

Collaborative Doctoral Partnership Consortium - EDI Action Plan (2025-2027)

This Action Plan is to be read alongside the CDP Consortium's *EDI Strategy (2025-2027)*.

EDI Pillar	Strategic Commitment	Actions	Lead Responsibility	Timescale	Success Indicator	What Success Looks Like
Recruitment	Increase diversity of applicants and remove barriers in recruitment.	Build partnerships with historically excluded universities, particularly those with high numbers of first-generation students.	Recruitment Leads, Award Holders, Institutional HR Department	Oct-26	1. Partnership Development: Number of new institutional partnerships established with historically excluded or widening participation universities, e.g. post-92 institutions, non-RGs, universities who have not previously received AHRC/CDP funding.	1. At least 3–5 new partnerships formalised within 12 months, each with a CDLA plan by Sept 2027 .
					2. Representation in Applications Increase in applications from first-generation university students and from target partner institutions.	2. 10–15% rise in applications originating from new partner universities or first-generation applicants by next recruitment cycle by Sept 2026 .
					3. Outreach and Engagement Number of outreach events, information sessions, or co-hosted workshops delivered at target institutions.	3. Minimum of 4 annual engagement activities, co-designed with partner universities, focusing on demystifying doctoral pathways and the CDP Programme by Oct 2026 .
					4. Relationship Quality Feedback from partner institutions on collaboration quality and inclusivity.	4. Partner universities report positive engagement (80%+ satisfaction) in annual partnership review or survey by Nov 2026 .
					5. Researcher Experience: Representation of first-generation students within the doctoral researcher cohort	5. Year-on-year increase in first-generation student representation, aiming for at least proportional parity with national benchmarks by Aug 2026 .
					6. Capacity Building Shared resources or mentoring opportunities developed to support prospective applicants.	6. Establishment of joint mentoring, shadowing, or internship schemes supporting underrepresented prospective applicants by Jul 2026 .
					7.Impact Evaluation Evidence of longer-term collaboration and continued participation of partner institutions	7. Sustained engagement beyond initial recruitment – e.g., repeat participation in subsequent CDLA rounds or joint supervision of doctoral projects by Oct 2027 .
					Deliver webinars and info sessions with jargon-free explanations of CDP applications, funding, and institutional support.	CDP Coordinator, CDP EDI Coordinator
	2. Accessibility and Clarity: Sessions use plain language, captions, and accessible formats.	2. All sessions provide captions, jargon-free slides, and downloadable plain-language summaries by Sept 2026 .				
	3. Attendance and Participation: Number and diversity of attendees by institution, region, and background.	3. High engagement levels and evidence of active learning and follow-up communication by Sept 2026 .				

				4. Engagement Quality: Level of attendee interaction during sessions (questions, chat, follow-up). 5. Participant Feedback: Ratings on accessibility, clarity, and usefulness of content. 6. Confidence Outcomes: Change in self-reported understanding of CDP applications and funding. 7. Application Conversion: Proportion of attendees who later apply to the CDP scheme. 8. Resource Accessibility: Recorded sessions and materials made available after each event. 9. Continuous Improvement: Incorporation of participant feedback into future session design.	4. Increasing participation year-on-year, with engagement from historically excluded and first-generation applicants by Sept 2027. 5. 85%+ of attendees rate sessions as clear, inclusive, and helpful by Sept 2026. 6. 70%+ of attendees report greater confidence in navigating the process post-session by Sept 2026. 7. 25–30% of participants submit an application within the following cycle by Sept 2027. 8. All webinars recorded and uploaded to consortium website within one week by Sept 2026. 9. Annual review and refresh of materials and delivery approach informed by feedback by Sept 2027.
	Share personal testimonies from Global Majority, Working-Class and Disabled and Neurodivergent CDP Doctoral Reserachers in outreach materials.	CDP EDI Coordinator	By next recruiting Round	1. Representation and Inclusion: A range and diversity of researchers featured across materials. 2. Authenticity and Voice: Testimonies are written or co-produced by the researchers themselves, ensuring authentic voices. 3. Format Diversity: Use of multiple accessible formats (video, written, audio, social media posts). 4. Reach and Engagement: Engagement levels with outreach materials (views, shares, downloads, or attendance at talks). 5. Audience Perception: Feedback from potential applicants on relatability and inspiration. 6. Recruitment Impact: Influence of testimonies on applications from underrepresented groups. 7. Institutional Visibility: Inclusion of testimonies on CDP and partner institution platforms. 8. Sustainability and Refresh Rate: Frequency of updating or adding new testimonies.	1. At least 4–6 testimonies annually, representing a balance of Global Majority, Working-Class, Disabled, and Neurodivergent researchers by Aug 2026. 2. 100% of featured stories are co-developed or approved by the researchers featured, with consent and inclusive editing support by Aug 2026. 3. Testimonies shared in at least three formats to reach diverse audiences and accessibility needs by Aug 2026. 4. Increase of 20–30% in digital engagement metrics compared to previous outreach cycles by Aug 2027. 5. 80%+ of surveyed participants report that testimonies improved their understanding of the CDP environment and helped them see themselves represented by Aug 2027. 6. Growth in applications (10–15%) from Global Majority, Disabled, Neurodivergent, and Working-Class applicants over two recruitment cycles by Aug 2026. 7. Testimonies featured across multiple communication channels, including websites, newsletters, and partner-led campaigns by Aug 2026. 8. Annual refresh of stories, with at least 50% new contributors each year to ensure evolving representation by Sept 2027.

				9. Researcher Experience: Feedback from contributors on the process and support received.	9. Positive feedback (90%+) from contributors who feel their voices were valued and represented accurately by Aug 2026 .
Train recruitment panels in anti-bias and inclusive decision-making.	Award Holders, CDP EDI Coordinator	Apr-26	1. Training Completion: Number and proportion of panel members completing anti-bias and inclusive recruitment training.	1. 100% of recruitment panel members complete training before participating in selection processes by April 2027 .	
			2. Training Quality and Relevance: Inclusion of intersectional, scenario-based learning covering Global Majority, Disabled, Neurodivergent, and socio-economic bias contexts.	2. Training content reviewed annually for current best practice and updated to reflect lived experience and sector developments by April 2027 .	
			3. Confidence and Competence: Change in self-reported confidence levels among trained panel members.	3. 80%+ of participants report increased confidence in identifying and mitigating bias post-training by May 2026 .	
			4. Consistency Across Partners: Adoption of training across all consortium institutions.	4. Full compliance across CDP partner institutions, with central monitoring of participation rates by June 2027 .	
			5. Evaluation and Feedback: Post training evaluation to assess participant satisfaction and knowledge gains.	5. 90%+ satisfaction rate and documented improvement in understanding of inclusive decision-making by May 2026 .	
			6. Recruitment Outcomes: Evidence of improved equity in shortlisting and selection outcomes.	6. Reduction in unexplained disparities in applicant progression rates (e.g. by gender, ethnicity, disability) by Aug 2027 .	
			7. Ongoing Learning: Availability of refresher modules or follow-up sessions every 18–24 months.	7. Annual refresher training or discussion forums provided to sustain awareness and embed learning by Jan 2027 .	
			8. Accountability and Reporting: Inclusion of training compliance data in EDI progress reports.	8. Annual reporting to the CDP EDI Actio Group showing participation, outcomes, and next steps for improvement by Jan 2027 .	
			9. Cultural Impact: Qualitative feedback from panels and applicants on fairness and transparency of recruitment	9. Positive feedback (80%+) indicating that panels are more inclusive and processes feel more transparent and equitable by Jan 2027 .	
			Lobby and Introduce anonymised application assessments.	Award Holders, HEI	Jan-26
2. Implementation Rate: Proportion of application stages anonymised (e.g. personal statements, CVs).	2. At least 80% of application materials anonymised in pilot year, moving toward full implementation by year two Aug 2027				
3. Training and Guidance: Recruitment staff and panel members trained in managing anonymised processes.	3. 100% of staff involved in recruitment complete anonymisation training before implementation by April 2028 .				
4. Bias Reduction: Evidence of decreased disparities in shortlisting outcomes for underrepresented applicants.	4. Measured improvement (10–15%) in equitable progression rates across ethnicity, gender, and disability categories by July 2026 .				

