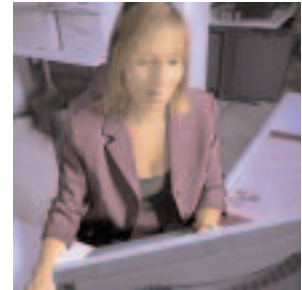


An Employers Guide to the UKRC

Services and Expertise to help SET Employers increase the recruitment, retention and progression of women



“To be the best we need to recruit the best, which of course includes attracting and retaining women. The UK Resource Centre for Women in SET will be instrumental in helping us to do this...”

Dr Jenny Holmes, Diversity Director, Global Research and Development, AstraZeneca

Why Women? The Business Case

The growing demand for SET based skills, coupled with an increasingly diverse workforce means that women will play a vital role in the future success of the UK SET industry. By 2014 the UK will have increased its spending on R&D by one quarter, requiring a more skilled, flexible and professional workforce than ever before. Recruiting and retaining women in SET employment is crucial to achieving these targets. The UKRC works with SET employers to ensure that women in SET and economic success go hand in hand. For more information visit www.setwomenresource.org.uk and refer to the employers section.

Services

Recruitment & Retention

The UKRC provides expert advice and assistance on:

- Recruitment and selection practices
- Setting up and running mentoring and networking schemes
- Implementing women returner schemes
- Effectively planning for employee career breaks, and more

Advice & Consultancy

The UKRC provides:

- Expert information and guidance on key areas of gender equality including statistics, case studies and a database of expert women in SET.
- Professional advice on how and why to develop a business case for gender equality in your organisation; support with writing policies and procedures; expert advice on implementing change; and more.

Training

The UKRC offers bespoke training on gender equality at all levels, including senior and middle management, and HR.

Tools to Understand & Improve Organisational Culture: Benchmarking

The UKRC has developed a unique tool, the Culture Analysis Tool, to analyse workplace culture with respect to gender, giving you the opportunity to review existing culture and improve the recruitment, retention and progression of women in your organisation.

Celebrating Good Practice

The UKRC is helping SET employers to develop, share and promote good practice:

Raising Public Profile

Through a wide network of contacts the UKRC can help raise your profile as an employer of choice.

Networking Events

UKRC networking events are targeted specifically at SET employers and take place at venues around the UK. Each event covers a different subject critical to gender equality and showcases employer good practice.

Good Practice Guides

UKRC Good Practice Guides are produced for, and are freely available to SET employers. They focus on a variety of critical issues, including mentoring, work-life balance issues, effective recruitment, and more. Visit www.setwomenresource.org.uk to download.

Award & Recognition Schemes

UKRC award and recognition schemes offer SET employers the opportunity to raise their profile and receive recognition for good practice in gender equality. The UKRC sponsors award categories in the Manufacturing Excellence Awards and the Employer of the Year Awards.

For further information visit:

www.imeche.org.uk/mx for Manufacturing Excellence Awards

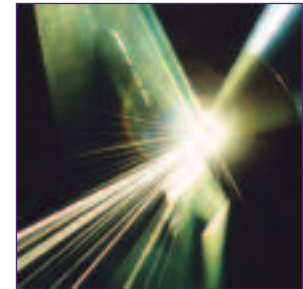
www.workingfamilies.org.uk for Employer of The Year Awards

Further Information & Contact Details

This guide outlines a selection of UKRC services for employers. To find out about more about how the UKRC can help your organisation attract, recruit and retain skilled women – or to share your good practice – contact:

✉ **Email:** setwomenresource@bradfordcollege.ac.uk ☎ **Helpline** 01274 436485

For further information, tips and employer focused advice visit the employers section of the UKRC website:
www.setwomenresource.org.uk



UK Resource Centre for Women in Science, Engineering & Technology

The UK Resource Centre for Women in SET (UKRC) is an innovative centre set up to complement the Government's 10 year investment framework for Science and Innovation. It is the Mission of the UKRC to establish a dynamic centre that provides accessible, high quality information and advisory services to industry, academia, professional institutes, education and Research Councils within the SET and built environment professions, whilst supporting women entering and progressing in SET careers.