



Proposal:

**Scottish Funding Council Saltire Emerging
Researcher Scheme for the Chemical Sciences**

&

**Saltire Emerging Researcher Cohort Building &
Development Programme (for entire Saltire
Emerging Researcher cohort)**

2021-2022



Strengthening Research Collaborations with Europe

Table of Contents

1	Nominated Host Organisation.....	3
2	Host Universities in the Consortia.....	3
3	Brief description of proposed exchange programme.....	3
3.1	Key aims and objectives of the programme.....	3
3.2	Scope.....	3
3.3	Eligibility criteria.....	4
3.4	Application criteria.....	4
3.5	Assessment criteria for applicants.....	5
3.6	Administration of the funding call.....	5
3.7	Match funding from exchange partners.....	6
4	A brief plan outlining key stages and dates of the programme.....	6
5	ScotCHEM Saltire cohort building & networking activities.....	7
6	Contingency plans in the event of curtailed travel.....	7
7	The ScotCHEM Consortium.....	7
8	ScotCHEM’s track record of exchange programme administration.....	8
9	Proposed exchange programme summary.....	8
10	Detailed programme income and expenditure statement.....	9
11	Saltire Emerging Researcher Scheme (entire cohort) programme: “Team Saltire”.....	9
11.1	Event framework proposal.....	9
11.2	Proposal summary.....	10
11.3	Program of events.....	10
11.4	Inclusion & Impact.....	12
11.5	Contingency and further options.....	13
11.6	Delivery / administration.....	13
11.7	Income and expenditure statement.....	14
11.8	Timeline and key dates.....	15
12	Signatories.....	15
	Annex A Examples of successful PEER/PECRE awards administered by ScotCHEM on behalf of the ScotCHEM consortium.....	16
	Annex B PGR and ECR Definitions.....	17
	Annex C Equality and Human Rights Impact Assessment.....	18
	Annex D Letter of support.....	29

1 Nominated Host Organisation

ScotCHEM – The Scottish Universities Research Pool for Chemistry; administered by the University of St Andrews.

2 Host Universities in the Consortia

Current University members of ScotCHEM: University of Aberdeen, University of Dundee, University of Edinburgh, University of Glasgow, Heriot Watt University, University of St Andrews, University of Strathclyde¹.

3 Brief description of proposed exchange programme

3.1 Key aims and objectives of the programme

- a. Promote mobility between Scottish and European research partners with the aim of strengthening existing, and seeding future, research relationships in the chemical sciences.
- b. Develop or strengthen relationships between host/exchange universities/institutions and between host/exchange research groups.
- c. Develop research talent and attract new talent to Scotland, growing the nation's research base in chemical sciences.
- d. Expand and capitalise on researchers' international links to attract business investment from overseas

3.2 Scope

The ScotCHEM Saltire scheme will be open to both outgoing exchanges and incoming exchanges for Post-graduate Researchers (PGRs) and Early Career Researchers (ECRs).

The programme will focus on chemistry/chemical sciences or cross disciplinary research through collaboration. There will be a particular emphasis on existing or emerging strengths within exchange universities and applicants will be expected to align their proposals with Horizon Europe priorities such as pillars, missions and/or partnerships.

Exchanges are expected to take place between research institutions in Scotland and EU Member States, EEA and EFTA countries. There is also scope to have exchanges with companies based in EU Member States, EEA and EFTA countries provided these placements will demonstrably maintain and strengthen Scottish universities' research ties with European collaborators.

PGRs and ECRs from ScotCHEM member universities will be eligible to apply¹.

PGRs and ECRs from any University or research institution in EU Member States, EEA and EFTA countries will be eligible for the programme, if the applicant meets the application and eligibility criteria set out below including facilitating exchange of researchers in the chemical sciences with at least one ScotCHEM university partner.

Inbound exchange placements must be based at a ScotCHEM member department and through which applications must be made.

Inbound or outbound exchanges can be three- or six-months duration (Table 1).

The proposal also includes several initiatives to create and support a peer alumni group including on-line and in-person (restrictions allowing) events for shared learning and networking, and a "graduation" ceremony/showcase event. These are outlined in section 5.

¹ScotCHEM is currently in discussions regarding expansion of its member base. If new members have joined ScotCHEM prior to the close of the Saltire Emerging Researcher Funding call, they will also be part of the consortia.

TABLE 1 EXCHANGE OPTIONS					
EXCHANGE	DURATION				MATCH FUNDING
	3	6	3+3	6+6	
Outbound <ul style="list-style-type: none"> Applicant must be based at a ScotCHEM member Department 	✓	✓			Desirable
Inbound <ul style="list-style-type: none"> Application must be made through a ScotCHEM member Department 	✓	✓			Essential: degree of match funding
Outbound & Inbound: 3+3 month <ul style="list-style-type: none"> Outbound applicant must be based at a ScotCHEM member Department Application must be made through a ScotCHEM member Department 			✓		Essential: degree of match funding for inbound exchange
Outbound & Inbound: 6+6 month In exceptional circumstances, a 6+6 outbound-inbound application will be considered <ul style="list-style-type: none"> Outbound applicant must be based at a ScotCHEM member Department Application must be made through a ScotCHEM member Department) 				✓	Essential: 100% match funding for inbound exchange
Industrial exchange: <ul style="list-style-type: none"> Applicant must be based at a ScotCHEM member Department 	✓	✓			Essential: minimum 25% match funding required

3.3 Eligibility criteria

The funding call will be open to PGRs and ECRs (see definitions in Annex B).

Non-independent researchers will require a letter of support from their supervisor or line manager. Independent researchers may require line-manager approval, but this is at the discretion of their employer.

For outbound exchanges, the applicant must be studying in/employed by a ScotCHEM University and have at least the duration of the exchange plus one month (to provide sufficient time to submit reports) remaining on their studies or contract from the start of their exchange.

For inbound exchanges, the exchange placement must be in a ScotCHEM member department.

3.4 Application criteria

The exchange proposal must:

- Explain how it will build or strengthen collaborative research relationships with Europe.
- Explain how the project aligns with Horizon Europe priority areas (pillars, missions, partnerships)².
- Include an impact statement indicating how the exchange will provide scientific/research/industry impact, contribute to national priorities or a justified industrial demand.
- include a statement on agreed or anticipated match funding where applicable.
- Include a timeline of the exchange. This will be particularly important where the project involves both an outbound and inbound exchange.
- For 3+3 month outbound and inbound exchange the application must include if this will be a concurrent exchange or a non-concurrent exchange.

² https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

- g. For 6+6 month outbound and inbound exchange, the placements must be concurrent.
- h. In the case of reciprocal exchanges (3+3 and 6+6) the application should seek to include match funding for the inbound applicant. 100% match funding will be essential in the case of a 6+6 month exchange - inbound.
- i. Include a contingency statement in the event that travel is not possible or curtailed
- j. Facilitate exchange of a researcher in the chemical sciences with at least one ScotCHEM university partner, in the case of uniquely inbound exchanges.
- k. All applications will require a statement from the host institution/entity indicating support for the application. This letter should also include written confirmation of any match funding or other support being provided where required or encouraged.
- l. Industrial exchanges must include a minimum of 25% match funding from the industrial partner.

It may also fulfil one or more of the following additional aims:

- m. provide access to facilities for generation of proof-of-concept data or for enhancing impact of ongoing research
- n. provide access to skills (not available in the UK) under the scope of continuing professional development/post graduate training – in these circumstances, the application should also include a plan for newly acquired skills-sharing on completion of the exchange (to their research group, institution or all ScotCHEM members, as appropriate)
- o. Generate new links with industry, with the aim of attracting new business to Scotland

3.5 Assessment criteria for applicants

Each proposal will be assessed based upon the criteria detailed in the application call by ScotCHEM, and outlined in this proposal:

- a. New or strengthened research collaborations
- b. Impact on individual careers
- c. Enhanced access to equipment and/or training and/or knowledge/skills
- d. Alignment to Horizon Europe key priorities
- e. Alignment to national priorities

Each project proposal will be reviewed by a panel of referees. ScotCHEM will ensure that the assessment process is fair and impartial.

