



Information Sheet for Fellows

EDI+ A research, innovation and training network for Equality, Diversity and Inclusion in the energy research community.

EDI+ is led by Durham University and Northumbria University and offers a comprehensive training programme for colleagues working in organisations that carry out research and/or innovation, generating new thinking in the Energy Sector.

We are inviting applications to the EDI+ training programme, funded by EPSRC. The programme has received ethical approval from Durham University, School of Education Ethics Committee on 28th March 2023.

Before you decide whether to apply it is important for you to understand the purpose of the research and what is involved as a participant. Please read the following information carefully. Please get in contact if there is anything that is not clear or if you would like more information.

What is the aim of the EDI+ training programme?

Participation in the EDI+ Fellowship Programme entails designing, implementing and reviewing an intervention to improve equality, diversity and inclusion in your organisation. There is a commitment of 0.2FTE (i.e., 1 day per week for a full-time employee) to be a Fellow on the programme, which will include a range of structured training, mentoring activities and community activities, alongside designing and testing initiatives aiming to improve EDI in your organisation. The findings from the work of the Fellows will be shared with the wider community with the aim of making real change in EDI in the energy research sector.

Who can take part?

To be eligible to participate in the programme Fellows must:

- work in an organisation engaged in research in the energy sector, including Higher and Further Education Institutions, businesses, government organisations, industry and third sector organisations;
- live in the UK;
- be based in the UK for work;

Please ensure that you have discussed the requirements of the programme with the organisation you work for before applying.



What does being a Fellow involve?

Being a Fellow on the EDI+ programme means that you will participate in a range of activities over the two-year programme, which will include:

- Monthly training sessions covering:
 - leading organisational change (including how to: research your local context, review policies and practice, evidence and influence the need for change, implement and review organisational change)
 - research informed programme design and evaluation (including how to: design evidence informed programmes, measure and monitor impact and implementation)
 - Equality, diversity and inclusion (including engaging with the latest evidence for EDI initiatives and cutting-edge research in EDI)
 - Dissemination and communication skills (including how to publish and disseminate outcomes to different audiences and in different formats)
- Participation in a Professional Learning Network (PLN) with monthly facilitated sessions with fellows in your cohort
- One-to-one coaching sessions to help you prioritise your research and ability to make changes
- A programme mentor to support you as you conduct your research project
- A cross-institutional Reciprocal Mentoring programme with a senior leader from another organisation (which will include training in how to most effectively engage with reciprocal mentoring)
- The opportunity to attend wider EDI+ network events.

The training events and PLN will be a mixture of face to face and online and will include a two-day in-person programme every six months.

What commitment is required?

If you are offered and you accept a place on the programme, we expect you to spend 0.2FTE of your working time at your organisation, for the two-years of the programme, carrying out activities related to the EDI+ programme. This includes attending the monthly training programme (including a two-day in-person session every six months), engaging with the Professional Learning Network, participating in cross-institutional reciprocal mentoring, undertaking EDI related research which will be agreed with the EDI+ programme team, and engaging with wider network activities.

All participants are required to attend the two-day launch in Durham on 10th and 11th October 2023 in person.

It is expected that Fellows will attend 70% of training and PLN sessions and miss no more than 2 consecutive sessions. However, we understand that individual circumstances can at times



be challenging and we encourage Fellows to communicate with us if they are encountering any difficulties so that we can work to accommodate individual needs wherever possible.

A detailed list of all the requirements for Fellows and organisations can be found on the EDI+ website. We recommend Fellows and organisations review these in detail before applications are submitted. If you have any questions, please contact ediplus@durham.ac.uk.

What is the timeline for the programme?

Applications open in early May 2023 and close in mid-June 2023. We will contact shortlisted applicants to participate in a short conversation online with the recruitment panel. This conversation is intended to be a two-way discussion to give the programme a chance to find out a little more about what you hope to get out of the programme and why you are interested in applying.

All applicants will be notified of the outcome of their application by the end of July 2023.

Launch/applications open: [OBJ]	2 nd May 2023 (midday)
Applications close: [OBJ]	12 th June 2023 (23.59)
Shortlisting deadline: [OBJ]	19 th June 2023
Conversations (online): [OBJ]	w/c 26 th June 2023
Offers made: [OBJ]	mid July 2023
Programme launch (in person session)	10 th -11 th October 2023
In person session	5 th – 6 th March 2024
In person session	10 th – 11 th September 2024
In person session	4 th – 5 th March 2025
In-person end of Fellowship conference	9 th – 10 th September 2025

How much does it cost to participate?

There is no cost to participate, however, we require your organisation to commit to releasing you for 0.2FTE for two-years to participate in the programme and to pay for travel, accommodation and subsistence costs for in person events. We also expect a commitment from organisations to provide a senior leader to participate in the Reciprocal Mentoring programme.

For participants in Further Education or Higher Education institutions, there is a fellowship bursary available that will cover 0.2FTE of the Fellow's costs (up to a maximum of £50K) as well as providing up to £2000 to cover travel, accommodation and subsistence costs.

Is there any information I can give to my organisation?

Yes, there is an information sheet for organisations, which can be accessed on the EDI+ website.



What happens next?

If you decide you would like to apply to be a Fellow on the EDI+ programme, we ask you to complete the application form at the link below.

We will be holding information sessions for potential applicants on the following dates

9th May 2023 1330-1430, Online via Zoom – email ediplus@durham.ac.uk to register

16th May 2023 1200-1300, Online via Zoom – email ediplus@durham.ac.uk to register

If you have any questions and cannot attend the information sessions, please feel free to contact us at ediplus@durham.ac.uk.

Are there any potential risks to participating in the programme?

The aim of the programme is to provide a professional development opportunity, to support you in being able to influence change in your organisation. You may find that as part of this process, you encounter activities that are outside your normal comfort zone. We will never force you to participate in an activity if you do not want to, but we will be on hand to support and guide you, so that you can make the most of the programme.

We will always keep your data secure and will never share information about you outside the EDI+ programme team and our specialist training providers without having checked this with you first. The Privacy Notice available on the EDI+ website contains more detailed information on how we will handle your personal data.

Will my data be kept confidential?

All information obtained during the study will be kept confidential, unless information indicates the potential for serious and immediate harm to yourself or others (see privacy notice for details). If the data is published it will be entirely anonymous and will not be identifiable as yours. Full details are included in the accompanying Privacy Notice.

What will happen to the findings from the programme?

We are committed to publishing all outputs from the programme open access and to publicly sharing all resources created by the programme. We will therefore, support Fellows in generating and publishing reports, journal articles and other outputs relating to the programme. As a programme, we also aim to undertake research about the programme and may publish reports, journal articles, posters and present at conferences along with other outputs including on social media. No personal data will be shared, however anonymised (i.e. not identifiable) data may be used in publications, reports, presentations, web pages and other research outputs. At the end of the programme, anonymised data may be archived and shared with others for legitimate research purposes.



All records and research data needed to validate the programme and research findings will be stored for 10 years after the end of Fellow's time on the programme.

Who do I contact if I have any questions or concerns about this study?

Co-PIs of the EDI+ programme: Prof. Simone Abram (Dept. of Anthropology) and Dr Helen Cramman (School of Education)

For more information about the EDI+ programme email: ediplus@durham.ac.uk

Website: <https://ediplus.webspace.durham.ac.uk/>

If you remain unhappy or wish to make a formal complaint, please contact research.policy@durham.ac.uk.

Thank you for reading this information and considering taking part in this study.

