

The Franklin's commitment to equality, diversity and inclusion:

Our approach to working is collaborative, welcoming, and encourages diversity in all its forms. We believe that these working approaches, together with our research values, make the Franklin a unique environment for research and researchers.

This document sets out our aspirations for EDI at the Franklin for our staff and our community. We acknowledge our practice isn't perfect, and we will be open to input from staff at all levels and background across the organisation, and will encourage participation in conversations about our EDI practice.

Staff policies:

- Policies on EDI are laid out in the staff handbook, which sets clear expectations of behaviour and how to proceed in the event of any concerns.
- Outside of the specific EDI policies, all Franklin systems and policies are built to be welcoming and accommodating to staff with protected characteristics, from underrepresented groups and backgrounds, and to support staff with caring responsibilities.
- We have generous policies in maternity, paternity and adoption for staff who qualify – 26 weeks at full pay with standard leave allowances after that.

Welcoming environment:

- Groups and networks for staff with protected characteristics will be encouraged, and access to networks across the Harwell campus will be promoted to all staff. As the Franklin grows, we will endeavour to drive the formation of new networks and promote their work, and to make these open to other organisations.
- We will look to external sources of best practice on EDI to continually review our own practice, and as our scale grows, seek to participate in appropriate accreditation schemes and networks.
- Where we believe that a change in our practice will have a positive impact on the experience of our staff of work, we will make every effort to implement it.

Data collection, evaluation, and how we learn from it:

- Consult with experts in EDI to inform our practice and provide challenge to our policies and procedures.
- We will provide both open and anonymous means of communicating EDI suggestions, concerns, and experiences, to senior management from our staff.
- Once staff numbers have grown to an appropriate level, EDI analysis of data from staff satisfaction surveys, will be carried out. Action plans to address arising issues will be created as needed, and their implementation overseen by the director.

Development and training:

- Access to training and development will be made available to all staff, and take up will be audited and assessed to identify any barriers staff experience in accessing development.
- Training and continuing professional development in EDI will form part of the mandatory training for managers, with elements for all staff.

In recruitment:

- Our shortlisting and interview panels will never be single gender.
- Recruiting managers will receive unconscious bias training.
- Our recruitment and reward statistics will be annually evaluated, and any improvements required arising from this will be overseen by the director.
- At interview, we will proactively discuss flexible working and our approach to EDI with all candidates.

In the community:

- Where we organise and participate in events we will include diversity in planning all aspects, from speaker lists, venues (location, accessibility) durations and timing of events, and what support delegates may need to fully participate in our events.
- We will apply a code of conduct to our events, with the aim of making delegates feel welcome and able to fully participate.
- Our starting assumption for all events, panels and committees is gender parity.
- Where our staff are asked to sit on organising committees, we ask that they bring our principles of gender parity and inclusive organisation to that committee.
- We will promote and advocate events and programmes which encourage and celebrate diversity.
- Our public engagement work will promote and celebrate diversity in science, and focus on underrepresented groups in STEM.