

Equality, Diversity and Inclusion Policy

Executive Summary



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ELEMENTAL is a UKRI- and BBSRC-funded consortium of nine leading UK research institutions, working together to advance engineering biology in support of sustainable metal processing and circular economy principles. We believe that research excellence and an inclusive culture are inseparable, and this policy sets out what that commitment means in practice.

It applies to everyone who engages with the Hub: funded researchers, Early Career Researchers [ECRs], trainees, strategic advisors, and external partners alike.

Our Commitment

ELEMENTAL is committed to an inclusive, respectful environment in which everyone, regardless of background, identity, or career stage, can contribute fully and be treated with fairness and dignity. We do not tolerate discrimination, harassment, bullying, or victimisation in any form.

EDI is not a compliance exercise for us. It shapes how we recruit, how we govern, how we design research, and how we support the people who make that research possible.



What We Will Do

Equitable access to opportunity

We will audit funding calls, leadership roles, and training opportunities for equitable access- with particular focus on ECRs and underrepresented groups. Where gaps are identified, we will act on them.

Inclusive research practice

EDI considerations will be embedded into research design, collaboration structures, authorship practices, and impact assessment- not treated as an afterthought.

Safe and supportive culture

We actively cultivate psychological safety and a sense of belonging across all Hub activities. This includes attending to the needs of neurodivergent researchers, those with caring responsibilities, and others who may face additional barriers.

Transparent governance

Our EDI Lead-based at the University of Kent-is responsible for overseeing implementation of this policy. Progress will be reviewed annually, with findings shared openly across the consortium.

Clear routes for raising concerns

A formal complaints procedure is in place. All concerns will be taken seriously, handled confidentially where appropriate, and followed up in a timely way. Hub leadership reserves the right to intervene where necessary to uphold this policy.

Accountability and Review

This policy will be reviewed annually. We welcome feedback from all Hub members and partners- our approach should evolve in response to lived experience, not just formal review cycles.

Supporting documentation is available on request, including our Neurodivergence Awareness guidance, Religious Observance Calendar, Complaints Procedure, and Policy Delivery Framework.

Questions, feedback, or concerns:
elementalmetalhub@kent.ac.uk