

**Interview Panel: Recruitment and Selection of PGR students:**

- All accepted PGR students must have been through a rigorous assessment process, involving an interview.
- Those involved in the shortlisting of applicants must be members of the interview panel and have completed the RETI training on 'Recruitment and Selection of PGR students', and HR training on 'EDI'.
- The interview panel composition, ideally more than 2 people (normally no more than 3 people), should reflect the EDI representation expected on academic panels.
- For 'targeted' scholarships (e.g. VC, UA DTA etc.) the interview panel must include the First Supervisor, Associate Dean (R&KE) or their nominee, and HoD or their nominee.
- In cases of candidate selection into higher profile or collaborative ventures, such as UKRI funded DTPS or scholarships, must be part of a robust process for recruitment, in accordance with the set criteria and T&Cs.