



# Equality and Diversity Statement

The University Defence Research Collaboration (UDRC) values and welcomes diversity in its activities. We recognise that patterns of under-representation are challenged through positive action programmes. We are committed to embedding equality, inclusion and diversity as fundamental principles throughout our community.

We highlight the following actions we employ to promote equality and diversity:

- Job adverts will normally include a statement offering flexible work or study and a statement encouraging applicants from under-represented backgrounds to apply.
- Selection interviews will normally include gender diversity in the assessment panel.
- Coordination activities, such as conferences, summer schools and themed meetings will seek diversity of participants and speakers during planning to encourage diversity of representation.
- Flexible-learning and working models will be encouraged to support staff and students with disabilities or caring responsibilities.
- Ensuring staff have appropriate training and information in equality areas to prevent discrimination, make reasonable adjustments, and promote equality of opportunity.
- Equality and Diversity monitoring will be open and transparent and encourage student participation.

All the Universities within the UDRC have signed the Athena Swan charter and also hold an Athena Swan award showing our commitment to the careers of women in relation to their representation, career progression and their working environment.



THE UNIVERSITY  
of EDINBURGH

