

100 years of life-changing discoveries

MRC

Medical
Research
Council

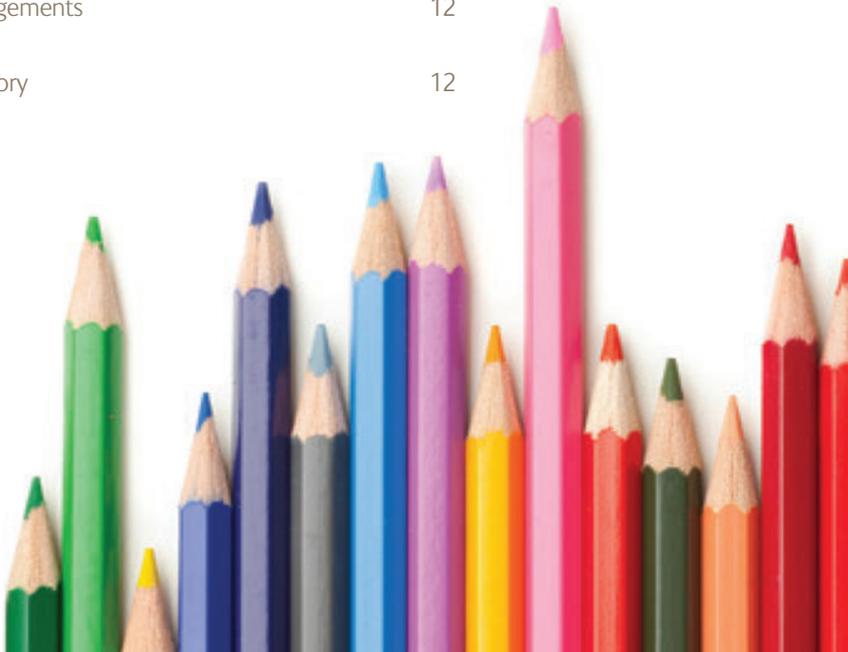
CENTENARY 1913-2013

MRC
Equality
& Diversity
Vision



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Foreword

I am delighted to present the Medical Research Council's Equality and Diversity Vision, which sets out how we will try to ensure our policies and practices do not cause discrimination and how we will actively promote equality and diversity.

The Vision and its related Action Plan should be seen as a framework by which we will work to implement the equality duties that were set out in the Equality Act 2010 and builds on the previous equality duties (race, gender and disability), to cover age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex and sexual orientation. We acknowledge, that there is much to be done to ensure our policies recognise the differing needs, roles, opportunities and responsibilities of our communities and so we will monitor and report progress against our Action Plan and identify where more can be done to achieve our ambitions and become an exemplar organisation.

I would like to thank everyone who has contributed to the creation of this Vision and look forward to seeing it develop.

Sir John Savill
Chief Executive



1. Introduction

This is the Medical Research Council's (MRC) Equality and Diversity Vision. It sets out our commitment to fulfil our obligations as a public body under the Equality Act 2010 (EqA 2010) and ensure MRC policies, practices and services reflect the diverse needs and experiences of all the people, partners and stakeholders we engage with.

Having a single scheme not only eliminates duplication but also allows the MRC to pursue an integrated approach to all areas identified in the EqA 2010. Our ambition is to ensure our policies and services secure equality of opportunity for all, unlocking the talents of people from all backgrounds and help us become an exemplar organisation.

Our aim is to go beyond our statutory duties to promote equality for so-called “protected characteristic” groups and provide an inclusive culture where individual differences and diversity are welcomed: in our workforce, applicants for jobs and funding and MRC Council and its Advisory bodies. Everyone on a daily basis has a part to play in ensuring we work in a fair and respectful environment.

We recognise that we have a lot to do to achieve this goal, but we believe that this Vision, which is a true reflection of our progress to date and realistic ambitions for the future, is an important first step towards this goal.

