

SALTIRE Emerging Researcher Scheme (SERS)
Submission from the Marine Alliance for Science and Technology for Scotland
(MASTS)

MASTS-SERS



Nominated Host – University of St Andrews

Higher Education Institutes (HEIs):

University of Aberdeen

Heriot Watt University

University of Edinburgh

University of Strathclyde

Edinburgh Napier University

University of Stirling

University of Glasgow

University of West of Scotland

University of Dundee

University of the Highlands and
Islands

1. Description of MASTS-SERS Exchange Programme

1.1. MASTS- SERS Context

The UK EU exit has detrimentally impacted long-standing research relationships between Britain and European partners at individual researcher and institutional level. The COVID pandemic has exacerbated the UK's relative isolation over the last two years by preventing travel, hampering existing international research collaborations (e.g. field-based research and exchanges) and in lacking clarity on future UK EU submissions. The greatest legacy impact of these challenges is likely to be felt by postgraduate researchers (PGRs) and early career researchers (ECRs) reducing their opportunity to establish the networks and collaborations needed to optimise their career progression. The MASTS-SERS Programme is timely as the new EU Horizon Programme (2021-2027) has been launched and opens a range of opportunities for research collaboration, particularly under clusters 5 (climate, energy and mobility) and 6 (food, bioeconomy, natural resources, agriculture and environment) and is highly relevant to Scottish Government strategy (e.g. The Blue Economy Action Plan¹).

1.2. Key Aims of MASTS-SERS

MASTS will use SERS funding strategically to promote bidirectional mobility between Scotland and European research partners with the dual aims of strengthening existing relationships and initiating new research collaborations. The scheme will be open to both outgoing and incoming exchanges

1.2.1. Objectives

1. To provide opportunities for both PGRs and ECRs to engage in substantive collaboration between at least one named MASTS member institution and at least one named University in an EU Member State (EUMS, Annex 1), European Economic Area (EA) or European Free Trade Association country (EFTA).
2. To facilitate defined activities that will demonstrably establish or strengthen collaborative links at individual-researcher and institutional level and the wider MASTS community through relevant MASTS research Themes and Fora and produce recognisable impact.
3. To provide resource to support preliminary research and training, with the aim of promoting future collaborative funding bids.
4. To promote and share research and innovation with colleagues and networks working in related disciplines and promote capacity building activities (e.g. proof of concept research) designed to underpin future grant applications (e.g. to Horizon Europe and UKRI).

1.3. Proposed European partners and countries

The MASTS community collaborates across a broad range of European institutions and does not wish to constrain the MASTS-SERS scheme to specific partners or countries. The MASTS-SERS Programme will provide an important opportunity to both reinvigorate existing research collaborations, as well as to facilitate the creation of new inter- and transdisciplinary collaborations between Scottish and European institutions at a critical time when evidence based environmental stewardship, policy and management is essential. MASTS is a member of the European Marine Board (EMB) and the EMB University Consortium Panel (UCP) which links MASTS to all major Universities and research consortia in Europe with a focus on aquatic ecosystem research. The EMB has agreed to collaborate with MASTS to disseminate information related to the MASTS-SERS initiative. MASTS is also a member of the European Marine Biological Resource Centre (EMBRC) and has agreed with the EMBRC to promote the MASTS-SERS initiative and where possible, and to link exchanges to EMBRC resources and relevant funding opportunities. In addition, staff in partner Institutes have numerous links with relevant European stakeholders (e.g. European Pond Conservation Network). Partnerships and exchanges will also be encouraged through engagement with EU Growth projects, such as SUMMER and Mission Atlantic, and other H2020 projects that MASTS is involved with (e.g. [EU ATLAS project](#) led by the

¹ <https://www.gov.scot/policies/marine-and-fisheries-grants/blue-economy/>

University of Edinburgh, and initially supported by an MASTS SFC PEER award). These exchanges will underpin applications to a large number of Horizon Europe 2021-2027² calls which are now emerging. The MASTS-SERS initiative represents an important and timely opportunity for establishing relationships that will allow access to EU project consortia and strengthen applications to UKRI.

1.4. Scope of scheme and eligibility

The scientific scope of the programme will encompass all aspects of aquatic habitats from river catchments to coasts, to the open ocean and deep sea and all aspects of related research, from molecules to man. The Scottish Government has committed to the development of a Blue Economy Action Plan to launch a programme of collaborative projects across the public sector, Scotland's science base, marine industries and the marine environment. The MASTS-SERS initiative will support exchanges that could inform and contribute to fulfilment of the Action Plan as it emerges. In addition, 2021 is the start of the [UN Decade for Ocean Science for Sustainable Development](#), [Ecosystem Restoration](#), and under the UK G7 Presidency, the Future of the Seas and Oceans Initiative which notes three key spotlight topics on Ocean Indicators, Digital Twin Ocean, and Net Zero Oceanographic Capability. Where possible we will support exchanges and placements that will allow the MASTS community to engage with UN Decade initiatives (such as the [“Challenger150” project](#) with SAMS and University of Glasgow) and align with the UN Sustainable Development Goals, which include a number of freshwater pollution relevant goals as well as marine focussed goals. The MASTS-SERS programme will also embrace initiatives such as the [river basin management plan for the Scotland River basin district 2015-2027](#).

