BIA Skills Working Party
Update on supporting ED&I

Laura Griffiths
Andreea Iftimia-Mander
Pavan Tiwana

Chris Sawyer
Lauren Freeth
Villo Muha
Taylum Mistry
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.

Team effort is needed to improve ED&I for the sector
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