				5. System Readiness: Adjustments made to digital platforms and forms to support anonymisation. 6. Monitoring and Evaluation: Annual review of anonymisation effectiveness and challenges. 7. Stakeholder Engagement: Advocacy efforts and consultations with consortium partners and funders. 8. Applicant Confidence: Feedback from applicants regarding fairness and transparency of the process. 9. Sustainability: Integration of anonymisation as a standard practice in future CDP application cycles.	5. All consortium partners adopt or update systems to enable blind review functionality by July 2027. 6. Comprehensive evaluation report published annually, summarising lessons learned and recommendations by Aug 2027. 7. Active engagement recorded through meeting minutes, correspondence, and EDI working group updates by March 2026. 8. 80%+ of applicants report that the process felt fair and unbiased in post-application surveys by Aug 2026. 9. Permanent adoption of anonymised assessment approach following pilot success and positive evaluation outcomes by Sep 2026.
	Score candidates on potential and passion, not only traditional achievements.	Award Holders, HEI, CDP EDI Coordinator	Dec-27	1. Assessment Framework Revision: Development or adoption of new selection criteria that explicitly value potential, motivation, and lived experience. 2. Panel Training and Awareness: Recruitment panels trained to identify and assess indicators of potential and non-traditional achievement. 3. Evaluation Criteria Usage: Inclusion of “potential and passion” as distinct scored categories in application rubrics. 4. Applicant Diversity: Increase in shortlisted and successful applicants from underrepresented, first-generation, or non-traditional academic backgrounds. 5. Feedback Quality: Improved feedback to applicants highlighting potential and development areas rather than only academic metrics. 6. Cultural Shift: Positive qualitative feedback from panels on broader, more inclusive definitions of merit. 7. Monitoring and Reporting: Tracking of outcomes and reflection on how inclusive assessment impacts selection diversity. 8. Case Study Development: Use of anonymised case examples demonstrating successful candidates selected for potential over traditional achievements.	1. Revised assessment framework approved and circulated across all consortium partners before the next recruitment cycle by end of 2027. 2. 100% of panel members complete guidance or training on inclusive evaluation and strength-based assessment by March 2027. 3. New scoring categories embedded in assessment forms and used consistently across all CDP partners by Nov 2026. 4. 10–15% increase in diversity within shortlisted and selected candidates over two recruitment cycles by Aug 2027. 5. Positive feedback from 80%+ of applicants citing clarity, fairness, and developmental value of feedback by Nov 2027. 6. Documented evidence of changing perceptions in panel debriefs and EDI review meetings by Dec 2026. 7. Annual analysis of recruitment data showing progression and representation improvements by Jan 2026. 8. At least 3–5 case studies shared annually across consortium communications and training sessions by Aug 2026.

			9. Sustainability: Embedding the approach into ongoing recruitment policy and evaluation frameworks. 9. Long-term adoption of inclusive scoring practices across all CDP partner institutions by Dec 2027.
Provide a comprehensive guide for international applicants, including visa support and post-study working rights	CDP Coordinator, CDP EDI Coordinator	Oct-27	1. Information Accessibility: Development and publication of a clear, user-friendly international applicant guide. 1. Comprehensive digital and downloadable guide live on the CDP website and shared via partner institutions by July 2026. 2. Clarity and Comprehensiveness: Inclusion of signposting where CDP Students can obtain of detailed information on visa processes, financial documentation, healthcare (IHS), and post-study work options (Graduate Route). 2. Guide reviewed by current international researchers and institutional HR/visa specialists for accuracy, accessibility, and relevance by June 2026. 3. Engagement and Reach: Number of international applicants accessing or downloading the guide. 3. Minimum 50% of international applicants report using or referencing the guide during the application process by October 2027. 4. Applicant Confidence: Feedback from international applicants regarding clarity of visa and post-study information 4. 80% or higher positive feedback in post-application or onboarding surveys regarding usefulness and clarity of information provided by October 2027. 5. Staff and Supervisor Awareness: Briefings delivered to staff supporting international candidates on where to signpost International Students for advice (HR, supervisors, admin). 5. Annual training or update session delivered, with staff reporting improved confidence in supporting visa and post-study matters by August 2026. 6. Post-Study Tracking: Monitoring of post-award outcomes for international CDP researchers. 6. Establishment of a tracking mechanism for post-study destinations and visa routes (e.g. Graduate Route, Skilled Worker) by March 2026. 7. Partnership Integration: Inclusion of visa and post-study guidance in communications with university HR/Graduate Schools. 7. All partner institutions confirm integration of guide into their own applicant-facing materials by August 2026.
Liaise with AHRC and institutional teams to ensure consistent information across CDP projects.	AHRC, CDP Coordinator, CDP EDI Coordinator, EDI Action Group	Aug-26	1. Communication Framework Establishment of clear communication channels between the CDP consortium, AHRC, and institutional leads. 1. Formal communication protocol or working group created to coordinate updates and clarify responsibilities by March 2026. 2. Information Consistency Alignment of CDP information across partner websites, application materials, and guidance documents. 2. 100% consistency of key details (funding terms, eligibility, EDI commitments) verified annually across all platforms by Dec 2025. 3. Regular Coordination Meetings with EDI Action Group Frequency and participation in cross-institutional and AHRC liaison meetings. 3. Quarterly meetings held with documented minutes, action points, and follow-up tracking by Jan 2026.

