

2027 – 2029 Parliamentary Thematic Research Leads: Guidance Notes for Applicants

Please read this document **BEFORE** submitting your application.

Funding for the TRL positions will be provided by UKRI.

This guidance provides further information about the following aspects of the Parliamentary Thematic Research Leads 2027 – 2029 opportunity:

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1. Key dates

- Applications open on Monday 18 May 2026, and close on 11:55pm, Sunday 9 August 2026
- An online assessment and online interview are planned to take place between mid-October and mid-November
- Appointments will be made in November
- Successful applicants will undergo security clearance, and complete Fellowship Agreements, between November 2026 and February 2027
- Thematic Research Leads will take up their part-time TRL fellowships in April 2027, with the role running from 1 April 2027 to 31 March 2029.

It is our expectation that the process will follow the timescales above. Should any changes to this be necessary, we will update the [Thematic Research Leads webpage](#) with details as soon as possible.

We are aware that adjustments of timing may be required for some applicants throughout this process including those with disabilities or caring responsibilities, and those observing religious occasions or festivities. If you have any adjustment needs that will impact your participation in the timescales above, please let us know promptly so that we can consider an adjustment for you.

2. Eligibility and security clearance

Eligibility

Applications are open to:

- all UK university-based established researchers who already have a PhD and are employed on an academic or research contract, or undertake research as a substantive part of their role. Exceptionally, they are also open to those who don't have a PhD but have equivalent experience and are employed in a UK university on an academic or research contract, or undertake research as a substantive part of their role. Their university contract should

- extend beyond March 2029 and their university should be eligible to receive UKRI funding.
- established researchers who work in [UKRI Institutes, UKRI Independent Research Organisations, or Catapult Centres](#) and are active researchers within their organisation. They will either have PhD or equivalent experience. Their substantive contract should extend beyond March 2029 and their institution should be eligible to receive UKRI funding.

For the purposes of this call, established researchers are considered those in professional research roles with significant expertise in the TRL portfolio area, up to **but not including professorial level** (at the call deadline).

Security clearance

If successful in your application, you will be required to complete pre-employment checks. You must have permission to work in the UK, and will need to receive security clearance from UK Parliament to Counter Terrorist Check (CTC) level. You are required to pass these checks before an offer can be confirmed. You should be aware that if you have resided outside of the UK for a total of more than two of the five years dating back from **2 November 2026**, you will not be eligible to receive security clearance to work on the Parliamentary Estate. Find [information on the Government webpages on United Kingdom Security Vetting](#) and [information on the security vetting process in Parliament](#).

If you are unsure whether you are eligible to apply, please [get in touch with the Knowledge Exchange Unit at Parliament](#) a minimum of ten working days before the call closes.

When submitting your application, you should provide evidence of your Head of Department's (or more senior) support, and your institution's financial support, for you to take up the position as Thematic Research Lead.

Political impartiality and conflicts of interest

The TRL role is a politically restricted role. If you take it up, you will need to be impartial, and be seen to be impartial, at all times. (see the Fellowship Agreement in the Appendix of this document; specifically Section 12 and Schedule 3). If appointed to the role, you will not be able to hold office in a party-political organisation, nor take part in any public political activity – including the expression in public forums or on social media of personal views on politically controversial issues.

A conflict of interest is a situation that has the potential to undermine the impartiality that the TRL role requires, due to a clash between the public (parliamentary) interest and your own. Applicants to the TRL role should carefully consider whether any personal, professional, or financial interests could compromise, or appear to compromise, their ability to carry out parliamentary work impartially. If you consider you may have potential conflicts, you should declare these at the application stage. In some cases, the presence of a conflict may mean that an applicant cannot take up the TRL role. If appointed, you will be required to declare any potential conflicts of interest.

3. Funding

Funding for the Thematic Research Lead positions will be provided by UKRI. Each post is for a 24-month period at 0.6 FTE, beginning 1 April 2027 and ending 31 March 2029. UKRI will meet 80% of the full economic costs and the host institution is expected to support the remaining 20%. If invited to assessment and interview, applicants will be required to provide indicative costing for: their salary and FTE related costs, as well as travel and subsistence to allow for three days per month in Westminster. For non-clinical applicants, we expect the estimated 100% FEC not to exceed £240,000.

