



Equality, Diversity, and Inclusion (EDI) Policy for Research Grant Applications

The Pelican Cancer Foundation is committed to fostering a culture of equality, diversity, and inclusion (EDI) in all aspects of our work. As a grant-giving charity supporting education and research, we recognize the importance of inclusive practices that reflect the diverse communities we serve.

We are committed to:

- Treating all individuals with fairness, dignity, and respect
- Providing equal access to opportunities, free from discrimination
- Actively promoting diversity in our grant processes and research partnerships
- Creating inclusive educational spaces where everyone feels valued and heard

This policy is underpinned by the principles of the **Equality Act 2010**, which protects individuals from unlawful discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Grant application processes:

- We will actively encourage applications from underrepresented groups and communities.
- Our application process will be transparent, accessible, and fair.
- We will monitor and review the diversity of applicants and recipients to inform future improvements.
- All grant assessments will be guided by criteria that minimize bias.

Monitoring and Accountability:

- We will collect anonymized data on diversity where appropriate and with consent.

- We will regularly review this policy and assess progress against our EDI objectives.
- Feedback from stakeholders will be encouraged to help shape our ongoing approach.
- Pelican may publish anonymised diversity data to demonstrate transparency and accountability.

Equality and Diversity Monitoring Form

Completing this form is voluntary and the information provided will be kept confidential and not linked to your application. **Please return the completed form to admin@pelicancancer.org.uk**

Age - What is your age?

- ☐ 19 or under
- ☐ 20 to 29
- ☐ 30 to 39
- ☐ 40 to 49
- ☐ 50 to 59
- ☐ 60 to 69
- ☐ 70+
- ☐ Prefer not to say

Disability

Do you have a disability, impairment or health condition which affects your day-to-day activities?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Ethnicity

What is your ethnicity? This may be different to your nationality, place of birth or citizenship.

Asian or Asian British

- ☐ Asian British
- ☐ Bangladeshi
- ☐ Chinese
- ☐ Indian
- ☐ Pakistani
- ☐ Another Asian background
- ☐ Prefer not to say

Black, African, Caribbean or Black British

- ☐ African
- ☐ Black British
- ☐ Caribbean
- ☐ Another Black, African or Caribbean background
- ☐ Prefer not to say

Mixed or Multiple ethnic groups

- ☐ Asian and White
- ☐ Black African and White
- ☐ Black Caribbean and White
- ☐ Another Mixed or Multiple ethnic groups
- ☐ Prefer not to say

White

- ☐ English
- ☐ Gypsy or Irish Traveller
- ☐ Irish
- ☐ Northern Irish
- ☐ Scottish
- ☐ Welsh
- ☐ Other European
- ☐ Another White background
- ☐ Prefer not to say

Another ethnic group

- ☐ Arab
- ☐ Another ethnic group
- ☐ Prefer not to say

Religion or belief

What is your religion or belief?

- ☐ No religion or belief
- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Sikh
- ☐ Another religion or belief
- ☐ Prefer not to say

Sex

What is your sex?

- ☐ Female
- ☐ Male
- ☐ Prefer to self-describe
- ☐ Prefer not to say

Gender reassignment

Is the gender you identify with the same as your sex recorded at birth?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Sexual orientation

What is your sexual orientation?

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Pansexual
- ☐ Questioning
- ☐ Prefer to self-describe
- ☐ Prefer not to say