



Approved by the Board:	June 2022
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Board diversity action plan

Context and scope

This plan should be read within the context of the Foundation's Policy on [Equality, Diversity and Inclusion](#). As we say clearly in that policy, we value the diversity of our staff and stakeholders and the benefits that differences can bring.

The Board is the main decision-making body governing the Foundation. It currently consists of 12 Trustees. Some of its decision-making processes are delegated to its reporting Committees: the Investment, Social Financing and Research Grants Committees on which a further 11 independent expert members sat during the last year. This plan encompasses all Board and Committee members.

It should be borne in mind that Board and Committee members serve fixed terms of office and so changes in composition can only be addressed as quickly as vacancies arise. We can, however, make adjustments and changes to ensure that our decision-making processes have the principles of equity, diversity and inclusion at their core and that the overall culture of the Foundation is welcoming and attractive to a wide diversity of suitably qualified Board and Committee candidates.

Activity	Actions taken 2023/24
<p>1. Monitoring and reporting</p> <p>We do not currently collect data on the protected characteristics of our staff and trustees.</p> <p>Action: to request data on age, declared disability, gender and ethnic diversity. This is NOT intended for publication (as we are so small, such information would enable people to be individually identified) but to monitor our position and progress internally. This will not be a requirement and members will have the opportunity to decline to provide the information. Any information provided will be collected and stored anonymously.</p> <p>2. Addressing what lies under the surface</p> <p>We recognise that unconscious bias can shape all aspects of the recruiting process and that while race and gender are the most evident forms of diversity, they aren't the only dimensions we need to consider. We will therefore ensure that we make ourselves as accessible as possible to the widest possible range of potential applicants.</p> <p>Actions will include:</p>	<p>A baseline exercise was conducted in 2022 and updated in 2023. 23 responses were received (see Appendix).</p>

- Making our application process, interviews and meetings accessible to people with disabilities (e.g. always offering hybrid mode, hearing loops and/or text where requested/possible and alternative forms of application by request). Highlight our expenses policy which includes the flexibility to cover loss of earnings, caring commitments etc)
- In-person meetings in accessible meeting spaces
- Making unconscious bias training part of induction and to undertake regular re-fresher training.

3. Improve our proactivity in recruitment

Our largest stakeholder groups on which we focus our Board recruitment are the academic and health and social care communities in the UK. Actions will include:

- Agreeing a statement of inclusivity to be used in all of our Board and Committee vacancy postings.

“The work we fund means that we know all too well the negative impacts of inequity. We are therefore committed to promoting equity, diversity and inclusion in all areas of our work.

We recognise the inherent benefits of having a diverse board and workforce and the negative impact of discrimination on us and the communities that we serve. We work hard to promote a culture of

All Board and Committee meetings are offered in hybrid mode. In-person meetings are held in accessible rooms.

We have held some unconscious bias training for Board members and also include a link to the Royal Society online training video for RGC members.

The statement has been included in all vacancy postings and permanently on the website.

respect and dignity and work within the practice – and the spirit - of the Equality Act 2010. We do our very best to proactively combat behaviours and barriers that can lead to discrimination.”

- Post online on websites and take advantage of LinkedIn’s targeting options.
- Flood our social media accounts with the open position, and ask all of our wide range of connections to promote the open vacancies.
- Identify and appoint recruitment specialists who can help.
- Promote our EDI policy, plans and statements prominently on our website. (for example, our flexible working policy, above living wage, generous and flexible approach to managing sickness absence and return to work)

- Make improvements to our website regarding accessibility.

We now post all of our vacancies on Linked-in, Guardian online, Trustees Unlimited or Jobs.ac.uk, as appropriate, Charity Jobs, Twitter and use Linked-in and Twitter to promote posts.

In the latest round of Trustee recruitment, we strongly encouraged under-represented groups to apply. Following the recruitment exercise for Trustees in 2023/24, mentoring was offered to the two unsuccessful shortlisted candidates, one of whom took it up. We also introduced the opportunity for early career researchers to observe Research Grants Committee meetings and this has attracted interest from a diverse group and we hope that this, we hope, will assist in attracting a more diverse set of applicants for future vacancies.

Our new communications plan has embedded within it a substantial focus on “evergreen” content which will emphasise our principles and values and we will, following launch in 2025 ensure that we allocate slots to promoting the work of Trustees and Committee members and our focus on diversity and inclusion.

We have continued our programme of website improvement during 2023/24 to achieve WCAG compliance. This is monitored on an ongoing basis.

Appendix