1.5. Assessment criteria for applicants

Applicants must originate from a MASTS member institution or be an external researcher that will be accepted by a host MASTS member institution. Applicants should submit their applications to the MASTS Directorate on the agreed submission date and time. Proposals will be scored through a process of double-blind review by at least two independent reviewers. Terms and conditions are provided (Annex 2). Applications will be scored on how well the proposed exchange will:

1. Facilitate defined activities that will demonstrably establish or strengthen existing collaborative links at individual and institutional level.
2. Identify preliminary research and training which may form the basis for future collaboration.
3. Promote research and innovation with colleagues and networks in related disciplines.
4. Undertake networking and capacity building activities to underpin future grant applications.
5. Identify risks, mitigations and contingencies with respect to the successful delivery of the stated aims, objectives and outputs of the proposed exchange, including COVID restrictions.
6. Identify how the exchange will contribute to the emerging Blue Economy Action Plan and or the aspirations of the UN Decade of Ocean Science for Sustainable Development.
7. Identify how the exchange will benefit the wider MASTS community (e.g. non-HEI members) and how it will link through to the work and objectives of relevant [MASTS Themes and Fora](#).
8. Identify specific deliverables related to the Targets 10, 11 and 12 of Table 1.
9. Exploit social media and other sources for dissemination of research activity and findings, and other outreach opportunities.

1.6. Advertising

Exchange opportunities will be advertised as soon as possible through the MASTS Website, MASTS social media network (MAST≈ 1,000 members, Twitter: 3,300 followers, YOUTUBE channel, ≈ 3,000

² https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-9-food-bioeconomy-natural-resources-agriculture-and-environment_horizon-2021-2022_en.pdf

views), and relevant networks (e.g. the EMB and EMBRC networks, SMMR-Net, Bob Earle network). Adverts will emphasise all aspects of equality, diversity and inclusion.

1.6. Matched funding

Matched funding will be considered as an additional beneficial factor, including in-kind commitments (taking account of the career stage of the applicants). MASTS will contribute £20,000, ensuring a minimum of 12 exchange awards (i.e. the potential for 1 per MASTS HEI member) given applications meet defined quality criteria and are therefore excellence-led.

2. Programme timeline, key stages and performance indicators

The programme will be overseen by the MASTS Directorate and organised on the basis of a clear schedule of activity (Table 1) and deliverables (Table 2).

Table 1: Programme timeline

Task	2021					2022								2023
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	July
Advertise call														
Deadline for applications														
Proposal Assessment														
Proposal Moderation Panel														
Ratification of successful applicants														
Exchange period start														
MASTS Webinars														
Exchange Award recipient report														
Exchange host report														
Exchange award recipient 12-month post award feedback														

2.1 Critical dates

- August 21 – week 1 - Call published
- October 21 – end week 1 – Application deadline
- October – November 21 – end week 3 – Proposal assessment
- November 21 – end week 4 – Successful proposals agreed and applicants notified

2.2 Measures of success: Key performance indicators

Table 2: Targets, Key Performance Indicators (KPI) and Outcomes in Academic Year (AY) 2021-2022

No	Target	KPI	Outcome
1	Advertise call for proposals to be submitted on the application form (Annex 3)	More than 30 proposals received	Sufficient proposals received to be reasonably assured of allocating funds
2	Double blind assessment to score proposals for science excellence and fit to scheme	Assessment by at least two independent reviewers. Reviewers may be internal or external to the MASTS community.	Equality, Diversity and Inclusivity taken into account: Equality Act (2010) compliance, internal ED&I Policy compliance, and training undertaken via online modules (Diversity in the Workplace, Recruitment & Selection, and Unconscious bias).
3	Select highest ranked proposal (deemed acceptable for funding) from each MASTS institution	A maximum of one proposal per MASTS HEI deemed fundable	MASTS HEI assured of one funded exchange, assuming the application meets quality threshold criteria
4	Award funding to successful applicants	All funds awarded by November	Applicants and hosts of exchange have clear guidance
5	Request confirmation of start of exchange and update on any changes affecting timeline and expenditure	All confirmations received at least one month prior to exchange start	Confidence that proposed exchange will take place or any requirements to adopt contingency plan
6	Provision of MASTS webinar + PGRs to provide an online Q&A session for the MASTS and SUPER Graduate School	Delivery of webinar + PGR special feedback session to the MASTS and SUPER Graduate Schools	Feedback and interaction with MASTS Themes and Forum Steering groups. Focus on PGRs feedback to the MASTS and SUPER Graduate Schools
7	Provision of exchange report and publication	Report provided	Knowledge of how the ECR/PGR has benefited and possible impact
8	Provision of feedback from recipient of exchange PGR/ECR	Report provided	Knowledge of how the award benefited the host institution
9	Follow up feedback request 12 months from end of award	Report provided	Knowledge of impact to award
10	At least one substantive grant proposal in development or submitted in connection with an exchange	Evidence of grant proposal submission within 12 months of exchange ending	Research funding and collaboration

11	Target of two multi-author papers submitted in connection with each exchange	Evidence of paper submission within 12 months of exchange ending	Research outputs relevant the objectives of the scheme
12	At least five concrete plans for future collaboration defined as a result of each exchange	Evidence of plans for collaboration	Ongoing research interactions seeded by the scheme

3. Suitability of MASTS consortium to deliver the SERS Programme

MASTS is a consortium that brings together the majority of Scotland's marine and freshwater science capacity within a single network. Its 18 members include 11 HEIs, the St Abbs Marine laboratory, British Geological Survey, Marine Scotland, NatureScot, Scottish Environment Protection Agency, and the Joint Nature Conservation Committee. The MASTS community is structured around three high level Themes and 12 research fora covering all aspects of aquatic science. The success of the MASTS research pooling initiative is based on effective networking and research expertise to translate leading-edge research into applied impact. The development of supportive networks of cooperation and knowledge exchange is also crucial to the individual, especially for PGRs and ECRs. The importance of these early linkages to establish long-lasting collaboration and scientific advance cannot be understated. The benefits also cascade up from the individual to the nation, supporting the reputation and openness of the Scottish research community.

