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# Values Charter



# VALUES CHARTER

The Royce EDI Charter, Values Charter and Code of Conduct define the qualities at the heart of Royce that we strive to put into practice in all that we do. Our Values are designed to enable a positive working culture around the Royce Partnership and in our engagement with the wider **Royce Community\***.



## **\*The Royce Community**

Royce has a large and diverse pool of external stakeholders that reaches far beyond the staff we fund at our Partner and Associate organisations, including:

- > HEI researchers and students working on Royce facilities and/or collaborative projects supported by Royce.
- > Industry collaborators and users/customers of Royce facilities, ranging from start-ups through to corporates.
- > Representatives from Catapults and other Research & Technology Organisations.
- > The materials scientists of the future – school and college pupils.
- > Policy makers and funders from research councils and national and local Government.
- > International researchers and facility users from industry.



Royce welcomes many different kinds of people, with differing expertise, into the materials science research and innovation system. We are committed to ensuring that those in this system are valued, respected and enabled to develop their talents to the full. This includes everyone in the system, not only our researchers and innovators.

Our Values – Diversity, Innovation, Collaboration, Excellence, Sustainability – apply equally to how staff across all Royce Partners work together within the Institute and how Royce works with all its stakeholders groups – the “Royce Community”\*

Royce will complement the training programme that Partner Institutions provide, to raise awareness, challenge thinking and increase confidence in living by our values and commitment to EDI.

The Royce EDI Committee will provide oversight, promotion and implementation planning for each area and will sit within our Governance structure.

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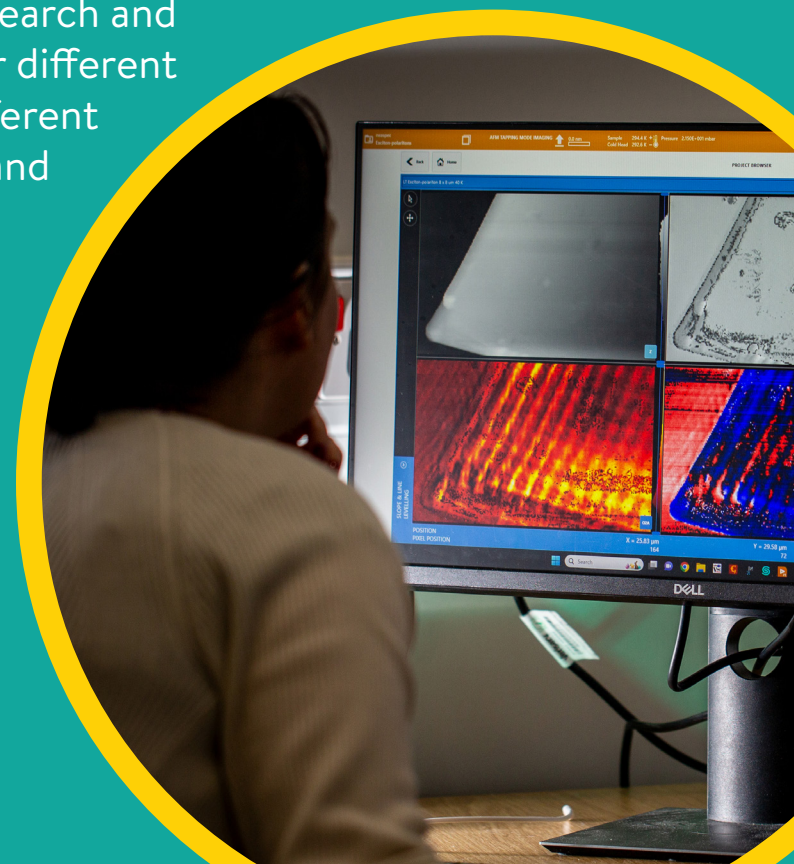
# INNOVATION

- We support ambitious materials research that is designed to address the key materials challenges of today and tomorrow.
- We work within the EPSRC Framework for Responsible Innovation, conducting our research in an ethical and legal manner, reflecting on its potential wider societal impacts and respecting the views of both stakeholders and the public.
- We ensure all our resources are utilised to stimulate responsible innovation throughout academia, research and industry.
- We seek to facilitate partnerships with national innovation organisations which support the rapid translation of technology.



# EXCELLENCE

- We aspire to excellence in everything we do, and aim to deliver leading-edge materials research.
- We recognise that excellence in research and innovation means bringing together different people with different expertise, different experiences, different approaches and different ways of thinking.
- We focus on the needs of all our stakeholders, from users of our facilities to young people considering a career in materials science.
- We are committed to ensuring all our facilities are accessible and benefit the wider materials community.



## DIVERSITY

- We are committed to a diverse and inclusive community that inspires, attracts and retains people from all backgrounds and cultures, ages and statuses.
- We respect each other, draw strength from our differences and support everyone in the Royce community to be their very best selves.
- We are committed to widening participation in materials science and to enabling first degree students from under-represented groups translate through into senior research leadership roles.



## COLLABORATION

- We work in a welcoming and open way, encouraging multi-disciplinary research, engaging with other research institutions and industry at every level.
- We collaborate right across the materials landscape in order to achieve shared objectives arising from our Mission.
- We act as an impartial foresighting body bringing together different skills and resources to identify materials challenges which will deliver our national priorities.

## SUSTAINABILITY

- We are committed to research that will deliver a more sustainable future for coming generations.
- We demonstrate the positive impact of materials science on the world around us, through outreach and events.
- We are committed to ensuring sustainability underpins education activity, increasing the understanding and knowledge that leads to the development of next generation materials that have a more positive impact on the environment.



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