

About me



Royal Society Diversity Committee

Exemplar activities –

- Yearly conference

- Widening participation

- Mentorship schemes

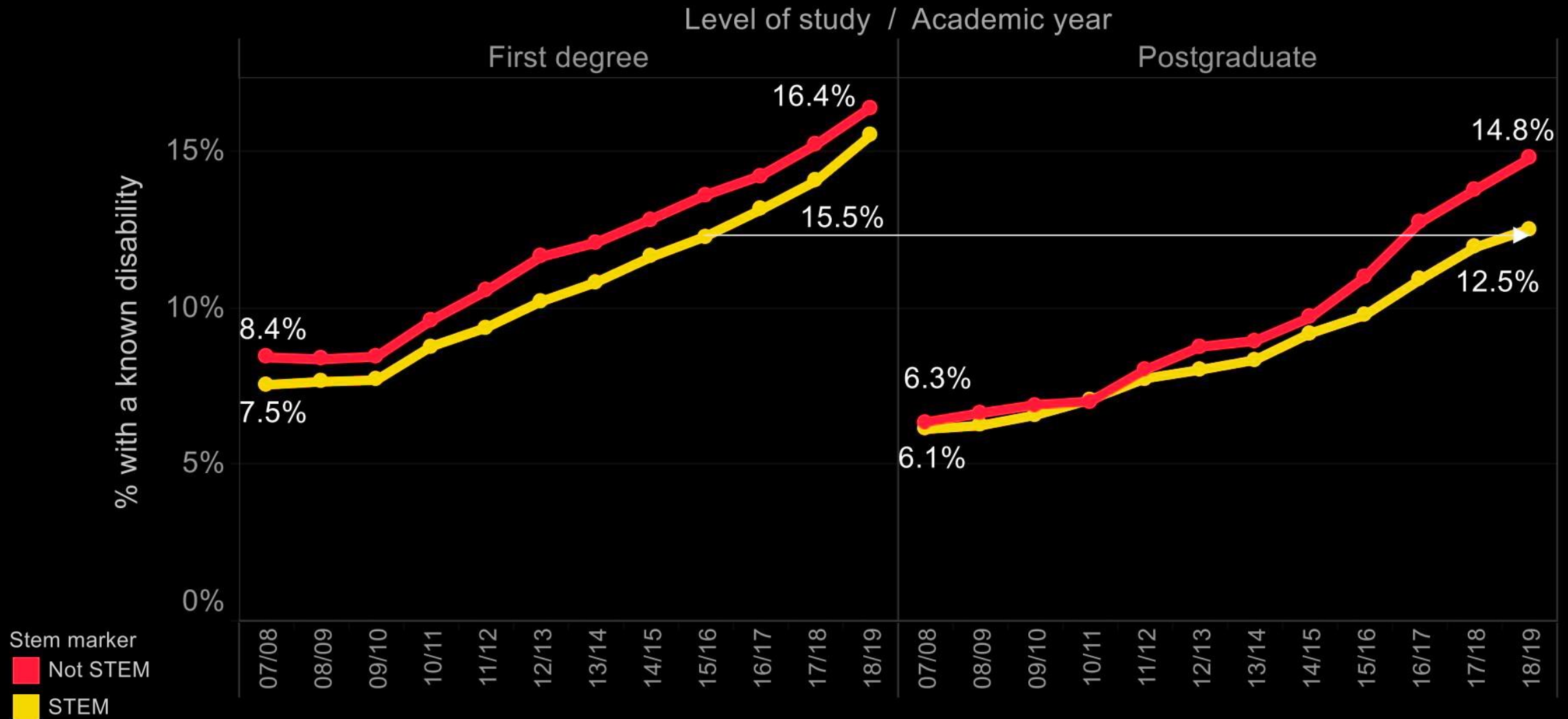
