

BIA Skills Working Party

Update on supporting ED&I

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Skills within the Sector – ED&I is key

- An inclusive workplace culture is one that makes every employee **feel valued** and able to **contribute**.
- People work best in environments where they feel a sense of belonging and are not constrained by conforming. For that reason, inclusive workplace cultures are associated with **improved team innovation, creativity, knowledge sharing, job commitment and even productivity**.
- The sector is not currently diverse
 - Less than 1% of Life Sciences employees are ‘Black/African/Caribbean/ Black British’, compared with approximately 3% in the wider economy.
 - Approximately 11% of the Life Sciences workforce are disabled, compared with nearly 16% in the wider economy
 - The Social Mobility Commission estimates that just 9% of Life Science professionals are from a working-class background
 - Women account for approximately just 40% of ‘Managers, Directors and Senior Officials’ within Life Sciences, whereas women make up around 70% of the ‘Administrative and Secretarial’ occupations. What’s more, there appears to be an issue with retaining female talent as their careers progress.
 - Women account for just 37% of employees aged 50 and above across all occupational codes within the sector. This compares to 47% in the wider U.K. economy.

Medicines Manufacturing ED&I Focus Group

Primary &
Secondary
School

Universities

Apprentices
& Graduate
Schemes

Job Adverts &
Recruitment

Organisational
Culture

Policies,
Goals &
Strategy

Training,
Events &
Meetings

Day to Day
Role

Aims of the ED&I Focus Group

- **Understand the Med Man/DHTC landscape**, such as opportunities, initiatives, statistics, gaps and barriers
- **Collect the protected characteristics of the existing portfolio**
- **Develop an ED&I strategy**, which supports the Medicines Manufacturing Community
- **Influence Stakeholders**, such as UKRI, IUK, Industry, Government

Actions completed so far

- **Completed Terms of Reference for ED&I Focus Group**
- **Prepared ED&I survey to send to organisations funded by Medicines Manufacturing ISCF**
- **Productive ED&I discussions with the sector**
- **Extensive ED&I training**

Actions still required

- **Need more ED&I data**
- **Continued ED&I learning and discussions**, with the sector, within a non-competitive space
- **Further ED&I (and STEM Skills) support especially for early years**



An improvement within ED&I will enhance skills for the sector