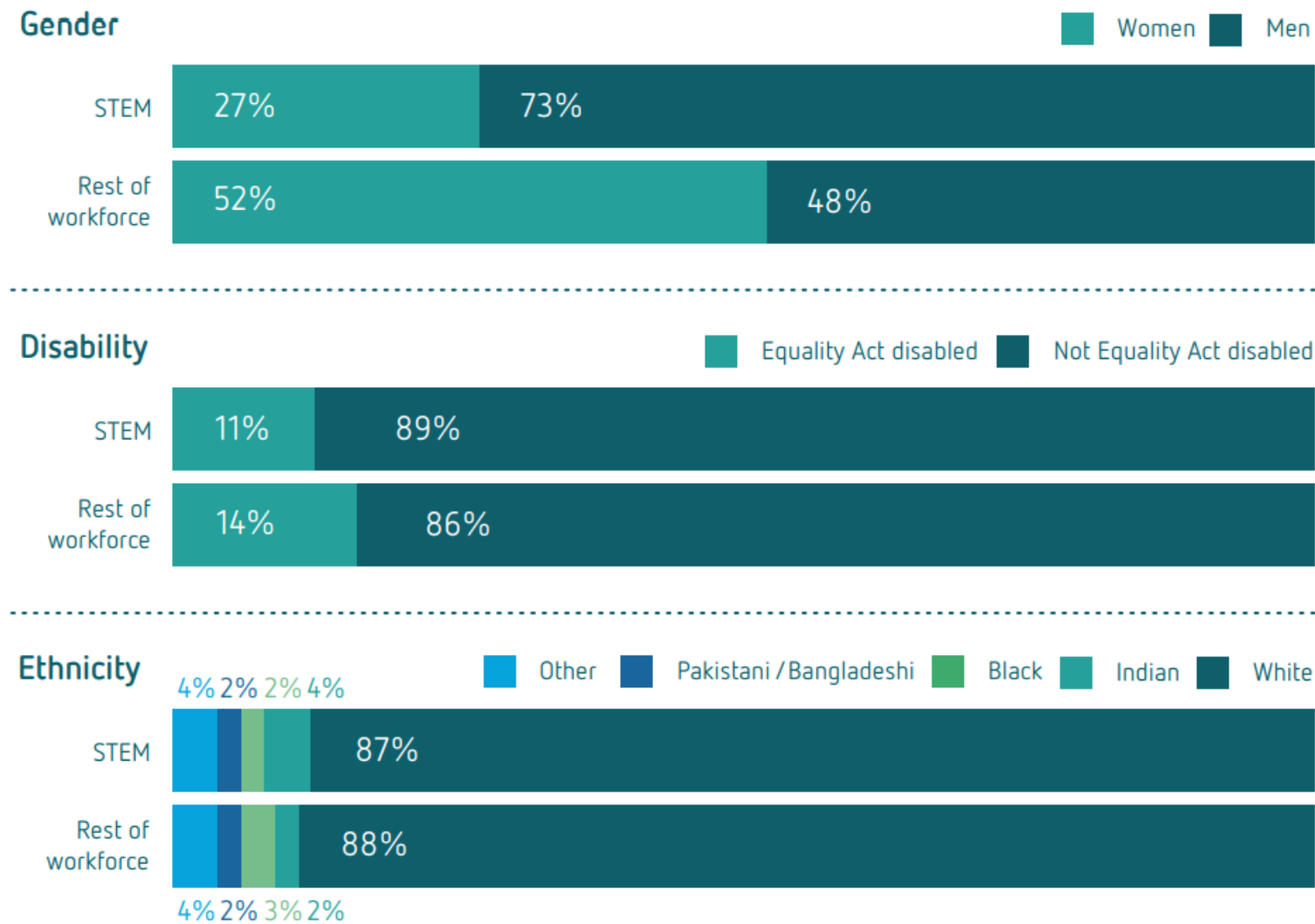
