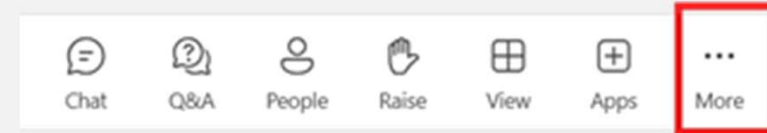


EDI Hub+ Flexible Fund: Information Webinar (8 May 2025)

To activate closed captions: 1) In the meeting controls at the top of the screen, select 'More' (the three dots).



2) Go to 'Language and speech' and select 'Show live captions'.

Q&A: There will be a specific Q&A section after the presentation. Please use the Q&A function to share questions with the speaker. Questions will not be visible to the audience, only to the speaker and host. Questions can be submitted with your name or anonymously. Any questions not addressed during the session will be circulated with answers after the webinar.

Code of conduct: We are dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of event participants in any form. Abusive language or imagery is not appropriate in any of our events, and any participants violating these rules may be expelled from EDI Hub+ events at the discretion of the event organisers.

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EDI Hub+ Flexible Fund
Round 1 - Information Webinar
8 May 2025

Dr Lisa Hill
Flexible Fund Workstream Lead

www.edihubplus.ac.uk/flexible-fund-2025-call/

EDI Hub+ Flexible Fund – Round 1 webinar

Agenda

- EDI Hub+
- Flexible Fund
- Round 1 call
- Call for reviewers
- Q&A

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EDI Hub+ introduction

Our mission is to drive systemic change, to deliver an Engineering, Physical and Mathematical Sciences research and innovation system that is equitable and inclusive for everyone.



Engineering and
Physical Sciences
Research Council

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EDI Hub+ Flexible Fund – Round 1 webinar

EDI Hub+ Core Team



Prof Udy Archibong

University of
Bradford

Project Co-Lead



EDI lead for the Hub;
contributes to [WS4](#)



Miss Megan Barnes

University of Leeds

Project Manager



Contributes to all
WSs



Dr Elaine Brown

University of
Bradford

Project Co-Lead



Leads [WS4](#) – Unmet
Needs and co-
creation, contributes
to [WS5](#)



**Dr Katherine
Deane**

University of East
Anglia

Project Co-Lead



Engagement-
champion: disability,
medicine, SE
England, contributes
to [WS1](#), [WS4](#), [WS6](#)



Dr Hannah Dee

Aberystwyth
University

Project Co-Lead



Engagement-
champion: gender
and sexuality,
learned societies,
Wales, contributes to
[WS1](#), [WS6](#)



**Prof Vania
Dimitrova**

University of Leeds

Joint Project Lead



[WS2](#) – EPMS
Resource Centre
lead, [WS7](#) -Project
management lead,
contributes to [WS5](#)



Dr Lisa Hill

Newlands Coaching
& Consulting Ltd

Project Co-Lead



Leads [WS5](#) –
Flexible-Fund,
contributes to [WS3](#)
and [WS6](#)



**Prof Louise
Jennings**

University of Leeds

Joint Project Lead



Leads [WS1](#) – Build
network, [WS7](#) –
Project management
lead, contributes to
[WS6](#)



**Dr Jennifer
Jennings**

University of Bristol

Project Co-Lead



Engagement-
champion:
professional
services, SW
England, contributes



Dr Lee Mason

University of Leeds

Project Co-Lead



Partner
engagement, project
management advice
– [WS1](#), [WS5](#), [WS7](#)



**Prof Dorothy
Monekosso**

Aston University

Project Co-Lead



Leads [WS6](#) –
Partnerships
Building, contributes
to [WS2](#)



**Prof Lisa-Dionne
Morris**

University of Leeds

Project Co-Lead



Engagement-
champion: race &
ethnicity, not-for-
profit links, N
England, contributes
to [WS1](#), [WS6](#)



Dr Bharat Pokhrel

University of Leeds

Project Co-Lead



Support for policy
engagement and
links with EPSRC –
[WS1](#), [WS6](#), [WS7](#)



**Prof James
Richards**

Heriot Watt
University

Project Co-Lead



Engagement-
champion:
neurodiversity, EDI
caucus, Scotland,
contributes to [WS1](#),
[WS3](#), [WS6](#)