ScotCHEM will provide feedback to all applicants in the spirit of providing valuable training for this type of activity. The level of feedback will be dependent upon the volume of applications received and may be provided at a later stage.

3.6 Administration of the funding call

The programme exchange opportunities will be advertised through ScotCHEM's extensive communication channels including website, e-Newsletter and social media as well as University and Research Innovation Scotland communication channels.

Projects will be funded between January 1st 2022 and July 31st 2022, and run for no more than 6 months (end-date prior to August 1st 2021).

The maximum amount that can be requested for each exchange is as follow:

- 3 month exchanges will be funded up to a maximum of £5,000
- 6 month exchanges will be funded up to a maximum of £10,000
- 3 + 3 month exchanges maybe funded up to a maximum of £10,000 with a degree of match funding being essential
- 6 + 6 month exchanges will be funded up to a maximum of £10,000 with 100% match funding essential.

Funds are expected to cover primarily travel and subsistence costs. Where necessary funds may be used to cover the cost of isolation on arrival and/or on return from the exchange but within the maximum allowable cap of each exchange type.

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

Funds can be used for any reasonable costs associated with the exchange. However, it is expected that applications will primarily cover travel and subsistence³. Where possible, research costs are to be covered by the host university (considered as "in kind" contributions), but these costs can be included in "other" costs, provided that the total cost per exchange does not exceed the allowable limits (see above). Any expected research costs should be detailed in the budget provided with each application.

Funds and contracts will be administered through ScotCHEM and the University of St Andrews.

3.7 Match funding from exchange partners

A key assessment criterion will be the ability to secure match funding for any proposals submitted. Specifically in the event of an exchange with an industrial partner and/or for inbound exchanges.

ScotCHEM, in collaboration with its university partners will also provide advice to applicants on possible match funding routes.

4 A brief plan outlining key stages and dates of the programme

Action	Date
Funding Call open	1 August 2021 – 30 September 2021 (Initiation date dependent upon successful SFC notification)
Assessment of eligibility	October 2021
Applicant notification*	First week November 2021
Access to Programme participants' on-line peer support group	November 2021 (and for duration of the programme)
Launch event	December 2021
Projects commence	January 2022
Mid project review & meeting (with each awardee)	Scheduled dependent upon start and duration of each project
End project review & meeting (with each awardee)	June – August 2022 Scheduled dependent upon start & duration of each project but no later than 31st August 2022
All exchanges completed	End July 2022
Programme event to share outcomes and learnings	August 2022
Initial outcome report to be submitted by each awardee**	15 th August 2022
Programme review and report to SFC	TBC SFC
Continuation of Alumni Group Programme for on-going peer support	August 2022 onwards

*Feedback will be provided to unsuccessful applicants at a later date. The level of feedback will be dependent on the number of proposals received.

**ScotCHEM will also contact the awardees or their supervisors to gather additional post-exchange impact information within one year of completion of the exchange.

All awardees are also expected to participate in the Saltire entire cohort programme of activities throughout the duration of the scheme.

³ Visa costs for incoming or outgoing exchanges/placements will not be covered

5 ScotCHEM Saltire cohort building & networking activities

The successful applicants will be part of a ScotCHEM Saltire cohort, with direct access to all existing ScotCHEM programmes (such as ECR seminars & research talks, and professional development resources) with an expectation that they will contribute to these activities, coffee meets, and relevant ScotCHEM on-line courses.

A programme-specific alumni group will also be established with its own on-line collaboration space and events specifically delivered for the group, including a special mentoring programme (that will continue beyond the Saltire scheme). It is also envisaged that the scheme alumni, with ScotCHEM support, will themselves become mentors for other researchers who are interested in international collaboration. This will not only extend the outcomes of the programme itself but also help build a new generation of researchers with mentoring skills.

If circumstances allow, we propose to have two in-person events for the ScotCHEM Saltire programme alumni – one at the start (launch event) and one at the conclusion of the programme. The launch would be held either in person, on-line or as a hybrid event, in November 2021, shortly after the awardees are announced. The aim of the event will be for awardees to present their proposals to their peers and communicate what they expect to achieve from their exchange. There will also be a time for breakout rooms / round table discussions to allow for networking and exchange of ideas and good practice. The conclusion event (either in person, on-line or as a hybrid event) will be held in early August 2022 when all exchanges will have finished. This will primarily be a time of debriefing to share learnings and best practice, and which will be used to inform future programs like the Saltire Scheme. It will also be an opportunity for exchange supervisors to share their experience of hosting awardees and give the opportunity to explore future collaborations. This event will also mark the start of a mentoring system made up of the returning exchange researchers. Their experience will be used to encourage other researchers to seek international collaboration through exchange mechanisms. We will also use their learning to create valuable resources for researchers seeking to undertake similar exchanges.

6 Contingency plans in the event of curtailed travel

ScotCHEM is highly experienced in delivering on-line collaborative programmes, from training and knowledge exchange to graduate masterclasses, alumni groups and industry engagement as well as public engagement.

Part of the application criteria will be for applicants to include a statement on how they would respond to disruption/curtailment of travel and ScotCHEM will support applicants to deliver contingency plans should the necessity arise.

Regardless of restricted or unimpeded travel, we plan to create an alumni network for the successful applicants who will be asked to share their collaboration journeys through a blog throughout the exchange. This can be accessed as a resource well beyond the life of the programme and share learning with broader audiences. We will also incorporate an end-of-programme celebration that can take place either in person or remotely. This will be in the form of a showcase, networking and “graduation” event.

If curtailment of travel is likely to affect the expenditure on any project, unplanned spending because of remedial action (not initially outlined in the proposal) will require approval by ScotCHEM.

7 The ScotCHEM Consortium

ScotCHEM is Scotland’s Chemistry Research Pool – the strategic alliance between Scotland’s world-leading University Chemistry Schools. ScotCHEM members currently include the Chemistry or Chemical Sciences Schools of the Universities of Aberdeen, Dundee, Edinburgh, Glasgow, Heriot Watt, St Andrews and Strathclyde. Our aim is to advance the nation’s research and innovation in Chemistry, and to secure Scotland’s global position as a world-class centre of research excellence and translation ensuring that publicly funded research delivers for the nation. We facilitate inter-disciplinary and cross-sector collaboration (including industry collaboration), access to research facilities, networking (national and international), training and knowledge exchange, and public engagement for Scottish Chemistry.

ScotCHEM has a strong track record as an instigator and facilitator of collaboration. Building and strengthening research collaborations with European researchers fits well with our focus on partnerships, internationalisation

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

of research and research outcomes, and career development for our doctoral students and early career researchers. We are also committed to broader understanding and appreciation of the part that chemistry research has to play in delivering Scotland's ambitious targets, through innovative public engagement.

ScotCHEM has a considerable track record in facilitating and administering successful funding programmes including PEER/PECRE and ScotCHEM ECR Funding Call. We are established in supporting post-graduate and early career researchers, running webinar research series and meetings, and on-line training. We have existing mechanisms for both administration of the programme and extension activities such as an alumni programme for successful applicants, extending the impact of the programme well beyond individuals and direct programme outcomes.

8 ScotCHEM's track record of exchange programme administration

This proposal builds upon successful PEER/PECRE exchange programmes previously administered by ScotCHEM on behalf of Chemistry Schools in the Scottish Universities. ScotCHEM has administered 27 PEER/PECRE projects to date. Successful projects included both outbound and inbound exchanges with countries including Germany, Spain, France, USA, India, Czech Republic, Slovenia, Australia, The Netherlands, Japan and Canada.

Examples of projects and outcomes are provided in Annex A.

In its 2020 ECR Funding Call (with similar remit to PEER/PECRE awards) ScotCHEM successfully funded and administered 12 projects.

This proposal will rely on ScotCHEM's experience in successfully delivering these programmes in addition to extending the reach of the programme due to a potentially larger member body of ScotCHEM¹ and application eligibility for EU Member State, EEA and EFTA based researchers.

