

UNIVERSITY OF WARWICK
PGR EDI Working & Advisory COMMITTEE
11am, Tuesday 17 March 2026, MS Teams
MINUTES OF THE MEETING

Present	James Burford (JB)	(Chair) Associate Professor, Education Studies
	Yousuf Antria (YA)	Immigration Services Manager, Student Experience
	Ross Forman	English
	Jonathan Hickman-Heron (JHH)	Academic Director (Postgraduate Research)
	Jag Jutley Nielssen	Psychology
	Sara Hattersley	ADC
	Mara Silva Hope (MSH)	PGR, Sociology
	Vicky Strudwick (VS)	Head of Research Culture Partnerships, IAS
Attending	Catherine McNicoll	WP
	Rhiannon Martyn	Doctoral College
	Siobhan McHugh	Education
Ref	Item	
011	Apologies for absence Megan Caulfield, Damien Homer, Gillian Messaoud, Adele Browne, Ibrahim Aishah	
012	Declarations of Interest No declarations of interest were made.	
013	Minutes of last meeting The minutes of the previous meeting were approved without amendment.	
014	Matters arising from last meeting Implementation of the MADE report remains ongoing. PGR-specific training for Disability Champions is in development, with delivery planned for Term 3.	
Chair's Update		
015	Chair's Business Jonny reported ongoing collaboration with Jamie through regular Inclusive Education meetings involving the Doctoral College and Research Culture teams. These discussions were described as productive, with data sharing underway to support future work.	
Discussion		
016	PGRs in conflict affected context Discussion focused on institutional responses to scholasticide and conflict-related disruption, including potential virtual mobility opportunities. It was noted that some Warwick PGRs are researching these areas. Work is underway (Gillian) to explore support options for PGRs affected by conflict. Concerns raised included: <ul style="list-style-type: none"> • Fieldwork disruption (Ross) • Students needing compassionate leave, complicated by visa restrictions Jonny highlighted an existing group supporting international students impacted by global crises. Jamie noted that displacement should be recognised as a form of inequality.	

	Action: Item to be revisited at a future meeting for further development
017	<p>PGR EDI Snapshot</p> <p>Presentation highlighted:</p> <ul style="list-style-type: none"> • Small overall changes in protected characteristics • Notable increase in disability disclosures <p>Further discussion points:</p> <ul style="list-style-type: none"> • Availability of ethnicity data by home/overseas status (Jamie) • Need to follow up on data sharing (RM with Gillian) • Lack of data on supervisor diversity (Sara) • Lack of clarity in ADC data (staff vs PGR categorisation) • Questions about granularity of data (e.g. trans identities) (Mara) <p>Key themes emerging:</p> <ul style="list-style-type: none"> • Even without full supervisor data, there is recognition of likely disparities in lived experience between PGRs and supervisors (Rhiannon) • Potential interventions include: <ul style="list-style-type: none"> ○ Inclusive training (ongoing) ○ Reverse mentoring • Variations across disciplines impact experience and demographics (Jag) • Exploration of correlations: <ul style="list-style-type: none"> ○ Outcomes vs presence of examination advisor (Ross) ○ EDI characteristics vs graduate outcomes (Vicky; would require a dedicated project) • Prioritisation of data where it intersects with quality and success metrics (Jonny)
018	<p>Strategy Renewal</p> <p>Jonny introduced five strategic strands, with discussion as follows:</p> <p>Strand 1: Recruit and Fund</p> <ul style="list-style-type: none"> • Consideration of distance PhDs to broaden access and participation (Vicky) • Shared ambition to recruit from the widest possible and most diverse applicant pool • Acknowledgement of financial constraints, particularly funding pressures • Early-stage exploration of alternative delivery models <p>Strand 2: Training</p> <ul style="list-style-type: none"> • Rhiannon to bring project recommendations to the next meeting <p>Strand 3: Supervision</p> <ul style="list-style-type: none"> • Need to revisit the concept of “personal tutoring” for PGRs, ensuring holistic and inclusive support • Importance of developing inclusive supervisory practice • Potential joint discussion across WAGs <p>Strand 4: Quality and Student Success</p> <ul style="list-style-type: none"> • Need for improved data collection and analysis (Jamie)

	<ul style="list-style-type: none"> • Consideration of inclusive assessment, particularly in taught doctoral programmes • Recognition of collaborative and international doctorate contexts (Jonny) <p>Strand 5: Research Culture</p> <ul style="list-style-type: none"> • Importance of recognising authorship contributions explicitly (Vicky) • Examples of faculty-level activity (e.g. PG symposia, CADRE in Arts) (Ross) • Need to consider research culture at institutional, faculty, departmental, and individual levels • Discussion on defining a “doctoral research culture” • Suggestion to ensure access to networks and training opportunities at multiple level
019	<p>Next steps for PGR EDI WAG</p> <p>Agreement that the five strategic strands will provide a framework for future activity</p> <p>Recognition that further input from other WAGs will be required</p> <p>Ongoing work to refine priorities and direction for the group</p>
Next meeting: Thursday, 25 JUN 2026, 11am, MS Teams	

DECISIONS AND ACTIONS			
ITEM	DECISION/ACTION	LEAD AND DUE DATE	STATUS
[2025-2026]			
003 - Minutes of last meeting on 26 JUN 2025	ACTION: Circulate minutes of 26 JUN 2025 meeting	Secretary, 17 MAR 2026	Update for next Committee where minutes will be presented
007 - Membership and Terms of Reference	ACTION: Discuss reporting structure to Supervisors with wider Postgraduate Research Subcommittee to confirm appropriate pathway for the community.	JHH, 17 MAR 2026	On-going
008 - MADE Report Implementation Update	ACTION 1) VS & GM to meet to discuss pathway programme collaboration (On hold pending legal advice - April 2026)	VS & GM,	Paused
	ACTION 2) JHH update Rhiannon (Doctoral College) to clarify and discuss legal issues concerning potential positive action work	JHH, 17 MAR 2026	On-going
	ACTION 3) YA & GM to meet re: visa communications to international students	YA & GM, 17 MAR 2026	On-going
	ACTION 4) GM to check if mitigating circumstances policy covers vivas and progression points explicitly	GM, 17 MAR 2026	On-going
009 - Disability Team PGR Ready Update	ACTION: Dissemination of new processes in response to the Abraha ruling needs to be reinforced, to emphasise it empowers departments make reasonable adjustments decisions closer to the time of an assessment.	GM & DH, 17 MAR 2026	On-going
	DECISION: Proposed mapping matrix was approved.		

010 - PGR EDI Intuitive Mapping	ACTION 1) Commence populating matrix for review at new PGR EDI WAG meeting.	JB & GM, 17 MAR 2026	On-going
	ACTION 2) All PGR EDI WAG members to share any initiative they are aware of with Secretary and Chair.	Members, 17 MAR 2026	On-going
	ACTION 3) MC to share Inclusive Education team's existing EDI mapping.	MC, 17 MAR 2026	On-going
17 MAR 2026			
016	ACTION: Item to be revisited at a future meeting for further development	GM, 25 JUN 2026	Update for next Committee
019	DECISION: Five strategic strands will provide a framework for future activity and future activity will include collaboration with other WAGs.		