**Dr Cristina Tuinea-
Bobe**

University of
Bradford

Research Support



Contributes to [WS4](#)
and [WS5](#)



Prof Paul Walton

University of York

Project Co-Lead

Leads [WS3](#) – EDI
Indices, contributes
to [WS1](#)

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EDI Hub+ Workstreams

WS1: Build a broad network

Sharing EDI Practices

WS2:

Create an interactive online resource Centre

WS3:

Create, share, and utilise EDI indices



Enabling Sustained Transformation

WS4:

Identify unmet needs

WS5:

Flexible fund

WS6:

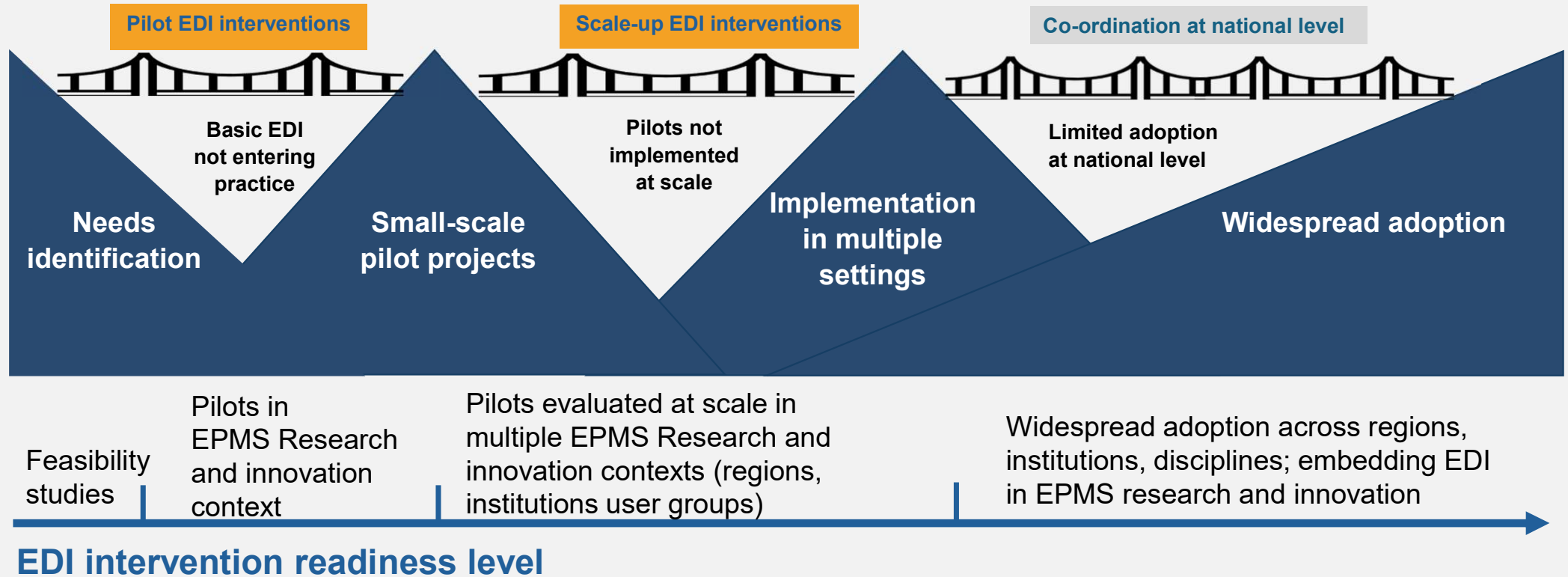
Facilitate widespread adoption

WS7: Project management and dissemination

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EDI Hub+ Vision



Engaging with the community to identify and share good practice, determine unmet needs, and progress successful EDI interventions and initiatives on the journey towards widespread implementation and adoption.

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Flexible fund – overview

- ~£1M
- Three rounds – one each year: Spring 2025, 2026, 2027
- EPSRC eligibility and funding rules
- Awards made at 80% costs (excluding estates and indirects)
- Emphasis on lived experience, co-design, and evaluation

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Flexible fund – aims and themes

The Flexible Fund aims to support the implementation, evaluation, and scale-up of EDI interventions and initiatives in the Engineering, Physical and Mathematical Sciences research and innovation system across three themes:

- 1) Career Pathways
- 2) Research Funding and Processes
- 3) Organisational Culture

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1. Career Pathways: We welcome proposals that focus on one or multiple aspects of career pathways.

