



**Royal Academy
of Engineering**

Race at Work Charter

Annual report 2023 - 2024

Introduction

The Royal Academy of Engineering has signed up to the BITC Race at Work charter. The charter was established following the 2017 government-sponsored review of race in the workplace undertaken by Baroness Ruby MacGregor-Smith. The review found that Black, Asian, Mixed Race and other ethnically diverse people still encounter significant disparities in employment and progression in work and greater progress and positive outcomes are needed to ensure all organisations benefit from the wealth of diverse talent on offer.

The charter commits signatories to seven actions to improve race equality, inclusion and diversity in the workplace. These are:

1. Appoint an executive sponsor for race
2. Capture ethnicity data and publicise progress
3. Commit at board level to zero tolerance of harassment and bullying
4. Make equality, diversity and inclusion the responsibility of all leaders and managers
5. Take action that supports Black, Asian, Mixed Race and other ethnically diverse employee career progression
6. Support race inclusion allies in the workplace
7. Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.

This report sets out the actions and progress against each of these commitments for the Royal Academy of Engineering in the financial year 2023-2024.

In this report, we refer to "race" in alignment with the terminology used by the BITC Race at Work Charter. However, as an organisation, we prefer to discuss self-identified ethnicity in our broader diversity, and inclusion initiatives.

1. Appoint an executive sponsor for race

Dr Rhys Morgan, the Strategic Projects Director for Skills and Inclusion in the senior leadership team is the Academy's executive sponsor for race for 2023-24.

A race at work steering group has been created and includes the executive sponsor for race, the Academy's Head of Diversity and Inclusion, senior members of the People team and the chair and senior sponsor of the Academy's *People of Ethnic Majority* employee resource group.

In addition, the Academy's Trustee Board has appointed Dame Sue Gray CB FREng as the diversity champion trustee.

2. Capture ethnicity and publicise progress

The Academy has grown significantly over the past four years and the ethnic diversity of our employees has increased very marginally as a proportion of all employees over that period. We have also worked hard to win the trust of employees to share their personal data, by explaining it is used to improve diversity and inclusion in the workplace. As a result, trust has grown and fewer people in the Academy now leave our diversity monitoring forms blank or use the 'prefer not to say' option and we are able to monitor progress more accurately.

Figure 1 shows the proportion of employees reporting their ethnicity through our diversity monitoring form. The categories have been aggregated into white and non-white groups as the populations are too small to provide any further granularity, in line with the Academy's diversity reporting practices. The non white group is a combined group made up of Black, Asian and minority ethnic categories as chosen by employees in our diversity monitoring form held on our internal HR system.

Figure 1: Proportion of employees by aggregated ethnic groupings 2021-2024

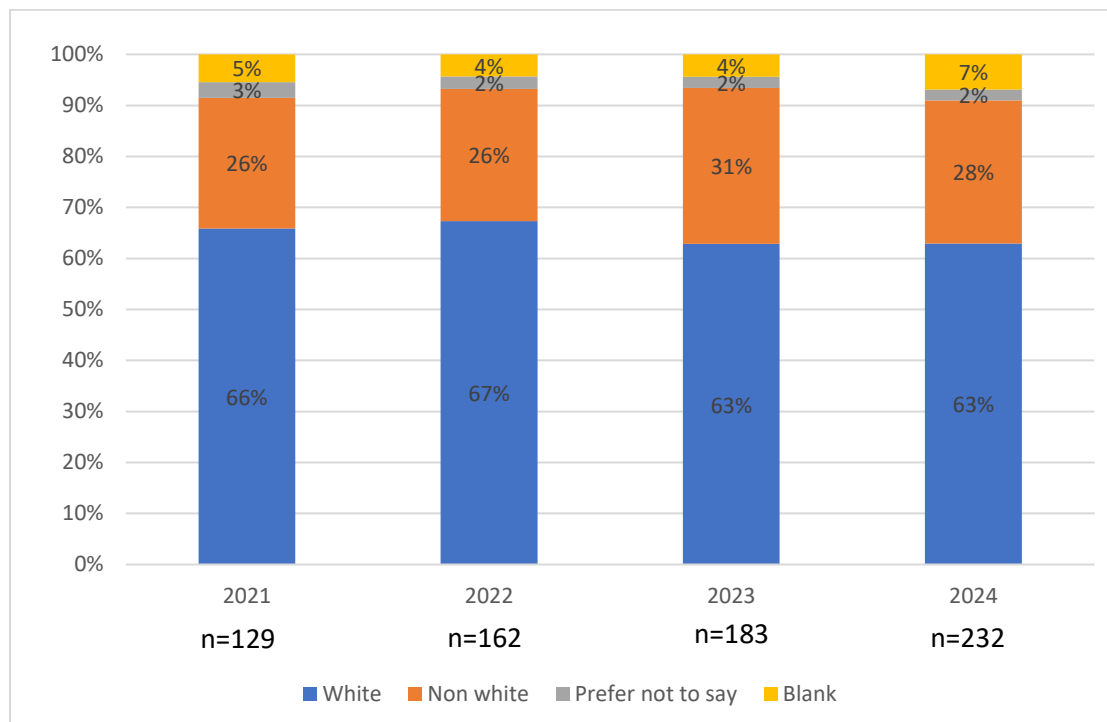


Figure 1 highlights the growth of the Academy over the past four years. During this period of growth, we have maintained a fairly consistent representation of employees from minority ethnic groups, averaging around 28%.