ScotCHEM will use its existing channels of communication, and those of Research Innovation Scotland, to promote the programme.

9 Proposed exchange programme summary

The SFC Saltire Emerging Researcher – ScotCHEM programme will connect Scottish and European research in the chemical sciences through an exchange programme. It will provide an opportunity for doctoral post-graduate researchers and early career researchers, to work for up to six months in a host institution – either Scotland-based researchers working in European host institutions or vice versa.

Benefits of the programme will include building and strengthening research collaborations between Scottish and European Chemistry researchers, and between research groups. This will strengthen the overall chemistry research base in Scotland and potentially attract new talent to assist the sector in growing.

Awardees will benefit from acquisition of new skills, knowledge sharing, network-building and experience in international collaboration, in addition to enhanced continuing professional development. Further benefits will accrue from a new cohort-wide peer network for Scotland's emerging researchers.

Ultimately, the programme will deliver a new generation of emerging researchers who will be well placed to become future research leaders in their field. It will provide a strong foundation for the awardees to apply for fellowships as the next step in their careers.

Scotland punches above its weight in chemistry research and translation. It is an important contributor to our economy and to meeting our ambitious targets, such as Net Zero 2045. We have a long history in innovation and in working across boundaries – discipline, sector and international borders. Strengthening our links with Europe will enhance our research base in critical areas, attracting new talent and, potentially, business into Scotland.

10 Detailed programme income and expenditure statement

This proposal will include income from SFC, cash and in-kind contributions from ScotCHEM and the University of St Andrews.

ScotCHEM will also seek sponsorship/partnerships for the ScotCHEM scheme. If additional funds are secured, these will extend the activities, so deliverables and outcomes outlined in our proposal will not be compromised should additional funding not be secured.

Activity	Source	Income (£)	Expenditure (£)
Programme funding	SFC	100,000	
Exchange awards 10-15 depending on duration			98,000
Chemistry Saltire cohort support activities and events	SFC ScotCHEM	2,000	2,000 2,000
Marketing costs	ScotCHEM: in-kind	3,000	3,000
Sponsorship	TBC	TBC	
Match Funding	TBC	TBC	
Administration costs	ScotCHEM in-kind (1 day/week/year from Sep 21 – Aug 22)	7,825	7,825
TOTAL		112,825	112,825

11 Saltire Emerging Researcher Cohort Building and Development programme: “Team Saltire”

11.1 Event framework proposal

Research Innovation Scotland (RIS) is an overarching umbrella for joint activities conducted by SFC funded consortia (Research Pools, Innovation Centres and Interface) and aligned partners. RIS is a platform for the delivery and signposting of multidisciplinary and cross-sectoral events, workshops and networking activities. Owing to its strong foundation in collaborative working of many consortia and its existing links into our Scottish Universities, we believe it is best placed to deliver the Saltire Cohort program of events and activities to support awardees, enable networking and showcase the work of the Saltire Emerging Researchers.

ScotCHEM, as one of the constituting parts of RIS, has been nominated to coordinate and deliver the entire cohort program of activities on behalf of RIS and other consortia supporting this proposal. ScotCHEM has developed the following proposal (cf ScotCHEM proposal document section 5) for a program of activities, in consultation with all entities who support it (see below).

ScotCHEM is willing to deliver this cohort proposal on behalf of RIS regardless of being successful in securing the principal Saltire Emerging Researcher award (£100k; above). If successful, ScotCHEM will work with and coordinate the proposed range of activities with all the consortia delivering the Saltire Emerging Researcher Scheme. If successful, ScotCHEM will be open to reasonable changes or additions to the range of activities offered to the full Saltire cohort, to ensure inclusion of consortia who have not been involved in this current proposal.

This proposal is being supported by: ETP/SRPe (joint Saltire proposal), MASTS, SAGES, ScotCHEM, SICSA, SINAPSE, SULSA and SUPA.

11.2 Proposal summary

'Team Saltire' will be a program of activities to provide additional training, mentoring, CPD and networking opportunities for all awardees in the Saltire Emerging Researcher scheme 2021-22.

This program will include a range of activities that will run throughout the Saltire exchange timeline (December 2021 to August 2022). The cohort will be given the opportunity to take part in networking events, workshops and dedicated training masterclasses, mentoring and public engagement activities. The cohort programme will culminate in a showcase conference event followed by an award ceremony (to be held at the end of August 2022).

This extensive package of activities will provide all participants of the scheme with the opportunity to network across disciplines, learn additional non-discipline-specific skills, and build the "sense of cohort" with a cohesive peer group. The conference and award ceremony, in addition to providing valuable peer and high-level networking, will also provide the opportunity to showcase the potential for our Emerging Researchers to be Future Leaders of Research. Saltire awardees will also participate in public engagement activities to showcase research and the Saltire Scheme to broader audiences and communities.

11.3 Program of events

Training and networking events

A range of training and networking activities that will span the duration of the exchange program will be offered. Some will be compulsory others may be offered as elective activities. The majority of these activities will be offered online as they will be held while the participants of the scheme are on their exchanges.

1. **Mandatory A 'Team Saltire' LinkedIn Group** will provide a platform for recipients of the awards to connect in a social space common to all. It will also be used to communicate with the entire cohort in an efficient and consistent manner, by posting relevant information to all. The use of LinkedIn for this purpose will also ensure that the Team Saltire cohort are gaining experience and building their professional profiles in this widely used business platform.
2. **Mandatory Two Team Saltire Workshops** will be held for the entire cohort and will focus on facilitating knowledge exchange between awardees. The first workshop will be held in February 2022 and will focus on exploring the benefits of collaboration and how to maximise these benefits (with particular emphasis on the awardees' exchanges). In this workshop, academics from across disciplines who have been particularly successful in collaboration will share their collaboration stories, successes and strategies.

The second workshop will be held in May 2022 and will focus on priorities for research collaborations with Europe and its funding landscape. The cohort will explore what they believe are the opportunities and priorities, incorporating any early learnings from completed or in-progress exchanges. This workshop will include contributions from academics and partners from industry to share their experience of securing European research funding through collaborative projects. It will also include participants from the Scottish Government to provide expert insight into the Scottish/European research funding landscape and highlight the opportunities that may be available to Saltire awardees, to build on their Saltire Scheme experience.

The workshops will be designed to specifically embrace the multi-disciplinary spread of the Saltire cohort, drawing on experiences from different sectors to share learnings and generate more innovative approaches to collaboration. In the course of the workshops break-out sessions will be used to ensure cross discipline interaction and learning.

3. **Mandatory Team Saltire Peer Mentoring** will be offered whereby awardees can access peer-to-peer support. This will be supported by high-level mentoring from academics across the consortia. This element of the programme will aim to develop broader mentoring skills across the cohort not only as very valuable individual professional development but also creating the next generation of research mentors across Scotland's research landscape. This element of the cohort programme will especially benefit from the cross-disciplinary nature of the Saltire Scheme and the connections made across the group as a whole.

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

4. **Mandatory (minimum of 2) Team Saltire Masterclasses:** a portfolio of Team Saltire Masterclasses will be offered to all participants, from which they will be required to attend at least 2. These will be commissioned for the cohort from experts in a variety of fields. These aim to provide additional opportunities for CPD that applicants would not otherwise receive. The exact makeup of these masterclasses will be designed with the assistance and input of all Saltire consortia and may pool existing training that these consortia already deliver. Examples of masterclasses could include communication strategies (beyond academic publishing), design training (creation of visual/audio communications), public engagement training, leadership training, research culture: equity and diversity.
5. **Elective The Coffee Break @Saltire** (based on *The Coffee Break @RIS*) will be a platform to facilitate networking across the cohort. Awardees will be encouraged to sign up to informal 'Coffee Break' meetings. These are designed as short informal conversations, the like of which usually happen at the coffee machine or in the common room. These are often the breeding ground for novel ideas and unforeseen collaborations and will enable the participants to meet with other researchers from a wide variety of disciplines and levels of expertise which they would not otherwise access. (The Coffee Break @RIS has proved to be extremely popular amongst researchers, with over 90 scheduled virtual meeting having taken place in the latest programme).