In line with the requirements of the statutory duties we will actively continue to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity for all of our employees, regardless of membership of any protected group
- Foster good relations between different groups

The MRC will also undertake the following specific duties:

- Publish an Action Plan showing how the general and specific duties will be met
- Gather and use information on how MRC policies and procedures affect equality and the delivery of our services
- Assess the impact of our policies on equality
- Consult key stakeholders (including employees, trades unions and others) and take account of information in order to determine our equality objectives
- Report against the Action Plan to MRC Operations Board annually and review the Vision every 3 years.



2. About the MRC

The Medical Research Council is a leading publicly-funded organisation dedicated to improving human health. We are a diverse and dynamic organisation supporting research across the entire spectrum of medical sciences, in universities and hospitals, in our own units, centres and institutes in the UK, and in our units in Africa.

The MRC is one of seven Research Councils. The Research Councils are in the process of developing a cross-council statement of intent and action plan on equality and diversity.

In common with other Research Councils, it is the MRC's policy that there should be no discrimination, harassment or less favourable treatment or victimisation of any MRC employees, job applicant or funding applicant, either directly or indirectly related to a protected characteristic or trade union membership or activity.

To achieve this we recognise that the values of equality and fair treatment will be key in the development, delivery and review of our policies, procedures and services and the way in which we manage people. Whilst we will endeavour to achieve all our obligations within the area of equality and diversity, we recognise that the primary outcome is to deliver policies, practices and guidance that are meaningful, practical, realistic and achievable, that are consistent with the overall aims of the organisation and actively support the delivery of world-class medical research.



3. Intramural and extramural funding

The MRC has a mission to support research and training with the aim of maintaining and improving human health.

We fund research and training in a number of ways. Our funding mechanisms include Programme and Project Grants (extramural funding) awarded to UK Higher Education Institutions (HEIs) where people are employed by the HEI to HEI terms and conditions. In addition, our own units and institutes are formed by a cohesive set of broad-based research programmes, with a longer term vision (intramural funding). People in MRC units and institutes are typically employed by MRC to MRC terms and conditions.

As part of Research Councils UK (RCUK), the MRC is committed to ensuring that the best potential researchers from a diverse population are attracted into research careers and works closely with a range relevant sector organisations and universities to review ways in which equality and diversity can best be supported in such research. Research councils share a grant application platform and in conjunction with colleagues in other Research Councils, we have developed statement of RCUK Expectations for Equality and Diversity. Further information, including the Concordat to Support the Career Development of Researchers, can be found on the RCUK website: www.rcuk.ac.uk



4. Goals

The Vision reflects the myriad of roles the MRC has: as an employer; as a funding body; and as a facilitator of public engagement. Our intention is to be one of the best research organisations able to demonstrate equality of opportunity and respect for the diversity of our employees, partners and customers.

There are three clear overarching strategic goals which the objectives contained in the Equality and Diversity Action Plan seek to deliver:

- Leadership

To demonstrate leadership on equality and diversity issues and secure the commitment of everyone in the MRC and across our partner organisations so that equality of opportunity, fostering good relations, and eliminating discrimination and harassment underpins all that we do, both collectively and as individuals.

- Diversity

To value equality and diversity in the MRC workforce and through MRC policies. Appreciate, respect, listen and use the different perspectives and ideas everyone brings to MRC policies, programmes and services both internally and externally and ensure that we increase participation by and the empowerment of under-represented groups.

- Communication, knowledge & understanding

To continue to improve the collection and understanding of equality evidence and data, where possible across the research councils, so we can fully take into account the needs of, and impacts on, all the people, organisations and bodies we work with and ensure that our data, communications and public engagement continually evidences our ongoing commitment to equality and diversity.

5. Responsibilities

Every person working in the MRC has a personal responsibility for supporting the implementation of this Vision and promoting our Equalities and Diversity principles in their day-to-day dealings with each other and with partners and collaborators outside the MRC. Managers have a key role to ensure that their employees are aware of the Vision and understand their role in implementing it. All employees are supported in this by being provided with the opportunity to attend equality and diversity training.

