

Building and sustaining a positive research culture

Criteria 1: Committed leadership

Good to excellent

Describes commitment to positive research culture with mention of building and sustaining it. Provides details of underpinning values.

Sufficiently addressed

Describes commitment to positive research culture with mention of building and sustaining.

Not sufficiently addressed

Does not describe commitment to research culture or simply states commitment with no further details.

Criteria 2: Support for career development paths, leadership training, mentoring, supervision and pastoral care

Good to excellent

Provides details of career development pathways and the training environment, with reference to activities such as leadership training, mentoring, supervision and pastoral care.

Sufficiently addressed

Describes the approach that will be taken to support career development pathways and the training environment.

Not sufficiently addressed

Does not describe any activities in relation to career development and training.

Team science

Criteria 3: Build and strengthen effective collaboration across multidisciplinary teams, wider stakeholders and public contributors

Good to excellent

Describes how research teams will work together and provides details of how effective collaboration will be built across teams. Includes emphasis on engaging and supporting the whole talent pool, from early- to senior-career stages.

Sufficiently addressed

Describes how research teams will work together.

Not sufficiently addressed

Does not describe how research teams will work together.

Criteria 4: Establish common understanding and effective communication

Good to excellent

Provides a clearly explained approach to interdisciplinarity and multidisciplinary, including how different disciplines will be brought together and how a common approach and understanding will be developed.

Sufficiently addressed

Refers to promoting interdisciplinarity and multidisciplinary but provides limited detail on how different disciplines will be brought together.

Not sufficiently addressed

No reference to, or expectation of, interdisciplinarity and multidisciplinary as part of the approach.

Criteria 5: Collaborations beyond the UK-ORI and across sectors**Good to excellent**

Describes an approach to diverse collaborations beyond the UK-ORI, spanning disciplines, organisations and sectors. Provides clear proposals for how these collaborations will influence research, innovation and/or the training environment.

Sufficiently addressed

Describes an approach to collaborations beyond the UK-ORI and explains how these will contribute to research, innovation and/or the training environment.

Not sufficiently addressed

Does not describe collaborations beyond the UK-ORI, or describes potential collaborations but provides no details of these in relation to research, innovation and/or the training environment.

Physical environment and infrastructure**Criteria 6: Use of space and support staff to create opportunities for interaction and outreach****Good to excellent**

States that opportunities for interaction and outreach within and beyond the UK-ORI will be actively sought. Describes the approach that will be taken to developing opportunities for interaction and outreach, including who potential external partners might be where relevant.

Sufficiently addressed

States that opportunities for interaction and/or outreach within and beyond the UK-ORI will be actively sought. States that opportunities for outreach and/or interaction beyond the UK-ORI will be actively sought.

Not sufficiently addressed

No plans to foster interactions across the UK-ORI are described. No plans for outreach or interactions beyond the UK-ORI described.

Criteria 7: Promote the sharing of facilities and specialist equipment**Good to excellent**

Outlines commitment to sharing facilities and equipment Describes how the sharing of facilities and specialist equipment will be promoted within the UK-ORI, using examples of potential facilities to be shared.

Sufficiently addressed

Outlines commitment to sharing facilities and equipment, which may include a specific example of potential facilities to be shared.

Not sufficiently addressed

No description of plans to share facilities and specialist equipment.

Criteria 8: Adopt relevant tools and platforms to facilitate collaboration, including across geographically separate sites

Good to excellent

Provides details of any specific tools that will be used to support collaboration across geographically separate sites (If sites are not geographically separate, score as sufficiently addressed).

Sufficiently addressed

Acknowledges that relevant tools will be required to support collaboration across geographically separate sites (If sites are not geographically separate, score as sufficiently addressed).

Not sufficiently addressed

No description of how collaboration across geographically separate sites will be managed (If sites are not geographically separate, score as sufficiently addressed).

Good research practice and supporting a healthy research environment

Criteria 9: Promote and demonstrate best research practice

Good to excellent

Provides detail about the approach to be taken to ensuring good research practice, highlighting issues that are relevant to the challenge-led research agenda and describing how these will be managed.

Sufficiently addressed

Discusses aspects of good research practice that are relevant to the challenge but with limited detail of the approach to these.

Not sufficiently addressed

Does not describe any aspects of good research practice and/or fails to address issues raised by the challenge (e.g., animal research, embryo research, etc).

Criteria 10: Adoption of open research practices as the default way of working

Good to excellent

Confirms they will meet MRC data sharing policy and open access requirements. Describes how open research practices will be integrated into the UK-ORI's ways of working, highlighting those which are most relevant to the specific research challenge.

