The Alan Turing Institute

Enrichment Scheme 2023-2024 Call

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Summary

The Enrichment Scheme offers students currently enrolled on a doctoral programme at a UK university the opportunity to enrich their studies by building connections with The Alan Turing Institute and engaging with its diverse community of researchers. Students continue their doctorate with their current supervisor at their home university, while gaining opportunities to learn new methodologies, build new collaborations and develop research independence.

This document provides guidance for applicants and details of how to apply. After reading this document, we recommend you review our **Frequently Asked Questions** document. Supervisors may wish to review the **Guidance for Universities and Supervisors**.

Aims and Objectives

The structure of the Enrichment Scheme will allow us to achieve our **aims** to:

a. Enhance the careers of a diverse group of data science and AI PhD students.

b. Raise the quality and breadth of future research output from the data science and AI research community.

The main **objective** of the Enrichment Scheme is to deliver on the Turing Institute's goal, "*to train the leaders of the future*". The Enrichment Scheme will also enable its participants to:

a. Learn new skills from others within the Turing's research community.

b. Discover new research methods and new applications for research and innovation potential.

c. Develop collaborative opportunities across the Turing's research community.

d. Develop increased research independence and identity.

e. Acquire increased awareness of the ethical considerations of data science and AI.

f. Share new knowledge and skills with the wider research community.

We see these aims and objectives as being connected with one another while giving individual applicants the opportunity to identify personal goals from the scheme.

2023 is an exciting year to join the Enrichment Scheme as some changes to the format of the programme are being made. For the 2023/24 academic year we will only be offering the following option:

Enrichment Scheme Placement Award

The Placement Award offers candidates the opportunity to undertake a **6 or 9 month placement at the Turing HQ in London**. This award carries an expectation that holders will engage in person at the office for a minimum of 2 days per week (subject to the office being open and government health guidelines).

Up to **55 awards** will be offered and will become active in **October 2023 or January 2024 at the candidate's choice.**

Enrichment Scheme Community Award

For 2023 the Community Award will **not** be offered as we have for 2022. Following analysis, it has been decided to use the 2022 cohort as a pilot scheme; outcomes and impact will be monitored throughout the 2022/2023 academic year. A decision will be made in summer 2023 about whether the Community Award will be offered again for the 2024 Call.

Support Package

Finance

The Enrichment **Placement Award** consists of a £472.50*/month financial award for 6 or 9 months. This award supports additional costs students will incur in order to attend the Institute in person during their placement and is subject to an annual Cost of Living review each March.

Students also have access to an **Enrichment Training Support Expenses fund** of up to £1000 to enrich and support their time on their placement and to promote collaboration.

Placement students will also be eligible for the loan of a **Turing research laptop**.

Access funds

As part of our commitment to inclusion, we recognise that some groups face additional barriers to participating in the Enrichment Scheme. For this reason, we offer a fund to support students to participate who otherwise would not be able to due to a disability, a caring responsibility or financial hardship. The fund provides expenses awards of up to £500 per month and applications are made via Flexi-Grant at the same time as submitting the final Enrichment Scheme application. The same deadline applies. A decision panel comprising several departments at the Turing decides who to award funds to and students are informed at the time of their informal offer.

Hardship funds

We appreciate that whilst students financially plan carefully for their PhD studies, unforeseen circumstances occur and are out of the control of the student. We offer access to an 'in flight' Hardship fund to support students who find themselves with unexpected financial difficulties. Applications can be made via a form found on Mathison (the Turing intranet) and are assessed monthly by a decision panel comprising several departments at the Turing. Payments can be one off or made in instalments and will usually be between £250 and £2000. It is likely that the Hardship fund will only award one payment per student. The Turing endeavours to avoid a student cancelling their place on the Enrichment Scheme due to financial reasons.

Application mentoring Scheme

See under '*How to apply*' and eligibility.

Reasonable adjustments

We recognise that there may be individual circumstances that we need to be aware of and will make reasonable adjustments required to support individuals during the assessment process. You may already know what adjustments you require or may like to have a confidential discussion around your options. Further information relating to communicating your requirements can be found in the **FAQs**.

To discuss an adjustment to the application process, please contact our team directly at academic-recruitment@turing.ac.uk or on +44 (0) 20 3862 3578. There is also a section on the application form where applicants may make us aware of individual circumstances.

If there is information relevant to your application that we may need to consider when facilitating the review of your application, please contact us to discuss. Where possible, this should be done early in the process or updated when circumstances change.

* as of October 2022

We will treat any information you disclose to us as sensitive and will handle it in line with the Data Protection Act 2018. You can find out more information about how we handle your personal data in our transparency notice. Information will only be used to arrange reasonable adjustments and will not be used to assess your application.