MASTS with the support of the SFC, has funded [31 exchanges under the Post-Doctoral and Early Career Researcher Exchange](#) (PECRE) scheme, together with additional exchanges through direct MASTS funding, such as the Woods Hole Oceanographic Institute Exchange and MASTS Visiting Fellowship schemes. MASTS has recently announced the Scotia-Canadian Ocean Research Exchanges (SCORE) initiative through which MASTS will allocate £20,000 to support 5 exchanges with Canadian Universities party to the Ocean Frontiers Institute (OFI). OFI is also providing a matching C\$30,000 to support 5 reciprocal exchanges. The Scottish Government's representative in Canada has been involved in helping to establish this initiative and is keen to promote it. We have also recently committed funds through the MASTS Working Group Support Fund to help 3 researchers participate in ICES Working Groups. A further two researchers have just been awarded £5,000 each under the MASTS International Research Initiative (MIRI) which supports a wide range of engagement with the process and preparation of funding proposals including establishing network connections; showcasing skills and capabilities; and participating in specific networking activities both for policy influencing and proposal preparation.

In terms of PGR experience, the MASTS Graduate School has maintained a highly successful programme for PGR training for over 10 years and also now administers the NERC "Scottish Universities Partnership for Environmental Research" Doctoral Training Partnership (SUPER DTP). The MASTS and SUPER Graduate Schools work closely together and currently have 71 PhD students, with a further 19 joining in September 2021. MASTS members will also have students from other initiatives (e.g. EastBio and Quadrat DTPs amongst others) that would be interested in the opportunities offered by this exchange scheme. The recipients of awards will also be encouraged to interact with the "[Edinburgh Ocean Leaders](#)" programme.

4. Contingency plans

Recognising that physical travel may not be possible for some programme participants, all applicants for funding will be required to document potential risks and alternative plans to fulfil the objectives of their proposed exchange. In addition, we will also request that as soon as recipients of funding become aware of any substantive changes to their proposed exchange, they alert the MASTS Directorate and seek approval for reprofiling, recognizing that any underspends will need to be recovered and reallocated. It is possible that if several physical exchanges are not possible, we may be

able to support more than the estimated 12 projects. Experience of “remote research engagement” gained through the EU ASSEMBLE³ programme in times of COVID restriction will be invaluable whereby “remote” research is conducted via local technical support with on-line consultation and instruction.

Should an exchange be deemed by the MASTS Directorate, in consultation with the recipient, to be unviable, the unspent funds will be made available to applicants from the same MASTS institution in the first instance and then to other MASTS members if a suitable application is not submitted within a specified time period.

5. MASTS-SERS Programme summary

Scotland is renowned worldwide for the environmental quality of its rivers, lochs, wetlands and seas. These natural assets are important for attracting visitors, contributing to societal health and well-being, supporting a rich diversity of wildlife and potentially providing for the sustainable growth of its economy. In a post EU era in the UK, it is increasingly important for the MASTS research community to maintain visibility and continue to demonstrate a commitment to aquatic research collaborations with European partners. This will help ensure that we keep our current international scientific excellence. Therefore, MASTS is promoting the Saltire Emerging Researcher Scheme, as supported by the SFC. The scheme represents an important and exciting opportunity for PGRs and ECRs to engage in substantive collaboration with colleagues from Europe (EA, EEA and EFTA countries). The MASTS-SERS programme will serve to forge collaborative endeavours, with opportunities and outcomes disseminated formally and informally among the MASTS community.

The scheme will provide up to £10,000/award to support PGR and ECR exchanges for up to 6 months between January 2022 and the end of August 2022. MASTS will add £20k to the scheme, such that each of MASTS 11 HEI members and the British Geological Survey will be eligible to receive one exchange grant (subject to meeting quality criteria) which may be used to support exchanges of PGRs or ECRs to or from an eligible European institution(s).

The scheme will promote mobility between Scotland and European research partners with the aim of strengthening existing, and seeding future, research relationships. Participants will be expected to demonstrate the impact of their exchange through the publication of novel research work, the formation of new collaborations and project submissions, and the dissemination of their results. Each applicant will explain how their award will benefit the MASTS community. Examples of avenues for development include Horizon and UKRI funding. In addition, a requirement to engage with the relevant MASTS researchers will ensure that the benefits of the exchange are shared across the MASTS and wider community. To promote equal opportunities between partners, success will be limited to one award *per* institution *per* round and aspects of dual support and diversity and inclusivity will be influential.

6. MASTS-SERS Budget

The majority of the proposed budget (Table 3) will go toward the exchanges with an additional £20K from MASTS. Some costs will not be required, since we will use existing MASTS networks and capacity (e.g. marketing, dissemination). MASTS will explore the potential for matched funding from European partners, especially where this will involve a two-way exchange of PGRs/ECRs. This leverage will include engagement with EU H2020 projects, such as ‘SUMMER’ and ‘Mission Atlantic’ that have strong Scottish participation, and partnerships across >40 EU institutes. Exchanges or placements must take place between January 2022 and August 2022, would be up to six months in duration and could be undertaken as a single visit or in multiple blocks of time.