- Growing diverse leadership in research and innovation.
- Attracting and retaining diverse doctoral students, and removing barriers to doctoral study for underrepresented groups.
- Making the transition to an academic career attractive and open to everyone.
- Providing support at key career transitions to address the ‘leaky pipeline’.
- Making broader research and innovation roles (e.g., Research Technical Professionals, Research Software Engineers) more attractive and empowering.
- Supporting cross-sectoral transitions (e.g., into / out of academia and industry).

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2. Research Funding and Processes: We welcome proposals that focus on one or multiple aspects of the funding process.

- Inclusive pre-submission selection practices and demand management in academic institutions.
- Reducing the burden for specific groups, such as disabled people, those with caring responsibilities.
- Inclusive practice within EPSRC investments (i.e., EPSRC grants operating their own flexible fund).
- Trialling and evaluating alternative approaches to a) calls for proposals, b) application processes, and c) the assessment of applications, including alternative approaches to peer review.

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3. Organisational Culture: We welcome proposals that focus on one or multiple aspects of organisational culture and space.

- Making our physical and virtual workspaces inclusive and accessible – with specific emphasis on research labs.
- Challenging harassment and micro-aggression, becoming active bystanders.
- Adopting equitable work-life balance approaches, supporting ‘family-friendly’ or ‘care-friendly’ policies and practices.
- Ensuring everyone’s participation in the research and innovation system is fully recognised.

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Flexible fund – types of project

The Flexible Fund will support three different types of project:

- 1) Pilot Projects
- 2) Evaluation Projects
- 3) Scale-up Projects

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1. Pilot projects

- Aim to support the initial implementation of EDI initiatives and interventions.
- Pilot projects should address a specific, unmet EDI need or challenge facing the Engineering, Physical and Mathematical Sciences community.
- Funding should be used to test and refine the approach to addressing that need or tackling that challenge.
- Applicants must provide an evaluation plan setting out how they will collect, collate, and curate evidence to evaluate success.
- Funding available: up to £50K (at 80% cost) per project
- Duration: up to 12 months
- We expect to fund a maximum of two pilot projects per round.

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Round 1 Pilot projects highlight areas

- Developing **anticipatory** approaches to support:
 - neuro-inclusion and the needs of neurodiverse students and/or staff
 - accessibility, including in lab spaces, and the needs of disabled students and/or staff
- Precarity in Engineering, Physical and Mathematical Sciences research and innovation careers.

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2. Evaluation projects (1)

- Aim to evaluate existing EDI interventions and initiatives that have not been thoroughly evaluated.
- Funding can be used to develop evaluation frameworks, collect data, and/or analyse existing data.
- Funding can be used to support participatory design and co-creation to develop evaluation frameworks, the implementation of established tools and techniques, or engagement with independent evaluation experts.

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2. Evaluation projects (2)

- Applicants must provide a logic model, setting out the project's activities and its intended effects.
- Applicants will need to demonstrate a robust and considered approach to evaluation, which aims to identify both what has worked and what has not worked.
- Funding available: up to £30K (at 80% cost) per project
- Duration: up to 12 months
- We expect to fund a maximum of three evaluation projects per round.

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3. Scale-up projects (1)

- Aim to scale up existing EDI interventions and initiatives that have proved effective in one or more settings, e.g., a discipline, an institution, a doctoral training award, or a research project. The first step in this process will be to scale up your activities across multiple settings.
- Where needed, we will provide advice and partnership-building support. Contact us at EDIHubPlus@leeds.ac.uk
- Scale-up projects will need to address one or more specific EDI challenges or needs facing the Engineering, Physical and Mathematical Sciences community.

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3. Scale-up projects (2)

- Applicants must provide:
 - evaluation evidence to demonstrate the success of their intervention or initiative,
 - a comprehensive plan to explain how they will scale up their activities,
 - a logic model and a robust evaluation plan setting out how they will collect, collate, and curate evidence to evaluate success, including what has and has not worked.
- Funding available: up to £80K (at 80% cost) per project
- Duration: up to 12 months
- We expect to fund a maximum of three scale-up projects per round.