UK Parliament will contribute in-kind funding, including supervision, professional development

opportunities, workspace and IT equipment.

4. How to apply and selection criteria

For 2027, we are recruiting seven Thematic Research Leads with the following portfolios and areas of expertise:

- AI, digital and technology
- National security and resilience
- Infrastructure, planning and land use, including clean energy industries
- Health and life sciences
- Education, children and young people
- Criminal justice
- Place-based economic growth

Each Thematic Research Lead role has a Person Specification available on Parliament's online recruitment portal, also accessible through the [Thematic Research Lead webpage](#). You should consult the Thematic Research Lead Person Specification for the role you would like to apply to.

Each Person Specification outlines the role of the Thematic Research Lead, an idea of what their portfolio may encompass, and any general and specific activities they will likely undertake in the role. It also lists the selection criteria for the role. These criteria are listed below, along with examples.

Selection criteria

1. Expertise

Evidence of significant expertise in the portfolio area, including: a) deep knowledge of one area within the portfolio, b) broad knowledge of key research and experts across the portfolio, or strong evidence of the ability to quickly get up to speed on relevant research and experts across the portfolio, c) knowledge of the policy landscape in relation to the portfolio, and d) knowledge exchange and policy engagement experience, including connections with relevant networks.

2. Adaptability

Ability to: a) adapt to, and work in, different organisational cultures, b) adapt to delivering different tasks and activities, and c) adapt to differing knowledge needs and communication preferences of differing stakeholders.

- a. For example, where norms around hierarchy, cross-colleague and cross-team communication, supervision, and accountability may be different to the organisational culture of a university.
- b. For example, this may range from arranging room booking and catering for a seminar, to preparing and delivering a briefing for a senior politician or select committee.
- c. For example, being able to use the parliamentary writing style to provide a technical briefing on a topic for a colleague who has specialism in the broad area, and also being able to adapt it into a high-level, accessible overview for an MP who lacks knowledge or insight in the area.

3. Resilience

Ability to: a) manage quickly shifting priorities, working at pace, b) manage a demanding workload with competing priorities, and c) manage ambiguity.

- a. For example, you may be preparing a briefing for a parliamentary committee that is exploring running a particular inquiry. They may instead opt to initiate a different inquiry at short notice, requiring you to shift to prepare a briefing on a completely new topic.
- b. For example, you may be working on several different tasks for different parliamentary stakeholders simultaneously, but also have to manage these alongside non-negotiable requirements from your university.
- c. For example, part of the TRL's role is to respond to demand from parliamentary stakeholders, and that demand can come at short notice (for example, a couple of days to a week), meaning you may not know what you will be working on ahead of having to deliver it.

4. (Personal and organisational) accountability

Ability to: a) reliably follow through on commitments and deliver work to the agreed standard and time scale – including work that has been requested of you, b) work in an environment where scrutiny and accountability is the norm and impartiality is required, and c) respond constructively to instruction, feedback and redirection.

- a. For example, managing your time, as well as colleagues' expectations, sufficiently to be confident you can deliver the work you have committed to within your part time TRL role, meeting hard deadlines, and expectations of high quality.
- b. For example, meeting your parliamentary supervisor frequently, reviewing and agreeing your work programme together, taking responsibility to ensure your work is impartial.
- c. For example, taking on work as requested by parliamentary colleagues, sharing draft versions of your work with parliamentary stakeholders, and accepting and responding to feedback and redirection constructively.

5. Teamwork

Ability to: a) deliver work collaboratively and inclusively, contributing to shared goals and a positive team culture, b) communicate effectively with colleagues and parliamentary stakeholders, and c) prioritise outcomes for the team or organisation in challenging situations.