Team Saltire Conference

The **Team Saltire Conference and Awards Ceremony** (working title) will be a networking and cohort-building event hosted at a major national cultural venue. The day-long event will allow participants to share their research exchange outcomes in an alumni conference with a major keynote event – speakers such as Serenity Gibbons, entrepreneur commentator from Forbes Magazine or Erica Dhawan, collaboration expert from the Harvard Business Review would be sought as inspirational thought leaders to inspire the cohort. Having participants from across the scheme will encourage cross-disciplinary and creative thinking as well as enable knowledge exchange and deliver public engagement for all.

All Saltire scheme alumni will be invited to attend the conference, along with exchange hosts and representatives from all consortia that will have delivered the scheme.

Circumstances allowing, this will be a hybrid event where all participants will be asked to present their research and collaboration experience to their peers. Applicants that are unable to travel to the conference but wish to participate will be given the opportunity to present via either live link or pre-recorded talks and live on-line Q&A sessions will allow for online participation.

Conference parallel sessions will align with Horizon Europe Cluster⁴ topics rather than the focus of individual Saltire consortia, in order to maximise the opportunity for cross-disciplinary interaction and knowledge exchange, as well as identify opportunities for future funding applications.

Participants will also be asked to share a prepared flash presentation on their research and collaboration (briefly outlining their research field, impact and how their exchange and collaboration has benefited them and society) – suitable for a public audience. These will also be used in a public awareness campaign – showcasing Scotland's research, our links with Europe and the ways in which the Scottish Government is laying the foundations for future economic growth and supporting talent. These may also be used for the promotion of future iterations of the Saltire Emerging Researcher Scheme. (The production of these will link to an element of the Team Saltire Masterclasses.)

Team Saltire Networking and Award Event

The day will culminate in an evening networking and award ceremony event. This will again be a hybrid event that will enable all participants to engage, regardless of location.

In a *three-minute thesis* style competition, the participants' pre-recorded three-minute flash presentations will be judged prior to the event. There will also be a "People's Choice" award – judged by all participants in the

⁴ https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

Team Saltire Conference. The winners will be announced, and their flash presentations showcased at the Networking and award event. We will seek to secure sponsorship of awards from influential groups and organisations such as the Royal Society of Edinburgh, Scottish Crucible, Scotland Europa and others. The award categories could include Best New Collaboration, Best Industrial Collaboration, Best Innovation Project, Best Doctoral Exchange, Best Public Engagement Impact, People's Choice. Specific categories will be agreed with the Saltire Consortia and sponsors.

The guest list will also include key business leaders, political and government leaders and representatives from funding bodies (UK and EU), exposing the Saltire alumni to new networking opportunities, not normally accessed by postgraduate/early career researchers.

Team Saltire Public Engagement

The Saltire Emerging Researcher Scheme, together with the excellent research represented by the awardees and their exchanges, will be shared with public audiences through on-line platforms and other activities such as the Edinburgh International Science Festival and the European Researchers' Night (see below). The inclusion of public engagement activities connects with elements of our proposed Team Saltire workshops and masterclasses.

ScotCHEM is also planning to apply for funding under the Marie Skłodowska-Curie Actions (MSCA) - the European Union's reference programme for doctoral education and postdoctoral training⁵. Specifically, we will prepare a proposal under the *MSCA and Citizens Action* which aims to bring research and researchers closer to the public at large, with a focus notably on families, pupils and students. It does so through the organisation of the **European Researchers' Night**, a research communication and promotion event that takes place across EU Member States and Horizon Europe Associated Countries on the last Friday in September each year. The MSCA Night attracted over 2.3 million visitors in 2020 (mostly on-line). We envisage the Saltire Emerging Researcher Cohort contributing to our MSCA Team Saltire Researcher Night, connecting to other elements of our Team Saltire proposal (for example flash presentations, public engagement, research and collaboration links to Horizon Europe Missions). If successful in this MSCA funding call (due October 2021) with delivery in September 2022, this additional element of our proposed Team Saltire programme, together with other public engagement activities would:

- contribute to promoting excellence in research projects and collaboration across Scotland, Europe and beyond
- increase awareness among the general public of the importance and benefits of research and innovation and showcase its impact on citizens' daily life, as well as promoting and showcasing the Saltire Emerging Researcher scheme
- heighten young people's interest in science and research careers

11.4 Inclusion & Impact

ScotCHEM will work with all consortia to deliver an inclusive programme of Saltire Cohort activities that will compliment and build upon any activities delivered as part of individual Saltire consortia programmes.

It is envisaged that all activities outlined here will:

- Be of value to all Saltire Emerging Researcher awardees
- Be founded upon the principle of cohort development
- Embrace the opportunities presented by a cross- and multi-disciplinary cohort
- Enhance and support the PGR-ECR career journey and assist in leading seamlessly into emerging research leader career pathways
- Create a legacy beyond individual or consortia-wide exchanges – through a Scottish Saltire Alumni, newly developed and shared resources for skills and knowledge development (applicable across all disciplines), and new collaborative relationships and approaches across the Scottish research landscape.

By coming together to design and deliver these workshops, masterclasses, networking events and other training programmes, the various Saltire consortia will also be working collaboratively, developing new working relationships that will continue beyond the term of the Saltire Scheme. This will aid the growth and

⁵ <https://ec.europa.eu/research/mariecurieactions/>

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

development of Research Innovation Scotland across multiple disciplines and sectors, strengthening Scotland's research "confederation" and in line with the SFC Review of Coherent Provision and Sustainability (June 2021).

A media strategy will be implemented and will include national media providers to increase the impact and reputation of the scheme. This will also provide exposure for the recipients of the scheme and the award winners.

11.5 Contingency and further options

Depending on travel restrictions, the conference and award ceremony can be held either in a hybrid approach or fully online. A decision will be made 6-8 weeks in advance of the conference, based on government guidelines and restrictions in place at that time. Funds not expended on an in-person event will be redirected toward delivering the online conference and showcase event.

Due to the current indicative Saltire timeline, ScotCHEM will aim to deliver the conference and award ceremony in August 2022. However, the impact of such an event would be considerably greater were participants allowed sufficient time to gather their results and potentially yield additional deliverables (such as publications or grant/fellowship applications). In addition, the MSCA European Researchers' Night is the last Friday in September. ScotCHEM requests that the panel consider allowing an extension to these elements of the funding from SFC and the Scottish Government, to deliver the conference and networking and award event towards the end of 2022 and the MSCA Team Saltire event at the end of September 2022.

All other programme activities will be delivered on-line, within the timeframe of the Saltire Scheme.

11.6 Delivery / administration

ScotCHEM will use the existing and robust communications channels within RIS to coordinate and deliver the programme in collaboration with other Saltire Emerging Researcher Scheme consortia.

ScotCHEM will, with the existing extensive network of RIS partners, seek additional sponsorship for the conference and award event (e.g. learned societies, European bodies, industry). This will also add to the prestige of the Saltire Awards.

ScotCHEM will secure a host and venue for the conference and award event. We would aim to hold this event at a National Cultural centre (e.g. National Museums Scotland; V & A Dundee, the Hunterian Museum) with a hybrid delivery model to ensure all awardees can participate. If circumstances dictate, ScotCHEM will host the events entirely on-line.

ScotCHEM and RIS partners, together with all Saltire consortia, will use their experience in setting up and coordinating networking groups, events and training activities and will support the delivery of a Saltire Emerging Researcher cohort package of activities.

ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

11.7 Income and expenditure statement

Activity	Source	Income (£)	Expenditure (£)
Alumni Activity funding	SFC – cash	20,000	
Supporting consortia contribution (voluntary contribution)	MASTS, SAGES, SICSA, SINAPSE, SULSA, SUPA ScotCHEM	35,000 (5,000 each)	
Masterclasses Fees for facilitators and creative input; on-line platform costs			15,000
Workshops Fees for facilitators and creative input; on-line platform costs			2,000
Saltire mentoring programme			5,000
End of programme conference & networking event (ca. 100 alumni plus invited guests and consortia members = 150 PAX)			9,390 (Catering £35 per person, venue hire/AV/production support £4,140)
End of programme graduation networking and award event (ca. 100 alumni plus invited guests and consortia members = 150 PAX)			8,610 (Catering £35 per person, venue hire/AV/production support £3,360)
Awards	Sponsored by consortia contributions and additional sponsorship	TBC	1,000
Travel/accommodation for keynote speakers			5,000
2-minute flash presentations & AV – and film for post-programme engagement			5,000
Administration* – 40% FTE Grade 5.26 project administrator (Coordination of LinkedIn Group, Coffee Break @Saltire, Workshops, Masterclasses, Mentoring programme, Conference, Networking and Award Event)	SFC	12,969	12,969
Marketing & Comms			4,000
TOTAL		67,969	67,969

* If successful in the ScotCHEM (Chemical Sciences) consortia bid, ScotCHEM intends to provide all required support for this element as in-kind contribution (since ScotCHEM, as the research pool for Chemistry, is funded to provide such activities). However, due to the likely interdisciplinarity and size of the entire Saltire Emerging Researcher cohort and the scale of the proposed programme of activities, ScotCHEM respectfully requests that the panel consider our application for additional funding for administrative support for this element of our proposal (i.e. to support delivery of the Saltire Emerging Researcher (entire) cohort programme).

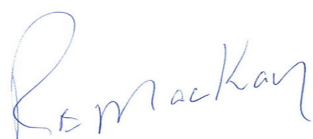
ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

11.8 Timeline and key dates

Action	Date
All Saltire scheme participants asked to plan for an alumni conference presentation as part of their deliverables - included in all applicant funding agreements as a KPI	December 2021
Launch of LinkedIn Group and invitation of participants	December 2021
Coffee Break @Saltire	January 2022 - August 2022
Launch mentoring programme	January 2022
Workshop 1: Getting the maximum benefit through collaboration	February 2022
Workshop 2: Scotland-Europe: Partnering for research	May-June 2022
Booking conference & networking event venue	December 2021
Securing keynote speakers	December 2021
Abstracts submitted for conference presentations	TBC
Flash presentations submitted to prize panel for judging	TBC
Conference & networking event	TBC*
Launch of alumni group space	31 August 2022 & on-going

*In order to maximise the impact of the final cohort event, we would seek approval to hold this event in December 2022, after all awardees have returned from their exchanges and have had the opportunity to collate the results and outcomes from their exchanges.

12 Signatories



Prof Brad MacKay,
Vice-Principal (International Strategy
& External Relations) and Senior Vice Principal
University of St Andrews

Date: 9 July 2021

Also: letter of support: Annex D



Prof Russell Morris,
Head of School of Chemistry,
University of St Andrews

Date: 9 July 2021

Annex A Examples of successful PEER/PECRE awards administered by ScotCHEM on behalf of the ScotCHEM consortium

Outbound exchange to Czech Republic

- The aim of this exchange was to build a collaborative relationship between St Andrews University School of Chemistry and Charles University, Prague, to develop innovative research and scientific excellence in the field of catalysis. The exchange laid the foundations for an on-going collaboration between the two institutions and resulted in a Scotland-based researcher gaining a position at Prague and raising the funding to set up the Charles University Centre for Advanced Materials. The placement and on-going relationship between St Andrews University and Charles University has also resulted in interaction with the British Embassy in Prague and the UK Foreign Office Science and Innovation Network.

Outbound exchange to Germany

- PhD exchange from Heriot Watt University to the Pantazis research group at The Max Planck Institute, Mülheim, Germany (world leading research centre with state-of-the-art quantum chemistry facilities). The project involved the use of computational chemistry to study first-row transition metal complexes and their roles in catalysis. This exchange resulted in multiple publications in high impact journals (including *J. Chem. Theor. Comput.* and *ACS Catalysis*), and increased skills in high-performance computing which led to the implementation of new code on the Cirrus Tier 2 computing service at Heriot Watt University, benefitting all researchers. In addition, the awardee created detailed online documentation outlining how to use these newly acquired techniques, which continue to be of direct and long-term benefit for the Macgregor research group, and all researchers at Heriot-Watt University.

Outbound exchange to Spain

- ECR exchange from Glasgow University to the Institut Català d'Investigació Química (ICIQ) in Tarragona, Spain (a leading research centre strong in Energy, Supramolecular Chemistry, and Catalysis). The project focussed on experimental research in the study of nickel catalysis. This exchange resulted in a reciprocal inbound exchange, and the publication of joint papers in high impact journals such as the *Journal of the American Chemical Society*.

Outbound exchange to Norway

- PhD Exchange from Aberdeen University to the School of Microbiology, Universitetet i Tromsø, Norway. The project on the development of bioassays to for antibiotic drug discovery, led to four collaborative papers in very high impact journals (including *Angewandte Chemie International Edition*, *Synthetic and Systems Biotechnology*, and *Molecules*). This has also led to strengthened collaboration between research groups at the Universities of Aberdeen and Tromsø.

Outbound exchange to USA

- ECR exchange from Heriot-Watt University to the Combustion Research Facility at Sandia National Laboratory in Livermore, California (world-leader in the application of velocity-map imaging techniques to gas-phase collision dynamics). The project involved experimental research on gas-phase inelastic scattering and resulted in a paper, which was also chosen by the journal editor as a cover article. The exchange also proved to be of great benefit in the subsequent commissioning and operation of similar experimental apparatus at Heriot Watt University. The collaboration between Sandia and Heriot Watt University has continued, with another PECRE-funded exchange to Sandia, and visits by the Sandia Principal Investigator to Heriot Watt, strengthening the collaborative partnership.

Outbound exchange to USA

- Doctoral researcher exchange from the University of Strathclyde to City University of New York's (CUNY) new Advanced Scientific Research Centre (a new facility bringing together scientific departments across New York based Universities, with outstanding world-class facilities and a strong ethos of collaboration). The project focussed on designing and controlling of enzymatic systems for the production of tripeptides and led to the publication of a joint Strathclyde-CUNY paper in the high impact journal *Advanced Materials*.

Inbound exchange from India

- ECR inbound exchange from the Department of Chemical Sciences, Indian Institute of Science Education and Research Kolkata (IISER-Kol), India to University of Strathclyde (Chemistry Department and Electronic & Electrical Engineering Department). The objective of the exchange was to develop a multidisciplinary research collaboration in analytical chemistry, polymer chemistry and image processing leading to the submission of a European H2020-MSCA-IF-2016 – Standard European Fellowship.

Annex B PGR and ECR Definitions

Definitions	
Post-graduate Researcher (PGR)	Any post-graduate student currently enrolled in a doctoral program in chemical sciences, at a ScotCHEM University or a university/institution in EU Member States, EEA and EFTA countries, with the intention of exchange hosted by a ScotCHEM university.
Early Career Researcher (ECR)	<p>A researcher who is within seven years of the award of their PhD (from the point of successful PhD viva to the point of applying) and within seven years of their first academic appointment (paid contract of employment which lists research or teaching as the primary role). This includes post-doctoral researchers (using the RSE definition of a postdoctoral researcher as "an individual holding a doctoral degree who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of acquiring the professional skills needed to pursue a career path of their choosing").</p> <p>Additionally: Maternity/paternity/parental/adoption leave after award of PhD of up to 18 months per child will be taken into consideration when assessing applicant eligibility.</p> <p>Documented periods of leave for other reasons i.e. long-term medical absence, will be taken into consideration when considering applicant eligibility.</p> <p>Researchers must be currently based at a ScotCHEM University or a university/institution in EU Member States, EEA and EFTA countries, with the intention of exchange hosted by a ScotCHEM university.</p>

Annex C Equality and Human Rights Impact Assessment

Equality and Human Rights Impact Assessment (EHRIA)

