



Remarkable  
research for  
healthy ageing

THE DUNHILL MEDICAL TRUST

<b>Approved by the Board:</b>	June 2022
<b>Reviewed:</b>	June 2023
<b>Review date:</b>	June 2024

## Board diversity action plan

### Context and scope

This plan should be read within the context of the Trust's Policy on [Equality, Diversity and Inclusion](#). As we say very clearly in that policy, we value the diversity of our staff and stakeholders and the benefits that differences can bring.

The Board is the main decision-making body governing the Trust. It currently consists of 11 Trustees. Some of its decision-making processes are delegated to its reporting Committees: the Investment, Community Grants and Research Grants Committees on which a further 12 independent expert members sit in total. This plan encompasses all Board and Committee members.

It should be borne in mind that Board and Committee members serve fixed terms of office and so changes in composition can only be addressed as quickly as vacancies arise. These have been openly advertised and promoted nationally for over six years now. We can, however, make adjustments and changes to ensure that our decision-making processes have the principles of equity, diversity and inclusion at their core and that the overall culture of the Trust is welcoming and attractive to a wide diversity of suitably qualified Board and Committee candidates.

Activity	Actions taken 2022/23	Additional activities for 2023/24
<p><b>1. Monitoring and reporting</b></p> <p>We do not currently collect data on the protected characteristics of our staff and trustees.</p> <p>Action: to request data on age, declared disability, gender and ethnic diversity. This is NOT intended for publication (as we are so small, such information would enable people to be individually identified) but to monitor our position and progress internally. This will not be a requirement and members will have the opportunity to decline to provide the information. Any information provided will be collected and stored anonymously.</p> <p><b>2. Addressing what lies under the surface</b></p> <p>We recognise that unconscious bias can shape all aspects of the recruiting process and that while race and gender are the most evident forms of diversity, they aren't the only dimensions we need to consider. We will therefore ensure that we make ourselves as accessible as possible to the widest possible range of potential applicants.</p> <p>Actions will include:</p>	<p>We have now completed the baseline exercise with data being collected from Trustees and Committee members. 23 responded.</p>	<p>Update each year when conducting the Declaration of Interests poll.</p>

<ul style="list-style-type: none"> <li>• Making our application process, interviews and meetings accessible to people with disabilities (e.g. always offering hybrid mode, hearing loops and/or text where requested/possible and alternative forms of application by request). Highlight our expenses policy which includes the flexibility to cover loss of earnings, caring commitments etc)</li> <li>• In-person meetings in accessible meeting spaces</li> <li>• Making unconscious bias training part of induction and to undertake regular re-fresher training.</li> </ul> <p><b>3. Improve our proactivity in recruitment</b></p> <p>Our largest stakeholder groups on which we focus our Board recruitment are the academic and health and social care communities in the UK. Actions will include:</p> <ul style="list-style-type: none"> <li>• Agreeing a statement of inclusivity to be used in all of our Board and Committee vacancy postings.</li> </ul> <p><i>“The work we fund means that we know all too well the negative impacts of inequity. We are therefore committed to promoting equity, diversity and inclusion in all areas of our work.</i></p> <p><i>We recognise the inherent benefits of having a diverse board and workforce and the negative impact of discrimination on us and the communities that we serve. We work hard to promote a culture of</i></p>	<p>We have conducted two sets of interviews during 2022/23: one for RGC members, one for Trustees and implemented these policies.</p> <p>All Board and Committee meetings are offered in hybrid mode. In-person meetings are held in accessible rooms.</p> <p>We have held unconscious bias training for Board members and also include a link to the Royal Society online training video for RGC members which they are required to undertake.</p> <p>The statement has been included in all vacancy postings and permanently on the website.</p>	
--	--	--

*respect and dignity and work within the practice – and the spirit - of the Equality Act 2010. We do our very best to proactively combat behaviours and barriers that can lead to discrimination.”*

- Post online on websites and take advantage of LinkedIn’s targeting options.
- Flood our social media accounts with the open position, and ask all of our wide range of connections to promote the open vacancies.
- Identify and appoint recruitment specialists who can help.
- Promote our EDI policy, plans and statements prominently on our website. (for example, our flexible working policy, above living wage, generous and flexible approach to managing sickness absence and return to work)
  
- Make improvements to our website regarding accessibility.

We now post all of our vacancies on Linked-in, Guardian online, Trustees Unlimited or Jobs.ac.uk, as appropriate, Charity Jobs, Twitter and use Linked-in and Twitter to promote posts.

In the latest round of Trustee recruitment, we strongly encouraged under-represented groups to apply.

We have identified Trustees Unlimited (for non academic and clinical vacancies) which has the specific aim of reaching non traditional communities.

Mentoring has been offered to the two unsuccessful candidates from the latest round of Trustee recruitment and it is proposed that we make a short video or podcast to publish on the website of current Board members discussing their experience as Trustees and encouraging people to apply.

	<p>We have carried out extensive improvements to our website accessibility and have some further improvements planned for 2023/24.</p>	<p>Further website accessibility work</p>
--	--	---