

Equal Opportunities Equality, Diversity and Inclusivity

Introduction

NINE DTP is committed to recruiting candidates with novel ideas and a passion for their subject. Our aim is to create a community which can come together to tackle big societal issues and produce world-class research that seeks to improve the lives of peoples and societies around the world.

We value diversity within our partnership and believe that this diversity enriches our community, the experiences of our Doctoral candidates, and our research environment. It further enhances the quality of the research produced within our community, and the social scientists we support. NINE DTP is therefore committed to a policy of equal opportunities for all applicants and award holders. We do not discriminate against any individual on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We join with the ESRC in our commitment to eliminate unjustified discrimination, to promoting pathways to Doctoral Studies for all, and to providing an equality of opportunity and encouraging and valuing diversity throughout our community.

We welcome applications from all candidates of all backgrounds, and are committed to providing support and guidance to under-represented groups both during the application process, and throughout the period of funded study.

Diversity matters.

Ethnicity

NINE DTP values ethnic diversity in our student cohorts and community, and we are keen to encourage applications from people of minority ethnic backgrounds, in particular Black British and British Asian candidates. To encourage applications from these backgrounds, pathways will be able to submit nominations from Black British and British Asian candidates above their quota, allowing more candidates from these backgrounds to progress through to the final round of the competition should they be deemed competitive. Secondly, we are offering additional support and information sessions to minority ethnic applicants. If you are interested in attending one of these sessions, or are keen to find out more, please do just email us at contact.nine@durham.ac.uk.

Since 2021, NINE DTP has dedicated two studentships to UK-domiciled applicants of Black, Asian, or mixed Black or Asian heritage via our [Action for Equality scheme](#), which runs parallel to our main studentship competition. This is just one of a series of positive actions we are taking to ensure we are challenging historic barriers towards access to education.

Potential applicants and members of our academic community may also be interested in our [podcast series](#) focussing on Black and Asian scholars within the Social Sciences.

Students with Disabilities

NINE DTP funds a significant number of students who identify as having a disability.

NINE DTP award holders can benefit from DSA (Disabled Students Allowances) via the DTP to support their studies, subject to approval from the institutional Disability Support Teams. This can include the provision of equipment, software, additional training and support, or assistance with fieldwork and travel requirements.

We encourage all applicants to liaise with their institutions Disability Support service in the first instance.

Sex, Gender Identity and Sexual Orientation

NINE DTP seeks to provide an inclusive space where all of our students are respected regardless of sex, gender identity, or sexual orientation.

Our community of social scientists is diverse and we do not discriminate on grounds of sex, gender or sexual orientation in our application processes.

Maternity / Paternity / Shared Parental Leave

As per the ESRC Postgraduate Training Guidelines, NINE DTP can support our award-holders with funds for maternity leave, paternity leave and shared parental leave.

Age

NINE DTP welcomes applications from candidates of all ages.

We are firmly of the belief that life experience and time spent in employment can offer fantastic insights and perspectives into many societal issues - enriching our community with different skill-sets, knowledge and expertise.

We recruit a significant number of mature students, and are committed to ensuring age is not a factor in our decision to award studentships.

Please note: candidates returning to Higher Education after a significant period in employment may elect to nominate referees who can speak to their suitability to conduct their studies from their professional networks, or contacts in lieu of academic referees.

Applicants with caring responsibilities

Our student community includes a significant number of award-holders who have caring responsibilities, and balance their studies with family commitments and responsibilities.

Some study full time, whilst others may elect to study on a part-time basis.

Further assistance is available in the form of our student networks, where students can offer mutual support and guidance to each other on the challenges and opportunities of balancing PhD studies with caring responsibilities.