³ <http://www.assembleplus.eu/>

Table 3: MASTS SERS budget.

MASTS-SERS	Number	Unit Cost	Total
Expenditure			
Grants to be awarded	12	10,000	120,000
Admin Support (Point 11)	30	112	3361
Total			123,361
Income			
MASTS Grant Contribution (cash)	2	10,000	20,000
Total			20,000
Total Requested from SFC			103,361

The maximum sum provided by the MASTS-SERS programme will be £10,000 per award. It will be the responsibility of the recipient of the grant and their host institution(s) to ensure that the exchange complies with all necessary travel and work conditions that apply in their respective countries. Feedback regarding the success of these MASTS-SERS awards from the perspective of both the recipient and host, will be used as an evidence base to build a case for future support and investment. Whilst the MASTS-SERS programme will be limited (12 minimum, plus matched cases) and over a six month period in 2022, we will use it as a platform to leverage additional resources in cash and in-kind to expand the number and timescale for awards afforded by the current SFC funding.

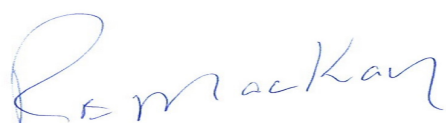
7. Equality and Diversity

The MASTS-SERS programme will follow equalities legislation compliance as well as best practise in terms of equality, diversity and human rights issues and an "Equality and Human Rights Impact Assessment" is provided as Annex 4. Note: the University of St Andrews EHRIA process and template form was created to be fully aligned with that in place at the SFC.

8. Sign off

Prof Brad MacKay (Vice-Principal (International Strategy and External Relations)

Senior Vice-Principal of St Andrews University) (Letter of institutional support is provided: Annex 5).



09 July 2021

Authorised signatory on behalf of the University of St Andrews

Date

ANNEX 1

EU Member State (EUMS) – Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Portugal, Romania, Slovakia, Slovenia, Spain & Sweden
European Free Trade Association (EFTA) States – Iceland, Liechtenstein & Norway

ANNEX 2

Terms and Conditions

1. Post Graduate Researchers are defined as any student registered for a PhD at a named MASTS Member University or and equivalent University in an EU Member State, EEA and EFTA country.
2. Early Career Researchers are defined as Post-Doctoral researchers with no more than 5 years post PhD graduation on 1st August 2021.
3. All applicants must provide a letter of support from their proposed host institution(s) with their application for funding.
4. All host institutions must agree to waive bench fees for the recipient of the grant.
5. All proposals will be subject to independent peer review. Scores will be allocated and proposals ranked on the criteria defined under Assessment Criteria. Subject to review by a Moderating Panel appointed by the MASTS Executive Committee (EC), the top ranked proposal from each MASTS institution, provided it is considered worthy of funding by the Moderating Panel will, subject to ratification by the EC, be funded.
6. All grant recipients will be required to provide at least one MASTS Webinar presentation related to their research during the course of their funded research. PGR recipients will be required to undertake a Q&A feedback session with the MASTS and SUPER Graduate Schools.
7. A brief report (template) must be completed within four weeks of the end of the funded research by the recipient of the award and the organization hosting the recipient of the award. The report will be used to help assesses the success of the award and a summary may be published on the MASTS website.
8. All research outputs and any material used publicly must carry the MASTS logo and the following acknowledgement used in all publications resulting from this funding. [“This work received funding from the MASTS pooling initiative (The Marine Alliance for Science and Technology for Scotland) and their support is gratefully acknowledged. MASTS is funded by the Scottish Funding Council (grant reference HR09011) and contributing institutions”]
9. The total amount of the agreed award will be allocated to the recipient’s institution in advance of the start of the exchange. All transactions against the award must be dealt with by the recipient’s institution and reported to the MASTS Directorate within four weeks of completion of the period of the award.
10. The grant allocated may be subject to audit for up to three years after the end of the award and recipients should ensure that a record of all relevant transactions is retained.
11. The grant must be spent within the specified period of the award. Any underspend will be recovered. The recipient will be contacted during the period of the award to provide updates on the status of award expenditure and if it is likely that the award will not be fully committed within the allocated time MASTS will seek to recover and reallocate these funds.
12. Any deviation in the use of the funds in excess of 10% of the agreed budget must be notified in advance to the MASTS Directorate.
13. It is the responsibility of the recipient of the award and the institution(s) hosting them to ensure that all necessary permissions, visas and related right to work documentation is in place before the start of the exchange/placement.



Annex 3 - Call for Proposals

MASTS-SFC Saltire Emerging Researcher Scheme (MASTS-SERS)

MASTS in association with the Scottish Funding Council is supporting the Saltire Emerging Researcher Scheme. The scheme represents an important and exciting opportunity for Post Graduate Researchers (PGR) and Early Career Researchers (ECR) to engage in substantive collaboration with colleagues from Europe (EA, EEA and EFTA countries).

The scheme will be open to PGRs and ECRs registered at any eligible MASTS or EUMS, EA or EFTA institution (see Annex A for a list of eligible institutions) and can support both outgoing and incoming exchanges and placements. Exchanges or placement must take place between January 2022 and August 2022, can be up to six months in duration and can be undertaken as a single visit or in multiple blocks of time.

