

British Science Association (BSA) Equality, Diversity and Inclusion Advisory Group

Thank you for your interest in the BSA's new Equality, Diversity and Inclusion Advisory Group.

The BSA is a charity and Royal Charter Company founded in 1831. Our vision is of a world where science is at the heart of society and culture. Our mission is to transform the diversity and inclusivity of science, reach under-served audiences, and increase the number of people who are actively engaged and involved in science.

We want to create a world where science is seen as a cultural activity alongside areas such as sport, politics and the arts. Science is often seen as the preserve of professional scientists, and 76% of the UK public identify themselves as not interested or inactive towards science (King's College London, 2016). A key challenge is the lack of diversity within science, and those who traditionally engage with it.

In 2018, the BSA received a 'Sustaining Excellence' grant from the Wellcome Trust to undertake a three-year transformational programme of work to transform the diversity and inclusion our programmes and the wider science engagement sector.

We are seeking to catalyse change at the BSA, and within the wider science engagement sector, to make science more representative, equitable and relevant. Diversity is a critical challenge for science engagement. The speed of progress has been limited not because of a lack of enthusiasm from the organisations within the sector, but because of historic educational and institutional structures. At the BSA for example, while our governance structures have evolved, we can find that we're still operating within systems created for those engaged in science. Our ambition is to challenge organisational and social inequalities.

To help us build the evidence, capability and networks to change both the BSA and the science engagement sector, we are setting up an Advisory Group of four to six members to provide critical friendship to the BSA's senior management team and Council (board of trustees). Members will use their experience of equality, diversity and inclusion and of change management to challenge and support the BSA's leaders through a period of transformation to empower us to make major changes to our programmes and activities that enable us to better serve and transition underserved audiences to be more engaged in science.

We are looking for a range of individuals from different backgrounds and sectors who are excited by our vision and would like to apply their experience, knowledge and networks to help the BSA on our journey to leverage change across our organisation, science and society. *We particularly welcome applications from individuals who have experience outside of science and people from communities who are currently under-represented in science and at the BSA, including women, people from ethnic minority backgrounds and people with disabilities.*

If you would value an informal, confidential discussion about the role please contact, Jon Fitzmaurice (Head of Cultural Development) or myself for an informal chat. We very much look forward to hearing from you.

Katherine Mathieson
Chief Executive, British Science Association

About the British Science Association

The [British Science Association](#) (BSA) is a charity established under Royal Charter and governed by a Council which forms the Board of Trustees.

The BSA sees science is a mindset, a way to ask questions about the world and test them out. The British Science Association's definition of science spans the natural and social sciences as well as technology, engineering and mathematics.

Our mission is to transform the diversity and inclusivity of science; to reach under-served audiences and increase the number of people who are actively engaged and involved in science. By unlocking the potential of a more diverse group of people, we increase our ability to tackle some of the world's biggest challenges and shape our future for the better.

The BSA's Cultural Development, Education and Engagement teams organise several major annual programmes including the [British Science Festival](#), [British Science Week](#), [CREST Awards for schools](#) and bespoke activities for science communicators, [the media](#), [policymakers and business](#). We have a network of over 30 volunteer branches across the UK. We seek to influence and collaborate with stakeholders from across science, business and policy.

The BSA has an annual income of approximately £3.1 million and is managed by a professional staff of around 30 people based in London. We are funded by a mix of grants, sponsorships, donations and earned income.

Equality, diversity and inclusion at the BSA

The BSA has experience of targeting and reaching underserved audiences through programmes such as [British Science Week Community Grants](#), which provide micro-grants to community leaders to run science initiatives for communities unrepresented in science, and our Kick Start Grants for schools in challenging circumstances. Since our change of mission in 2018 – to actively transform the diversity and inclusivity of science – we have commenced new work such as the [All-Party Parliamentary Group on Diversity and Inclusion in STEM](#) which aims to promote the inclusion and progression of people from diverse backgrounds in STEM, and to encourage government, parliamentarians, academics, businesses and other stakeholders to work towards a STEM sector that is representative of the population.

In 2018, we appointed a Diversity Adviser on a fixed-term contract. Her initial assessment of the BSA concluded:

- Diversity is an important part of the culture at the BSA – there have been some key external successes including promoting gender equality
- However, the BSA has a low baseline of formal learning or organisational development work in diversity and inclusion
- The majority of BSA employees are white and female, including the Chief Executive and Senior Management Team. Black, Asian and minority ethnic (BAME) people as well as disabled people are currently underrepresented at the BSA as well as across the science sector
- There is a huge appetite and readiness to engage in the programme, learn more about diversity and inclusion and support the organisation-wide change programme.

