



Research Environment

Wellcome's approach to research culture & communities

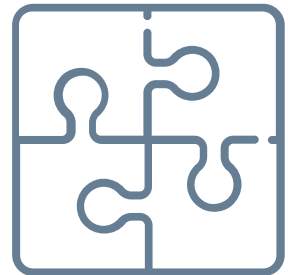
Shomari Lewis-Wilson

Warwick University Visit | Wellcome

What you will get out of this session



Know who the Research Environment team are and our approach to funding



Understand the research culture and communities' vision and the rationale behind our activities.



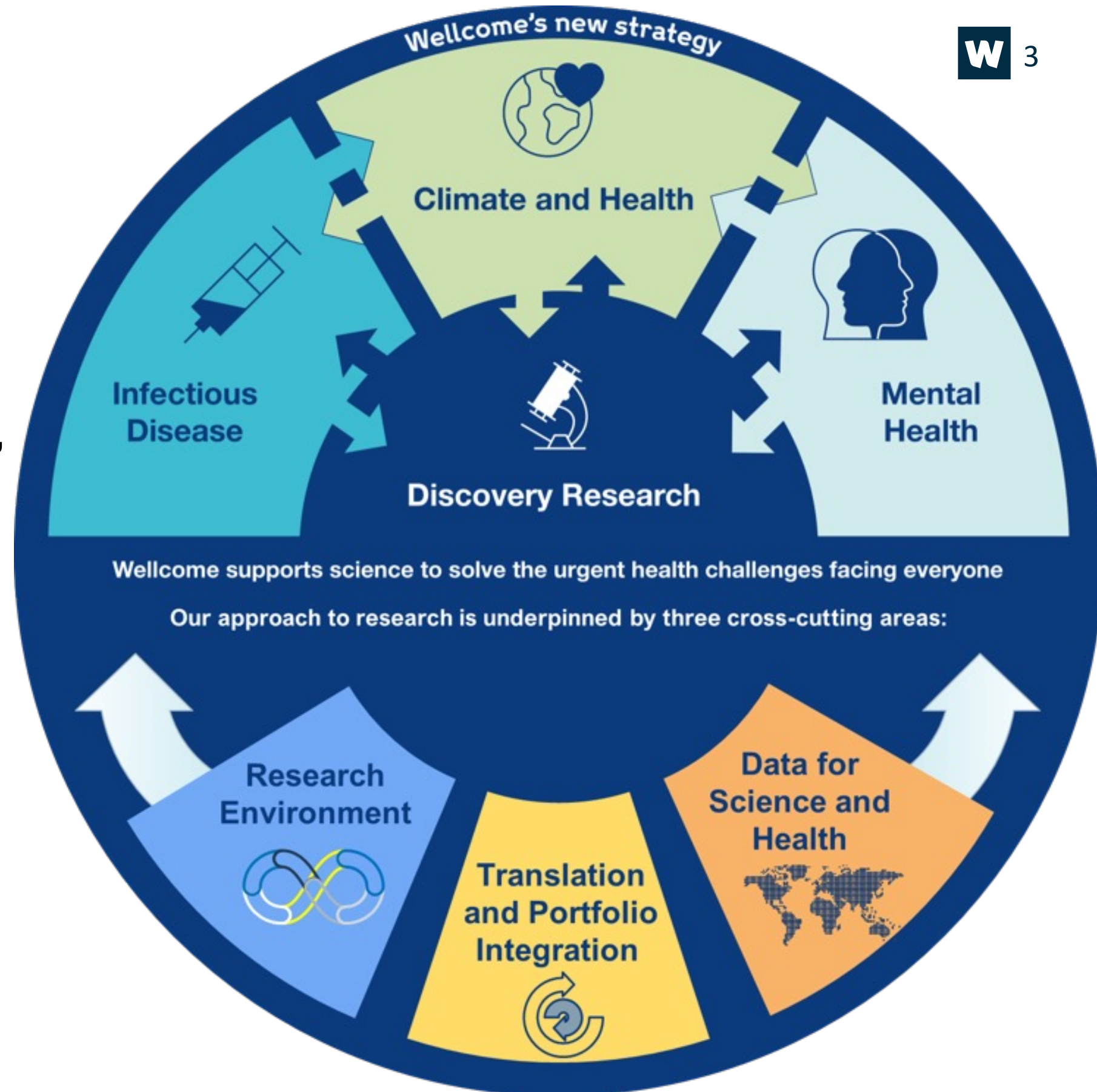
Explore some examples of relevant policies and activities related to research culture and EDI

Research Environment

Is an approach to everything we do.