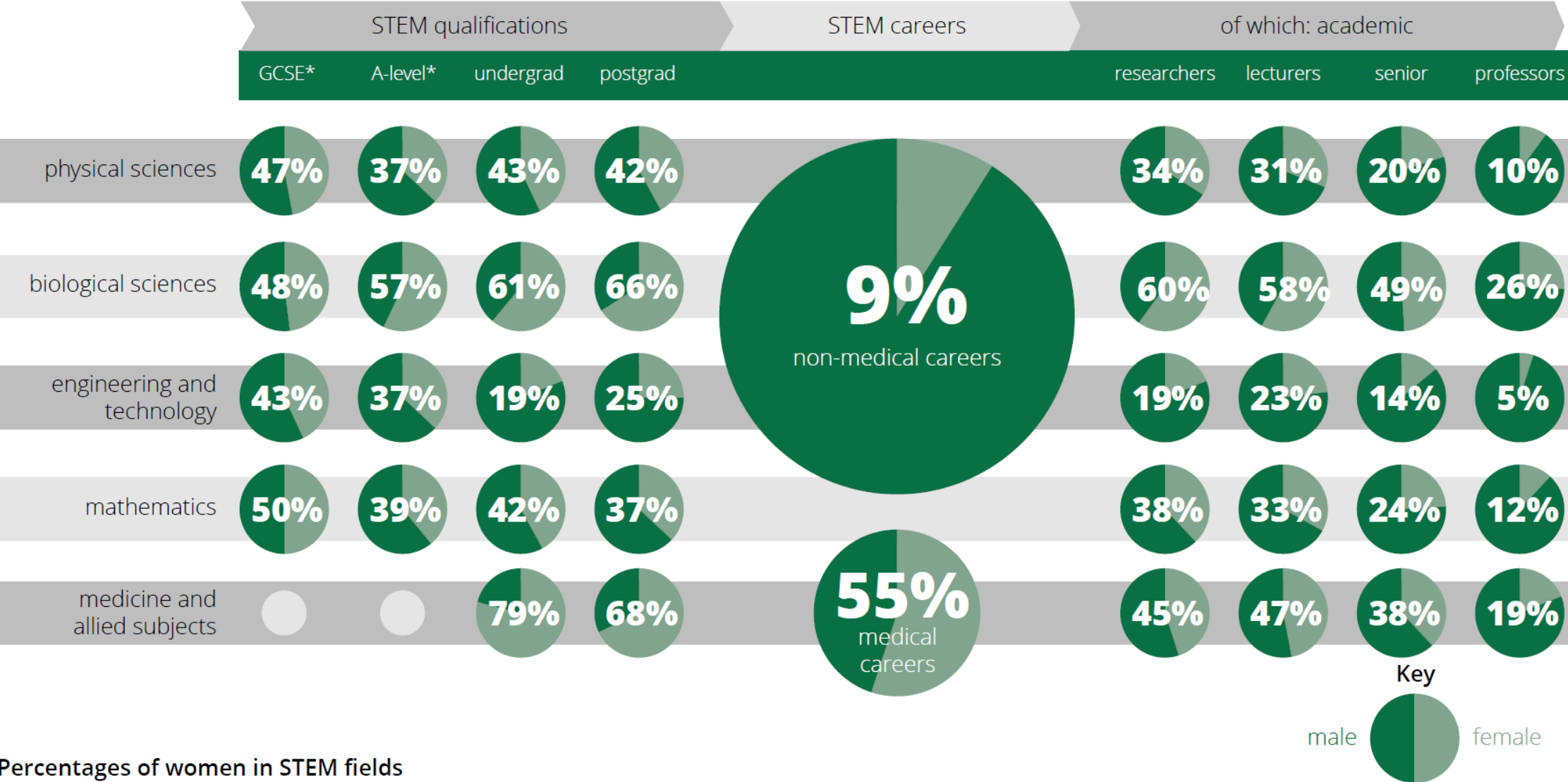