- a. For example, co-writing a briefing, peer reviewing or copy editing someone else's work, participating in planning discussions, supporting operational tasks where needed, or taking on tasks to support the team although they're outside of your formal remit.
- b. For example, keeping relevant colleagues up to date on your progress on a piece of work, or ensuring your communication approach enables others to also manage their own time, work or involvement.
- c. For example, if your team is suddenly required to deliver a different piece of work, considering how you can reprioritise your work, to be able to support the team to deliver.

6. Rapport building

Ability to: a) build rapport and engender trust, demonstrating impartiality with a diverse body of stakeholders, ranging from junior parliamentary staff through to senior politicians, b) leverage trust and rapport to influence and persuade parliamentary stakeholders towards a course of action, and

c) use rapport to build external networks.

- a. For example, taking time to understand how different parliamentary teams work, and using adaptability, accountability and teamwork to build relationships and trust with different parliamentary colleagues.
- b. For example, persuading parliamentary colleagues to try adapting or innovating processes for gathering or using evidence.
- c. For example, using interpersonal skills to establish connections, channels of communication and collaboration with a variety of external research stakeholders.

7. Proactivity

Ability to: a) take initiative by anticipating needs and problems, then identify effective solutions, b) proactively identify potential opportunities and, being resourceful and courageous, develop plans to capitalise on them, and c) drive innovation; reflecting on observations, knowledge and experience, and responding with practical, new ideas.

- a. For example, identifying a forthcoming inquiry will require specialist technical input and drawing on another TRL's expertise or identifying relevant experts to provide a private advance briefing for the committee
- b. For example, identifying a parliamentary team that is keen to try something new, and proposing ways to help explore and deliver that innovation.
- c. For example, observing that a parliamentary process is not as impactful as or efficient as it could be, and proactively reflecting on new ways of improving efficiency or enhancing impact, within the possibilities of the wider organisational ways of working.

To apply, you will need to complete an application for your chosen role on Parliament's online recruitment portal. This is not an employment recruitment process; an online recruitment portal is being used for best practice, including: anonymous applications, protection of your data and diversity monitoring.

In the application, you will need to demonstrate how you meet some of the criteria listed in the Thematic Research Lead Person Specification.

You will also need to submit an anonymous three-page CV.

To anonymise your CV:

- please remove any personal information (such as your name, email address, age, address)
- please replace the name of your institution with XXX (for example *University of Bath* becomes *University of XXX*).
- please replace your name and the names of any other authors in any listed outputs or publications with XXX (for example, *Smith, C., 2025, The Example Book* becomes *XXX, 2025, The Example Book*)

Your CV will be assessed against selection criteria 1. Where you describe your research expertise, the fit with the thematic policy area (both your specialist and broad knowledge) should be made apparent. You should also highlight your relevant knowledge exchange, policy and engagement activities as well as your work with networks. You should upload the anonymised CV to the recruitment portal and submit it along with your application.

Please note, submission of a CV over three pages in length or not removing all personal information from the CV will render your application ineligible. It will not be assessed or progress to the next stage.

When preparing your application, you should confirm your Head of Department's support – including your research institution's financial support – to take up the role. You and your Head of Department should complete the 'Support and Funding Verification Form', which must be signed by your Head of Department. You should upload this to the recruitment portal and submit it along with your application and CV. If it is not possible to complete the form with your Head of Department, a senior management colleague's support, such as PVC for Research, is acceptable.

The deadline to submit your application is 11:55pm on Sunday 9 August 2026.

Please note that your application will be ineligible if any part of the application is left blank or if any of the requested documentation has not been supplied.

Applying for more than one TRL role

You may apply for up to three different TRL roles. You should submit separate applications for each role. For each role you may tailor your CV. You will need to indicate at application that you are applying for more than one role. You should list the roles you are applying for in order of your preference. This should reflect the order in which you would choose the roles if successful in all your applications.

5. Assessment and selection process

Your application will be assessed by a panel of senior parliamentary staff, including two with expertise in the specific policy area.

Assessment of your application will take into consideration the degree to which you meet the selection criteria.