Stage 1: Background information

Title of Policy:	<i>The purpose of the EHRIA is to guide and support ScotCHEM activities including coordination of research, post-graduate training, industry engagement, applications and administration of funding programmes and public engagement across chemistry in Scotland</i>		
EHRIA Lead Person:	Dr Alan Wiles, aaw9@st-andrews.ac.uk , Director of Operations, ScotCHEM, School of Chemistry, University of St Andrews		
Who else is involved in the EHRIA?	Sukhi Bains sb104@st-andrews.ac.uk Head of E&D, University of St Andrews		
Date EHRIA completed:	8 July 2021	Is this a new or revised policy?	New <input type="checkbox"/>
Date EHRIA published and where:	Comms will complete this section		Revised <input checked="" type="checkbox"/>
Review date and frequency:	From Oct 2021 and then quarterly		

Stage 2: Scoping and evidence gathering

Why are you revising an existing policy?	<p>From 2020, ScotCHEM has operated a new executive and administrative structure to coordinate bids for collaboration and funding of R&D, to enhance knowledge transfer, to increase industry engagement and to maximise the use of our pooled resources to promote training of research and technical staff in the Chemical Sciences in Scotland.</p> <p>New links with partners in Scotland, across the UK and in other countries, particularly the EU, will capitalise on opportunities for international research collaborations and graduate training networks. Collaboration with industry continues to be extended. The ScotCHEM team is working with its member universities and partner organisations across Research Innovation Scotland (RIS – comprising the Scottish Research Pools, Innovation Centres and Interface) to ensure the delivery of our ambitious aims and to maximise the benefits to Scotland.</p>
What is the intended outcome(s) and impact of	ScotCHEM strategic outcomes

the new policy, or making the changes to an existing policy?

Outcome 1: A Scottish Chemistry research base that is internationally competitive and continually improving its world class reputation.

Drawing on the combined expertise of ScotCHEM member universities will:

- maintain a strong, dynamic network that pools facilities, resources and skills, creating a shared environment for strategic research, education and knowledge exchange
- increase research income in partner institutions, and
- promote and increase participation in EU funding bids

Outputs

- Increased number and quality of collaborative research and training programmes with academic, industrial and government laboratories outside the UK
- Increased participation in EU funding bids

Success indicators:

- Increased research income in partner institutions
- Increased number of peer reviewed publications with EU/overseas and industrial co-authors
- increased number of academic-industry collaborations

Outcome 2: Value created for the Scottish economy and society.

Improved knowledge transfer, providing for application of chemistry across a wide range of industry and commerce, based on existing and newly fostered connections between research and innovation, developing a new generation of science entrepreneurs.

Outputs

- Business plan developed and in place
- Training programme packages accessible to researchers in both industry and government laboratories
- Interactions with other academic and industrial sectors demonstrating extension to scope of ScotCHEM activity through RIS and other partnerships
- Develop and maintain a web-based directory of ScotCHEM equipment and expertise
- New public engagement activities

Success indicators:

- Uptake of training programmes and positive feedback
- Active participation in RIS
- Increased number of users of ScotCHEM resources
- Increased levels of public engagement

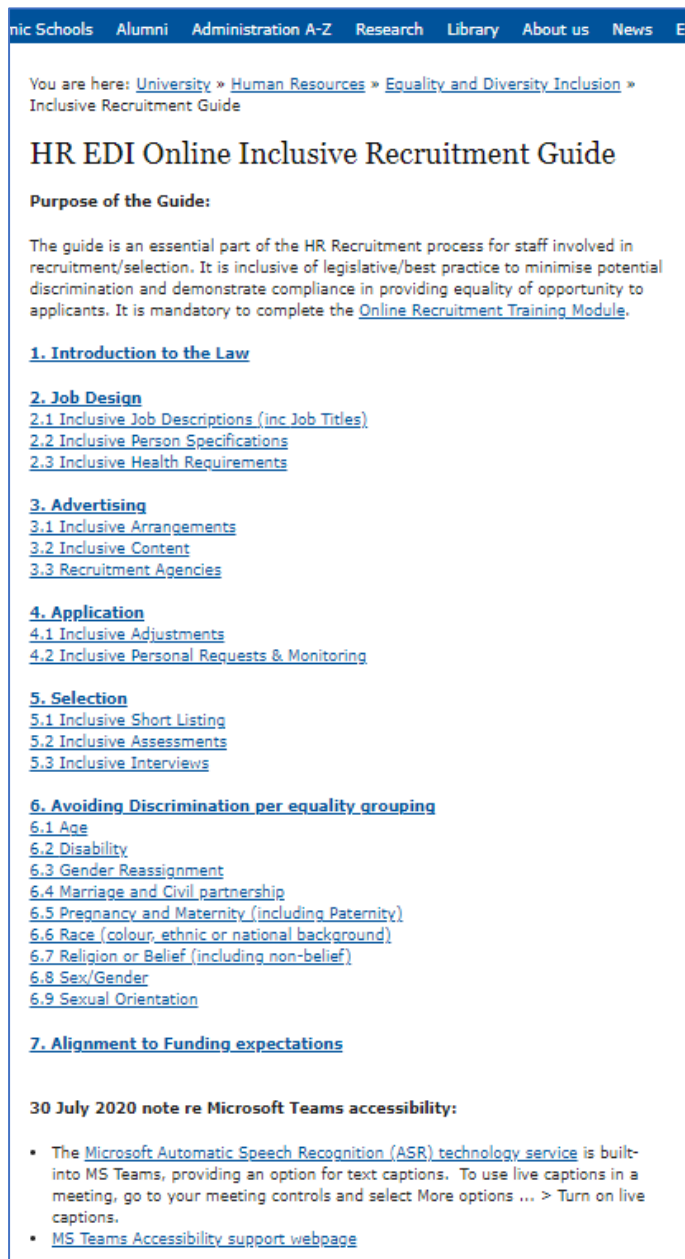
	<p>Outcome 3: Access to excellent learning experience and support for students and early career researchers Enhanced post graduate training in chemistry such that all graduate students have access to a broad range of CPD and training opportunities. We will maximise access to existing training and develop new training modules where gaps exist.</p> <p>Outputs</p> <ul style="list-style-type: none"> • Development and co-ordination of taught courses across ScotCHEM; • Availability of opportunities to participate in CDT training courses • Student secondments to collaborating institutions out with the UK (EU and elsewhere); • ScotCHEM training activities. <p>Success indicators: Increased number of students and early career researchers engaging in training activities Increased funding for training programmes Widening destinations for training such as new EU/international career development programmes</p> <p>Outcome 4: Extended outreach activities addressing the public perception of the importance of the Chemical Sciences</p> <p>Outputs</p> <ul style="list-style-type: none"> • New public engagement activities • New school engagement activities <p>Success indicators</p> <ul style="list-style-type: none"> • Increased number of activities • Increased range of target audiences • Increased number of engagements across all activities
<p>What quantitative and/or qualitative evidence as well as case law relating to equality and human rights have you considered when deciding to develop new or revise current policy?</p>	<ul style="list-style-type: none"> • Compliance with equality laws: Equality Act (2010), Public Sector Equality Duty (2011), Scottish Specific Duties (2012) • University of St Andrews: <ul style="list-style-type: none"> ○ Outcome Agreement (SFC) ○ Equality, Diversity & Inclusion Policy ○ Dignity & Respect at Work Policy ○ Student Harassment & Bullying Policy ○ Equality Mainstreaming Report (2021) ○ Equality Outcomes Action Plan (2021) • Scottish Funding Council Mainstreaming and Equality Outcome Report • Scottish Government Equality and Rights policies
<p>Who did you consult with?</p>	<p>Sukhi Bains sb104@st-andrews.ac.uk Head of Equality & Diversity, central EDI Team, University of St Andrews.</p>

What did you learn?	Assurance that our staff resources have been recruited and selected fairly; protected from bullying, harassment and discrimination; and managed with dignity and respect.
How did the consultation shape the policy?	Liaison with the University of St Andrews School of Chemistry and Head of E&D. Also consisting of alignment with University ED&I Policy; suite of HR family friendly policies for staff; and the HR ED&I Policy regarding potential impact on people of different protected characteristics.