Figure 1: Composition of STEM workforce by gender, disability status and ethnicity (in line with the Equality Act 2010 definition). UK, 2019.

Source: Analysis of ONS, Labour Force Survey

Participation and retention across STEM from school through to the workforce



Percentages of women in STEM fields
Sources: WISE Campaign; Higher Education Statistics Agency

* reflects number of qualifications obtained

UKRI funding diversity data – 2019/2020

Not disclosed
Unknown
Disclosed disability

In June 2020, harmonised diversity data was made available for 7 research councils; something we will continue to update each financial year.

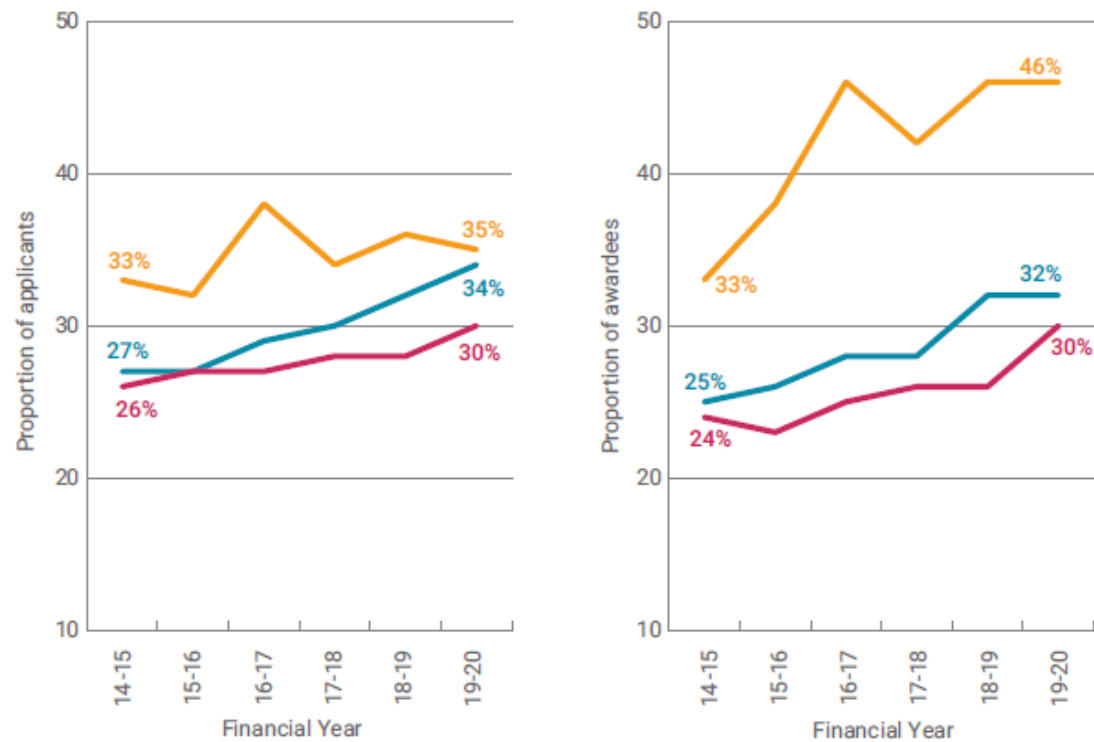
We currently collect data on:

