

Project brief:

Equitable inclusive supervisory good practice document

Aim

Developing a good practice document for equitable and inclusive supervisory practices that can be used as the basis for a good supervisory handbook alongside suggestions for aligning practices with racial justice principles.

Outline

Final product: A comprehensive report as the basis for a handbook on good supervisory practice, with a particular focus on supporting global majority students.

The report will:

1. Use the UKCGE doctoral supervision framework as the basis for commentary on good supervisory practice
2. Review current guidance and provision using data and literature.
3. Provide recommendations for equitable supervisory practice and present a BCU-focused framework for practice – which should be based in the existing UKCGE framework.
4. Conduct a literature review to ensure alignment with best practices, evidence-based approaches, and existing BCU and UKCGE policies
5. Analyse selected data using coding and analysis
6. Incorporate additional relevant elements emergent from the data

Word limit: No more than 8,000 words.

Research questions

1. What constitutes good supervisory practice aligned with racial justice principles and current/future policies?
2. What are effective practices across the timeline of the supervisory relationship from induction to completion?
3. What recommendations emerge from the data to better support global majority students beyond current practice?
4. What enhancements specific to BCU can be made to the UKCGE frameworks?

Methods

The project is expected to utilise many of the following datasets:

- Supervisory interviews
- EDI-related interviews
- Relevant focus groups and interviews as needed
- Supervisor training focus group
- Review of supervisor CPD
- Supervisor survey results

We suggest using thematic analysis or grounded theories to identify common (emerging) themes across datasets that translate into the tangible document and actionable recommendations.

Outcomes

1. Actionable recommendations for improved inclusivity and anti-racist practice in supervision.
2. A guidance document, that could be used as a handbook outlining a framework for enhanced Supervisory practice as informed by the data.

Indicative timeline and milestones

Timelines and stages to be confirmed with research associates as appropriate to their availability. An indicative schedule is suggested below, and a member of the Routes-in/Through leadership team will be a named contact for regular supportive check-ins.

Week	Activity
Week 1	Literature review
Week 2	Reviewing and accessing TM data related to supervisory practice alongside current provision of supervisory policy documents and guidance.
Week 3-6	Data synthesis and analysis.
Week 5	Collaborative discussion with Routes-in/Through team lead contact and review of actions.
Week 7	Outline of final report and guidance.
Week 9	Collaborative discussion with Routes-in/Through team lead contact and review of actions.
Week 10	Delivery of final report and recommendations.