				4. Responsiveness and Accuracy Timely dissemination of updated information to all CDP teams and stakeholders. 5. Stakeholder Feedback Feedback from institutional administrators and applicants on clarity and consistency of information. 6. Documentation and Version Control Central repository for key documents and communications maintained. 7. Reduction in Discrepancies Fewer applicant queries or complaints about inconsistent or unclear information. 8. EDI Integration Assurance that all shared information reflects inclusive and accessible language and policy alignment. 9. Transparency and Accountability Annual reporting to AHRC on communication practices and improvements.	4.All updates shared within 10 working days of AHRC communication or policy change by Oct 2025. 5. 85%+ of respondents in annual surveys confirm that CDP information is accurate, consistent, and easy to access by April 2026. 6. Shared digital hub established and actively updated for consortium-wide access by Dec 2026. 7.Year-on-year decrease in reported inconsistencies or confusion across institutions by April 2027. 8. All communications reviewed annually for accessibility and EDI alignment by April 2026. 9. Annual summary report submitted to CDP EDI Action Group and AHRC detailing progress and impact by March 2027.
	Quarterly peer-led affinity spaces for Global Majority, Disabled and Neurodivergent, Parent/Carers and Working Class CDP Students	CDP Doctoral Student, EDI CDP Coordinator	DEC 2025, then on	1. Frequency and Consistency Regular delivery of peer-led affinity sessions. 2. Participation and Engagement Attendance rates and representation across CDP partner institutions. 3.Safe and Inclusive Environment Participant feedback on safety, openness, and inclusivity of the space. 4. Researcher Empowerment Evidence of increased confidence, community connection, and shared learning outcomes. 5. Peer Leadership and Ownership Sessions designed and facilitated by Global Majority CDP Student with institutional support.	1. At least four sessions per year, delivered consistently each quarter and hosted by rotating CDP Doctoral Students or facilitators from within the researcher community by Dec 2026. 2. Sustained participation (minimum 60% Global Majority, Disabled and Neurodivergent, Parent/Carers and Working Class CDP Student), with diverse representation from across partner organisations by Aug 2027. 3. 90%+ of attendees report feeling respected, supported, and able to share experiences freely by October 2027. 4. Participants self-report enhanced sense of belonging and peer support in post-session surveys by Dec 2027. 5. At least 75% of sessions co-facilitated by Global Majority, Disabled and Neurodivergent, Parent/Carers and Working Class CDP Students or alumni ensuring authentic leadership by Oct 2026.

				6. Cross-Institutional Collaboration Involvement of multiple CDP partners in hosting and contributing to sessions. 7. Documentation and Reflection Summary notes or anonymised reflections shared to inform inclusive practice. 8. Impact on Retention and Wellbeing Improved researcher retention, engagement, and wellbeing indicators. 9. Sustainability Integration of affinity spaces into ongoing researcher development and EDI frameworks.	6. All consortium partners represented across the year, either as co-hosts, speakers, or logistical supporters by Dec 2027. 7. Post-session summaries compiled and shared internally to identify emerging themes and inform EDI planning by March 2026. 8. Positive correlation between participation in affinity spaces and improved researcher wellbeing scores in annual surveys by Aug 2027. 9. Permanent inclusion of affinity spaces in the CDP researcher development calendar and EDI strategy by April 2026.
	Establish a Global Majority Researcher Fellowship Fund.	AHRC and Cordination Team	Sep-26	1. Fund Establishment Fellowship framework and eligibility criteria formally approved and launched. 2. Funding Allocation Annual funding ringfenced to support Global Majority, Disabled and Neurodivergent, Parent/Carers and Working Class CDP Researchers. 3. Number of Awards Granted Fellowships awarded to Global Majority researchers annually. 4. Geographic and Institutional Reach Diversity of fellowship recipients across the CDP consortium. 5. Application Diversity Representation across disciplines, career stages, and intersecting identities. 6. Impact on Research Capacity Evidence that fellows progress in research careers, outputs, or leadership roles. 7. Visibility and Recognition Promotion of fellowship recipients through CDP and partner communications. 8. Mentoring and Support Integration Fellows provided with structured mentoring and development opportunities.	1. Fund established and publicised within 12 months, with transparent eligibility, application, and selection processes by Oct 2026. 2. Sustained annual budget allocation confirmed by consortium partners, ensuring continuity and equitable access by Oct 2027. 3. Minimum of 3 fellowships per year distributed across partner institutions by Sep 2027. 4. Recipients drawn from multiple partner universities and heritage organisations, demonstrating sector-wide reach by Dec 2026. 5. Broad applicant pool, including intersectional representation (e.g. Global Majority + Disabled or First-Generation researchers) by Sept 2027. 6. Tracking shows fellows achieving measurable research outputs, leadership roles, or subsequent funding success by Dec 2030. 7. Profiles featured in newsletters, websites, and EDI reports to highlight success and encourage future applicants by Oct 2026. 8. All fellows matched with mentors and given access to researcher development training by Dec 2027.

					9. Feedback and Evaluation Annual review of fund impact and recipient experience	9. Annual impact report demonstrating fellow satisfaction, outcomes, and areas for programme improvement by Oct 2026
					10. Sustainability Long-term integration of the fellowship fund into CDP strategic planning and EDI objectives.	10. Multi-year commitment secured from consortium leadership to maintain or expand the fund beyond initial phase by April 2026.
Ongoing Support	Provide Equitable tailored Student and Supervisor Support & Working Practices	Deliver anti-racism workshops tailored to heritage and academic sectors.	CDP EDI-Cordinator	Dec-26	1. Delivery Number and frequency of anti-racism workshops delivered annually.	1. Minimum of two workshops per year offered across the consortium, tailored to both heritage and academic contexts by Oct 2026.
					2. Participation Levels Attendance from researchers, supervisors, and professional staff across CDP partners.	2. At least 75% of staff and doctoral supervisors attend at least one session annually by Dec 2026.
					3.Sector-Specific Relevance Content contextualised for the realities of heritage institutions and academic research environments.	3. Curriculum developed with sector experts, incorporating case studies, lived experiences, and inclusive practices from both sectors by Dec 2026.
					4. Facilitator Expertise Workshops delivered or co-designed by qualified anti-racism practitioners with lived experience.	4. All sessions co-facilitated by practitioners from Global Majority backgrounds or with recognised expertise in anti-racist practice by Aug 2026.
					5.Participant Feedback Evaluation of learning outcomes, confidence, and practical applicability post-training.	5. 90%+ of participants report increased understanding and commitment to anti-racist practice by Dec 2027.
					6. Behavioural Change Evidence of improved awareness and actions in daily work practices.	6. Follow-up surveys (6–12 months) show measurable shifts in attitudes and self-reported anti-racist practice by Dec 2026.
					7.Cross-Sector Collaboration Engagement from both museum/heritage partners and academic institutions.	7. Representation from all major consortium partners, with collaborative session hosting or shared facilitation by May 2027.
					8. Integration into Policy and Practice Application of workshop insights to organisational or departmental policies.	8. Inclusion of anti-racism principles in recruitment, training, and supervisor development frameworks post-workshop by Aug 2027.
					9.Sustained Learning Establishment of follow-up resources, discussion groups, or advanced sessions.	9. Ongoing learning programme created, including reading groups, peer discussions, or mentoring schemes by Dec 2027.