- Age
- Disability
- Ethnicity
- Gender



UKRI diversity data – applicants and awardees

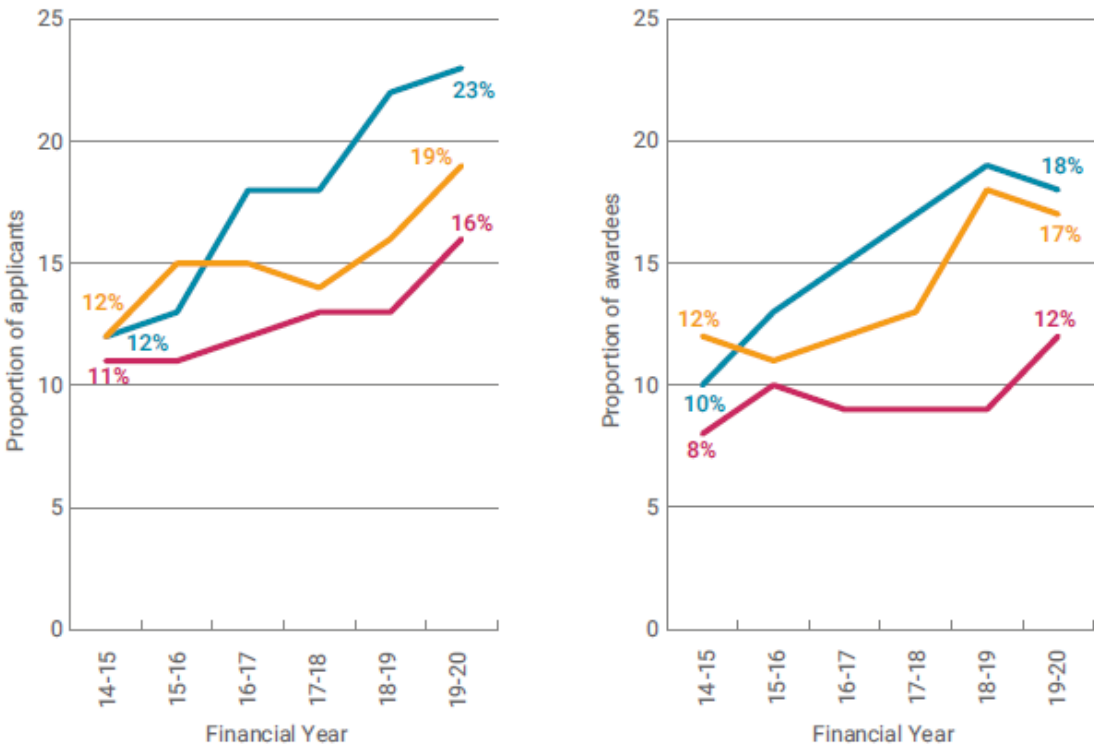
Females



Applicants

Awardees

Ethnic minorities



Applicants

Awardees

R&D People and Culture Strategy



Department for
Business, Energy
& Industrial Strategy

- Seeking to create a more **inclusive, dynamic, productive** and **sustainable** research and innovation sector in the UK
- A research and innovation system where **diversity** of people and ideas thrive
- A call to action – encouraging the **whole sector** to contribute to **lasting change**
- Recognises that **People** are at the heart of the R&D system – skills, career paths, leadership, research culture, incentives, global competition for talent



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Strategy centred around three priority areas