The maximum sum provided by the MASTS-SERS programme would be £10,000 per award. It will be the responsibility of the recipient of the grant and their host institution(s) to ensure that the exchange complies with all necessary travel and work conditions that apply in their respective countries. Applicants will need to identify risks, mitigations and contingencies with respect to the successful delivery of the stated aims, objectives and outputs of the proposed exchange (e.g. in the event of continued COVID related restrictions).

Each MASTS HEI partner institution and the British Geological Survey will be eligible to receive one exchange grant (subject to meeting quality criteria) which may be used to support exchanges of PGRs or ECRs* to or from an eligible European institution(s).

The scheme will promote mobility between Scotland and European research partners with the aim of strengthening existing, and seeding future, research relationships.

There is no restriction on the subject area (within the broad scope of aquatic research), but the proposals will need to demonstrate the potential benefits of the grant for both the recipient and their collaborators. Applicants are encouraged to consider subjects relevant to UN Sustainable Development Goals, COP26, River Basin Management planning, the Blue Economy Action Plan and other relevant programmes.

**ECRs are researchers who do not hold a permanent research position and are no more than 5 years past the date that they were awarded their PhDs.*

Eligibility

The visiting PhD student or ECR must identify a demonstrably active and relevant host institutional collaborator for the proposed collaboration. PhD students must provide an e-mail from their Primary Supervisor supporting their application.

In addition, the host institution must confirm their willingness in principle to host the visiting researcher for the proposed purpose and duration.

Submission and Selection

Applicants must complete the application form below and submit it by email to masts@st-andrews.ac.uk by **1700 (BST) on Friday 8th October 2021**. Applications arriving after the submission deadline will not be considered.

Proposals will be scored through a process of double-blind review by at least two independent reviewers. Our intention is to conclude the proposal assessment and final selection process within three weeks of the submission deadline for applications.

Eligible costs

This grant funding is principally to support physical exchanges of applicants to cover the cost of travel and subsistence and modest research costs. Networking is an important facet of collaboration and funds can be used for this purpose. Proposals that will result in clear outputs such as the generation of a proposal, research results or publication are encouraged.

Successful applicants are responsible for ensuring any visa and insurance requirements for the host country, including the cost of these, are met, and for complying with any border-entry requirements and costs of these.

While not excluded, it is anticipated that host institutions will waive bench fees. Applicants are encouraged to seek additional support in cash or in-kind.

Receipts for all expenditure related to the grant may be requested as evidence of expenditure by the grant awarding body.

Requirements

All successful applicants will be required to provide a brief experiential report within four weeks of the end of their project. The report or parts thereof may be used to promote the activities of MASTS. All successful applicants will be expected to represent, promote and formally acknowledge their respective sponsors SFC/MASTS during the course of their project and in any subsequent related outputs.

Information

Applicants Name	
University & Department	
Full address	XXX Street Name Building XYZ City, Postal Code
Email address	
Phone number	
PhD Students Only Name and title of primary supervisor	Provide name, title and contact information
Proposed Host Institution Details	
Name and Title of Host organisation primary research contact	Provide name, title and contact information
University & Department	
Full address	XXX Street Name Building XYZ City, Postal Code
Email address	

Exchange overview

Exchange title (200 characters max)	
Anticipated exchange start date (no earlier than January 2022)	
Anticipated exchange end date (no later than August 2022)	
Project Location(s): Identify location(s) where exchange will be undertaken (with title/address)	

Exchange Abstract (Max 300 words)

Briefly describe the exchange using language accessible to a non-specialist. The abstract may be published on the MASTS websites for successful exchanges.

Exchange summary (Maximum 1 page – Arial, font 11, single space)

Briefly describe the exchange objectives, activities and anticipated outcomes.

Relevance to larger programmes (Max 200 words)

Briefly describe how the proposed exchange aligns with any larger programmes such as the UN SDGs, COP26, UN Decade of Ecosystem Restoration, UN Decade for Ocean Science, River Basin Management Planning, the Blue Economy Action Plan etc.

Contingency plans (Max 200 words)

Briefly describe any risks, mitigations and contingencies with respect to the successful delivery of the stated aims, objectives and outputs of the proposed exchange.

Budget

Item Number	Description	Cost per Unit	Number of Units	Total Amount (£)
1				
2				
3				
4				
Add more rows if needed				
Total requested				
In-kind contributions				

In-cash contributions				
Grand Total (Total requested + In-kind + Cash)				

Please attach a letters/emails confirming:

1. The host institution agrees in principle to accept you as a visiting researcher for the purpose and period of the exchange if awarded.
2. If you are a PhD student, that your Primary Supervisor agrees in principle to your application and is content for you to undertake the proposed research/collaboration for the period of the grant if awarded.

Please append a CV of no more that 2 pages in length for both the applicant and the principal research contact of the collaborating host. The CVs should highlight those aspects which may be particularly relevant to the proposed research/collaboration and include any relevant recent publications (last 5 years).



ANNEX A of Application form - Eligible Institutions & Countries

<p>MASTS Edinburgh Napier University Heriot Watt University University of Aberdeen University of Dundee University of Edinburgh University of Glasgow University of the Highlands and Islands University of St Andrews University of Stirling University of Strathclyde University of West of Scotland British Geological Survey</p>	<p>EU Member States (EUMS) – Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Portugal, Romania, Slovakia, Slovenia, Spain & Sweden</p> <p>European Free Trade Association (EFTA) States – Iceland, Liechtenstein & Norway</p>
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Annex 4 - University of St Andrews-MASTS-Saltire
Equality and Human Rights Impact Assessment (EHRIA) Form
 Template version: 3.0

Introduction

EHRIAs support the University of St Andrews to meet its statutory duties stipulated under the Equality Act (2010); the Public Sector Equality Duty (2011); and the Scottish Specific Duties (2012). This template will supports the University in meeting the statutory requirements and in relation to the University supported SFC Saltire bid.