	Provide tailored support for international researchers.	Coordination Team, Award Holders		10. Impact Reporting Regular monitoring and sharing of workshop outcomes across the consortium. 1. Communicating Costs Communicating costs of relocation clearly (travel, accommodation setup). 2. Wellbeing Framework Integration of mental health support services tailored to international researchers. 3. Awareness and Communication Clear communication of available support during recruitment and onboarding. 4. Engagement with Services Uptake rates of mental health and wellbeing services. 5. CDP Student Feedback Satisfaction and wellbeing of international and home CDP students measured through surveys. 6. Retention and Continuity Advocate for reduced attrition or interruption rates among international researchers. 7. Cross-Institutional Coordination Collaboration across CDP institutions to share resources and ensure equity of support. 8. Impact Evaluation Annual reporting on service uptake, and wellbeing outcomes.	10. Annual EDI report summarises participation data, qualitative feedback, and improvements achieved by Sept 2026. 1. Annual review of funding value to ensure parity with cost-of-living and by Oct 2026. 2. Dedicated mental health provision (e.g. counselling, peer-support groups) established and accessible across institutions by Dec 2025. 3. 100% of international researchers receive support information as part of induction and welcome packs by Nov 2026. 4. Increased participation in wellbeing and support services year-on-year, tracked via anonymised data by Dec 2027. 5. 85%+ positive feedback on Financial and emotional support adequacy in annual researcher surveys by Dec 2026. 6. Improved retention (5–10% increase) compared to baseline before support implementation by Jan 2027. 7. All partner institutions aligned in offering consistent financial and wellbeing provisions by Feb 2027. 8. Comprehensive yearly report evaluating impact, highlighting researcher testimonials and improvement actions by Nov 2026.
	Offer peer mentoring and workshops on UK systems and intercultural expectations. For International CDP Students	CDP Coordination Team, Award Holders	Nov-26	1. Programme Establishment Formal launch of a peer mentoring scheme and intercultural orientation workshops. 2. Participation and Coverage Number of mentors and mentees participating across the consortium. 3. Workshop Delivery Frequency and reach of workshops on UK academic, cultural, and institutional systems. 4. Mentor Diversity Representation of mentors from a range of backgrounds and institutions.	1. Programme designed, approved, and publicised across all CDP partners, with clear structure, goals, and mentor recruitment by Aug 2026. 2. At least 70% of new international and culturally diverse researchers paired with mentors within their first term by Feb 2027. 3. Minimum of 3 workshops annually, co-designed with current international researchers to ensure relevance by Dec 2026. 4. Mentor pool includes Global Majority, international, and first-generation researchers across multiple CDP partners by Aug 2026.

				5. Orientation and Training Preparation provided to mentors and facilitators on intercultural communication and inclusion.	5. 100% of mentors trained in cross-cultural communication and inclusive mentoring practice before programme launch by April 2026.
				6. Engagement Quality Attendance rates and participant feedback from both mentors and mentees.	6. 85%+ positive feedback from participants on usefulness, accessibility, and cultural sensitivity of sessions by April 2027.
				7. Confidence and Integration Outcomes Improvement in mentees' confidence and understanding of UK academic and cultural expectations.	7. 80%+ of mentees report feeling more confident in navigating academic systems and cultural norm by April 2027.
				8. Community Building Evidence of stronger social and professional networks among international researchers.	8. Increased collaboration and peer engagement recorded in researcher surveys and programme evaluations by April 2027.
				9. Sustainability Integration of the mentoring and intercultural programme into ongoing researcher development activity.	9. Annual renewal and funding commitment, ensuring the programme becomes a permanent feature of the CDP support offer by April 2027.
				10. Impact Evaluation Annual review of outcomes, testimonials, and measurable improvements in researcher experience.	10. Annual report produced summarising outcomes, lessons learned, and improvements to programme delivery by Aug 2027.
	Implement Universal Design for Learning principles in training/events.	Coordination Team	Feb-26	1. Policy Integration Inclusion of Universal Design Learning principles in consortium-wide training and event design policies.	1. Formal UDL policy adopted and referenced in all training/event planning documentation by Dec 2026.
				2. Staff and Facilitator Training Training provided for event organisers, educators, and facilitators on UDL principles.	2. 100% of training leads and event organisers complete UDL and accessibility awareness training by Dec 2026.
				4. Inclusive Delivery Methods Sessions designed to accommodate multiple modes of engagement (visual, auditory, participatory, reflective).	3. 100% compliance with accessibility standards across all events and digital resources by Dec 2026.
				4. Inclusive Delivery Methods Sessions designed to accommodate multiple modes of engagement (visual, auditory, participatory, reflective).	4. All training sessions include varied learning modalities and opportunities for flexible participation by Dec 2026.
				5. Participant Experience Feedback from researchers on accessibility, clarity, and engagement in training/events.	5. 90%+ positive feedback from attendees regarding accessibility and inclusion of materials and delivery by Dec 2027.

				6. Barrier Reduction Measurable decrease in reported accessibility challenges or participation barriers.	6. Year-on-year reduction in reported access issues across consortium training events by Dec 2027.
				7. Monitoring and Evaluation Systematic review of training materials and practices for UDL compliance.	7. Annual audit completed, with findings shared in EDI progress reports and recommendations implemented by Dec 2027.
				8.Sustainability and Co-Design Involvement of Disabled, Neurodivergent, and Global Majority researchers in event design and evaluation.	8. At least 30% of events co-designed or reviewed by EDI CDP representatives by March 2026.
	Ensure quiet rooms, captioned content, and flexible schedules at CDP events.	Coordination Team	Dec-25	1. Event Accessibility Standards Quiet rooms, captioning, and sensory-friendly provisions in place for all CDP events.	1. 100% of in-person events provide quiet spaces and captioned content for accessibility by Dec 2026.
				2. Inclusive Scheduling Flexible session structures to accommodate different needs and time zones, within UK working hours .	2. All events include structured rest breaks and flexible timing options, e.g. live and recorded sessions, one induction held in the morning on one day and then another induction held in the afternoon on another day etc, by Dec 2025
				3. Accessibility Communication Accessibility details included in all event promotions and invitations.	3. Every event listing contains accessibility information and contact for adjustments by Dec 2025.
				4. Feedback and Evaluation Post-event feedback includes questions on accessibility and comfort.	4. 90%+ positive responses on accessibility and overall participant experience by Dec 2026.
				5. Continuous Improvement Accessibility reviewed and updated annually based on participant feedback.	5. Documented yearly improvement in accessibility ratings and inclusion practices by Dec 2027.
				6. Training for Organisers Event coordinators trained on accessibility and inclusion.	6. All event organisers trained in accessibility standards and inclusive design, by Dec 2026.
				7. Monitoring Tracking of captioning use and quiet room uptake.	7. Annual accessibility summary shared with consortium partners by Dec 2026
	Publish a Disability Access and Inclusion Handbook co-designed with disabled researchers.	Disabled and Neurodivergent CDP Researchers & CDP EDI Coordinator	Dec-27	1. Co-Design and Consultation Handbook co-developed with Disabled and Neurodivergent researchers.	1. Working group established and actively involved in handbook creation May 2026.
				2. Expert Review External accessibility specialists review content before publication.	2. Independent verification confirms best-practice alignment by Nov 2027.

				3. Representation Inclusion of lived experience and CDP Student testimonials.	3. 10+ case studies showcase diverse experiences and practical examples by May 2027.
				4. Accessible Format Handbook produced in multiple accessible digital and print formats.	4. Available in large print, screen-reader, and easy-read versions by Oct 2027.
				5. Promotion and Dissemination Handbook shared across all CDP partners and networks.	5. 100% distribution to institutions and researchers by Nov 2027.
				6. Engagement and Feedback Collection of user feedback post-launch.	6. 85%+ of respondents rate it as practical and supportive by Dec 2027.
				7. Sustainability Annual updates to maintain relevance and reflect user feedback.	7. Revised version released yearly with added case studies and guidance by Dec 2028.
	Signpost funding for caregiving during conferences, fieldwork, or training.	CDP Coordinator	Dec-25	1. Information Access Centralised list of caregiving funding opportunities created.	1. Resource hub live on CDP website and updated quarterly by May 2026.
				2. Visibility in Events Caregiving funding signposted during events and communications.	2. All event materials reference available caregiving support by Dec 2025.
				3. Awareness Campaign Annual outreach promoting caregiving support options.	3. 20% increase in researcher awareness year-on-year by Dec 2027.
				4. Tracking Uptake Monitoring of applications and successful claims.	4. Annual report shows consistent increase in support utilisation by Dec 2026.
				5. User Feedback Feedback collected from recipients of caregiving funding.	5. 90%+ satisfaction on clarity, fairness, and process by Dec 2026.
	Introduce a Carer Flexibility Framework for adjusted milestones	CDP Coordinator	Nov-26	Sustainability Long-term inclusion of caregiving signposting in all CDP communications.	6. Standardised practice across all partner institutions by Dec 2026
				1. Framework Development Co-produced policy developed with carers and institutional teams.	1. Framework formally approved and distributed consortium-wide by March 2026.
				2. Flexible Options Advocate to UKRI and AHRC on milestone submission flexibility embedded in doctoral processes.	2. Researchers can request extensions or part-time arrangements without penalty by Nov 2025.
				3. Supervisor Training Supervisors briefed on applying flexibility fairly.	3. 100% of supervisors trained on flexible support options by Dec 2026.
				4. Monitoring Tracking of usage rates and satisfaction.	4. Annual review demonstrates improved retention among CDP Student parent/carers by Dec 2027.