People

Attracting enough people with the right skills, across all roles

Dynamic, varied and sustainable career paths

Great leadership skills at all levels

Culture

Frameworks in place to support a positive and respectful culture

Recognition and reward of **all** people delivering excellent R&I

People feel confident to engage & contribute to R&I

Talent

People of all backgrounds are inspired into R&I careers

The UK is recognised as the most exciting place in the world for top R&I talent



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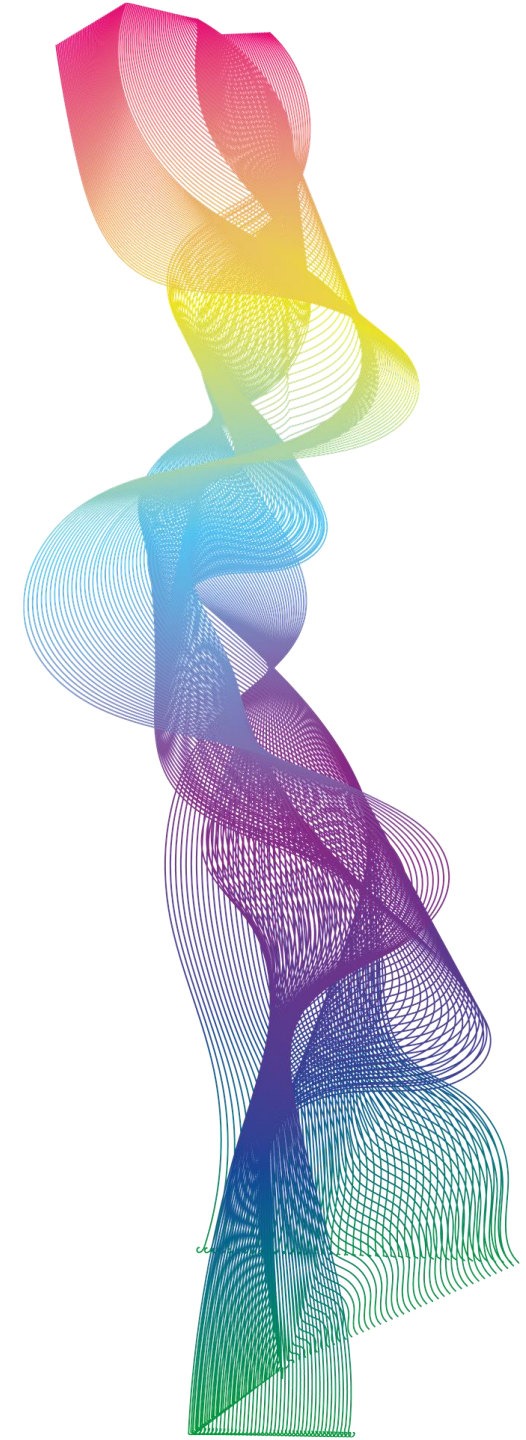
Delivering the strategy - UKRI's role

Over 20 commitments are outlined within the strategy. We are developing an ambitious programme of work to support delivery of these.

Working collaboratively with partners across the system to drive forward lasting change.

- Reflecting on our own systems and processes
- Considering how these influence the wider system
- Thinking about how we can improve our understanding of how we can support the wider community

Taking an evidence-based approach, sharing data with partners.

