

# The Faraday Institution Equality, Diversity and Inclusion Charter

## Charter Statement

The Faraday Institution (FI) is committed to creating and sustaining a safe, welcoming, diverse and inclusive environment as it builds and supports a world-class energy storage research community. Through interdisciplinary collaboration and by celebrating a diversity of ideas, opinions, knowledge and people, further research excellence will flourish.

## Aims

We seek to further develop a dynamic and diverse pool of talent for the fields of battery technology and energy storage.

Equality, diversity and inclusion (EDI) are central to the core values of the FI and its community. We interpret 'community' broadly to include the 500+ researchers and staff across over 25 universities who conduct the important work for the UK, the Faraday Institution Headquarters staff with responsibilities for programme administration and communications, its governing Board of Trustees and Expert Panel of advisors. Diversity within this community takes many forms including research discipline, career stage, age, race, ethnicity, gender, sexual orientation, gender identity, disability, national origin and religion.

In recognition of this, the Faraday Institution aspires to cultivate an inclusive and accessible environment where all individuals can thrive, feel they belong and have a voice.

## Responsibilities

The FI seeks to promote diversity within its research community, wide participation on our programmes and equality and inclusion in our activities. As an organisation we aim to adopt best practice behaviours and encourage all members of the wider Faraday community to actively apply the principles of this charter.

In recognition of these aims and reflecting the importance the Faraday Institution places on EDI, this charter sets out the following responsibilities.

As a **manager of research and educational programmes**, the FI will commit to:

- Integrate EDI practices in our operations
- Seek the views of the Faraday community
- Highlight and model best practice in line with guidance from expert organisations
- Incorporate policies within our grant terms that will foster success and monitor progress in achieving EDI objectives
- Provide relevant and effective training
- Ensure diverse speaker representation at FIHQ organised events
- Make all reasonable accommodations to enable full participation in events
- Capture EDI data and publicise progress
- Share with the community templates and guidance to promote best practice for example in digital accessibility. [See the researcher resources page of the website.](#)

For details of EDI progress and initiatives to date read the [Faraday Institution Annual Report](#).

We ask that all **members** of the Faraday Institution community commit to value and respect the contributions of all other members by:

- Actively promoting inclusion, for example:
  - By using inclusive and gender-neutral language
  - Being a good listener and giving others the opportunity to contribute
  - Taking care with choice of words to avoid hurt or misunderstanding
  - Only mentioning characteristics like gender, sexual orientation, religion, racial group or disability when relevant to the discussion.
  - Considering access needs and removing barriers to participation
- Advocating for others:
  - Standing up for other people
  - Elevating and celebrating the accomplishments of individuals no matter what their position within the organisation
  - Noticing and drawing in those who are consistently being left out
  - Amplifying the voices of people who are under-represented and/or from minority groups
- Adopting practices that support fairness and equal opportunities for all:
  - Treating others as individuals; avoiding stereotyping
  - Understanding, appreciating and valuing the different skill sets and abilities of others
  - Promoting fairness of opportunity
  - Considering accessibility requirements
  - Showing consideration of different needs when planning meeting and events.
- Embracing and championing diversity in all its forms:
  - Welcoming and appreciating the uniqueness people bring
  - Taking every opportunity to ensure diversity is actively planned for, encouraged and celebrated (to include diversity of thought, skills, ethnicity, age, gender and career stage)
- Following the best practice charters and initiatives within your own institution such as:
  - [Athena SWAN Charter Awards](#)
  - [Advance HE Race Equality Charter](#)
  - [Stonewall UK Workplace Equality Index](#)
- Challenging non-professional, inappropriate and exclusive behaviour:
  - Respectfully call out inappropriate language, behaviour or micro-aggressions
  - Following your home institutional policies to determine when reporting may be required and follow internal processes
  - Respectfully highlighting access needs that have been overlooked

For details of the Faraday Institution policies relating to this, read the [Faraday Institution Code of Conduct](#).

For all positions and opportunities funded through FI grants, the following practices should be followed.

## Attraction & recruitment

Hiring managers will commit to ensuring that equality and diversity are considered and that wider aspects of unconscious bias are addressed in the recruitment process by adopting measures to include:

- Broadly advertising positions or opportunities
- Using gender-neutral language in job descriptions and adverts and including a statement that applications are encouraged from specific under-represented groups (e.g., women and minority ethnic groups)
- Adopting best practices in accessibility to ensure equal opportunities
- Having diverse appointment panels with respect to gender and ethnicity and which may involve including an early career stage panel member
- Monitoring recruitment data and the delivery of commitments related to adverts, training and panel composition
- Considering diversity when selecting images for adverts

## Engage – make the Faraday Institution a community people want to belong to

To build an inclusive and welcoming community where people feel a sense of belonging, research **project leadership teams** will commit to:

- Enable all individuals to have a voice in meetings, project teams, events and the wider Faraday community
- Ensure diverse speaker representation at events
- Ensure activities are held at times, locations and in ways that enable full participation for all (i.e., not in school holidays or outside of regular working times)
- Appoint an EDI champion per Faraday research project

## Retain

To overcome the barriers researchers' face as they pursue their career goals and to develop tomorrow's leaders, research **project leadership** will commit to:

- Attending relevant EDI related training
- Ensuring researchers, project managers and research administrators have annual Career Development Reviews, as well a performance appraisal
- Providing or supporting high quality training and professional development opportunities
- Following best practice outlined in the [Researcher Development Concordat](#)
- Supporting, coaching and mentoring colleagues to reach their full potential
- Tackling discriminative practices and behaviours
- Where this is identified, following processes in place at the home institution. See also the Faraday Institution [Code of Conduct](#), [UKRI EDI Guidance and Policy](#) and [UKRI policies on bullying and harassment](#).
- Using good practices for digital accessibility outlined in the Faraday Institution guidelines

## Transition

- Conducting exit interviews when people leave the community to take up new roles to ascertain reasons for leaving
- Capturing new destinations (such as other academic role, industry, policy making or other)
- Notifying FIHQ of leavers and joiners via the Faraday Institution project reporting document

## Measures of success

- Widening participation in education and engagement programmes
- Diverse committees to include review and interview panels as well as the conference working group
- Best practice guidance on recruitment process implemented
- Diverse representation of speakers at conferences
- Increasing levels of satisfaction of our community as evidenced through surveys
- Positive action initiatives engaged with and receiving positive reviews
- Evidence of digital accessibility best practice being adopted to include use of templates provided

The momentum built from these efforts will carry the community forward and will make us collectively stronger.

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