Stage 3: Identifying outcomes and impact

Delivering on the SFC's Public Sector Equality Duty	
Consider the equality risk assessment within the context of broader staff or student journey which includes recruitment, retention, progression, promotion, training etc.	
1. How does your policy contribute to eliminating discrimination, harassment and victimisation? Please describe.	Positive <input checked="" type="checkbox"/>
A. Recruitment/administration	Negative <input type="checkbox"/>
The University ensures that people working on the project: <ul style="list-style-type: none"> ○ Adhere to staff University policies in relation to bullying, harassment, discrimination, dignity and respect, such as the University's ED&I Policy ○ Complete equality related training <p>The School of Chemistry holds an Athena SWAN Bronze award, therefore conducts annual actions to advance gender equality, and more specifically, women in science. The school is also aligned with the institutional commitments of St Andrews being a signatory to the BitC Race at Work Charter, a Stonewall Diversity Champion, holding the LGBT Charter and Healthy Working Lives Gold award, and as a Carer Positive accredited employer at the Exemplary level.</p> <p>Positive action conducted in the advertising of the post mirroring with that in use by the SFC: <i>"Applications from under-represented groups are particularly welcomed. Appointed on merit; committed to diversity and equality."</i></p> <p>Ensure staff recruitment is conducted in line with the University: <ul style="list-style-type: none"> ○ HR ED&I Inclusive Recruitment Guide (https://www.st-andrews.ac.uk/hr/edi/inclusiverec/) ○ Panel convenor completed the online training modules for: </p>	No effect <input type="checkbox"/>

- Recruitment and selection
- Diversity in the Workplace re Equality Act (2010)
- Unconscious Bias



The screenshot shows a webpage titled "HR EDI Online Inclusive Recruitment Guide". The page has a blue header with navigation links: "nic Schools", "Alumni", "Administration A-Z", "Research", "Library", "About us", "News", and "Ev". Below the header, the breadcrumb trail reads: "You are here: [University](#) » [Human Resources](#) » [Equality and Diversity Inclusion](#) » [Inclusive Recruitment Guide](#)".

HR EDI Online Inclusive Recruitment Guide

Purpose of the Guide:

The guide is an essential part of the HR Recruitment process for staff involved in recruitment/selection. It is inclusive of legislative/best practice to minimise potential discrimination and demonstrate compliance in providing equality of opportunity to applicants. It is mandatory to complete the [Online Recruitment Training Module](#).

- [1. Introduction to the Law](#)**
- [2. Job Design](#)**
 - [2.1 Inclusive Job Descriptions \(inc Job Titles\)](#)
 - [2.2 Inclusive Person Specifications](#)
 - [2.3 Inclusive Health Requirements](#)
- [3. Advertising](#)**
 - [3.1 Inclusive Arrangements](#)
 - [3.2 Inclusive Content](#)
 - [3.3 Recruitment Agencies](#)
- [4. Application](#)**
 - [4.1 Inclusive Adjustments](#)
 - [4.2 Inclusive Personal Requests & Monitoring](#)
- [5. Selection](#)**
 - [5.1 Inclusive Short Listing](#)
 - [5.2 Inclusive Assessments](#)
 - [5.3 Inclusive Interviews](#)
- [6. Avoiding Discrimination per equality grouping](#)**
 - [6.1 Age](#)
 - [6.2 Disability](#)
 - [6.3 Gender Reassignment](#)
 - [6.4 Marriage and Civil partnership](#)
 - [6.5 Pregnancy and Maternity \(including Paternity\)](#)
 - [6.6 Race \(colour, ethnic or national background\)](#)
 - [6.7 Religion or Belief \(including non-belief\)](#)
 - [6.8 Sex/Gender](#)
 - [6.9 Sexual Orientation](#)
- [7. Alignment to Funding expectations](#)**

30 July 2020 note re Microsoft Teams accessibility:

- The [Microsoft Automatic Speech Recognition \(ASR\) technology service](#) is built into MS Teams, providing an option for text captions. To use live captions in a meeting, go to your meeting controls and select More options ... > Turn on live captions.
- [MS Teams Accessibility support webpage](#)

Posts which require recruitment will be advertised on the University's Vacancies webpage for both internal and external candidates in order to widen the diversity pool of candidates.

The employed staff member will have equality of opportunity to training and provision, as with all university staff.

<p>B. Accessibility and participation in training activities, workshops, forums, receipt of PGR/ECR funding</p> <p>All application and selection procedures relating to any ScotCHEM activities will comply with all University requirements and policies. They will be fair, transparent and open.</p> <p>All application and delivery requirements will be clearly articulated and available to all.</p> <p>There is full commitment to ensuring access to any ScotCHEM programme allows for full inclusion.</p> <p>ScotCHEM is committed to ensuring that its activities exclude discrimination, bullying and harassment.</p>	
<p>2. State how your policy advances equality of opportunity between those who share a protected characteristic and those who do not? Please describe.</p> <p>Reasonable adjustment(s) are/will be provided for all staff and participants in ScotCHEM activities as required, which will be monitored and supported by the Head of E&D to ensure compliance with the Equality Act (2010) on the grounds of disability.</p> <p>If required, the University EDI Team will provide support and guidance for Access to Work funding for workplace adjustments on the grounds of disability. Reasonable adjustments will also be allowed within other funding arrangements and programmes.</p> <p>For staff, a discount on nursery provision will be offered for baby/toddler childcare arrangements.</p> <p>The University is an accredited Carer Positive Employer at the highest 'Exemplary' level, providing provision for staff with caring responsibilities as stipulated within the University's Carers Statement (http://www.carerpositive.org/carers-positive-employers).</p>	<p>Positive <input checked="" type="checkbox"/></p> <p>Negative <input type="checkbox"/></p> <p>No effect <input type="checkbox"/></p>
<p>• In which ways does this policy fosters good relations between those who share a protected characteristic and those who do not? Please describe.</p> <p>ScotCHEM staff and any participants in ScotCHEM activities will be open to liaise with the Scottish Government and SFC endorsed, Equate Scotland</p>	<p>Positive <input checked="" type="checkbox"/></p> <p>Negative <input type="checkbox"/></p> <p>No effect <input type="checkbox"/></p>

(formerly the Scottish Resource Centre for Women in Science, Engineering and Technology) in order to investigate possible initiatives.

ScotCHEM staff will also have access to the University **Diversity Staff Networks (as relevant):**

- [Staff BAME Network](#)
- [Staff with Disabilities Network](#)
- [Staff Parents and Carers Network](#)
- [Staff LGBTIQ+ Network](#)
- [Early Career Women Network \(ECWN\)](#)

ScotCHEM staff will also have equality of opportunity to join one of the three recognised Trades Unions (UCU, UNISON or UNITE).

Web accessibility:

The outcomes of the ScotCHEM project will be published for the public to have access to.

Our content has been built using mobile first frameworks in which code is optimised for mobile devices and then scaled up to larger resolutions using CSS media queries on a responsive viewport. The same system is used for user control of page magnification, so this is integrated at a low level and works in a standard way across all elements (text, images, interactive elements).

Any interactive components such as dialogs and dropdown menus are designed for touch, mouse and keyboard users. WAI-ARIA roles and attributes have been added throughout the system, so these components are understandable and operable using assistive technologies such as screen readers.

ScotCHEM web content is largely compliant with WCAG 2.0 and Section 508 guidelines. We are in the process of updating our web content which includes meeting accessibility requirements.