Prior to the publication on the University’s website, every EHRIA will be assessed by the Equality, Diversity & Inclusion (EDI) Team, before publishing documentation on the University’s website.

<https://masts.ac.uk/>

Policy Owner:	Mark James, Director, School of Biology - Scottish Oceans Institute
School/Unit:	School of Biology, University of St Andrews
EHRIA Commenced date:	5 July 2021
Version number:	1
EHRIA Completed date:	9 July 2021
Date signed-off by the University EDI Team:	9 July 2021
EHRIA actions due for review on date:	N/A
Date summary of EHRIA published and where:	TBC MAST website (https://masts.ac.uk/) USTAN website www.st-andrews.ac.uk/hr/edi/eia/completed

Stage 1: Background information

Title of Policy/Procedure/Service:	Procedure for Evaluating EaSI-CAT Applications from PGRs/ECRs for SFC Saltire Emerging Researcher Placement Scheme-MASTS
EHRIA Lead Person:	Mark James, Director, School of Biology - Scottish Oceans Institute, MASTS Ops. Dir.
Who else is involved in the EHRIA? Please list all colleagues who will support the development of this assessment	University of St Andrews: Professor David M. Paterson, Dr Emma Defew School of Biology, Sukhi Bains, Head of E&D. Partnering institutions: University of Aberdeen, University of Dundee, University of Edinburgh, Edinburgh Napier University, University of Glasgow, Heriot Watt University, University of the Highlands and Islands, University of Strathclyde, University of Stirling, and University of West of Scotland, British Geological Survey.
Is this a new or revised policy/procedure/service?	New <input checked="" type="checkbox"/> Revised <input type="checkbox"/>

Stage 2: Scoping and evidence gathering

What is the reason for introducing/revising an existing policy/procedure/service?
MASTS will use SERS funding strategically to promote bidirectional mobility between Scotland and European research partners with the dual aims of strengthening existing relationships and initiating new research collaborations. The scheme will be open to both outgoing and incoming exchanges. The EHRIA required by the SFC for application has been completed before the deadline stipulated.
What is the intended outcome(s) and impact?
To ensure the treatment of Post Graduate Researchers (PGRs) and Early Career Researchers (ECRs) is fair, and eliminates potential bias, discrimination, or negative treatment, across all protected characteristics, across all listed partnering universities.
What internal/external quantitative/qualitative data, evidence or research, as well as legislation relating to equality and human rights, has been considered when deciding to develop new or revise current policy/procedure/service? e.g. University equality reports or action plans
<p>External: As per SFC guidelines, the EHRIA process is an SFC requirement to ensure funding is compliant with the Scottish Specific Duties (2012). The EHRIA process is also part of the institutional commitment by the University of St Andrews University (this template form was created to be fully aligned with that in place at the SFC).</p> <p>Internal: Experience in successfully running similar initiatives will be used in assessing all applications for placements. Analysis of data of PGRs/ECRs at different stages will be monitored across different protected characteristics, with linkage to the School of Biology Athena SWAN/EDI Committee.</p> <p>Participating institutions (and academic departments where applicable) are members of the Athena SWAN equality accreditation. This provides evidence of an essential awareness of ED&I issues or good practice, specific to gender equality, and more recently in the area of Trans and intersectionality (e.g. gender and ethnicity).</p> <p>In May 2021, the University of St Andrews School of Biology became a sector leader in ED&I following the announcement that the school successfully attained the Athena SWAN Gold: <i>“The panel commends the level of ambition in some of the targets” and noted “Progression and achievement is sustained and is now being demonstrated through impact that is clearly linked to previous actions”.</i></p> <p>In addition to this, the School is aligned with the progress commitment that St Andrews is advancing on ED&I. Such as St Andrews being the first university in the UK to become a signatory to the BitC Race at Work Charter, is a Stonewall Diversity Champion, holds the LGBT Charter, Healthy Working Lives Gold award, and is a Carer Positive accredited employer at the Exemplary level.</p> <p>All PGRs/ECRs will receive mandatory ED&I training, including mandatory assessed online training modules in Unconscious bias as well as Diversity in the workplace, which focuses on the Equality Act (2010) areas of bullying, harassment and discrimination across all protected characteristics. It</p>

is also mandatory for any staff member assessing applications to complete these training modules prior to seeing applications.

Who has been consulted?

e.g. Staff/students, Trade unions, Third sector partners, Expert groups

In addition to the institution partners and the Chair of the School of Biology Athena SWAN/EDI Committee, the Head of E&D was also consulted.

How did the consultation shape the policy/procedure/service?

The framework proposal for evaluating applications for the SALTIRE Emerging Researcher Scheme (SERS), Submission from the Marine Alliance for Science and Technology for Scotland (MASTS).

Stage 3: Identifying outcomes and impact

Delivering on the University’s Public Sector Equality Duty, consider the equality risk assessment within the context of broader staff, student or visitor journey (attainment, recruitment, retention, progression, promotion, training etc.)

