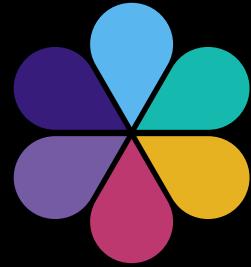


Our Principles for High Performing, Inclusive Research Communities





Our Principles for High Performing, Inclusive Research Communities

To foster thriving, innovative, and resilient research communities, we need environments where people feel safe, valued, and empowered to contribute.

These principles are designed to support high performance through inclusive and empowering leadership and community-building across our research ecosystem.

📍 **Psychological Safety**

e.g. encouraging open discussion and respectful feedback

📍 **Inclusive Engagement in Research Culture**

e.g. ensuring participation for PGRs and ECRs

📍 **Collaborative Leadership**

e.g. shared leadership roles with ECRs

📍 **Engaged Collaboration**

e.g. co-creating research questions with community partners

📍 **Championing Researcher Career Development**

e.g. ensuring technical staff are supported to attend relevant events

📍 **Adaptability and Improvement**

e.g. regular reflection on group practices and culture

Northumbria Research Culture

www.northumbria.ac.uk/research/research-culture

