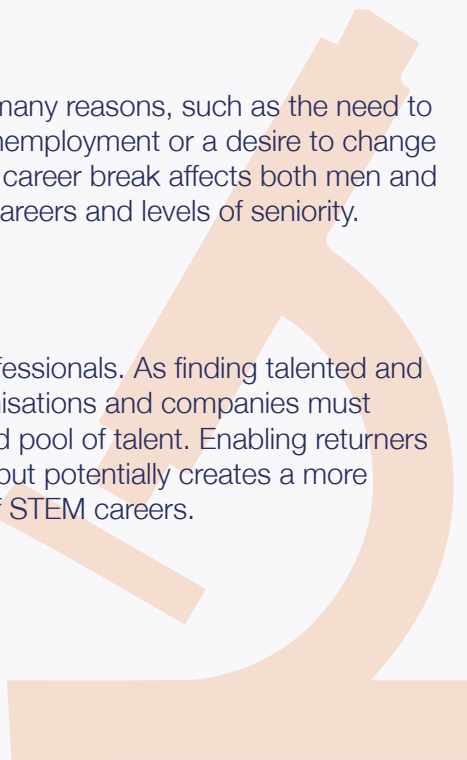


## What is a returner?

An extended career break can occur for many reasons, such as the need to focus on caring responsibilities, illness, unemployment or a desire to change career paths. Difficulty in returning from a career break affects both men and women across the spectrum of science careers and levels of seniority.

## 'Returners' = 'Talent'

The UK is facing a shortage of STEM professionals. As finding talented and skilled employees becomes harder, organisations and companies must recognise that returners offer an untapped pool of talent. Enabling returners not only strengthens the UK's skills base but potentially creates a more diverse and inclusive sector at all levels of STEM careers.



## Supporting returners

The Royal Society of Biology (RSB) has established its Returners to Bioscience group to examine the difficulties and successes of returning to a career in the biosciences. The group, which features representatives from funders, employers, learned societies and a number of former 'returners' themselves, seeks to provide resources and mechanisms to support scientists before, during and after a career break.

A range of resources and information for returners is available online at:

**[www.rsb.org.uk/returners-resources](http://www.rsb.org.uk/returners-resources)**

A 50% discount on RSB membership is available for those on a career break.

Please email [policy@rsb.org.uk](mailto:policy@rsb.org.uk) for more information.



This could be you...

# Returns to bioscience



We are working to further extend our resources and we would appreciate input from past returners, employers or anyone who is considering a return to the workplace.

Please get in touch if you would like to share your experience as a returner or an employer, or if you have any other comments.

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