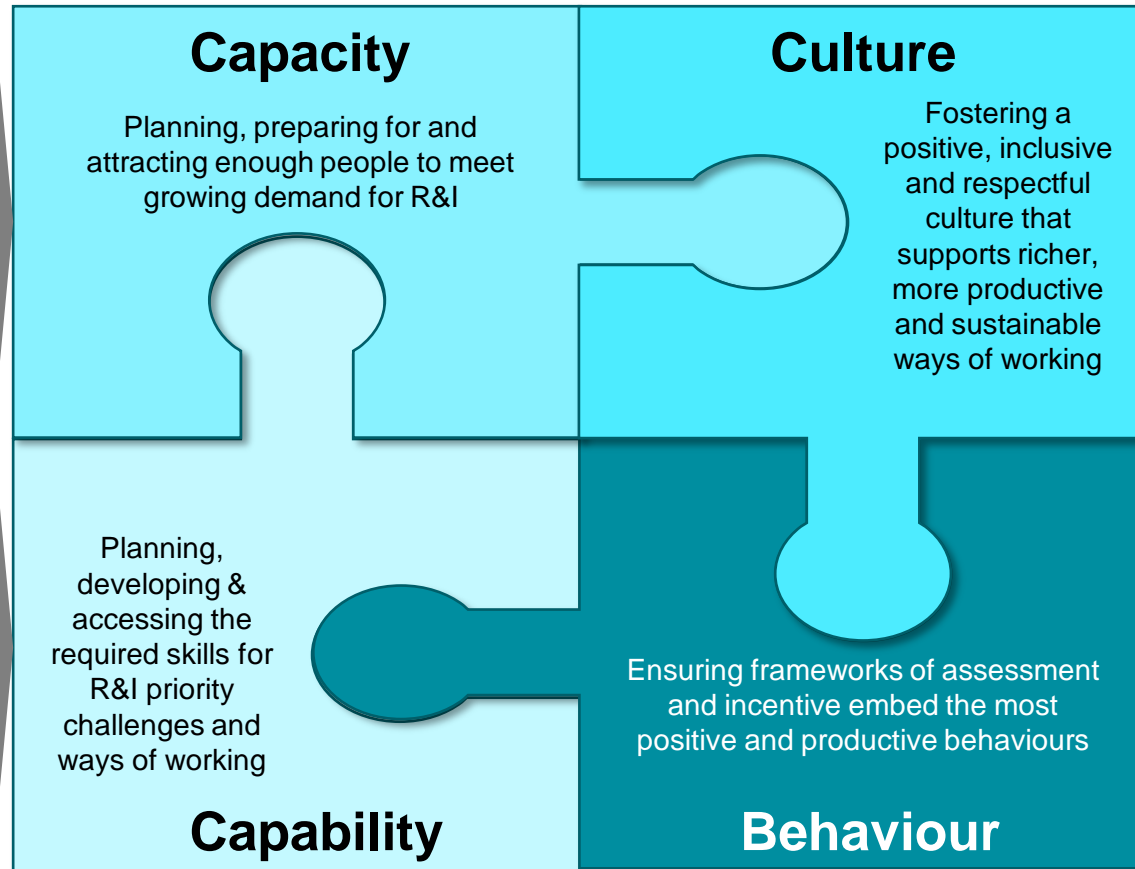


A broad set of activities to achieve our collective ambitions for systemic change

HOW

- Ensuring we have a competitive offer to researchers, including addressing concerns about precarity (e.g. **new deal for PGR**) or hostile cultures (e.g. forum for **tackling B&H**)
- Inspiring people to make a career in R&I (e.g. **youth engagement**, STEM inspiration)
- Enabling more people to move into R&I and between parts of the system (e.g. **cross-sector** experiential training; reducing barriers to **global mobility**)
- Developing stronger leadership skills at all levels (e.g. focus on leadership & mgmt. skills in **grant holders' terms** etc.)
- Attracting and enabling talented people to choose to work in the UK (e.g. **expansion of short-term mobility scheme**; review of **visa costs**)
- Nurturing the talents of a broader diversity of people and across all career stages, connecting sectors, disciplines and working cultures (e.g. **experiential training pilot**; **cross-discipline skills exchange**)

WHAT



HOW

- Concerted efforts to drive the valuing of diversity of thought and building best practices for equality and inclusion (e.g. UKRI leading the sector with its **EDI Strategy**; establishing a **Good Practice Exchange**)
- Encouraging greater (& broader) participation in R&I with an emphasis on engagement (e.g. piloting new approaches to **public dialogue** and **community-led research**)
- Criteria and systems of evaluation that enable the valuing of a broader range of skills and experiences (e.g. review of **expert peer review**, rollout of narrative CV aka **Résumé for Researchers**)
- Reviewing the expectations and incentives for behaviour set by existing assessment frameworks (e.g. review of **Concordats & Agreements**, input to **Future Research Assessment Programme**) and policies (e.g. **Open Research** policy implementation)



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These focus areas are inter-dependent and carry interacting effects so need to be tackled holistically e.g. talented people won't be attracted and retained if the culture and behaviours prevent sustainable working and career progression

New Deal for Postgraduate Research

Ensuring that **postgraduate research** in the UK remains **sustainable**, **open** and **attractive** to a wide range of candidates

Delivering the **highly qualified** and **skilled** researchers and innovators the UK and global societies need

UKRI has developed **four initial focus areas** to address in this programme:

1. Diversification of models and access
2. Funding and stipend levels
3. Rights and conditions
4. Routes in, through and out

Forum for tackling bullying and harassment

Chaired by UKRI, brings together funding, policy and regulatory organisations, both in the UK and from abroad

Aiming to support **system level change** by:

- Raising awareness to bring about culture change, focusing on prevention and creating a healthy research culture
- Working collaboratively to explore, understand and share learnings and knowledge of practices for tackling bullying and harassment across the research and innovation sector
- Promoting collaboration to maximise the impact of policies and resources and reduce bureaucracy wherever possible



Addressing under representation in training cohorts

Equality, diversity and inclusion is firmly embedded in BBSRC doctoral training programmes



Applications

2015 – 34% minority applicants

2019 – 41% minority applicants

Shortlisted for interview

2015 – 13% minority applicants

2019 – 27% minority applicants

- Collaborates with in2ScienceUK to provide internships for year 12 students, empowering young people from disadvantaged backgrounds to enter STEM
- Provides tailored mentoring and training programmes to improve PhD applications from minority groups, e.g. Pathways to PhD
- Provides opportunities for research experience, with a living wage, for disadvantaged students
- Hosts open evenings targeted towards institutions with high % minority students

Supporting women in innovation

Launched in 2016, the **Women in Innovation** programme encourages female-led innovation and helps women achieve their business ambitions

Innovate UK has seen a 70% increase in females registering for Innovate UK support

£250 billion of new value to be added to the UK economy if women started and scaled new businesses at the same rate as men*

£1.2m programme

Providing funding, mentorship and business support

Women in Innovation award holders

2016 – 21 awards

2019 – 9 awards

2020 – 40 awards



“It has been a fascinating experience overall, I am in a cohort amongst such inspiring, smart, driven, passionate women – it is really refreshing to learn about each other’s experiences, to know that ‘we are not alone’ with our problems”.

Agnes Czako
Founder of AirEx

Encouraging movement and development of new skills

Programmes aiming to **increase porosity** between sectors and institutions as well as **providing a platform** for **training, skills and career development**

Innovation Scholars Scheme

- Secondments awarded to individuals with research skills to allow them to move between different sectors, such as academia, business & the NHS.
- Benefits the organisations involved as well as developing the secondee and their career
- Has enabled biomedical researchers to upskill for data intensive research

Flexible Talent Mobility Accounts

- Awarded to research organisations to support the mobility and development of academic and industrialist **early career researchers** and **technicians** to new environments
- **283 activities** supported since its launch – positive feedback from individuals who have taken part
- Continuing to refine to better support technicians and adapt to post-COVID environment



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Why is global mobility important?

- Research is an international endeavor, and the openness of UK research to global talent is critical to success.
- International mobility ensures a **circulation of skills and ideas** around the world

Global Talent Visa

- An immigration route for individuals coming to the UK to work in specific sectors, including R&I
- It's a personal visa, not tied to an employer or host, with a fast-tracked application process
- UKRI endorse visa applications for researchers working on funded research programmes at over 80 domestic and international funders



R&D People and Culture Strategy

Highlights the importance of attracting & enabling talented people to choose to work in the UK

To deliver the People & Culture strategy, UKRI are:

- Publishing evidence on international mobility to provide a comprehensive point of reference for possible directions of policy & monitor trends.
- Working with the Office for Talent to launch an online service to attract highly skilled international talent, providing key information on the UK offer.
- Driving reforms to improve high-skilled migration routes for top talent looking to build careers in the UK, including through the UKRI short-term mobility scheme.

Summary

- Under representation of certain groups remains in STEM
- We need a diversity of people and ideas to realise the full potential of research and innovation
- We need to support a system that's open to everyone and provides an environment where all have an opportunity to thrive

As future leaders, how can you help?



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Thank you



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