It is grounded in three key values:

- The research that Wellcome supports is strengthened by being ethical, open, and engaged.
- The people Wellcome funds thrive in equitable, diverse, and supportive cultures.
- Wellcome is known as an innovative, efficient, and inclusive partner and organisation



What this means for you

What this means for funding applications

Your opportunity to show that you have:

- Considered the research environment approach and how it strengthens your research agenda
- Articulated an approach dependent on your research discipline, career stage, experience, etc.
- Used learning, reflection and thought of answers personal to you, your teams and your institution

Remember, 'Research Environment' is 25% of the assessment criteria.



Tips

- Equity, Diversity and Inclusion (EDI) statements from your institution's website are great for your institution. Less so for your application.
- The subheading pointers from the application form are there as a guide but are not prescriptive.
- Ensure your statements or examples are contextualised to your current application.

Wellcome's EDI Strategy and Research Culture & Communities

Our commitments

Three ambitious goals:

- **By 2031, Wellcome staff will be representative of the places we work, able to be themselves, and supported to be their best**
- **By 2031, people funded by Wellcome will be more representative of the global population, able to be themselves, and supported to be their best.**
- **By 2031, all Wellcome-funded research will be inclusive in both design and practice, to help drive better science and more equitable health solutions.**

Our vision for research culture & communities

“Wellcome-funded people and research benefit from thriving research cultures & communities.”

What we are working on



“What fertiliser did the house next door use?”

“I probably can't use the lawnmower at the back”

“What tools do I need?”

“I'm going to need to reinforce that fence to stop it from collapsing”



Our tools: Sourcing and developing insights and evidence about research culture

- Social and anthropological research studying emerging research cultures in Wellcome's PhD programmes in Basic Science (2019-present)
- Commissioned report on research cultures across Africa (Due Spring 2023)
- Launching a closed institutional funding call for research culture (Spring-Summer 2023)





Where and how to act: Advancing culture through social research, experimentation & cross-sector collaboration

- Refining Wellcome's decision-making guidance on research culture with insights from social research and engagement with researchers
- Research on Research (e.g. RCTs for funding calls)
- Working with other funders (e.g. UUK & UKRI) to advance research culture in the R&I sector (Concordats & Agreements project; Narrative CV resources)

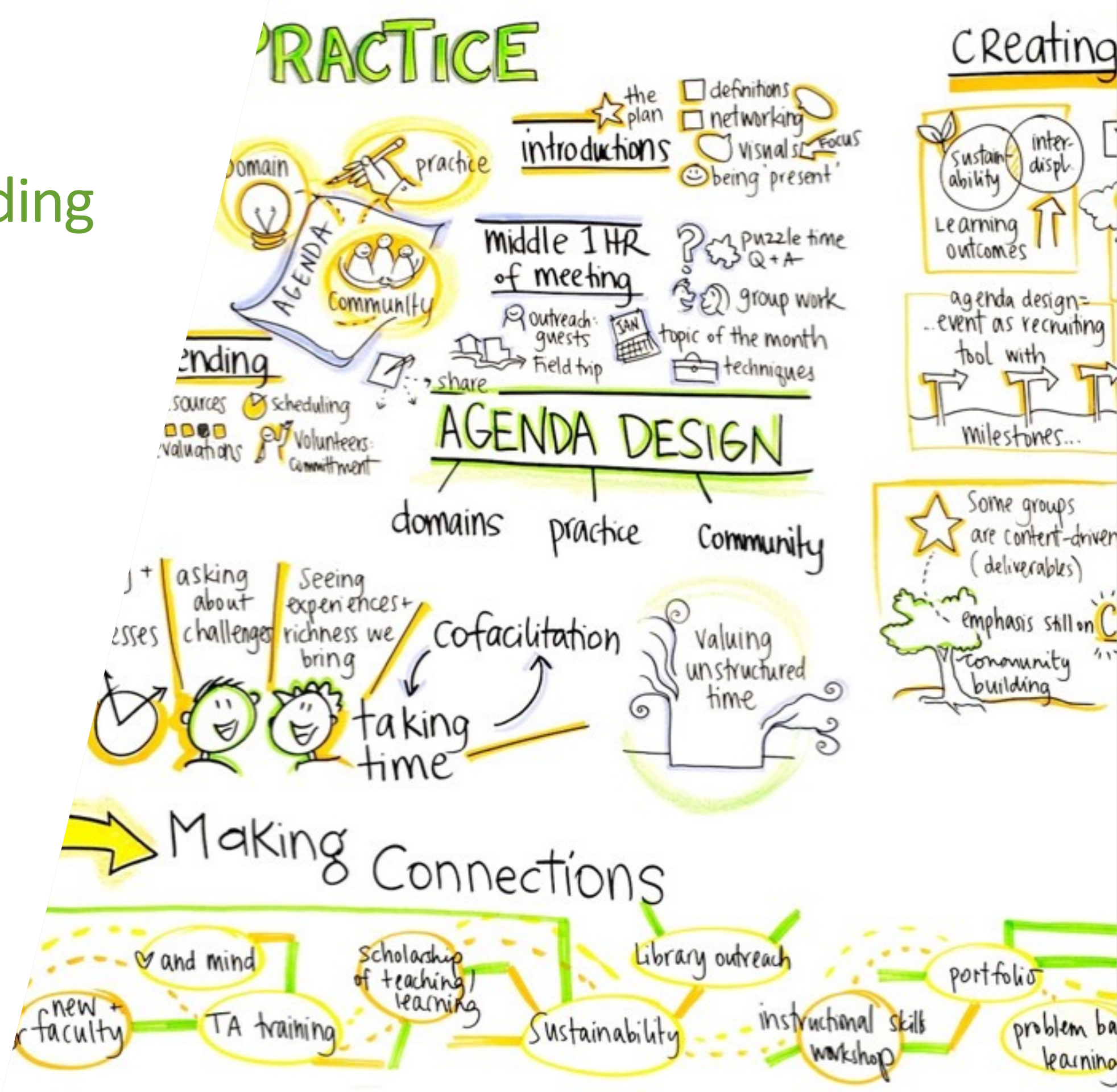
Structures: Equitable support for minoritised researchers

