

# Faraday Institution Equality Diversity & Inclusion (EDI) plan

Revision 2026

## Background

The Faraday Institution is the UK's independent institute for electrochemical energy storage research, skills development, market analysis, and early-stage commercialisation. The Faraday Institution brings together expertise from universities and industry, striving to make the UK the go-to place for research and development of new storage technologies. As a registered charity headquartered at Harwell Science and Innovation Campus, it is committed to convening a diverse battery research community and delivering solutions for energy storage needs through large, multi-institutional, multi-disciplinary projects.

Founded in 2018, the Faraday Institution developed an EDI Plan for the second phase of funding 2023-25. This document incorporates results achieved within this period and sets out further plan for 2025-26.

## The Importance of EDI at the Faraday Institution

The Faraday Institution is dedicated to creating and sustaining a diverse and inclusive environment, recognising that research excellence follows from interdisciplinary collaboration and a diversity of ideas, opinions, knowledge, and people. Diversity within the Faraday Institution community encompasses career stage, age, race, ethnicity, gender, sexual orientation, gender identity, disability, national origin, and religion. The Faraday Institution aspires to maintain an inclusive environment where all individuals can thrive, feel they belong, and have a voice.

## EDI Framework

The Faraday Institution's EDI framework is built on three pillars:

- **Strategy:** Understanding community needs, benchmarking demographics, capturing voices, modelling best practice, and empowering the community.
- **Charter:** The EDI Charter sets out expected behaviours and responsibilities. It is reviewed regularly and forms a condition of grant funding.
- **EDI Working Group:** Champions from each major project support FIHQ staff, acting as points of contact and facilitators for EDI activities.

## EDI Strategy

The Faraday Institution has developed a high-level strategy, recognising its position as a convenor of a wider community who are not directly employed by the Faraday Institution. This strategy has three key points:

1. Understand the needs of our community to inform and prioritise the Faraday Institution practices
  - Benchmark community demographics (quantitative data)
  - Hear from and capture a range of voices from our community (qualitative data)
2. Develop guidance, operationalise and model best practice
  - Partner with leading organisations and bring in specialist expertise
  - Establish, adopt and communicate guidelines for the FIHQ and community
  - Empower the community to lead in EDI
3. Offer targeted positive action programming and resources
  - Develop community through expert training e.g.:
    - Early Career Researchers
    - Women
    - Ethnic minorities
    - Wellbeing
    - Inclusion Ally training

- Digital accessibility

## **EDI Charter**

This document, set out on our website and shared across our community, sets out clearly the EDI behaviours and responsibilities that the FIHQ team and the wider Faraday Institution community are expected to commit to, providing a standard to which we can hold ourselves to account.

Commitment to this charter is a condition of our Innovate UK grant funding.

The EDI charter was developed with external advice from specialist trainers (Skills4) who helped the Faraday Institution create a meaningful document that would serve as a guide as well as a reference for holding Faraday Institution community members to account and measuring EDI success. The charter is reviewed regularly (latest version January 2023) to ensure its continued relevance. The charter was initially introduced in 2020.

## **Panels and Committees**

The Faraday Institution maintains several panels and committees that currently provide guidance and inform the Faraday Institution team in specific areas. These groups support the EDI agenda, either directly, or, in the case of the Early Career Researcher Committee and the Training Champions, indirectly.

### **Training and Diversity Panel**

The Training and Diversity Panel, originally established by the Faraday Institution in 2018, now comprises independent experts from industry, academia, and EDI practitioners. Its current role is to offer ongoing strategic advice and insight, ensuring that the Faraday Institution's training programmes remain inclusive and responsive to sector needs. By guiding the development and continual improvement of training initiatives, the panel plays a pivotal part in cultivating a dynamic and diverse talent pool for the battery technology sector. Today, the panel actively contributes to reviews of training provision, identifies emerging opportunities for development, and champions best practice in diversity and inclusion across Faraday Institution-led UK-based capacity building activities.

### **Early Career Researcher Committee**

The Early Career Researcher (ECR) Committee now serves as a dynamic leadership group supporting early career researchers engaged in Faraday Institution projects and wider battery research across the UK. Today, the committee actively organises both in-person conferences and online networking sessions, providing essential platforms for engagement, collaboration, and professional growth. Its remit extends to empowering ECRs to develop their professional identity, forge valuable connections, interact with inspiring role models, and showcase their scientific work to diverse audiences. The committee's activities are shaped around four central aims, ensuring ECRs have the opportunity to:

- Build networks within the research community
- Enhance their learning and skills development
- Contribute meaningfully to the field and the wider Faraday Institution agenda
- Take proactive steps in their career progression and community involvement

In this way, the ECR Committee plays a vital role in nurturing talent, fostering inclusion, and championing the professional growth of ECRs within the Faraday Institution community.