Wellcome Trust Sustaining Excellence Award

Using the Wellcome Trust's support, we have designed a theory of change that aims to give the BSA the evidence, capability and networks to develop and change its programmes to enable underserved groups to be more engaged in science.

The three-year programme will aim to improve the BSA's:

- 1. Evidence:** We need to understand how people from different backgrounds engage with science, what this means for good science engagement and what we and other organisations can do to change the programmes we offer. We will create two tools – a programme review process to enable the BSA's senior leaders to review the suitability of our current programmes to reach underserved audiences and a programme development tool which can be used to develop new projects and programmes to engage key underrepresented groups identified in our research.
- 2. Capability:** We are creating a programme to invigorate a cultural shift in our approach to EDI within the BSA and the sector. This will include building an internal learning programme for our Council, staff and volunteers to develop the capability and confidence to champion EDI and implement changes. The programme will also look at other areas such as recruitment and selection processes and our supply chain.
- 3. Networks:** We aim to support and grow the networks to drive diversity and inclusion across the science engagement sector, which will ensure the sustainability and continued relevance of the BSA's learning and development. The BSA will run an annual programme of activities targeted to organisations and individuals who can catalyse long-term D&I change in the sector. The BSA seeks to be an organisation that can challenge and influence others in the science engagement sector to create a common purpose around improving diversity and inclusion.

The role of the Advisory Group

We are aiming to create a critical space to allow our senior leaders and our Council to have the capability and confidence to challenge current assumptions, make difficult decisions that lead to fundamental change to the BSA and its existing programmes of work, and work with partners to co-create new programmes that engage under-served audiences.

To help support this process, we are creating an Equality, Diversity and Inclusion Advisory Group to support, challenge and empower our senior leaders to create positive change to the BSA's programmes and activities, and share our organisational learning with the science engagement sector.

The BSA's EDI Advisory Group will be a group of four to six leaders. Their responsibilities will be to:

- Provide ad-hoc support and advice by email, phone, etc
- Attend two meetings a year.

Key tasks are likely to include:

- Provide advice and expertise to support decision-making
- Support the senior management team and Council as a critical friend
- Reflect on outputs and outcomes to help distil learning for dissemination
- Provide introductions to their networks and best practice in EDI
- Engage with key stakeholders and act as ambassadors for the project.

What we are looking for

To get the most out of being on the BSA's EDI Advisory Group, candidates should have a passion for the BSA's [goal of improving diversity & inclusivity](#), and be able to commit to the necessary time and effort required.

We will appoint four to six members, and are looking for people with some of the following skills and experiences:

- Equality, diversity and inclusion leadership
- Significant culture change within organisations or sectors
- Large-scale programme change in charities/social purpose organisations to attract more diverse groups
- Advocates for change within an organisation or sector.

When appointing members to the Advisory Group, we aim to have a mix of the following:

- Different levels of interest and engagement in science
- Locations within the UK
- Range of different ages, abilities and backgrounds
- Representation from different sectors.

Terms and conditions

Remuneration

This post will be remunerated at a day rate of £200.

Reasonable expenses will be reimbursed, including travel expenses and subsistence. Support for carers/personal assistants and/or childcare is also available.

Terms of appointment

The Advisory Group will run from early 2019 until the end of 2021, and applicants are invited to take part for this three-year period.

Time commitment

Advisory Group members are expected to carry out around four days of work a year.

They are expected to provide remote support through email and phone calls. This will be on an ad-hoc basis and should total less than two days' duration over a year.

There will be two meetings a year (likely to be April and September/October). Meetings are likely to take 2-3 hours, and one will take place at the BSA's offices in London and one will take place in a mutually convenient location for members.

Location

Advisory Group members will not be required to work from a specific location. However, it will be necessary to attend meetings and events across the UK which may require overnight stays.

If you cannot travel to meetings, we are happy to discuss other ways you may be able involved.

Timetable

Advert published	18 January 2019
Application closing date	9am, 8 February 2019
Shortlisting	8-12 February 2019
Interviews held	21-22 February 2019
Applicants notified of selection process	w/c 25 February 2019
Appointment start date	Early/mid-March 2019

How to apply

To put yourself forward for this role, please send a CV (maximum two pages) and a brief covering letter (maximum one page) outlining your suitability for the role to Jon Fitzmaurice (details below) by **9am, Friday 8 February 2019**.

We will then prepare a shortlist and invite selected candidates for an informal interview in-person or by phone with BSA senior leaders.

For an informal conversation about the role, please contact Jon Fitzmaurice:

- Jon Fitzmaurice, Head of Cultural Development, British Science Association, Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD
jon.fitzmaurice@britishscienceassociation.org

Or Katherine Mathieson:

- Katherine Mathieson, Chief Executive, British Science Association, Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD
Katherine.mathieson@britishscienceassociation.org