				5. Feedback Integration Ongoing updates based on user experience.	5. Lobby of Policy revised annually reflecting lived experiences by Dec 2026.
				6. Communication Guidance shared across all researcher handbooks.	6. Framework visible in all doctoral programme documentation by June 2026.
				7. Impact Evaluation Evidence of improved researcher wellbeing and completion rates.	7. Year-on-year retention increase among those using flexible arrangements by Dec 2027.
	Create a Parenting While Researching resource hub.	Parent/ Carer CDP Students and EDI Coordinator		1.Co-Creation Hub developed collaboratively with CDP Student parents/carers.	1. Diverse working group established representing different disciplines and needs by May 2026.
				2. Content Range Policy guides, resources, and wellbeing support available online.	2. Hub offers five+ practical tools (templates, checklists, advice) by May 2027.
				3. Accessibility Hub embedded in CDP website and fully accessible.	3. Live, mobile-friendly site updated quarterly by June 2026.
				4. Engagement Tracking of page views, downloads, and returning users.	4. Consistent user engagement through analytics monitoring by June 2027.
				5. Feedback Annual user survey on relevance and usefulness.	5. 85%+ satisfaction rate among users by June 2027.
				6. Collaboration Input from HR and EDI teams.	6. Cross-institutional collaboration ensures policy accuracy by June 2026.
	Launch a Working-Class Researcher Forum.	Working class CDP Students and EDI Coordinator	Jan-26	1. Establishment Forum created and hosted quarterly.	1. Four sessions annually with consistent attendance by March 2026.
				2. Representation Forum led by working-class researchers.	2. Peer-led model sustained through mentorship rotation by Dec 2026.
				3. Collaboration Partnerships with widening participation groups.	3. Two+ collaborations established across sectors by Dec 2026.
				4. Engagement Attendance and feedback tracked per session.	4. 75%+ participants report increased sense of belonging by Jan 2026.
				5. Policy Influence Forum insights integrated into EDI planning	5. Documented changes reflected in annual reports by Dec 2026.
				6. Visibility Forum outputs shared consortium-wide.	6. Annual summary published and circulated to all partners by Dec 2026.
				7.Sustainability Long-term integration into CDP culture calendar.	7. Forum funded and maintained as a standing initiative by Jan 2027.

	Provide emergency financial aid to students via CDP+ Scheme	AHRC and Coordination Team	Jul-26	1. Process Development Transparent application and review procedure established.	1. Applicants receive decisions within 10 working days by July 2026.
				2. Funding Allocation Dedicated annual budget ringfenced.	2. Funds renewed annually by coordination group commitment by July 2027.
				3. Uptake Monitoring Data collected on applications, demographics, and outcomes.	3. Quarterly analysis shows equitable distribution by Oct 2026.
				4. Feedback Recipient satisfaction surveys conducted annually.	4. 90%+ positive feedback on clarity and timeliness by July 2027.
				5. Barrier Analysis Identification of gaps or underrepresentation.	5. Adjustments made to improve access for marginalised groups by Aug 2027.
				6. Collaboration Financial processes streamlined with partner institutions.	6. Unified process established consortium-wide by July 2026.
				7. Impact Tracking Monitoring of wellbeing and retention outcomes.	7. Evidence of reduced stress and improved digital access by July 2027.
	Promote flexible, non-linear academic pathways.	Coordination Team	Nov-26	1. Guidance Development Clear policy guidance outlining flexible study routes.	1. Published resource integrated into recruitment and training materials by Oct 2026.
				2. Representation Case studies of non-linear researchers highlighted.	2. Five+ new case studies shared each year by Oct 2028.
				3. Supervisor Awareness Supervisors briefed on supporting flexible routes.	3. 100% of supervisors trained in flexible pathway guidance by Dec 2027.
				4. Cultural Change Attitudes towards non-linear careers tracked annually.	4. Positive shift shown in CDP Student and supervisor feedback by Dec 2027.
				5. Participation Increase in flexible and part-time study uptake	5. 10% annual growth in alternative pathway participation by Dec 2027.
				6. Policy Integration Flexibility referenced in all CDP documents and frameworks.	6. Policy alignment achieved across all institutions by Dec 2028.
				7. Sector Influence Good practice shared externally.	7. CDP showcases model through national EDI and doctoral training networks by Dec 2028.

		Annual mandatory EDI refresher for supervisors, Include training on microaggressions, disability etiquette, neurodiverse supervision, and inclusive feedback.	CDP EDI Coordinator, Award Holders	Dec-26	1. Mandatory Participation Annual EDI refresher course required for a supervisors.	1. 100% of supervisors complete training annually prior to student recruitment or supervision renewal by Dec 2026.
					2. Training Scope Modules cover microaggressions, disability etiquette, inclusive feedback, and neurodiverse supervision.	2. Comprehensive content co-developed with EDI and accessibility specialists by March 2026.
					3. Facilitator Expertise Sessions delivered by practitioners with lived and professional expertise.	3. All facilitators accredited or recognised EDI trainers with relevant experience by March 2026.
					4. Feedback and Evaluation Post-training surveys assess confidence and learning outcomes.	4. 90%+ positive feedback on relevance, depth, and practical application by March 2027.
					5. Knowledge Retention Pre/post assessments measure learning impact.	5. Demonstrated 25% improvement in inclusive supervision confidence by March 2027.
					6. Monitoring and Accountability Annual report published showing compliance and engagement data.	6. Annual completion rates tracked by CDP EDI Coordinator by March 2027.
					7. Policy Integration Refresher completion linked to supervisor eligibility.	7. Participation required for ongoing doctoral supervision approval by Dec 2026.
					8. Continuous Improvement Training content reviewed annually with input from researchers.	
Training	Build inclusive capacity among supervisors and researchers.	Bi Monthly skills sessions on advocacy, EDI in public engagement, navigating academia as an underrepresented CDP Student.	EDI Coordinator	Apr-26	1. Regular Delivery Monthly workshops scheduled and promoted consortium-wide.	1. 6 sessions per year delivered consistently with high participation by April 2026.
					2. Content Focus Topics cover advocacy, inclusive communication, and academic navigation for underrepresented researchers.	2. Curriculum addresses real barriers and provides actionable strategies by April 2026.
					3. Speaker Representation Sessions led by diverse academics and heritage professionals.	3. At least 50% of facilitators from underrepresented backgrounds by April 2026.
					4. Participant Engagement Attendance and discussion participation monitored.	4. 80%+ active participation in Q&A or breakout sessions by April 2027.