1. How does the policy/procedure/service contribute to eliminating discrimination, harassment and victimisation?	Positive <input checked="" type="checkbox"/>
	Negative <input type="checkbox"/>
	No effect <input type="checkbox"/>

Please describe:
Partnering institutions are committed to transparent process of eliminating discrimination, harassment and victimisation, through their Equality Outcomes Action Plan and Equality Mainstreaming Report, which were recently published in April 2021. Moreover, the University of St Andrews School of Biology, has sector leading beacon activities (as assessed for Athena SWAN Gold) recognising that assessment, recruitment and selection processes are fair and legally compliant.

2. State how the policy/procedure/service advances equality of opportunity between those who share a protected characteristic and those who do not?	Positive <input checked="" type="checkbox"/>
	Negative <input type="checkbox"/>
	No effect <input type="checkbox"/>

Please describe:
As stated in section 1, Partnering institutions are committed to transparent process of eliminating discrimination, harassment and victimisation, through their Equality Outcomes Action Plan and Equality Mainstreaming Report, which were recently published in April 2021. Moreover, the University of St Andrews School of Biology, has sector leading beacon activities (as assessed for Athena SWAN Gold) recognising that assessment, recruitment and selection processes are fair and legally compliant.

3. In which ways does this policy/procedure/service fosters good relations (tackle prejudice, promote understanding) between those who share a protected characteristic and those who do not?	Positive <input checked="" type="checkbox"/>
	Negative <input type="checkbox"/>
	No effect <input type="checkbox"/>

Please describe:

As stated in section 1, Partnering institutions are committed to transparent process of eliminating discrimination, harassment and victimisation, through their Equality Outcomes Action Plan and Equality Mainstreaming Report, which were recently published in April 2021. Moreover, the University of St Andrews School of Biology, has sector leading beacon activities (as assessed for Athena SWAN Gold) recognising that assessment, recruitment and selection processes are fair and legally compliant.

4. Does the policy/procedure/service ensure Human Rights articles compliances?

Compliant **Breach**

Please indicate which articles of Human Rights does the policy/procedure/service relate to:

Article 1 - Free and equal

Article 2 - Right to life

Article 3 - Prohibition of torture

Article 4 - Prohibition of slavery and forced labour

Article 5 - Right to liberty and security

Article 6 - Right to a fair trial (e.g. disciplinary procedures)

Article 7 - No punishment without law (e.g. disciplinary procedures)

Article 8 - Right to respect for private and family life

Article 9 - Freedom of thought, conscience and religion

Article 10 - Freedom of expression

Article 11 - Freedom of assembly and association (e.g. trade union recognition)

Article 12 - Right to marry

Article 14 - Prohibition of discrimination (e.g. people part of protected characteristic groups)

Protocol 1 Article 1 – Protection of property

Protocol 1 Article 2 – Right to education

Detail the positive impact here (if not already stated earlier):

Given our duty of care for our staff/students, as stated within our proposal, it is the responsibility of the recipient of the award and the institution(s) hosting them to ensure that all necessary permissions, visas and related right to work documentation is in place before the start of the exchange/placement.

Where travel may be a requirement (can form part of any risk assessment), the University's 'Planning your Travel' guidance from our Global office, provides signposting to the UK Government Foreign travel advice web resource. The government checked guidance includes information on local laws and customs specific to diversity concerns, such as for the LGBT+ community or on religious dress code requirements. Alternatively, staff/students can contact the Head of E&D for confidential advice. Weblink: <https://www.st-andrews.ac.uk/assets/university/collaborations-and-study-abroad/documents/collaborations/planning-your-travel.pdf>

The processes are in compliance with equality laws: Equality Act (2010), Public Sector Equality Duty (2011), Scottish Specific Duties (2012). In addition to the external SFC Outcome Agreement Guidance, as well as the following internal EDI compliance streams:

- University of St Andrews:
 - Equality, Diversity & Inclusion Policy
 - Dignity & Respect at Work Policy
 - Student Harassment & Bullying Policy
 - Equality Mainstreaming Report (April 2021)
 - Equality Outcomes Action Plan (April 2021)

All PGRs/ECRs will receive mandatory ED&I training, including mandatory assessed online training modules in Unconscious bias as well as Diversity in the workplace, which focuses on the Equality Act (2010) areas of bullying, harassment and discrimination across all protected characteristics. It is also mandatory for any staff member assessing applications to complete these training modules prior to seeing applications.

The process utilised is aligned to our ethnical commitment to ED&I. Mechanisms for supporting candidates through the application process will include supportive feedback opportunity, from a diverse selection committee comprising of different academic/professional roles as well as different protected characteristics will be in place.

Please select which group(s) will be affected by the positive impact:

Age (e.g. older people or younger people)	<input checked="" type="checkbox"/>
British Sign Language (BSL)	<input checked="" type="checkbox"/>
Disability (e.g. people with visible or non-visible disabilities, physical impairments or mental health conditions)	<input checked="" type="checkbox"/>
Gender (e.g. men, women)	<input checked="" type="checkbox"/>
Gender Identity (e.g. Transgender identity, non-binary identities, people who will change/have changed/are changing their gender from that assigned at birth, and non-binary)	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input checked="" type="checkbox"/>
Maternity and Pregnancy (e.g. maternity/paternity/shared/adoption leave)	
Race (e.g. people of different nationalities, national identities, ethnicities)	<input checked="" type="checkbox"/>
Religion or Belief (e.g. belonging to a particular religion, holding a particular belief, or have no affiliation to any particular religion or belief)	<input checked="" type="checkbox"/>
Sexual orientation (e.g. asexual, lesbian, gay, bisexual or heterosexual)	<input checked="" type="checkbox"/>
Socio-economic groups (e.g. caring responsibilities)	<input checked="" type="checkbox"/>
Human rights compliance (e.g. civil, political, economic, social, and cultural rights)	<input checked="" type="checkbox"/>

Stage 4: Analysis of impact/outcomes

If it has been indicated that this new or revised policy/procedure/service will have an impact/outcome on one or more of the 3 main duties of the Public Sector Equality Duty and Human Rights articles for staff or students. Use these sections below to indicate whether the impact is positive

or negative, and justify the assessment using the data and evidence already gathered (via statistics, consultation, etc.)