3. Commit at board level to zero tolerance of harassment and bullying

The Academy has a suite of policies supporting the safeguarding and welfare of all people who are engaged in its activities which have been approved at board level. These can be found in the [policies section](#) of the website. The policies include:

- Anti-Bullying and Harassment Policy
- Modern Slavery statement
- Whistleblowing policy
- Diversity and Inclusion policy
- General Safeguarding policy / Safeguarding of Children and adults at risk policy
- General Privacy policy
- Anti-bribery policy
- Health and Safety policy
- Fellows' code of conduct

In addition, there are internal and external complaints policies and procedures for employees, Fellows or any other stakeholders engaged with Academy activities.

The Academy Trustee Board has appointed Dr Carolyn Griffiths FREng as the safeguarding lead trustee to focus on a range of safeguarding matters including bullying and harassment.

Complaints of employees bullying and harassment are dealt with through the Academy's policy, monitored and reported to the safeguarding trustee and reported annually to the board.

4. Make clear that supporting equality in the workplace is the responsibility of all leaders and managers

In 2023 the Academy adopted a new talent management approach for all employees. The talent management approach includes a *values and behaviours framework*, against which, employees performance is measured. The Academy Values are:

- Progressive Leadership
- Diversity and Inclusion
- Excellence everywhere
- Collaboration first
- Creativity and innovation

All employees are expected to act and perform their duties in line with these values. The diversity and inclusion values are clearly set out in the diversity and inclusion policy.

All employees in leadership roles are expected to undertake training in inclusive leadership. The senior leadership team had training in 2023 and the wider leadership team began its training in January 2024 which is ongoing in the financial year 2024-2025.

In addition to inclusion training for the leadership team, the Academy's managers network engages our employee resource groups to understand the specific needs of diverse employee groups at the Academy and share good practice on inclusive management.

5. Take action that supports minority ethnic career progression

The Academy supports all members of employees to progress in their roles. However, through the charter, we have identified that we do not currently specifically support career progression of employees from minority ethnic groups outside of the support for all employees.

In 2023-24, we launched a new approach to talent management. We will be examining how that mechanism can support colleagues from different groups over the 2024-25 financial year. We will investigate opportunities for supporting ethnic minority employees including:

- Initiating a reciprocal mentoring programme
- Investigating a sponsorship scheme
- Providing:
 - o mentoring support
 - o Additional training sessions
 - o Insight sessions with Fellows and members of our Awardee Excellence Community who are from minority ethnic backgrounds.

6. Support race inclusion allies in the workplace

The Royal Academy of Engineering recognises the importance of diverse voices and inclusive practices and has established employee resource groups representing employees from protected characteristics and backgrounds. The People of Ethnic Majority (POEMs) employee resource group has identified three priority areas of work and goals it seeks to work towards. These are defined below.

1. Cultural Awareness

Cultural awareness in the workplace is crucial for building a diverse and inclusive environment. It promotes understanding, respect, and communication among employees from different backgrounds, leading to increased productivity, creativity, and employee satisfaction. POEMs can contribute to increasing cultural awareness across the Academy through

marking cultural celebrations, hosting lunch time cultural exchange sessions, and providing safe spaces for discussions.

2. Organisational accountability

POEM's will play a critical role in holding leadership accountable by ensuring diverse perspectives are heard and represented in decision making. Holding leadership accountable benefits the entire organisation and drives positive change. It involves holding leaders, managers, and employees accountable for achieving these objectives. POEMs can offer valuable insights to, as well as challenging, the Academy's diversity, and inclusion work in relation to race and ethnicity and the [BITC Race at Work Charter](#).

3. Career Progression

Employees from a Black, Asian and minority ethnic backgrounds are significantly more likely than those from a white British or other ethnic backgrounds to say career progression is an important factor in their working life. However, they are more likely to say their career to date has failed to meet their expectations than white British employees. The POEMs can provide a valuable space for employees to discuss what specific career progression support they require, and a space to create informal mentoring opportunities.

The Academy's Race at Work charter working group and People team, work with the POEMs group to embed further support for race inclusion allies across the organisation. In addition, cultural awareness activities are encouraged across the Academy and our employees feel confident and empowered to mark and celebrate religious and cultural festivals with colleagues in a range of formal and informal ways.

7. Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains

The Academy's procurement guidance highlights the need for tenders and requests for proposals for the supply of goods and services to make opportunities available to a diverse range of suppliers. A list of various directories for ethnic minority-led businesses is included in the guidance to support employees with promoting tenders and requests for proposals across a range of communications and networking channels for minority group suppliers.

In addition, the guidance recommends that, where possible, members of selection panels should be from diverse backgrounds.

The scoring template for assessing suppliers also includes measures for diversity and inclusion, including scoring for diverse-led enterprise owners and supplier commitment around diversity and inclusion.