

## **Faculty of Social Science & Public Policy: EDI principles in research grants**

The Faculty of Social Science and Public Policy at King's College London is committed to creating and sustaining a diverse and inclusive research environment that celebrates a diversity of ideas, opinions, knowledge, and people. The aim of this document is to affirm our expectations and principles in addressing and integrating Equality, Diversity and Inclusion in the development and delivery of research grants and research consultancy, and ensuring that inequalities faced by people with protected characteristics are minimised. We expect and encourage all colleagues – academics and professional services – to adhere to these principles when pursuing competitive funding.

### **Encouraging and enabling**

- Everyone should pursue their research ideas and ambitions, and receive the same level of support regardless of EDI characteristics.
- We ensure that all funding opportunities are openly advertised through diverse channels with thought given to language, flexibility and reasoning for selection criteria, to ensure that all feel able to participate and succeed on equal terms.
- Internal selection panels (for schemes with funder 'demand management') strive for balance from an EDI perspective and ensure that the wider principles set out here are appropriately considered in panel deliberation.
- Everyone is encouraged to develop an understanding of their local context (barriers, opportunities) by learning about the wider EDI environment and undertaking mandatory Diversity Matters training.

### **Project design and bid development**

- Diversity is promoted in research design, e.g. including the user perspective in the research and giving due attention to the diversity of study participants
- Advisory and Steering groups/boards – whether academic or non-academic, national or international – will consider EDI to ensure an appropriate diversity of backgrounds, voices and experiences
- We advocate for equitable partnerships with overseas organisations
- We seek inclusive approaches to employing and working with overseas field researchers
- We seek the development of an authorship policy that ensures contributing researchers are appropriately recognised.
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### **Live projects**

- We ensure project recruitment follows the internal guidance of Faculty/College HR to provide a high standard of equality, diversity and inclusion.
- We expect and encourage an inclusive environment where all can thrive and all voices in the project team are valued, regardless of personal circumstances, contractual status, and seniority.
- We expect all members of the project team, regardless of personal circumstances, contractual status and seniority, to be supported in setting achievable career goals and provided with continuing professional development opportunities, such that they are well-equipped for their future careers