Detail the negative impact here (if any): no negative impact is predicted	
Potential impact:	Mitigating response:
Please select which group(s) will be affected by the negative impact:	
Age (e.g. older people or younger people)	<input type="checkbox"/>
British Sign Language (BSL)	<input type="checkbox"/>
Disability (e.g. people with visible or non-visible disabilities, physical impairments or mental health conditions)	<input type="checkbox"/>
Gender (e.g. men, women)	<input type="checkbox"/>
Gender Identity (e.g. Transgender identity, non-binary identities, people who will change/ have changed/are changing their gender from that assigned at birth, and non-binary)	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>
Maternity and Pregnancy (e.g. maternity/paternity/shared/adoption leave)	<input type="checkbox"/>
Race (e.g. people of different nationalities, national identities, ethnicities)	<input type="checkbox"/>
Religion or Belief (e.g. belonging to a particular religion, holding a particular belief, or have no affiliation to any particular religion or belief)	<input type="checkbox"/>
Sexual orientation (e.g. asexual, lesbian, gay, bisexual or heterosexual)	<input type="checkbox"/>
Socio-economic groups (e.g. caring responsibilities)	<input type="checkbox"/>
Human rights compliance (e.g. civil, political, economic, social, and cultural rights)	<input type="checkbox"/>

Stage 5: Identifying options and course of action: Select a recommended course of action:	
Outcome 1: Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.	<input checked="" type="checkbox"/>
Outcome 2: Proceed with adjustments to remove barriers identified for discrimination, advancement of equality of opportunity and fostering good relations or breach of human rights articles.	<input type="checkbox"/>
Outcome 3: Continue despite having identified some potential for adverse impact or missed opportunity to advance equality and human rights (justification to be clearly set out).	<input type="checkbox"/>
Outcome 4: Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.	<input type="checkbox"/>

Summary of results, including the likely impact of the proposed policy/procedure/service advancing equality and human rights, plus any next steps identified

Please detail the summary here:

The process undertaken outlined within the proposal and currently in place, complies with internal policies and commitments specific to equalities, as well as external Scottish & UK Government equality legislation.

Furthermore, there will be conducting of on-going monitoring of the process to factor in any unforeseen issues that could arise outwith SFC and internal expectations on equalities, in consultation with the University of St Andrews EDI Team.

Outline plans to action and review the impact of the new or revised policy

- Note: any evidence that raises concern would trigger an early review rather than the scheduled date
- Indicate if there is any data which needs to be collected as part of action to be taken and how often it will be analysed
- Indicate how the person responsible will continue to involve relevant groups and communities in the implementation and monitoring of the new or changed policy/procedure/service

Template example (if required):

Action	Responsibility	Date	Review point	Outcome

Stage 6: Publishing

The completed EHRIA and Publishing Document must be emailed to the Equality Diversity Inclusion Team: diversity@st-andrews.ac.uk.

Please note that the final EHRIA, or reference to it will be published on the University’s website once the EHRIA has received approval. As part of a transparent process, and to support decision making, EHRAs will also be submitted to relevant institutional committee or group.

Professor Brad MacKay

Senior Vice Principal &

Vice Principal (International Strategy and External Relations)

9 July 2021

Dear Panel,

Re. Letter of support SALTIRE Emerging Researcher Scheme (SERS)

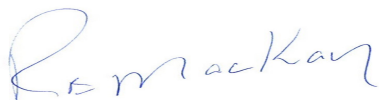
The University of St Andrews is a Scottish university with a global orientation rooted in European traditions. Our demographic profile is highly distinctive with over 45% of our students and staff coming from outside of the UK. We are proud that the University is ranked among the top universities in the world for its international outlook. The University has hosted the sharpest minds from around the world, has sent its own ambassadors across the globe and is committed to the inclusive development of excellence and scholarship at all levels.

The proposed SFC Saltire Emerging Researcher Scheme is therefore very much in keeping with the strategic goals of the university (world leading, global and inclusive) recognising the importance of communication and exchange across international boundaries.

The MASTS organisation, hosted by the University, has been developing increasingly strong networks of marine capacity across Scotland, while also becoming a focus of international representation for the Scottish marine community. The success of MASTS has been enhanced by the support of the University and we recognise the value of MASTS for the marine community.

I therefore confirm our full support for this proposal. It will benefit not only St Andrews, but the entire MASTS community and it will help further increase the reputation of Scottish marine science across Europe. The University will provide logistic support to the bid and to the team, if successful. The University and the Scottish Oceans Institute already support the MASTS executive and we will be delighted to continue this support with the development of the new SERS programme.

Your sincerely,



Prof Brad MacKay
Senior VC International

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