During the student's placement the Academic Services team (who support the welfare and experience of Turing students) support reasonable adjustment requests from Enrichment students.

Equality, Diversity and Inclusion

The Alan Turing Institute has a mission to make great leaps in data science and artificial intelligence to change the world for the better and recognises that to make such great advancements and help solve the world's problems and challenges, we need to accurately reflect the world's diverse composition and build an inclusive community.

We take seriously questions of diversity, equality and inclusion as impact and importance to success and excellence in our field, community and mission. We are committed to actively working to embed and ensure our functions and research schemes are accessible, inclusive, and diverse. Applicants can be of any nationality and applicants from under-represented groups are encouraged to apply. We welcome applicants from all universities, and those who have taken a career break.

The Alan Turing Institute is a Disability Confident organisation. As part of our commitment to supporting individuals with disabilities, we will guarantee assessment at the second stage for all applicants who disclose a disability (as defined by the Equality Act 2010).

The 2023-24 Enrichment Placement Award Scheme

The Enrichment Scheme has been designed to give students the opportunity to enhance, refresh, and broaden their research with the Turing's community and in recognition of their place within the UK's growing data science and AI research community. Placement Award holders receive funding to physically access the Institute's facilities whilst also building both online communities and facilitating other activities such as attending training courses, going to conferences and visiting collaborators.

The award should support and enhance the current work towards the thesis and be supported by the student's supervisor. Students usually begin their engagement with us in their **second or third years** of a typical doctorate to further the work they are undertaking for their research project. There is no 'typical' Enrichment student, and we welcome students from a broad range of disciplines.

Collaboration and networking

Enrichment students have the opportunity to find new collaborators for their research or related work. Enrichment Awards allow students to join a cohort from across the UK, as well as the range of researchers already active at the Turing. Collaboration and networking are encouraged at the Institute through interest groups, seminars, events and workshops and engagement with the Turing's research programmes.

Learning, training and applying new methodologies

We encourage our Enrichment students to learn and apply new methodologies to enrich their research. Learning is supported through training activities offered by the Institute and elsewhere across the research landscape. Students will be able to apply to use the computing resources available through the Turing and will have access to academic mentors. Example training activities include:

- Research Software Engineering with Python
- AI Ethics and Governance
- Research Data Science

Developing research independence

Enrichment students have an opportunity to develop their research independence as they engage on the programme. With support from their home supervisors to spend time away from their usual work environment, students are able to engage in new research groups and with new ideas which can be beneficial to future research output. This year we will be embedding successful Enrichment students in Turing groups for the duration of their time at the Turing. As this is a trial we anticipate a mixture of embedded and non-embedded students in the 2023 cohort.

The matching will be done on project alignment between the student's research and the Turing priority areas. It is envisaged that not every student will be assigned a group, but as many as possible will be in this first year.

An ethical core

Considering the ethical implications of research is a core part of all the work at the Turing. All Enrichment students are encouraged to examine the ethical issues in their own projects and discuss them with others. Students are encouraged to

engage with Turing Research Ethics ("TREx") - Mathison as well as contributing to ongoing discussions regarding fairness and transparency through projects such as The Turing Way, our open-source guide and gold-standard in developing reproducible data science projects.

Grassroots funding and project collaboration

As part of the Enrichment Scheme, students are encouraged to make use of the Grassroots Training fund by scoping and organising group training opportunities. We expect varied submissions which complement existing activities offered and submissions will always aim to benefit a number of students across the cohort. For example, activities submitted to this fund could take the form of workshops or cohort-building activities to foster peer-interactions (see page 4 for Enrichment Support Expenses fund.)

Reporting: progress and impact

It is a requirement of all Enrichment students to submit progress and update reports before, during and at the end of their placement. The reports will be requested in the form of electronic questionnaires and more detailed written reports and will be requested by the Academic Services team. The Turing may also contact the student/supervisor after your PhD has been submitted to request a progress and an impact report. Placement Award holders will also be required to report on how they have utilised their £1000 Enrichment Support Expenses fund at the end of their placement.

Eligibility and Assessment Criteria

Eligibility Criteria

Students must meet **all** the following eligibility criteria to be considered for the scheme.