- Commissions research

Disability subcommittee

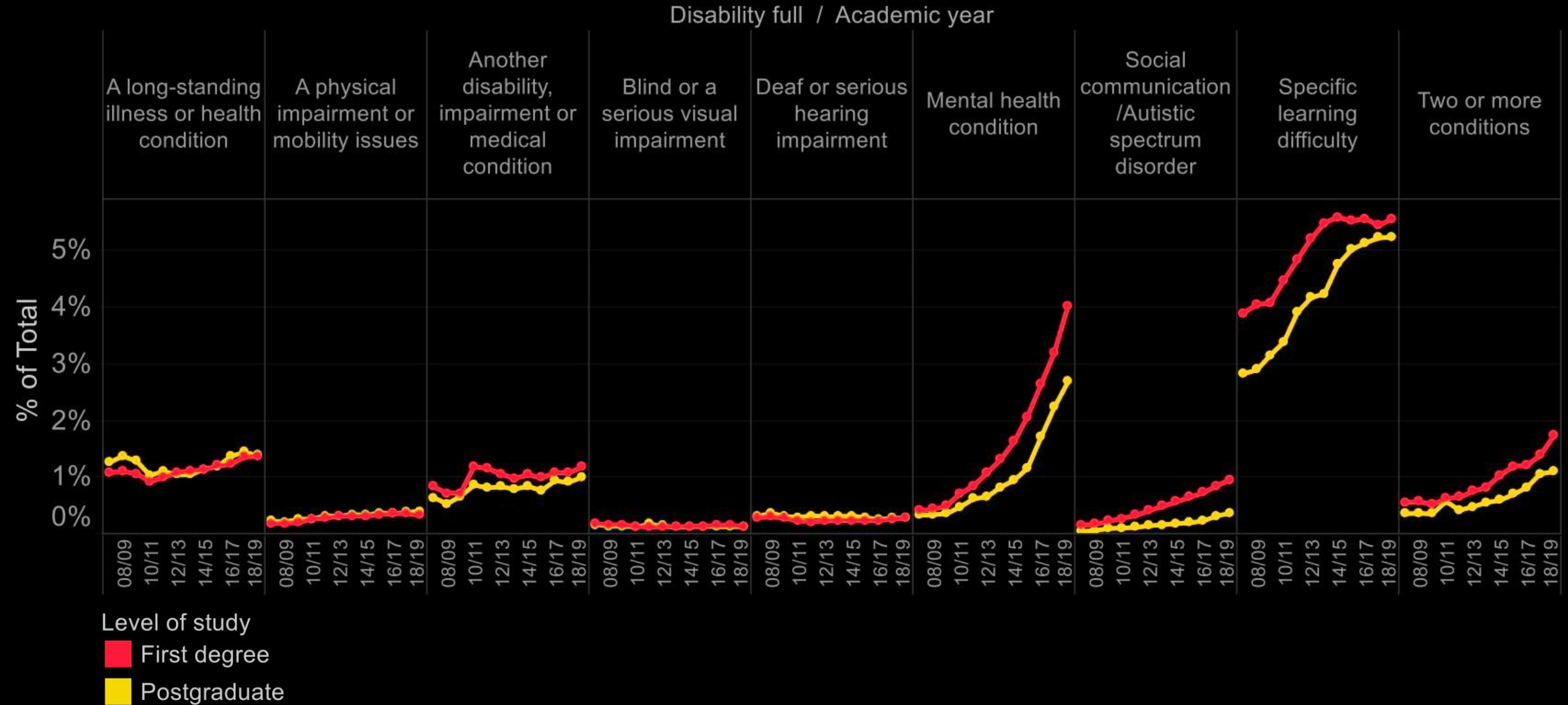
- Role model case studies – UK disability history month

