

ENGBIO4ENV is committed to creating a welcoming, supportive and inclusive environment where talented researchers from all backgrounds can thrive. We believe that engineering biology delivers the greatest benefit to society when diverse perspectives, experiences and ideas are actively encouraged and supported.

Inclusive research culture through partnership

Our programme brings together researchers across multiple universities through the UKRI Engineering Biology Innovation Centre (EBIC). This collaborative environment provides access to shared facilities, interdisciplinary expertise, and a strong peer community that supports both personal and professional development.

We actively work to widen participation in engineering biology by engaging with students from a broad range of academic, cultural and socio-economic backgrounds. Our outreach activities include partnerships with schools, mentoring initiatives, and summer schools designed to introduce learners to research in engineering biology and environmental sustainability.

Flexibility as an enabling design principle

We recognise that researchers have different needs and responsibilities. ENGBIO4ENV offers flexible study options, hybrid learning formats, and supportive supervision structures that allow students to balance research with caring responsibilities, health needs, or career transitions.

Student wellbeing is central to our approach. Researchers benefit from mentoring networks, peer support, wellbeing workshops, and access to professional services across partner institutions. We foster a positive research culture built on collaboration, respect and openness.

Widening participation and equitable access

ENGBIO4ENV aims to attract and support doctoral researchers from diverse socio-economic, disciplinary, and cultural backgrounds, recognising that innovation in engineering biology benefits from plurality of perspectives and experiences.

Inclusive supervision and research leadership

Our approach aligns with national frameworks including Athena SWAN and the UKRI EDI Strategy. We regularly review our practices through feedback, data monitoring, and collaboration with our students, ensuring continuous improvement.

Wellbeing-centred doctoral training environment

The programme recognises that researcher wellbeing directly influences creativity, productivity, and retention. EngBio4Env adopts a proactive wellbeing framework integrating:

- training workshops addressing resilience, impostor phenomenon, and work-life integration
- peer mentoring networks supported by the EBIC hub postdoctoral researchers
- regular structured check-ins with academic mentors
- access to institutional counselling and wellbeing services
- cohort wellbeing champions acting as confidential peer contacts

We are committed to building a research community that reflects the diversity of society and supports the next generation of leaders in sustainable engineering biology.