				5. Learning Outcomes Participants report improved skills and understanding.	5. 90%+ of attendees rate sessions as useful or very useful by April 2027.
				6. Recording and Accessibility Sessions captioned and archived online for flexible access.	6. All recordings available on the CDP training hub with transcripts by April 2027.
				7. Cross-Sector Collaboration Joint sessions with external institutions and heritage partners.	7. At least three collaborative sessions hosted annually by April 2027.
				8. Impact Evaluation Annual summary assessing reach and outcomes.	8. Annual report shared in consortium EDI and training updates by April 2027.
	Develop Intersectional Pathways to Post-PhD Careers Mentorship programme with industry and academic partners.	Award Holders	Oct-26	1. Programme Design Co-created career development programme tailored to intersectional researcher experiences.	1. Programme framework launched with defined learning outcomes and partner contributions by Oct 2026.
				2. Partnership Building Collaboration with industry, heritage, and higher education employers.	2. At least five active partnerships established in year one across whole consortia by Oct 2026.
				3. Mentorship Integration Inclusion of mentoring and sponsorship opportunities.	3. Each participant matched with at least one mentor or career advisor by Oct 2026.
				4. Participant Recruitment Inclusive outreach ensures diverse participation.	4. Representation achieved across Global Majority, Disabled and Neurodivergent Parent/carers and first-generation doctoral students by Oct 2026.
				5. Career Outcomes Tracking of participants' post-PhD career progression	5. 50%+ of participants secure roles aligned with career goals within 12 months by Oct 2027.
				6. Feedback and Evaluation Regular participant surveys to evaluate relevance and impact.	6. 90%+ satisfaction rate on programme usefulness and inclusivity by Oct 2027.
				7. Sustainability Long-term integration of programme into CDP career support framework.	7. Programme repeated annually with updated modules and partners by Oct 2027.
				8. Sector Visibility Sharing best practice across heritage and academic sectors.	8. Annual showcase event highlighting success stories and outcomes by Dec 2027.
	Create downloadable toolkits on writing while Disabled or Neurodivergent, as a Parent/Carer conducting fieldwork as a Global Majority researcher	EDI CDP Coordinator, CDP Student Networks	Dec-26	1. Toolkit Development Resources co-created with researchers representing relevant lived experiences.	1. Three toolkits launched covering disability & neurodiversity, parenting/carers global majority and fieldwork inclusion by Dec 2026.
				2. Accessibility Toolkits produced in accessible digital formats (PDF, HTML, Easy Read).	2. All toolkits meet accessibility standards and are mobile-friendly by Dec 2026.

	majority researcher.			3. Practical Application Tools include checklists, templates, and examples.	3. Each toolkit contains at least 5 practical resources researchers can adapt by 2026.
				4. Promotion Resources publicised across all consortium communication channels.	4. Toolkits featured in newsletters, induction packs, and website by Dec 2026.
				5. Usage Monitoring Downloads and engagement tracked quarterly	5. 100+ downloads annually across partner institutions by Dec 2027.
				6. Feedback Collection User feedback integrated into future updates.	6. 85%+ of users report toolkits as useful and accessible by Dec 2027.
				7. Collaboration Input from institutional accessibility and HR teams.	7. Cross-department collaboration ensures policy alignment by Dec 2026.
				8. Sustainability Toolkits reviewed and updated annually.	8. Updated versions released each year with new examples and guidance by Oct 2027.
	Launch self-paced 'EDI for CDP Students' courses.	EDI Coordinator	Dec-26	1. Course Development Creation of modular, self-paced online course for CDP researchers.	1. Course launched consortia-wide and available via the training hub by Oct 2026.
				2. Content Scope Modules include unconscious bias, inclusive communication, allyship, and accessibility.	2. Comprehensive coverage of core EDI competencies for researchers by Oct 2026
				3. Accessibility Fully captioned, screen-reader compatible, and mobile-accessible.	3. 100% accessibility compliance verified by EDI and IT teams by Jan 2027
				4. Engagement Tracking of enrolments and completion rates	4. 75%+ of researchers complete the course within six months of launch by Oct 2027.
	Maintain at least 30% governance board membership from marginalised groups.	Governance Chair, CDP EDI Coordinator	Sep-26	5. Assessment Knowledge checks embedded to measure learning outcomes.	5. Participants demonstrate improved EDI literacy through post-module quizzes by Oct 2026.
				6. Recognition Certificates of completion provided to participants.	6. Certification recorded in researcher training portfolios by Oct 2026.
				7. Feedback and Review Annual evaluation of course content and usability.	7. 90%+ satisfaction with course quality and accessibility by Oct 2027.
				8. Sustainability Integration into standard researcher induction and development offer.	8. Course maintained and refreshed annually as part of ongoing EDI training by Oct 2027.
				1. Representation Benchmark Governance board maintains at least 30% of members from underrepresented backgrounds.	1. Target consistently met and reviewed annually through demographic audits by Sept 2026.

					2. Inclusive Recruitment Transparent selection and nomination processes prioritise diversity.	2. Recruitment policy formalised with diversity criteria embedded by March 2026.
					3. Monitoring and Reporting Annual monitoring of board composition.	3. Demographic data published in annual EDI report by March 2027.
					4. Succession Planning Mechanisms in place to ensure continuity of diverse representation.	4. Pipeline of candidates established from underrepresented groups by Dec 2025.
					5. Capacity Building Training for all board members on inclusive leadership.	5. 100% of board members trained annually on EDI and anti-bias practices by Dec 2026.
					6. Accountability Oversight of progress through EDI subcommittee.	6. Progress reviewed quarterly with documented actions by Dec 2026.
					7. Transparency Public disclosure of board membership demographics.	7. Annual data shared with stakeholders via the consortium website by Dec 2027.
Governance	Ensure inclusive and transparent decision-making.	Implement rotating EDI CDP Student Representatives.	EDI Coordinator	Mar-26	1. Representation Structure EDI CDP Student Representatives appointed from each partner institution.	1. At least one representative per institution confirmed and active by Feb 2026.
					2. Rotation System Annual or biannual rotation to ensure broad participation.	2. Rotational policy adopted and published in governance framework by March 2026.
					3. Training and Support Representatives receive induction and EDI training.	3. 100% trained prior to starting their term by April 2026.
					4. Engagement Representatives attend governance meetings and EDI task force sessions.	4. Regular participation and feedback recorded in meeting minutes by April 2027.
					5. Feedback Mechanism Representatives act as liaison between researchers and leadership.	5. Structured feedback loop established and reviewed quarterly by April 2027.
					6. Impact Evaluation Annual review of representative contributions and outcomes.	6. Summary report published highlighting influence on policy decisions by April 2027.
		Host biannual town halls for co-designing key policies.	EDI Action Group	Feb-26	1. Event Frequency Two town halls hosted annually.	1. Biannual schedule maintained and publicised in advance by Feb 2026.
					2. Participation Attendance from CDP Students, supervisors, and professional staff.	2. Minimum 70 participants across both sessions annually by Feb 2027.
					3. Policy Co-Design Sessions structured around collaborative policy development.	3. At least two policy updates each year directly shaped by town hall input by Feb 2027.
					4. Accessibility Events captioned and available online.	4. 100% accessibility compliance across all town hall events by Feb 2027
					5. Feedback Collection Participant evaluations gathered post-event.	5. 90%+ satisfaction with transparency and engagement by Feb 2027