If you are successful at the initial application stage, you will be invited to an online assessment and an online interview, taking part on two different days (currently scheduled to take place between mid-October and mid-November). The online assessment will include both individual and group tasks, and we currently estimate that it should take no more than three hours of your time. The online interview should not last longer than an hour. Through the assessment and interview, we will assess you against the selection criteria. More information will be provided if you are shortlisted. If we require you to conduct any other tasks as part of the recruitment process, these will be clearly communicated to you well in advance.

6. Our values

Whilst your work will serve both the House of Commons and the House of Lords, organisationally, you will be situated in the House of Commons.

The House of Commons is proud of our organisational values, which will deliver our strategy. We are looking for people who can bring these values to life:

Inclusive: we value everyone equally; we respect each other; we all have a voice.

Courageous: we try new things; we own our actions and decisions; we learn from our mistakes.

Trusted: we trust each other to do a good job; we are impartial; we build confidence in Parliament with our integrity.

Collaborative: we share our knowledge and experience; we work towards a shared vision; we know we work better in a partnership.

7. Reasonable adjustments and workplace adjustments

If you require any recruitment documentation in other formats or if you require reasonable adjustments to be made during the application process, please contact the recruitment team on recruitment@parliament.uk and/or specify this in the allocated place on the application.

The House of Commons supports individuals in need of workplace adjustments. The workplace adjustment process prevents, reduces or removes problems you might face during your time as Thematic Research Lead at Parliament. Adjustments can be requested to help with obstacles relating to mental health, caring responsibilities, and physical or non-physical requirements. You can request a workplace adjustment if you have a disability or suffer from a difficulty or disadvantage in your workplace.

8. Ethics approval

If, as part of your role as Thematic Research Lead, you were to engage in research that raises ethical issues, such as the collection of data from human participants (including Parliamentarians, Members' staff and or parliamentary staff, or anyone else), you would be responsible for obtaining ethics approval from the appropriate body prior to undertaking the research. This will usually be your university or research organisation. Your proposed project or data collection must also be approved by the Managing Director of Research and Information in UK Parliament in advance, before you seek ethical approval or commence activities.

9. Thematic Research Lead status

You will have the status of Parliamentary Thematic Research Lead for the duration of your time in the role in Parliament, and at no point will you hold the status of employee of the House.

10. Terms and conditions

If you are successful in your application, you will be required to enter into a formal Fellowship Agreement that sets out the specific terms governing your engagement in Parliament as a Thematic Research Lead. You must also undergo security vetting. Your placement is conditional on the Fellowship Agreement being signed and security clearance being obtained.

A copy of the Fellowship Agreement is appended to these Guidance Notes. Please share this with the relevant parties in your university or organisation and seek their confirmation that they will sign the agreement if you are successful in your application to the role of Thematic Research Lead.

This Fellowship Agreement has been developed in consultation with legal teams from over 10 universities. Please note that the terms of the Fellowship Agreement are not open for negotiation and parties will be expected to sign the Agreement as drafted.

If appointed to the role, you will also be required to adhere to [UKRI's Terms and Conditions](#).

11. Online Information Session

We will hold an online information session on Thursday 18 June 2026, 1 to 2.30pm. This session will give you an opportunity to find out more about the Thematic Research Lead programme, and the role of Thematic Research Leads. The KEU, current TRLs, and ESRC representatives will be available

to take your questions.

Registration for the session will open shortly on the TRL webpages: www.parliament.uk/trls. We will also send a link to register for the session through our weekly round up: www.parliament.uk/keunews.

12. Contacts and sources of further information

For more information, please see the Parliamentary Thematic Research Lead webpage: www.parliament.uk/trls and consult our 'frequently asked questions'.

For any remaining queries, please contact the Knowledge Exchange Unit on: keu@parliament.uk

13. Appendix: Thematic Research Lead Fellowship Agreement

POST'S THEMATIC RESEARCH LEAD SCHEME 2027 – 2029 FELLOWSHIP AGREEMENT

This agreement is dated: [insert the date that the last party signs the agreement]

Parties

This agreement is between:

1. [Insert name and address of Fellow] (the "**Fellow**").
2. [Insert name and address of University, UKRI Institute, UKRI Independent Research Organisation or Catapult Centre] (the "**University/Institution**").
3. The Corporate Officer of the House of Commons, of the Palace of Westminster, London, SW1A 0AA (the "**House of Commons**").

