

Theme	Expectation
1: Develop an approach to embedding equality, diversity and inclusion (EDI) in the research lifecycle	1.1 Everyone can contribute something regardless of seniority or experience.
	1.2 Embed EDI during the planning of all activities to remove as many barriers as possible.
	1.3 Reflect on mistakes as learning opportunities which form a key part of continual development.
	1.4 Develop an understanding of your local context (barriers, opportunities) by learning about the wider EDI environment.
2: Implement good practices in recruitment and/or selection processes to ensure diverse teams	2.1 Ensure all opportunities have been openly advertised through diverse channels with thought given to language, flexibility and reasoning for essential criteria.
	2.2 People involved in the research, including advisory boards, have been fairly recruited, following a process which incorporates current good practice. Consideration is given to positive action whilst avoiding overburdening individuals and creating a balance of expertise from different organisations and career stages.
	2.3 Where a grant is required to undertake a selection process, e.g. to award funding, whether for people or projects, an appropriate process has been followed to manage bias and safeguard the quality of decision-making.
3: Ensure diversity and inclusivity in all activities such as events, sandpits, networking	3.1 Publish a code of conduct for organised activities.
	3.2 Activities are explicitly inclusive, accessible and diverse for speakers and attendees.
	3.3 EPSRC grants are committed to removing barriers to participation in all activities that they deliver.
4: Create an inclusive and accessible environment	4.1 Establish an inclusive environment where all can thrive and all voices in the team are valued, regardless of personal circumstances.
	4.2 Provide regular communications (for example newsletters, e-mails, team meetings) with colleagues to underpin the approach to EDI.
	4.3 Ensure effective and robust processes for managing bullying and harassment are in place. This is supported by active allyship.
5: Ensuring career progression and training for all members of the team	5.1 People are supported in setting achievable career goals and provided continuing professional development opportunities.
	5.2 Encourage mentoring and coaching opportunities, whether informal or formal.
6: Inclusive research	6.1 Diversity is included in research design, for example the user voice is included in the research and/or consideration is given to ensuring diversity in study participants.
	6.2 Research outputs are accessible and inclusive