			6. Reporting Outcomes summarised and shared with all stakeholders.	6. Post-event report published within four weeks of each session by Feb 2027
			7. Sustainability Town halls embedded in annual governance cycle.	7. Permanent inclusion in consortium governance calendar by Feb 2027 .
	Develop anonymous feedback loops directly to the EDI Action Group.	EDI Coordinator, EDI Action Group	Oct-26 1. System Design Secure, anonymous online feedback mechanism established.	1. Tool launched and promoted consortia-wide by June 2026 .
			2. Accessibility Platform accessible across devices and formats.	2. System meets WCAG accessibility standards by June 2026 .
			3. Awareness Researchers informed about the feedback system during induction and events.	3. 100% of new CDP students briefed on process and purpose by Oct 2026 .
			4. Response Timeliness Feedback reviewed regularly with clear response procedures.	4. Acknowledgment within 10 working days and action plan within one month by Oct 2026 .
			5. Tracking and Reporting Trends monitored and analysed for systemic issues.	5. Quarterly reports shared with governance board and published summaries by Dec 2026 .
			6. Confidentiality Assurance Independent moderation to protect anonymity.	6. Trusted reporting process ensures psychological safety for all users by Dec 2026 .
			7. Impact Evaluation Annual review of feedback outcomes and implemented changes.	7. Documented evidence of policy or procedural changes resulting from feedback by Dec 2026 .
	Publish annual impact statements with demographic data.	EDI Coordinator, EDI Action Group	Dec-26 1. Data Collection Comprehensive demographic data gathered across all partners.	1. Consistent reporting framework adopted consortia wide by Dec 2026 .
			2. Transparency Annual impact statement publicly shared.	2. Statement published online each year alongside EDI Action Plan by Dec 2026 .
			3. Trend Analysis Comparative data used to identify progress and gaps.	3. Year-on-year improvement documented in key EDI metrics by Dec 2026 .
			4. Stakeholder Engagement Impact statement circulated to CDP Students and partners.	4. Distributed through newsletters and briefings with 90%+ open rate by Dec 2026 .
			5. Quality Assurance Data verified for accuracy and completeness.	5. Validated dataset approved by EDI Action Group by Sept 2026 .
			6. Visualisation Infographics and summaries used to enhance accessibility.	6. Visual summary produced for easy public interpretation by Dec 2026 .
			7. Accountability Action items linked to outcomes from impact statement findings.	7. Clear progress tracking integrated into next year's EDI plan by Dec 2027 .

		Share public response plans to reported issues with timelines.	EDI Action Group	Dec-26	1. Transparency Response plans to key EDI issues published publicly.	1. Plans accessible on consortia website within defined timeframes by Dec 2026.
					2. Timeline Clarity Each response plan includes clear milestones and deadlines.	2. All plans include timeline indicators for follow-up and accountability by Dec 2026.
					3. Monitoring Progress tracked quarterly by the EDI governance group.	3. Quarterly progress updates shared with stakeholders by Dec 2026
					4. Accessibility Reports available in plain language and accessible formats.	4. All reports meet accessibility standards and use inclusive language by Oct 2026.
					5. Feedback Mechanism Stakeholders invited to comment on response effectiveness.	5. Feedback collected and integrated into updated plans by April 2027.
					6. Accountability Named leads responsible for each response action.	6. Clear ownership assigned and tracked through governance processes by Dec 2026.
					7. Impact Evaluation Annual review of how responses have improved culture and policy.	7. Documented reduction in repeated or unresolved issues by Dec 2026.
Award Management	Ensure funding structures promote equity.	Pilot the CDP+ Fund for flexible support (care, tech, access, cost-of-living crises).	CDP Coordination Team	Sep-26	1. Fund Establishment Creation of a flexible emergency support fund for doctoral researchers.	1. CDP+ Fund operational and accessible via simple application process by Sep 2026.
					2. Eligibility Clarity Transparent criteria covering care, tech, access, and cost-of-living emergencies.	2. Eligibility information clearly outlined in researcher handbooks by July 2026.
					3. Accessibility Streamlined digital application and decision system.	3. Applicants receive decisions within 10 working days by Sep 2026.
					4. Monitoring and Reporting Quarterly updates on fund usage and demographics.	4. Annual report published detailing fund impact and reach by Sep 2027.
					5. Equitable Distribution Monitoring of fund access across diverse researcher groups.	5. No significant demographic disparities in fund allocation by Sep 2027.
					6. User Feedback Post-award survey to measure fund effectiveness.	6. 90%+ of recipients report improved financial and wellbeing stability by Sept 2027.
					7. Sustainability Fund incorporated into annual consortium budget	7. Permanent inclusion in CDP financial planning by Sep 2028.
		Enable pre-event access to research/travel grants.	CDP Coordinator	Already in place for CDP Events, framework to be	1. Policy Revision Adjusted policy allows pre-event fund access to reduce financial barriers.	1. Policy approved and implemented consortia-wide by Nov 2026.

			established	2. System Design Updated claim process enabling early payments for travel and research costs.	2. Process automated within institutional finance systems by Nov 2026.
				3. Communication Guidance on pre-event claims circulated to researchers and supervisors.	3. 100% awareness among supervisors and doctoral administrators by Dec 2026.
				4. Uptake Monitoring Tracking of pre-event funding usage and success rates.	4. Increased participation in conferences and fieldwork among low-income researchers by Oct 2026.
				5. Feedback and Satisfaction Post-event survey to assess process ease and impact.	5. 85%+ positive responses regarding pre-event access efficiency by Oct 2026.
				6. Financial Oversight Annual audit of early disbursement compliance.	6. Zero compliance issues and maintained financial integrity by Oct 2026.
Allow research funds for non-traditional tools (therapy apps, ergonomic equipment, caregiving support).	AHRC, CDP Coordination Team	Dec-25		7. Equity Impact Improved inclusion for those facing upfront cost barriers.	7. Documented increase in researcher participation from underrepresented groups by Oct 2026.
				1. Policy Inclusion Expansion of eligible expense categories in research funding guidelines.	1. Fund operational with published eligibility criteria by Dec 2026.
				2. Accessibility Tools Funds permitted for assistive and ergonomic technologies e.g. DSA	2. Increased awareness of DSA reported by researchers by Dec 2026
				3. Wellbeing Focus Funding framework recognises mental health and caregiving as legitimate costs.	3. Annual report data shows 80% uptake by Dec 2027.
				4. Communication Awareness campaign to highlight new eligible expenses.	4. Annual data report shows balanced participation across groups by Dec 2027.
				5. Uptake MonitoringTracking of claims for non-traditional tools.	5. 90%+ satisfaction with support experience by Dec 2027.
				6. Impact Evaluation Annual review of wellbeing and productivity outcomes.	6. At least three partnerships established to facilitate placements by Dec 2027.
				7. Cross-Sector Benchmarking Sharing outcomes with sector partners to model inclusive funding.	7. Ongoing inclusion in CDP financial planning from Year 2 onward by Dec 2028.
Provide annual workshop for final year CDP researchers	CDP Coordinator Lead, Business Group	Apr-27		1. Deliver workshop for final year researchers: helping plan for next stage in professional career.	1. Increased year-on-year uptake for workshop by March 2027.
Annual demographic data collection and reporting	EDI CDP Coordinator and EDI Action Group, Data & Evaluation Leads	Oct 2026, with 3-y		1. Data Framework Standardised demographic data categories adopted consortium-wide.	1. Consistent data collected annually across all partner institutions by Oct 2026.