### **EDI Working Group**

The Faraday Institution has set up an EDI Working Group consisting of champions from each of the major projects, supporting FIHQ staff, chaired by a university representative and supported by the Faraday Institution Chief Operating Officer. Having an EDI Champion is a condition of funding for the Faraday Institution's major research programmes and the Faraday Institution actively works to ensure that these champions are given a suitable platform within the projects to support the EDI agenda. The remit of this group is:

- To champion and model EDI best practice within their projects
- To gather and share ideas and creative ways of furthering the EDI work of the Faraday Institution
- To be the point of contact between FIHQ team and project on EDI activities
- To act as a sounding board, facilitator and actioner in relation to the wider Faraday Institution EDI agenda

## **Training Champions**

Each project must appoint a Training Champion who acts as the contact for researchers and PRISM (Professional Research Investment and Strategy Manager) staff seeking training. They advise on opportunities, guide use of the annual training budget, and promote career development. Training Champions meet regularly with FIHQ to share issues and input into the Faraday Institution programme.

## **Progress Against EDI Plan 2023-25 Commitments**

Progress is presented under three interconnected pillars: People, Culture and Representation; Training, Development and Resources; and Processes, Data and Accountability.

Together, these pillars reflect the Faraday Institution's holistic approach to embedding equality, diversity and inclusion across its community. They capture progress in shaping an inclusive culture and representative leadership, building capability through targeted training and shared resources, and strengthening the systems, data and accountability mechanisms that underpin sustainable EDI practice.

### ***People, Culture and Representation:***

- Embedding EDI working group members within projects, acting as visible champions and channels for raising EDI issues.
- Increased networking and collaboration with external partners via membership.
- Visible leadership and modelling of EDI values, with diversity considered in event planning, speaker selection, and committee membership.

### ***Training, Development and Resources:***

- Expansion of training programmes, such as inclusion ally workshops and development programmes for minorities.
- Development and sharing of best practice resources, including accessible document design guides and inclusive recruitment guidelines.

### ***Data and accountability:***

- Systematic collection of demographic data for researchers and conference attendees, informing targeted interventions and policy adjustments.
- EDI embedded in all planning and processes, with regular review of grant terms and recruitment practices.
- Monitoring adherence to the EDI Charter, with monitoring and support for diversity in recruitment panels.
- Measurement of success through widened participation, diverse committees, satisfaction surveys, and adoption of digital accessibility best practice.

## **EDI Plan for the Faraday Institution Beyond April 2026**

Building on these foundations, the Faraday Institution commits to the following new actions to be implemented over the period to March 2030:

### ***People, Culture and Representation:***

#### **1. Diversity in Leadership and Panels**

Monitor and report diversity in expert panels and leadership roles, identifying representation from underrepresented groups. Report progress annually and develop positive action initiatives to support individuals from minority backgrounds into these positions.

### **2. Renew and Expand External Partnerships**

Renew existing membership and/or actively seek new partnerships with organisations focused on EDI in STEM. Leverage these relationships for benchmarking, sharing best practice, and joint events.

### **3. EDI Champions network**

Formalise and expand the EDI Champions network, with regular training, peer support, and recognition for outstanding contributions.

#### ***Training, Development and Resources:***

#### **4. Inclusive Training and Allyship**

Broaden training to include neurodiversity, disability awareness, and intersectionality. Offer regular workshops and ensure accessibility for all participants.

#### **5. Inclusive Events and Processes**

Ensure that Accessible Events Guidance is shared and applied to all events and require all committees and panels to demonstrate diversity in their membership.

#### ***Data and accountability:***

#### **6. Annual EDI Impact Report**

Publish an annual report detailing progress against all EDI objectives, including feedback, actions taken, and outcomes. This will enhance transparency and accountability.

#### **7. Enhanced Feedback and Evidence Mechanisms**

Explicitly state how feedback is collected (e.g., post-event surveys, recruitment panel diversity checks) and how it is acted upon. The EDI Working Group will review feedback and implement changes, reporting outcomes in the annual EDI Impact Report.

#### **8. Data Reporting and GDPR Compliance**

Include a clear statement on data privacy and reporting thresholds. Where sample sizes are small, aggregate data or provide qualitative insights instead.

## **Measures of Success**

Success will be assessed across culture and representation, capability and resources, and robust processes and accountability.

#### ***People, Culture and Representation:***

- Wide participation in education and engagement programmes
- Diverse committees and panels
- Diverse representation of speakers at conferences
- Increased satisfaction of the community, evidenced through surveys
- Positive action initiatives and their impact

#### ***Training, Development and Resources:***

- Further adoption of best practice recruitment processes
- Adoption of digital accessibility best practice

#### ***Data and accountability:***

- Annual reporting of progress against commitments

This plan reaffirms the Faraday Institution's commitment to embedding equality, diversity and inclusion across its community and activities. By building on progress to date and focusing on people and culture,

capability and resources, and robust processes and accountability, the Faraday Institution will continue to deliver inclusive practice, transparent reporting and sustained improvement as it moves into its next phase of delivery.