- Students must be registered on a **doctoral programme at a UK university** and have the **support of their university** to study away for the duration of the placement.
- Students must be in the "**active research phase"** for the duration of the award, which is defined as:
  - having completed their first year of doctoral study (not including any masters or foundation years).
  - **not being within 3 months of their intended submission date or in the process of exclusively writing up their thesis during their placement.**
- The student's supervisor (or equivalent) must support their application and be willing to continue supervising them while taking part in the Enrichment Scheme. A reference from your supervisor will be required should you receive an offer.
- **Students must not suspend their studies to take on internships or paid work during the duration of the award.**
- Students must hold a valid Right to Study in the UK.
- Students must satisfactorily pass the Institute's security screening process which includes a basic Disclosure and Barring Service check.

Assessment Criteria

When assessing applicants, we look at the following areas:

- **Skills:** the demonstration of the necessary skills to complete the proposed research.
- **Behaviours:** the actions and activities the student does that will help them to engage at the Turing.
- **Research proposal:** the research the student plans to undertake during the Enrichment scheme.

Area	Description
Skills	Evidence of skills in data science and/or AI and technical skills (e.g. mathematics, statistics, programming, algorithms, data analytics, applications) used to solve research problems.
Behaviours	A collaborative approach that enhances the engagement and exchange with other researchers and an understanding of the added value that communicating and networking with others can bring to their research.
	Demonstrates a clear and convincing plan for how participation would contribute to their doctoral study and development as a researcher and ideas on how to utilise the award and Turing resources to enrich their research.
Research proposal	Clearly identifies areas of their research for development and how this could be achieved through an Enrichment Placement.
	The research proposal is technically sound, clearly communicated, demonstrates a good understanding of the topic and an original contribution to the field.
	The research proposal engages with the research challenges of the Turing or data science/AI methodologies.

Application process

Timeline

Application stage	Key Dates
Applications open on Flexi-Grant	14th November 2022
Open Events at the Turing	25th November 2022 9th December 2022
Application mentoring applications close	12th December 2022
Online Q&A session	11th January 2023
Applications close	18th January 2023
Application review period	19th January – 12th May 2023
Outcomes communicated	End of May/early June 2023

Open Events

We are offering two face to face Open Events during the Call: 25th November 2022 and 9th December 2022. Following this, we will be offering an online Q&A session on 11th January 2023 ahead of the Call closing. Numbers for the Open Events will be limited and offered on a first come first served basis. There will also be an opportunity for prospective students to apply for travel and accommodation subsistence to support their attendance.

How to Apply

Applicants should discuss the scheme with their supervisor and university department to gain their approval to participate. We recommend sharing the **Guidance for Universities and Supervisors** document with your department.

We offer an **application mentoring scheme** which allows applicants from **non-partner universities and TNDAs** to pair with a member of the Turing research community who can assist with the process and offer feedback on an application draft. Please see **FAQs** for further details. If you are interested in pairing with a mentor please click here for the application form. The application mentoring scheme closes on 12th December 2022. We strongly encourage you to apply as soon as possible so we can attempt to align you with a mentor.

At the Open Events and at the online Q&A event in January there will be a session about how to write a competitive application.

Applicants apply directly to the Turing through our **Flexi-Grant system.** The application form will ask you to provide details of your project, why you are interested in applying to the scheme and what you hope to get out of your time with the Turing in line with the assessment criteria.

The deadline for applications is 18th January 2023, 12 noon, GMT. This is a strict deadline and no extensions will be granted.

References

References will not be requested until offer stage. Please read below about student obligations.

You will also need to submit the contact details of your supervisor or equivalent on the application form, should your application be successful we will

invite them to provide a reference for you. Please ensure that your supervisor would be willing to do so at the point of your application stage; failure by the Turing to obtain a suitable reference could jeopardise any pending offer made to a student.

In addition to informing your supervisor, if applying from a Turing Partner University, you will also need to inform the Turing University Lead Manager at your university and confirm you have communicated to both via a tick box on your Flexi-Grant application. You can find a list of ULM's **here**.

Students applying from non-partner universities and TNDA* universities should make sure their supervisor is happy with the application and also their TNDA Lead. You can find a list of TNDA leads **here.**

*TNDA – Turing Network Development Award universities.

Assessment Process

All applicants are assessed on their application form only. **Applicants will not be invited to interviews for the Enrichment scheme**, unless they are applying from an International University partnership; in which case an interview with their current university may be applicable.

Applications will first be checked for eligibility. All eligible applications will then be reviewed under the supervision of two expert reviewers who will have a closely aligned discipline to the applicant. We suggest candidates carefully select which areas of research their application relates to.

A final panel will then decide awards based on the strength of applications and, if oversubscribed, the diversity of an applicant's research area. The Turing reserves the right to reject applicants who do not meet the criteria at any stage.

Further information

For further information please see our **FAQs.**

Questions can be emailed to academic-recruitment@turing.ac.uk or can be discussed by phoning +44 (0) 20 3862 3578.