3. Does your policy ensure Human Rights articles compliances?

Compliant **Breach**

4. Please indicate which articles your policy relates to:

Consider:

- Article 1 - Free and equal
- Article 2 - Right to life
- Article 3 - Prohibition of torture
- Article 4 - Prohibition of slavery & forced labour
- Article 5 - Right to liberty & 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 & family life

Article 9 - Freedom of thought, conscience & religion

Article 10 - Freedom of expression

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

Article 12 - Right to marry

(N.B.) Article 13 has been removed

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:

For ScotCHEM staff members, the terms and conditions of employment provided will be under the University of St Andrews. Commitments to equalities by the University were published and conveyed to the SFC in April 2021, through publication of the Equality Mainstreaming Report; Equal Pay Statements, Ethnicity & Gender Pay Gap Report; and Equality Outcomes Action Plan, BSL Plan (October 2018) – all documents can be found transparently online: <https://www.st-andrews.ac.uk/hr/edi/equalityschemeandpolicies/reports/>

To ensure LGBT inclusion, staff policies have been checked by Stonewall Scotland (the University is a Stonewall Diversity Champion) and also by LGBT Youth Scotland (the University successfully renewed its LGBT Charter).

For participants in ScotCHEM activities, all Equality, Diversity, Inclusion and Human Rights policies will also apply.

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

Age (e.g. older people or younger people)	<input checked="" type="checkbox"/>
Race (e.g. people from black or any minority ethnic groups)	<input checked="" type="checkbox"/>
Gender (e.g. women or men)	<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 Identity (e.g. people who will change/have changed/ are changing their gender from that assigned at birth)	<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. lesbian, gay, bisexual or heterosexual)	<input checked="" type="checkbox"/>
Maternity and Pregnancy (e.g. women who are pregnant/on maternity leave/breastfeeding)	<input checked="" type="checkbox"/>

Marriage and civil partnership	<input checked="" type="checkbox"/>
Socio-economic groups	<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

You have indicated that this new or revised policy 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 your assessment using the data and evidence you have already gathered (via statistics, consultation, etc.)

Detail the negative impact here:	
Potential impact:	Mitigating response:
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"/>
Race (e.g. people from black or any minority ethnic groups)	<input type="checkbox"/>
Gender (e.g. women or men)	<input type="checkbox"/>
Disability (e.g. people with visible or non-visible disabilities, physical impairments or mental health conditions)	<input type="checkbox"/>
Gender Identity (e.g. people who will change/have changed/ are changing their gender from that assigned at birth)	<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. lesbian, gay, bisexual or heterosexual)	<input type="checkbox"/>
Maternity and Pregnancy (e.g. women who are pregnant/on maternity leave/breastfeeding)	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>
Socio-economic groups	<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"/>

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

WHAT	WHY	WHO	WHEN	REVIEW POINT

Summary of results, including the likely impact of the proposed policy advancing equality and human rights

Whether and employee of ScotCHEM or a participant in a ScotCHEM activity, the Equality, Diversity and Inclusion policy, as well as relating policies, will apply equally.

Regarding ScotCHEM staff, University of St Andrews Staff policies apply as part of an inclusive approach.

The terms and conditions of employment in ScotCHEM will be under the University of St Andrews, which published its Equality Mainstreaming Report; Equal Pay Statement, Ethnicity & Gender Pay Gap Report; and Equality Outcomes Action Plan in April 2021.

To ensure LGBT inclusion, staff policies have been checked by Stonewall Scotland (the University is a Stonewall Diversity Champion) and also by LGBT Youth Scotland (the University successfully renewed its LGBT Charter).

As an accredited Carer Positive Employer, ScotCHEM staff will have equality of opportunity to access our provision for carers.

ScotCHEM staff will also have access to the University **Diversity Staff Networks (as relevant):**

- [Staff BAME Network](#)

- [Staff with Disabilities Network](#)
- [Staff Parents and Carers Network](#)
- [Staff LGBTIQ+ Network](#)
- [Early Career Women Network \(ECWN\)](#)

ScotCHEM staff will also have equality of opportunity to join one of the three recognised Trades Unions (UCU, UNISON or UNITE).

Next Steps

The University will ensure that people working on the extension of the project will:

- Adhere to staff University policies in relation to bullying, harassment, discrimination, dignity and respect – applicable across all protected characteristics
- Completed equality related training

The outcomes of the ScotCHEM project will be published for the public to have access to.

Ulab has been built using mobile first frameworks in which code is optimised for mobile devices and then scaled up to larger resolutions using CSS media queries on a responsive viewport. The same system is used for user control of page magnification, so this is integrated at a low level and works in a standard way across all elements (text, images, interactive elements).

Ulab's interactive components such as dialogs and dropdown menus are designed for touch, mouse and keyboard users. WAI-ARIA roles and attributes have been added throughout the system, so these components are understandable and operable using assistive technologies such as screen readers.

Ulab is largely compliant with WCAG 2.0 and Section 508 guidelines.

Annex D Letter of support



University of
St Andrews | FOUNDED
1413 |

Professor Brad MacKay

Senior Vice Principal & Vice Principal (International Strategy and External Relations)

8 July 2021

Dear Panel,

Saltire Emerging Researcher Scheme – Chemical Sciences

The University of St Andrews as the host institution of ScotCHEM fully supports the application by ScotCHEM to the Scottish Funding Council Saltire Emerging Researcher Scheme.

ScotCHEM represents the Chemistry Schools of the Universities of St Andrews, Aberdeen, Dundee, Edinburgh, Heriot Watt, Strathclyde and Glasgow. In this capacity, ScotCHEM is submitting their application on behalf of the ScotCHEM members to coordinate Saltire Emerging Researcher Awards across the chemical sciences in Scotland.

The aims of the proposal are to:

- Deliver a Scotland-Europe exchange programme for Doctoral Research Students and Early Career Researchers (ECRs) in the chemical sciences, facilitating international research collaboration
- Develop and support a cohort of awardees who will benefit from the research exchanges
- Strengthen and build collaborative relationships between Scotland's University Chemistry

Schools and partner organisations in Europe

ScotCHEM is well placed to coordinate the Saltire Award Programme for Chemistry, based on its existing coordination role for chemistry research in Scotland and its strong partnerships with each of the consortia members. In addition, ScotCHEM has significant experience in successfully delivering similar award programmes across the chemical sciences including PEER & PECRE awards, and the ScotCHEM ECR Funding Programme.

ScotCHEM also has a well-developed role in delivering ECR support and development programmes which will serve as the basis for support of the awardees before, during and after the research exchanges.

The proposal links directly to ScotCHEM's strategic role – in delivering coordination of programmes across all consortia members, representing chemistry research nationally, and in supporting the internationalisation of Scotland's research.

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ScotCHEM Proposal: SFC Saltire Emerging Researcher Scheme for the chemical sciences & Saltire Emerging Researcher Cohort Building & Development Programme

The University of St Andrews is a charity registered in Scotland, No: SC013532

Also, in its strategic public engagement role, ScotCHEM is well placed to showcase the scheme to a broader audience. Awardees will be given the chance to participate in public engagement activities which will be a useful additional career development opportunity for them.

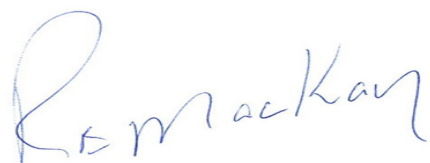
The proposal links to the University's strategic aims, specifically in developing collaborative research, building and strengthening international partnerships in areas of research strength (Chemistry), and supporting doctoral research students and ECRs.

ScotCHEM will be supporting the programme directly, with in-kind staff support in addition to a direct financial contribution, thereby illustrating its commitment to the successful delivery of the Saltire Emerging Researcher Scheme Award – Chemical Sciences.

ScotCHEM also has a leading role in Research Innovation Scotland (RIS) which is the umbrella of the Scottish Research Pools, Innovation Centres and Interface. Through this partnership, ScotCHEM is leading a joint application for the delivery of the Saltire Emerging Researcher entire cohort delivery of activities and events. ScotCHEM has secured the backing of several research pools within RIS and other organisations to deliver this part of the proposal

The University of St Andrews, as the host institution for ScotCHEM, fully supports the ScotCHEM Saltire Emerging Researcher Scheme Award – Chemical Sciences.

Yours sincerely



Professor Brad MacKay
Senior Vice Principal and Vice Principal (International Strategy and External Relations)

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