

Employer Champion Agreement



[Employer Champion] agrees to:

- Provide resources that support the registration process.
- Ensure that staff have access to continuing professional development opportunities, which enable them to achieve and retain professional registration.
- Formally recognise staff who have achieved professional registration. For example, through internal accolades, celebratory events, promotion and development opportunities, or pay increments or bonuses.
- Champion the value of professional registration among internal stakeholders and encourage other stakeholders to invest in professional registration.
- Recognise and invest, where relevant, in non-graduate entry routes for scientific staff such as apprenticeships.
- Embed professional registration within their HR and recruitment functions. For example, including references to the registers in job adverts or using the competence framework in personal development planning.
- Ensure that staff can raise concerns about situations that may conflict with their professional responsibilities, or put the organisation's reputation at risk.
- Publicly state the commitment on their website and in other materials; this could include PR opportunities and social media engagement.
- Promote professional registration to their staff through online and offline channels for staff engagement; this should include facilitating workshops and events run by their own staff or the Science Council.
- Support staff to join the most suitable professional body for their role.
- Have a mentoring scheme in place to support staff in gaining and retaining professional registration.
- Promote the professional development opportunities available to staff as Science Council registrants, for example acting as Registrant Champions and Assessors.
- Develop and agree a plan of action; do all of the above in line with agreed plans.

[Employer Champion]

Signed:

Print Name:

Job Title:

Date:

The Science Council agrees to:

- Provide a Relationship Manager to support [Employer Champion] to achieve the actions agreed in the plan.
- Showcase excellence among employers, sharing good practice across the science community.
- Provide an excellent experience for [Employer Champion]'s staff, progressing their applications in a timely manner and with sufficient support.
- Provide resources and templates to support activities linked to professional registration. For example, posters, workshop speakers, mentor training and other resources as needed.
- Publicly promote the relationship on our website and in other materials, including PR opportunities and social media engagement.
- Actively support staff that are registered to maximise the value of their professional body membership, meet the registrant CPD requirements and adhere to their codes of professional conduct.
- Facilitate registrants' engagement with the wider science community, beyond their place of employment and professional body, providing access to a rich network of professionally qualified peers.
- Review the relationship every three years to ensure all parties are satisfied with commitments and progress.
- Provide regular reports on numbers and progress, as well as opportunities for further engagement.

Science Council

Signed:

Print Name:

Job Title:

Date: