

PROJECT TITLE

Equality Diversity and Inclusion – Project collaboration

PROJECT DESCRIPTION

The aim of this project is to work across BAS bringing the organisation together to complete objectives for our Equality, Diversity and Inclusion work, as laid out in the NERC EDI plan. The project will identify departmental needs and provide solutions as we introduce a new anonymous reporting system for bullying and harassment; build on the first virtual work experience programme; develop support for non-cambridge staff; and increase our disability confidence work.

It is expected that the project will deliver:

Support for the bullying and harassment system in the form of the launch, staff awareness sessions, supporting documents, news items, and removal of barriers to use.

Preparation work for 2022 work experience week including confirming presenters and attendees.

Development of better support for mariner and station staff facing challenging incidents or experiences. This will be done in collaboration with relevant managers and external specialists.

Raising the profile of disability inclusion through awareness sessions, education and collaboration to understand where challenges lie and what can be done to resolve them.

SUGGESTED LENGTH – 6 months

JOB DESCRIPTION

To work with the HR Project Officer to bring together relevant stakeholders for a variety of equality, diversity and inclusion projects.

Liaise across the organisation to understand any difficulties and work in collaboration to find solutions.

Work closely with the HR Officer and the EDI network to further BAS' equality, diversity and inclusion aspirations.

Support the introduction of new systems or ways of working which may be through speaking with staff, creating documents, attending meetings and more innovative approaches.

WHAT ARE WE LOOKING FOR?

An interest in equality, diversity and inclusion and its impact on individuals. Good communication skills with the ability to work across departments. Good interpersonal skills and initiative with the ability to think creatively when problem solving.