Background

- a) The Fellow successfully applied for a Thematic Research Lead fellowship (the "**Fellowship**").
- b) The Fellow is employed by the University/Institution, and it is intended that the Fellow will remain employed by the University/Institution for the duration of the Fellowship.
- c) The University/Institution will enter into a funding agreement ("**Funding Agreement**") with UKRI (the "**Funder**") to cover 80% of the cost of the Fellow's time spent on the Fellowship and related costs, including travel and subsistence and knowledge exchange activities.
- d) The University/Institution is responsible for ensuring that the relevant funding arrangements are compliant with anti-slavery and human trafficking laws.
- e) This agreement sets out the terms and conditions that apply to the Fellowship.

Agreed Terms

The parties agree as follows:

1. Interpretation

- 1.1. The rules of interpretation in this clause apply in this agreement (unless the context requires otherwise).

- 1.2. The headings in this agreement are inserted for convenience only and shall not affect its construction.
- 1.3. A reference to a particular law is a reference to it as it is in force for the time being taking account of any amendment, extension, or re-enactment and includes any subordinate legislation for the time being in force made under it.
- 1.4. The Schedules form part of this agreement and shall have effect as if set out in full in the body of this agreement. Any reference to this agreement includes the Schedules.
- 1.5. Unless the context otherwise requires, words in the singular shall include the plural and in the plural shall include the singular.

2. Duration

- 2.1. The Fellowship shall commence on 1 April 2027 and shall continue until:
 - 2.1.1. 31 March 2029 when it shall terminate automatically without notice; or
 - 2.1.2. it is terminated before in accordance with clause 14.
- 2.2. The Fellowship may be extended by agreement of all three parties.
- 2.3. If the Fellow wishes to extend the Fellowship they must inform the University/Institution and the House of Commons at the earliest opportunity.
- 2.4. Any extension to the Fellowship must be formally recorded as a variation to this agreement in accordance with clause 17 below.
- 2.5. For the avoidance of doubt any extension must comply with the funding obligations in clause 0 below.

3. Objectives, Outputs, Host Office and Supervisor

- 3.1. The Fellow will be assigned to [insert name of Host Office] as their Parliamentary host office (the “**Host Office**”) and allocated a supervisor (the “**Supervisor**”) for the duration of the Fellowship.
- 3.2. The House of Commons may at its discretion:
 - 3.2.1. change the Supervisor or Host Office during the course of the Fellowship; and
 - 3.2.2. appoint more than one Supervisor.

The House of Commons will notify the Fellow of any such changes.

- 3.3. The objectives and outputs of the Fellowship will be discussed, reviewed and updated between the Fellow and the House of Commons on an ongoing basis.
- 3.4. The objectives and outputs of the Fellowship must align with the Funding Agreement and the requirements of the Funder.
- 3.5. The Fellow must comply with both the House of Commons' and the Funder's reporting, monitoring and evaluation requirements.
- 3.6. The Fellow's performance against the agreed objectives and outputs will be evaluated by the House of Commons on an ongoing basis. If the House of Commons considers the Fellow's performance to be unsatisfactory, the Supervisor will discuss their concerns with the Fellow and/or the University/Institution to agree a way forward with the Fellowship. Outcomes may include an improvement plan and/or more regular review processes. If in the House of Commons' absolute discretion, it considers that the Fellow's performance continues to be unsatisfactory, then the House of Commons may terminate the agreement in accordance with clause 14.

