

Royal Society Fellowships and diversity

As the UK seeks to use its scientific capabilities to help improve lives and rebuild the economy, it is more important than ever that we ensure the best scientists can flourish. The Royal Society believes that the key to maintaining the health of UK science is to support scientific excellence. We acknowledge that diversity is integral to making sure that the UK has available to it the best talent, therefore maximising excellence in British science, technology, engineering, and mathematics. The Royal Society will strive to promote diversity in science, and encourage others to work with us to that end.

The Royal Society provides research funding to individuals to support high quality scientific research, with the expectation that these individuals are able to reach their full potential. The Royal Society therefore expects all organisations hosting Royal Society research fellows to provide supportive workplace structures to ensure diversity within the scientific workforce. Such structures include but are not limited to:

- transparent recruitment and promotion practices
- provision to cover career breaks and support on return to work
- staff mentoring and networking
- flexible working
- representation on key decision-making bodies
- equality in the workplace (e.g. staff training on equality)

It is the policy of the Royal Society to make funding decisions purely on the basis of the quality of the proposed science. As part of the ongoing monitoring of Royal Society programmes we will request evidence that host institutions are engaging with the equality and diversity agenda on an organisational level. This evidence could include but is not limited to:

- information provided as part of REF submissions
- participation in schemes such as Athena SWAN, Project Juno, Investors in People, Stonewall Diversity Champions and other initiatives
- engagement with professional bodies/learned societies diversity initiatives
- appropriate benchmarking data
- implementation of the 'Every Researcher Counts resource'

For further information on the Royal Society's work on diversity contact the Diversity team (diversity@royalsociety.org).