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Access fund

- An additional, separate fund has been allocated for project teams requiring accessibility support.
- Successful projects can apply for this additional support.
- This will be a one-page form.

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Who can apply?

- We are following EPSRC's standard [organisational eligibility rules](#).
- In addition to the EPSRC's standard [eligibility rules for individuals](#), we have widened the eligibility for project leads and project co-leads to support different career paths within the research and innovation community.
- We have adopted a flexible leadership model that allows for up to two project leads. Allowing more than one project lead enables the leadership to be performed as a job share.

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Round 1 Timeline

Pre-announcement	2 April 2025
Call goes live, webinar	8 May
Opportunity Review Panel recruitment	2 April – 6 June 2025
Call closing date	11 September 2025
Peer review by Opportunity Review Panel	September/October 2025
Opportunity Review Panel meeting	w/c 20 October 2025
Outcomes communicated to applicants	October 2025
Projects start by	1 January 2026

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Round 1 Assessment criteria:

1. The degree to which proposals will create impact, e.g., improving working lives for people across the research and innovation ecosystem.
2. The degree to which proposals engage with, or are led by, those with lived experience of marginalisation in the Engineering, Physical and Mathematical Sciences research and innovation space.
3. The degree to which proposals adopt a co-design approach, including how key stakeholders or research end users will be engaged in the project.

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4. The quality of the EDI Plan, including the degree to which EDI considerations have been embedded in all aspects of the project.
5. The quality of the Evaluation Plan, and the degree to which proposals demonstrate a robust and considered approach to evaluation.

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Pilot Projects only:

6. The degree to which proposals address an unmet EDI challenge or need in the Engineering, Physical and Mathematical Sciences research and innovation space.

Scale-up Projects only:

7. The degree to which proposals can demonstrate that the EDI intervention or initiative they plan to scale-up has proven effective in one or more settings. Evidence must be provided.

8. The degree to which proposals set out a comprehensive plan that explains how they will scale up their activities.

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How to apply

Submit a completed application form via email by **4pm on 11 September 2025** to edihubplus@leeds.ac.uk with the subject line 'Flexible Fund Application Submission'.

Important: We are using different forms for each type of project (pilot, scale-up, evaluation). **Please ensure you use the correct form.**

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How to apply

- Application information
- Information about your team (max. 500 words)
- Case for support (max. 1500 words)
- Workplan (max. one page)
- EDI plan (max. 500 words)
- Evaluation plan (max. 500 words)
- Research ethical considerations (max. 500 words)
- A data management plan (max. 500 words)
- A full breakdown of costs
- A justification of resources (max. 500 words)
- Letters of support (max. one page per letter)

- Short EDI survey

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Eligible costs

- Directly allocated staff costs
- Directly incurred staff costs
- Directly incurred travel, accommodation and subsistence
- Directly incurred consumables, including equipment (under £10,000)
- Directly incurred other costs, e.g., consultancy fees

Please note that **estates and indirect costs are not eligible** and must not be charged to the grant. Please also note that costs for or associated with Doctoral students must not be charged to the grant.

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Review process

Round 1: Standard research council process

- EDI Hub+ eligibility checks
- Eligible applications assessed by Opportunity Review Panel
- Applications will be reviewed by at least two reviewers
- Reviews based on published assessment criteria
- Panel meeting to discuss and collectively rank applications in order of funding priority
- All applicants will receive feedback from the reviewers

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Call for reviewers

We need you!

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Call for reviewers – what we expect:

- Review no more than five applications.
- Take part in an online panel meeting to discuss and collectively rank applications in order of funding priority.
- Panel meeting w/c 20 October.

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Call for reviewers – who can review?

- We welcome reviewers who are academics, research technical professionals, professional services staff, and researchers and innovators across all sectors.
- We particularly welcome people with lived experience.

Call for reviewers – how to nominate:

- Very simple online form for self nomination
- **Closing date:** 6 June

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Join our mailing list!

Email: EDIHubPlus@leeds.ac.uk

LinkedIn:

<https://www.linkedin.com/company/epsrc-edi-hub-plus>



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Q&A

Over to you!

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