Sufficiently addressed

Confirms they will meet MRC data sharing policy and open access requirements. Acknowledges the importance of and/or relevance to open research but does not describe how open research practices will be integrated into the UK-ORI's ways of working.

Not sufficiently addressed

Does not describe any aspects of open research beyond confirming they will meet MRC data sharing policy and open access requirements.

Criteria 11: Alignment with the FAIR (findable, accessible, interoperable, and reusable) data principles

Good to excellent

Confirms alignment with the FAIR data principles. Describes the processes to be implemented to ensure FAIR principles are adhered to.

Sufficiently addressed

Confirms alignment with the FAIR data principles with limited detail on the processes to be implemented to achieve this.

Not sufficiently addressed

Does not confirm alignment with FAIR data principles or does not provide any detail of processes to be implemented.

Criteria 12: Embedding diversity and inclusion in experimental design, and across all research activities

Good to excellent

Confirms that MRC policy requirements around diversity and inclusion in research design (and sex in experimental design of animal research) will be met where appropriate. Describes the relevance of diversity and inclusion to the research being done and/or the approach to diversity and inclusion that will be taken. NB This criterion does not apply if no research activities involve humans or animals, or their cells, tissues or data.

Sufficiently addressed

Confirms that MRC policy requirements around diversity and inclusion in research design (and sex in experimental design of animal research) will be met where appropriate. NB This criterion does not apply if no research activities involve humans or animals, or their cells, tissues or data.

Not sufficiently addressed

Diversity and inclusion in experimental design or research activities is not addressed. NB This criterion does not apply if no research activities involve humans or animals, or their cells, tissues or data.

Public involvement and engagement

Criteria 13: Integrating meaningful public involvement and engagement into research strategy and delivery, and its purpose in relation to the challenge-led research agenda

Good to excellent

Detailed description of the approach that has been/will be taken to public involvement and engagement, with a clear purpose in relation to the challenge-led research.

Sufficiently addressed

Some detail about the approach to public involvement and engagement and its purpose in relation to the challenge-led research.

Not sufficiently addressed

No or limited detail about the approach to public involvement and engagement and/or its purpose in relation to the challenge-led research.

Reward and incentives

Criteria 14: Fair and transparent methods to assess performance and support career progression

Good to excellent

Confirms a commitment to fair and transparent methods to assess performance and give details of how they will use fair and transparent method to assess performance and support career progression. This could include signing up to San Francisco Declaration on Research Assessment (DORA) principles.

Sufficiently addressed

Confirms a commitment to fair and transparent methods to assess performance and gives at least one example of how they will use fair and transparent methods to assess performance and support career progression.

Not sufficiently addressed

Does not confirm a commitment to fair and transparent methods to assess performance and support career progression.

Criteria 15: Standard practices for acknowledgement that recognise and celebrate all contributions within a team science environment

Good to excellent

Provides plans of how a team science environment will be established and examples of the ways in which contributions will be recognised and celebrated as part of this.

Sufficiently addressed

Acknowledges the importance of team science and links this to a description of how contributions will be recognised.

Not sufficiently addressed

No description of award or recognition for team (science) contributions.

Criteria 16: Incentives for continuous improvement, and support for upskilling of everyone involved to enable a positive research culture

Good to excellent

Confirms that continuous learning and improvement are considered important and will be incentivized. Provides examples of how this will be achieved and places an emphasis on shared learning.

Sufficiently addressed

Confirms that continuous learning and improvement are considered important and will be incentivized.

Not sufficiently addressed

No description of incentives for learning or continuous improvement.

Equality, diversity and inclusion (EDI)

Criteria 17: Integration of Equality, Diversity and Inclusion (EDI) considerations into all aspects of the UK-ORI's activities

Good to excellent

Provides detail to indicate that EDI is considered important and will be integrated into the UK-ORI's activities and governance.

Sufficiently addressed

States that EDI is considered important and will be integrated into the UK-ORI's activities and governance, with little or no details.

Not sufficiently addressed

Does not mention the importance of EDI considerations.

Criteria 18: Ensure policies and practices of the UK-ORI and host organisation(s) are aligned with UKRI and MRC EDI strategy and policies

Good to excellent

Confirms that the UK-ORI will develop (or has) an EDI policy and that this is aligned with the UKRI EDI strategy and MRC policies. Provides additional examples of implementing the EDI policy into practice.

Sufficiently addressed

Confirms that the UK-ORI will develop (or has) an EDI policy and that this is aligned with the UKRI EDI strategy and MRC policies.

Not sufficiently addressed

Does not mention that the UK-ORI will develop (or has) an EDI policy.
