

EPSRC and SFI CDT in Sustainable Chemistry Equality, Diversity and Inclusion Statement

The EPSRC and SFI CDT in Sustainable Chemistry recognises and prioritises its responsibility to operate in a way which creates equality of opportunity for all of our applicants, research students and staff, supporting the recruitment and training of a diverse student cohort and running an inclusive doctoral training programme. We will do this through:

- focus on motivation and potential in our application assessment criteria
- the anonymisation of name, gender, age, ethnicity, and previous institution of study in application assessment process
- advertising PhD opportunities as widely as possible, aiming to eliminate jargon and excluding language from our advertising
- ensuring all of our interview panellists have undertaken the appropriate EDI and interview training, as required by each of the University of Nottingham
- including equality, diversity and inclusion focussed training in our programme, for both students and supervisors
- working closely with the dedicated Welfare Officer and external partners, provision of welfare-focussed workshops for students
- peer mentorship scheme
- careful monitoring of EDI data, including data on protected characteristics
- undertaking Equality Impact Assessment of all activities delivered in the CDT training programme
- listening to students' representatives' feedback and including them in the governance of the programme