4. Access and security

- 4.1. The House of Commons will in its sole discretion grant the Fellow access to the Parliamentary estate and to Parliamentary information, processes, personnel and business in accordance with the terms of this agreement to enable the Fellow to undertake the Fellowship.
- 4.2. Access remains conditional upon the Fellow passing the House of Commons' security vetting procedures.
- 4.3. Any decision to provide access may be revoked at any time in the House of Commons' absolute discretion and without notice or liability to the Fellow or to the University/Institution.
- 4.4. The Fellow must at all times comply with the security and health and safety rules governing conduct on the Parliamentary estate and with the instructions of relevant Parliamentary and security personnel. The Fellow must have regard to their own safety at work and that of their colleagues.
- 4.5. The Fellow must safeguard their photo-identity and any other pass with which the Fellow may be issued during the Fellowship and observe any instruction relating to such passes issued by the House of Commons.

- 4.6. After the Fellowship's termination (howsoever arising) the Fellow must return to the Supervisor any passes issued to the Fellow. These remain at all times the property of the House of Commons.

5. Supervision

- 5.1. The Supervisor will be the Fellow's principal channel of communication with the House of Commons and the Host Office throughout the Fellowship.
- 5.2. The Fellow must communicate adequately with the Supervisor on a regular basis during the Fellowship.
- 5.3. The Host Office will organise IT access, desk space and other resources for the Fellow as needed during the Fellowship.
- 5.4. The Supervisor will be responsible for supervising the Fellow's work throughout the Fellowship.

6. Employment Status and Considerations

- 6.1. The Fellow will remain employed by the University/Institution for the full duration of the Fellowship and the Fellowship does not constitute any kind of employment contract between the Fellow and the House of Commons or between the Fellow and the House of Commons Commission.
- 6.2. The University/Institution and the Fellow must inform the House of Commons of any significant matter that may arise relating to the Fellow or their employment status during the Fellowship. For example, but without limitation, if the Fellow's employment is to be terminated, the University/Institution and the Fellow must inform the House of Commons at the earliest opportunity.
- 6.3. The House of Commons will provide to the University/Institution such information and assistance as the University/Institution may reasonably require to carry out its obligations as the Fellow's employer.
- 6.4. The Fellow and the University/Institution acknowledge that the House of Commons has no employer obligations towards the Fellow.
- 6.5. Nothing in this agreement will be construed as creating a relationship of principal and agent between the Fellow and the House of Commons and the Fellow must not hold themselves out as being the House of Commons' agent.

7. Funding

- 7.1. The Fellow and the University/Institution are responsible for all matters that relate to the funding of the Fellowship, including any applications required to access such funding and full payment of all the Fellow's income tax liabilities and national insurance or similar contributions or liabilities that arise in consequence of the Fellowship or otherwise.
- 7.2. The University/Institution must comply, and ensure that the funding of the Fellowship complies, with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including, but not limited to, the Modern Slavery Act 2015.
- 7.3. The University/Institution will notify the House of Commons as soon as it becomes aware of any actual or suspected breach of clause 7.2.
- 7.4. The University/Institution will at its earliest opportunity notify the House of Commons if for any reason the funding for the Fellowship is withdrawn. If the funding is withdrawn the agreement may be terminated in accordance with clause 14.
- 7.5. The Fellow and the University/Institution acknowledge that the Fellow will receive no payment from the House of Commons except in accordance with clause 8 (Expenses).

8. Expenses

- 8.1. If incidental expenses are likely to arise as a direct consequence of the Fellowship, for instance if the Fellow travels to interview third parties off the Parliamentary estate, the Fellow must discuss any such expenses in advance with the Supervisor. The expenses may be reimbursed at the Supervisor's discretion.
- 8.2. Daily living and travel costs are not 'incidental expenses' and will not be reimbursed.
- 8.3. The House of Commons will not reimburse any expenses that the Supervisor has not approved in advance.
- 8.4. The Fellow must comply with the instructions of the Host Office for how to claim agreed expenses.

