Expanding Excellence in England (E3) Fund 2024-29

# Annex B: Information on EDI, recruitment, and capital spending strategies and achieving Net Zero.

Please complete this annex and include with the bid as outlined in the guidance document (RE-P-2018-06).

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| **Institution name:** |
| **Unit title:** |

1. Please confirm whether an option appraisal has been undertaken for this expansion. This should compare the costs and benefits of the expansion with doing nothing and show that the project produces a net present value (NPV) which is more favourable than the do-nothing option. You may be asked to provide the detailed appraisal by the panel at any time.

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|  | Undertaken  [Yes/No] | Positive NPV  [Yes/No] | More favourable than doing nothing [Yes/No] |
| **Option appraisal** |  |  |  |

## Equality, Diversity and Inclusion, Staff Welfare, Development and Training

1. In the space provided, please address the following, using figures and tables where appropriate:
   1. Provide a summary of your relevant institutional recruitment strategy that references considerations of equality, diversity, and inclusion. Indicate which documents the extracts reference.
   2. Provide detail on the diversity profile of the unit as it currently stands, providing detail on protected characteristics and socio-economic background without discussing or identifying individuals.
   3. Describe, in reference to protected characteristics and socio-economic background, of any issues or challenges faced within the discipline area(s), the host HEP(s) and wider area, regarding equality, diversity and inclusion.
   4. Discuss the strategies to be used within the recruitment period to address any issues and challenges as highlighted in your responses to (b) & (c), and how these align with, or go beyond, the institutional strategy as set out in your response to (a). What EDI recruitment goals are being set to demonstrate the success of these strategies? What flexibility of provision is being provided?
   5. Describe how you will use E3 to build an inclusive workplace for funded staff that supports their physical and mental wellbeing, and EDI lifecycle from recruitment to retention. Can this model be scaled up across the institution?
   6. Describe the nature of the contracts that academic staff recruited into the Unit during the E3 funding period will be recruited onto. This could include (but is not limited to) details of expected balance between research and teaching time, and the balance between open and fixed term contracts.
   7. What stipends will be provided to PhD students and how long will they be supported for? Would any PhD students be mandated to teach, and if so on what basis? Where a significant increase in the PhD cohort is proposed, broadly set out what supportive infrastructure will be provided at the departmental/institutional level. *Nb. UKRI terms and conditions for doctoral training[[1]](#footnote-2)*
   8. Describe the relevant strategies and training that will be put in place to develop the careers of all staff (academic, technical, and professional) but particularly early career researchers (ECRs). How will staff recruited via E3 benefit through these strategies? How will your approach embed the principles of the Researcher Development Concordat[[2]](#footnote-3) and the Technicians Commitment[[3]](#footnote-4)?

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| *(maximum 1500 words)* |

## Capital Spending Strategy

#### For projects involving building work / refurbishment

1. Please provide the names and geographic locations of building(s) where appropriate (map images can be included).

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| *(maximum 50 words)* |

1. Please provide a description of the works.

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| *(maximum 300 words)* |

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| **Estimated project start date** |  |
| **Estimated completion date** |  |
| ***\*Where a new building is proposed:* Current Royal Institute of British Architects plan of work stage** |  |
| ***\*Where a new building is proposed:* Intended Building Research Establishment Environmental Assessment Method rating** |  |

1. To assess the value for money delivered by any building project, we require a breakdown and analysis of the estimated costs. This should be provided in Table A of the ‘capital profile’ tab of Annex C.
2. Please list and quantify any special factors that will affect construction costs or the timetable for delivery, such as site conditions, restricted access, town planning constraints and special requirements.

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| *(maximum 150 words)* |

#### For projects involving equipment purchase

1. For projects that involve equipment purchases complete Table B Equipment on the ‘capital profile’ tab of Annex C. If any equipment is a significant component of the bid (reasons for which should be discussed fully in your Item 1 submission), describe the key elements or components and the expected lifetime of the equipment, and indicate any special procurement considerations. Add more boxes if needed.

#### Procurement of building works / equipment

1. Please describe below the procurement processes used to secure best value over the life of the project. This should include competitive tendering (institutions are reminded that they are required to comply with EU procurement rules) and whole-life costing.

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| *(maximum 200 words)* |

## Net Zero Commitment

1. Please set out below strategies to be implemented to ensure the expanded unit will address the challenge of achieving the UK Net Zero target[[4]](#footnote-5) - please note that this question is to be answered irrespective of whether any infrastructure or equipment is being built, refurbished, or procured as part of this application. For example, this could include policies on staff travel/consumables, high energy computing and similar equipment, etc. Research England acknowledges that this may result in an increase of costs greater than the 10% buffer from EOI, please contact Research England if this is the case.

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| *(maximum 500 words)* |

1. **Where E3 funding is being used to increase or repurpose the HEP’s floor area**, please quantify any net increase in reference to Net Zero targets and explain any impact on the HEP’s 2020 carbon reduction target. Provide justification for any increase in net floor area and overall carbon emissions.

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| *(maximum 300 words)* |

1. **Where E3 funding is used to build new infrastructure**, please confirm that due regard has been paid to achieving a Net Zero building. Describe in outline the measures taken to achieve this.

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| *(maximum 200 words)* |

1. [Terms and conditions for training funding – UKRI](https://www.ukri.org/publications/terms-and-conditions-for-training-funding/) [↑](#footnote-ref-2)
2. [Home - The Concordat to Support the Career Development of Researchers (researcherdevelopmentconcordat.ac.uk)](https://researcherdevelopmentconcordat.ac.uk/) [↑](#footnote-ref-3)
3. [Hello | Technicians (techniciancommitment.org.uk)](https://www.techniciancommitment.org.uk/) [↑](#footnote-ref-4)
4. [Net Zero Strategy: Build Back Greener - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/net-zero-strategy) [↑](#footnote-ref-5)