- Commissions research – JUSC and CRAC reports 2021

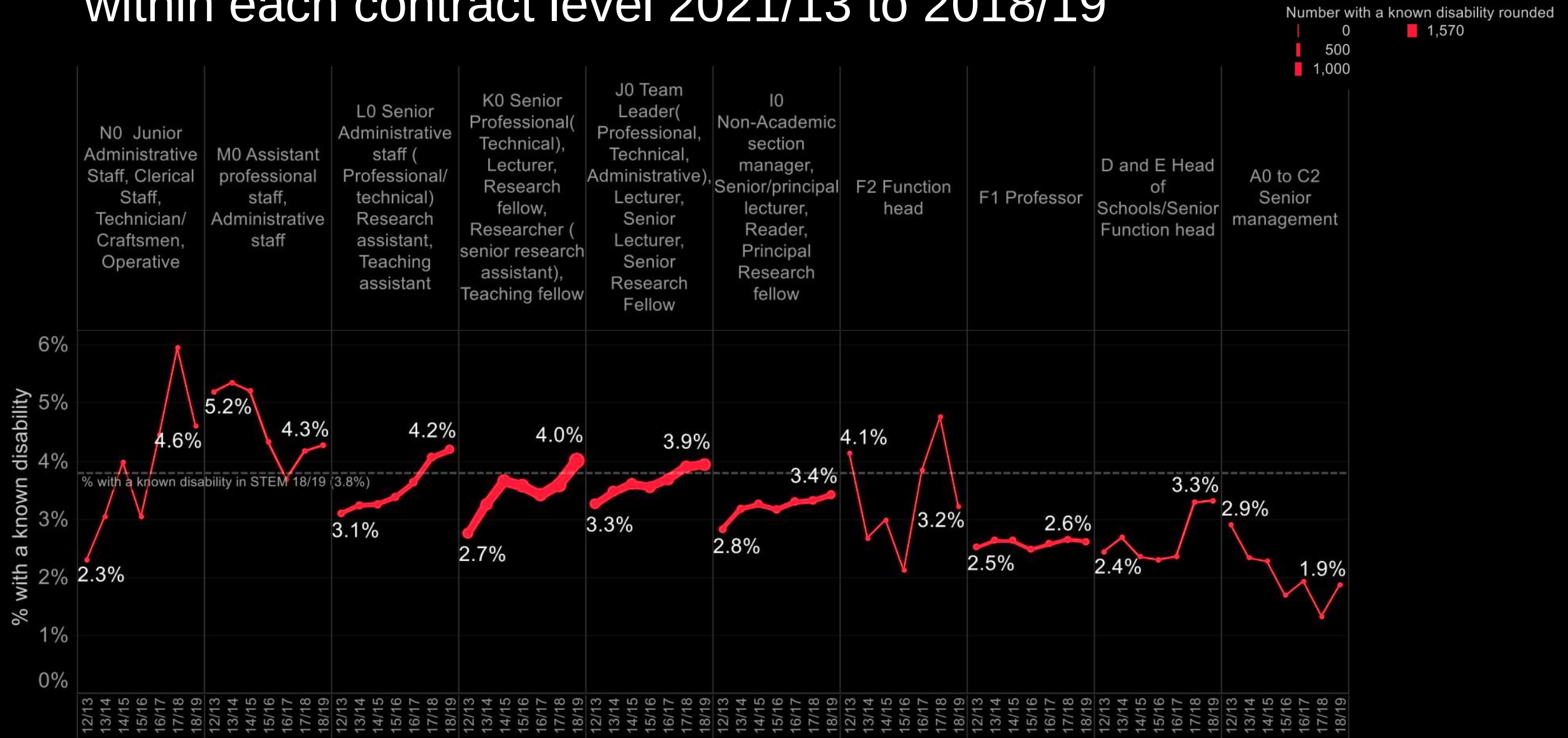
Percentage of UK domiciled entrants with a known disability by level of study and STEM marker 2007/08 to 2018/19



Percentage of UK domiciled STEM entrants reporting specified disability by level of study 2007/09 to 2018/19



Percentage of STEM academic staff with a known disability within each contract level 2021/13 to 2018/19



JISC Recommendations for HEIs

Research on why people leave STEM – exit interview data, etc.

Sponsorship/mentoring

More flexible working patterns (e.g. job shares) availability for senior roles

Increased support for PhD students to increase completion rates

CRAC Report – Staff disclosure of disability to HEIs

Disclosure is lower in STEM than in non-STEM, and rates are lower in particular areas such as medicine, engineering and some physical sciences

Disclosure rates decrease with career stage

Disclosure rates are improving through time, except at senior levels

Increases are dominated by mental health conditions, learning disabilities and autism

CRAC Recommendations for HEIs

Increase disability awareness training and inclusive recruitment/selection training for staff involved in recruitment, progression decisions and line management

Collect systematic detailed diversity data on the number of disabled applicants/employees they have, as well as information on the number and quality of adjustments that have been sought and offered

Provide clear guidelines on what types of reasonable adjustments are available and state clearly on job applications, as well as on relevant webpages for staff and applicants, some examples of the types of adjustments that can be requested (and state that a wide range of possible adjustments can be offered in order to meet individuals' specific needs) to provide a flexible, inclusive approach

CRAC Recommendations for HEIs

Provide clear guidance for disabled staff and applicants on how to access support, information, advice, services, and funding, as well as providing specific information, training and assistance to line managers. Employers should do this collaboratively, working with trade unions and staff who are trained and supported to act as disability or equality contacts or within departments;

Support and increase the visibility of disabled staff networks to facilitate peer support and the ability of individuals to hold institutions to account in relation to access to reasonable adjustments. This could involve working with NASDN to do so;