

EQUALITY, DIVERSITY, AND INCLUSION

As per UKRI's policies on Equality, Diversity and Inclusion (EDI), inclusivity will be a core feature of this second phase of CTP. Partnerships are asked to describe their strategy for EDI to enable the wide participation of doctoral candidates from all backgrounds, and the support systems in place to protect their physical and mental health and wellbeing.

This should include the embedding of EDI principles at all levels and in all aspects of research and training practice in the CTP, including the selection and management of doctoral candidates and cohorts, and ensuring EDI principles are embedded as appropriate within research programmes. This may also include the consideration of re- and up-skilling existing employees within partner companies to doctoral level.

Partnerships must describe their strategy and actions in a dedicated two-page EDI plan (template provided) and submitted as part of the proposal documentation. To help to guide the development of this plan, Partnerships are encouraged to consider the following questions:

- How will the Partnership ensure that the training opportunities attract a wide range of applicants from different social, cultural and educational backgrounds?
- What progress indicators will the Partnership use to indicate/measure improvement in diversity and inclusion and why are these the most appropriate?
- How will the Partnership address EDI considerations when recruiting staff, doctoral candidates, advisors, and general community representation in areas of relevance to the Partnership (e.g. at conferences, workshops and reviews)?
 - The Partnership will be expected to provide diversity analysis for each stage of the recruitment process for doctoral candidates in the annual monitoring
- What support systems will the Partnership have in place to protect individual's physical and mental health and wellbeing?
- How will the Partnership support career progression, particularly for those individuals who require a flexible working pattern due to personal circumstances, such as parenting or caring responsibilities, health-related reasons and cultural expectations?
- What steps will the Partnership take to raise awareness of, and mitigate against, the impact of unconscious bias in the running of the Partnership in terms of under-represented groups? [www.gov.uk/discrimination-your-rights]
- How will members of the Partnership (staff, doctoral candidates and partners (as appropriate)) promote and act as ambassadors for EDI?
- How will good practice be sought-out to evolve the Partnership's EDI approach over the CTP's lifetime? How will this good practice be captured and shared with the wider community?
- Are there any other EDI aspects of the plan not yet referred to and how does the Partnership intend to achieve them?

The outputs and successes of this plan will form part of the annual monitoring.