The MRC's Management Board has corporate responsibility for approving the Vision and the Action Plan. Management Board, supported by the MRC's Head of Equalities, will also ensure that the Action Plan is reviewed at least annually.

The Head of Equalities, HR employees and all MRC managers will work together to ensure that all of our employees are fully briefed on the Vision and supported in its implementation.

The Head of Equalities will ensure that awareness training is available for all employees. The Head of Equalities will monitor that the requirements of this Vision and our Equality and Diversity policy continue to be included in our recruitment processes. In addition, that corporate and local induction programmes cover this area and all employees are made aware of their responsibilities at an early stage.



6. Consultation and stakeholder engagement

In developing the Vision we consulted our own employees and external stakeholders in order to raise awareness of the contents of the Vision, and to encourage everyone in the MRC to make further contributions. We also engaged with Trade Unions and drew on previous consultations, to better understand and take account of the wide range of issues facing our diverse stakeholders and the implications for all protected characteristics. We have consulted the following groups:

- Senior Unit Administrators and Unit Managers between December 2011 and March 2012
- Locally facilitated employee feedback sessions between October and December 2012
- Key stakeholders
- From 22nd October to the end of November 2012, the draft Vision was also posted on the Equalities and Diversity section of the MRC website which employees and stakeholders can access and give feedback on the draft.
- Trade Union Representatives through the Trade Union Side (TUS)/Management Meeting and joint Management/TUS Equalities & Diversity working group
- All employees through the MRC Staff Survey 2012 (response rate 61%)
- Unit Director visits in spring 2013

The final agreed Vision document will be placed on the MRC website and we invite feedback on the Vision from our employees and the general public throughout the period it is applicable. Any comments or observations on its contents should be sent to:

equalityanddiversity@headoffice.mrc.ac.uk



7. Gathering information and monitoring

We will monitor our performance annually by collecting and analysing data on:

Our workforce

Within the constraints of the reporting facility, we would expect to collect and analyse data on the distribution of our employees by gender, disability, race, full/part time contract and age through collecting the information below. If and when it becomes possible, we will extend these analyses to other protected characteristic groups, respecting that some colleagues may not wish to register this information with us.

- Numbers of employees in post split by type of job, location and band
- Applications for jobs, both temporary and permanent, and success rates at each stage of the selection process
- Numbers of promotions, split by type of job, location and band
- Numbers receiving training
- Results of performance appraisals
- Numbers involved in disciplinary and grievance actions
- Numbers of leavers and reasons for leaving
- Average pay and allowances by band, gender and ethnicity

The MRC adopts equal pay principles when undertaking for example job evaluation. We will continue to monitor the impact of pay policies and pay decisions and ensure their consistency with equal pay principles. As part of this we will undertake periodic equal pay reviews.

Our funding of research grants

As part of RCUK, our performance on funding of research grants and other extramural funding will be collected, analysed and reported along the same lines through RCUK systems.



8. Assessing equality impacts

We will review the impacts on equality of our new and existing policies, processes and functions, on an ongoing basis. An assessment of the equality impacts will be conducted by the policy owner, reviewing each of the protected characteristic groups (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex and sexual orientation). Summaries of Equality Impact Assessments will be published in the annual report on progress of the Action Plan. This will be available on the MRC website at www.mrc.ac.uk.



9. Comments on the Vision

We welcome any feedback you give on our Vision, so we can continually shape our actions and activities to meet our people and customers needs. Please let us know what you think at:

Equality & Diversity

Medical Research Council

2nd Floor, David Phillips Building

Polaris House

North Star Avenue

Swindon

SN2 1FL

E-mail: equalityanddiversity@headoffice.mrc.ac.uk

10. Publication arrangements

MRC will publish the Equality and Diversity Vision on its website at www.mrc.ac.uk.

We will consider any requests for alternative formats that may be required. Please contact us as above.

11. Amendment history

Version	Date	Comments/Changes
1.0	July 2013	Release of Vision.