9. Confidentiality

- 9.1. The Fellow must read and comply fully with the confidentiality conditions set out in Schedule 1.
- 9.2. The contents of this agreement are confidential to all of the parties.
- 9.3. The parties acknowledge that during the Fellowship the Fellow may have access to and acquire an intimate knowledge of the business of Parliament and obtain confidential information (the “**Confidential Information**”) that includes but is not limited to:
 - 9.3.1. confidential personal information, data or material;
 - 9.3.2. any information, however it is conveyed, that relates to the proceedings, business, affairs, developments, trade secrets, know-how, personnel, and suppliers of the House of Commons, the House of Lords, Parliamentary Digital Service or the Client Team, including all intellectual property rights, together with all information derived from any of the above;
 - 9.3.3. any other information clearly designated as being confidential or which ought reasonably be considered to be confidential (whether or not it is marked “confidential”); and
 - 9.3.4. information, data or material which is confidential and belongs to the House of Commons, House of Lords, Parliamentary Digital Service, Client Team, Government, a Member of the House of Commons and/or a Member of the House of Lords.
- 9.4. The Fellow must keep the Confidential Information confidential indefinitely and not disclose the Confidential Information without the House of Commons’ prior consent.
- 9.5. The House of Commons acknowledges that the Fellow may disclose Confidential Information if compelled to do so by law or in accordance with obligations owed to either House of Parliament. In that case, the Fellow will use their best endeavours to inform the House of Commons within a reasonable time before such disclosure.
- 9.6. The University/Institution will not require the Fellow to disclose or use any Confidential Information.

- 9.7. If the University/Institution obtains Confidential Information as a result of the Fellowship, it must comply with the provisions of this clause 9 and Schedule 1 as if it were the Fellow.

10. Fellowship Outputs and Intellectual Property Rights

- 10.1. The term “**Intellectual Property Rights**” when used in this agreement means patents, inventions, trademarks, service marks, logos, design rights (whether registerable or otherwise), applications for any of the foregoing, copyright (excluding works to which Parliamentary Copyright applies), database rights, domain names, trade or business names, moral rights and other similar rights or obligations whether registerable or not in any country (including but not limited to the United Kingdom) and the right to sue for passing off.
- 10.2. Parliamentary Copyright, as defined in section 165 of the Copyright, Designs and Patents Act 1988, applies to any works made by the Fellow (whether solely or jointly with another person) in the course or arising out of the Fellowship under the direction or control of the House of Commons.
- 10.3. Any works made by the Fellow in the course or arising out of the Fellowship (including any made after the Fellowship is terminated) to which Parliamentary Copyright applies, or which is made for the benefit of either House of Parliament (for example works created as a result of a request by a member or member of staff of either House or for the assistance of Parliamentary business), shall be referred to in this agreement as “**Parliamentary Fellowship Outputs**”.
- 10.4. The parties agree that the House of Commons will own the Intellectual Property Rights in any Parliamentary Fellowship Outputs to which Parliamentary Copyright does not apply.
- 10.5. Copyright in Parliamentary Fellowship Outputs to which Parliamentary Copyright applies is owned by one of the two Houses of Parliament or, in some cases, by both Houses jointly: see sections 165 and 167 of the Copyright, Designs and Patents Act 1988.
- 10.6. Any works made by the Fellow in the course or arising out of the Fellowship (including any made after the Fellowship is terminated) which are not Parliamentary Fellowship Outputs, such as (but without limitation) books, articles, blogs based on information obtained during and as a result of undertaking the Fellowship, are referred to in this agreement as “**Non-Parliamentary Fellowship Outputs**”.

- 10.7. Non-Parliamentary Fellowship Outputs which the Fellow creates as the sole author shall be referred to in this agreement as “**Fellow’s Non-Parliamentary Fellowship Output**”.
- 10.8. Non-Parliamentary Fellowship Outputs which are created jointly by the Fellow and the House of Commons shall be referred to in this agreement as “**Joint Non-Parliamentary Fellowship Outputs**”.
- 10.9. The parties agree that the University/Institution will own the Intellectual Property Rights in the Fellow’s Non-Parliamentary Fellowship Outputs in accordance with the terms set out in this agreement.
- 10.10. The parties agree that the University/Institution and the House of Commons will jointly own the Intellectual Property Rights in Joint Non-Parliamentary Fellowship Outputs.
- 10.11. The University/Institution and the House of Commons hereby grant each other a non-exclusive, indefinite, fully paid-up, royalty free licence to use the Joint Non-Parliamentary Fellowship Outputs in any way, for any purpose and in any medium throughout the world.
- 10.12. If there is an inconsistency between any of the provisions of this agreement and the provisions of any arrangement between the University/Institution and the Fellow, the provisions of this agreement shall prevail.
- 10.13. Any use of the Non-Parliamentary Fellowship Outputs under this clause is subject to the conditions on confidentiality and publication set out elsewhere in this agreement.