					2. Collection Process Embedded demographic data collection at application, recruitment, and progression points.	2. Full data coverage for all CDP Students, Supervisors, and Governance participants by July 2026.
					3. Data Accuracy Regular validation of demographic data through institutional HR systems.	3. Verified and accurate dataset published annually by Oct 2026.
					4. Transparency Annual EDI demographic summary published publicly.	4. Accessible and anonymised report shared via consortium website and newsletter by Oct 2026
					5. Trend Analysis Year-on-year comparison to track representation progress.	5. Demonstrated improvement in representation across key demographic groups by Oct 2027.
					6. Stakeholder Engagement Data insights shared with partner institutions for planning.	6. Partners use data to inform recruitment and training priorities by Oct 2027.
					7. Compliance Data reporting aligned with funder and legal requirements (e.g. GDPR).	7. Full compliance achieved and maintained across reporting cycles by Oct 2027.
Monitoring & Improvement	Track, evaluate, and improve EDI progress.	Track progression and retention rates across identities.	Data & Evaluation Leads	Dec-26	1. Tracking Mechanism System developed to monitor researcher progression and completion by identity group.	1. Consortia wide tracking system operational and reviewed annually by Oct 2026.
					2. Retention Analysis Data used to identify barriers to retention for marginalised groups.	2. Clear retention trends reported and addressed through targeted actions by Dec 2026.
					3. Intersectional Reporting Data disaggregated by multiple identity markers.	3. Intersectional analysis published to highlight nuanced experiences by Jan 2026.
					4. Feedback Integration Exit interviews and feedback collected to understand attrition reasons.	4. Qualitative insights integrated into EDI strategy revisions by Oct 2026.
					5. Response Actions Interventions introduced based on retention findings.	5. Documented improvement in progression and completion rates year-on-year by Oct 2027.
					6. Benchmarking Comparison with sector-wide retention data.	6. CDP retention rates exceed sector averages for underrepresented groups by Oct 2028.
					7. Annual Review Progress reported to governance and funders.	7. Retention dashboard included in annual EDI monitoring report by Dec 2026.
		Conduct independent EDI audits every 3 years with public results.	Data & Evaluation Leads	Oct-28	1. Audit Planning External EDI audit scheduled on a three-year cycle.	1. Audit timeline established and communicated consortia-wide by March 2027.
					2. Independence Audit conducted by impartial third-party specialists.	2. Auditor appointed through transparent procurement process by Jan 2027.

				3. Scope Review covers policy, practice, and researcher experience.	3. Comprehensive audit report produced with actionable recommendations by Jan 2029.
				4. Transparency Summary findings published publicly.	4. Audit outcomes shared online with accessible language summaries by March 2029.
				5. Implementation Tracking Actions from audit integrated into EDI plan.	5. 100% of recommendations addressed within one year by Oct 2029.
				6. Feedback Stakeholders consulted on audit findings	6. Consultation summary published to demonstrate responsiveness by April 2029.
				7. Continuous Improvement Each audit informs next cycle of EDI strategy.	7. Evident progression across successive audit reports by Oct 2029.
	Include EDI metrics in performance reviews.	CDP Award Holders and EDI CDP Coordinator	Apr-26	1. Metric Design EDI indicators developed for inclusion in supervisor and staff reviews. Clear	1. Standardised EDI criteria adopted across all partner institutions by Jan 2026.
				2. Integration EDI outcomes embedded within appraisal frameworks.	2. All reviews reference EDI contributions and inclusive practice by March 2026.
				3. Training Line managers trained on assessing EDI engagement fairly.	3. 100% of reviewers trained on inclusive evaluation by April 2027.
				4. Documentation Review templates updated to reflect EDI expectations.	4. Updated templates used in annual review cycle by April 2026.
				5. Recognition EDI performance influences progression and reward.	5. EDI leadership recognised in promotions and awards by July 2026.
				6. Monitoring HR teams track inclusion of EDI objectives in reviews.	6. Annual compliance audit confirms inclusion across all departments by April 2027.
				7. Impact Evaluation Review of how EDI metrics affect institutional culture.	7. Positive correlation between EDI accountability and culture indicators by April 2027.
	Establish annual EDI Champion Awards.	EDI Action Group	Oct-26	1. Award Creation Annual recognition scheme celebrating EDI leadership.	1. EDI Champion Awards launched and publicised across consortium by Oct 2026.
				2. Categories Awards reflect diverse EDI contributions (research, supervision, outreach).	2. At least three award categories covering broad contribution areas by Aug 2026.
				3. Nomination Process Open, transparent, and accessible nomination system.	3. High participation across CDP Student and staff communities by Aug 2026.
				4. Selection Panel Inclusive judging panel representing diverse groups.	4. Balanced panel composition achieved annually by Oct 2027.

				5. Visibility Awardees featured in newsletters, social media, and events.	5. Strong visibility of winners across internal and external platforms by Nov 2026.
				6. Impact Tracking Follow-up with awardees to monitor continued EDI leadership.	6. Award recipients sustain or expand EDI initiatives in following year by Oct 2027.
				7. Sustainability Awards embedded as a recurring event.	7. Annual awards institutionalised as part of CDP culture calendar by Jan 2027.
	Celebrate milestones in newsletters and events.	EDI CDP Coordinator	Oct-26	1. Milestone Identification Key EDI achievements and anniversaries logged annually.	1. Comprehensive milestone calendar created and maintained by Oct 2026.
				2. Communication Channels EDI highlights shared through newsletters, social media, and events.	2. Quarterly EDI updates published across consortium platforms by Jan 2026.
				3. Visibility Diverse voices and stories included in milestone features.	3. Representation achieved across CDP student demographics by Oct 2026.
				4. Engagement Increased participation in EDI-related events and communications.	4. 30% rise in engagement metrics year-on-year by Oct 2027.
				5. Collaboration Joint celebrations with partner institutions.	5. Cross-consortium participation in all milestone events by Oct 2026.
				6. Feedback Reader and attendee feedback collected post-publication or event.	6. 85%+ satisfaction with relevance and tone of communications by Oct 2026
				7. Archiving All milestones documented in EDI record.	7. Cumulative record maintained as evidence of progress by Oct 2026.
	Maintain a Living EDI Timeline.	EDI CDP Coordinator	Oct-26	1. Timeline Design Interactive digital EDI timeline developed.	1. Timeline live on consortium website by July 2026.
				2. Regular Updates Quarterly updates documenting EDI actions and progress.	2. Timeline refreshed every three months with new data and stories by Oct 2026.
				3. Accessibility Platform accessible to all users (WCAG compliant).	3. Fully accessible and mobile-friendly digital tool by Oct 2026.
				4. Integration Timeline links to impact statements, policies, and case studies.	4. Cross-referenced resource integrated with CDP communications by July 2026.
				5. Engagement Analytics monitored for user interaction and reach.	5. Steady increase in user views and time on page by Oct 2027.
				6. Transparency Used as accountability tool for EDI commitments.	6. Public visibility of progress fosters trust and collaboration by March 2027.
				7. Sustainability Timeline ownership assigned within EDI team.	7. Maintained long-term as core reporting mechanism by Oct 2027.