- Standardising positive action in our business-as-usual funding approach
- Opening dedicated funding streams for minoritised researchers (beginning with Black British researchers (Autumn-Winter 2023))
- Directly support pre-existing research networks (TBC)
- Wellcome EDI Policy



Community and sharing: Communities of practice building for culture change

- Utilising social systems theory to convene purposeful research communities of practice that embody excellent Wellcome research and culture



Responsible conduct of research

Responsible conduct of research

All researchers and organisations we fund and collaborate with must conduct their research responsibly. We expect organisations to have policies, structures and training in place to enable all researchers to conduct their research responsibly.

[Research misconduct policy](#)

[Bullying and harassment policy](#)

Equity, Diversity, Inclusion & Safeguarding Policy (not yet published)

What is bullying and harassment?

Bullying is any offensive, intimidating, malicious or insulting behaviour. It involves the misuse of power and can make the bullied person(s) feel vulnerable, upset, humiliated, undermined or threatened.

Harassment is any unwanted physical, verbal or non-verbal conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. It may be persistent or a single incident.

What we expect of organisations

1. They have a policy that sets out expectations for behaviour from staff and a procedure for how they handle allegations
2. They ensure an equivalent policy exists in any sub-awarded organisation
3. They investigate allegations of B&H promptly, protecting the rights of all employees involved and take appropriate action.
4. They inform Wellcome and keep us informed on the situation until investigations have concluded

Sanctions

If an allegation is upheld, we may apply our own sanctions that may vary in length depending on the seriousness of the case and any remedial action already taken.

For example, we may:

- Remove people from affected grants or withdraw their grants*
- Restrict people's ability to apply for future applications
- Require training and/or the monitoring of future work

We may apply sanctions to organisations if they fail to respond to complaints promptly and objectively or fail to keep Wellcome informed

Wellcome's role in any investigation

We do not carry out our own investigations but reserve the right to:

- ask for information about an organisation's processes
- check that an organisation has a policy and is following it
- ask for a copy of the final investigation report, where we consider that we have a legitimate interest in doing so.

Allegations should **always** be reported to the employing organisation of the person against whom the allegation is being made*. It is the organisation's responsibility to investigate, not Wellcome's.

Flexible Research Careers

- [Re-entering a research career](#)
- [Sick leave](#)
- [Maternity, paternity, adoption and shared parental leave](#)
- [Support for researchers with caring responsibilities](#)
- [Flexible and part-time working](#)



Thank you

For any follow-up questions on research culture/environment please
contact:

researchenvironment@wellcome.org

For grant/grant policy related queries please contact:
Funding Information FundingInformation@wellcome.org