11. Publication, Presentation and Impact

- 11.1. The Fellow and/or the University/Institution must comply with Schedule 2 – Publication and Presentation of Fellowship Outputs.
- 11.2. The Fellow and/or the University/Institution must agree with the Supervisor a process for publishing and/or presenting Non-Parliamentary Fellowship Outputs. The process must comply with Schedule 2.
- 11.3. The Fellow and the University/Institution must not publish or present the Parliamentary Fellowship Outputs, unless they have been made available under the

Open Parliament Licence¹ in which case the material concerned may be used in accordance with that licence.

- 11.4. The Fellow and the University/Institution must report to the House of Commons any key impacts resulting directly or indirectly from the Fellowship up to seven years after the termination of the Fellowship.

12. Conduct

- 12.1. The Fellow will be subject to the general rules, policies and procedures governing the House of Commons, as well as those of the University/Institution. These are further detailed at Schedule 3. In the case of uncertainty or conflict, the House of Commons' rules, policies and procedures will take precedence over those of the University/Institution.
- 12.2. The Fellow will be subject to the Independent Complaints Grievance Scheme (IGCS) during the Fellowship. The Fellow will be expected to work to Parliament's Behaviour Code, which provides clear guidelines around how the Fellow should be treated and how the Fellow should treat others. The Behaviour Code applies to everyone who works at or visits Parliament. The ICGS provides a framework which allows individuals to make complaints about breaches of the Behaviour Code; and for these complaints to be assessed and independently investigated. If the House of Commons receives notification from the ICGS, or another party linked to the ICGS process, that the Fellow's behaviour has been reported to the ICGS, or that the Fellow is subject to a live or completed investigation regarding the Fellow's alleged behaviour, the House of Commons may notify the University/Institution and share information relating to the issue as the House of Commons deems appropriate. The House of Commons considers a breach of Parliament's Behaviour Code as a serious matter and will consider terminating the Fellowship in accordance with clause 14.
- 12.3. The Fellow must abide by the standards of conduct and behaviour expected at the House of Commons, including political impartiality.
- 12.4. If the Fellow wishes to participate in political activities during the Fellowship they must only do so if such participation has been approved in advance by the Supervisor.

¹ [Open Parliament Licence - UK Parliament](#)

- 12.5. The Fellow and the University/Institution must declare any relevant interests, connections or relationships, financial or otherwise, that may have the potential to undermine the Fellow's impartiality during the Fellowship.
- 12.6. If an actual or potential conflict of interests exists at the time the parties execute this agreement, or arises during the Fellowship, any party which becomes aware of the conflict will notify the other parties in writing as soon as possible, and the parties will attempt to manage the conflict appropriately. If this is not possible the Fellowship may be terminated in accordance with clause 14. The decision of the House of Commons on this matter will be final.
- 12.7. If the Fellow's conduct falls below acceptable standards as set out in these rules and policies, the Fellowship may be terminated in accordance with clause 14.

13. Liability

- 13.1. No party will be liable to another party for loss of profits, business, or contracts or other indirect losses that are incurred through a breach of this agreement, a negligent act or omission relating to this agreement, or because the Fellowship was terminated before the date in 2.1.1.
- 13.2. The House of Commons will indemnify the Fellow in respect of all liabilities, costs and expenses in respect of claims brought against the Fellow by third parties where those claims arise directly from acts the Fellow has done in the performance of the Fellowship and which the Fellow have been specifically instructed to do by the House of Commons or by the Supervisor.
- 13.3. Each party's aggregate liability howsoever arising out of this agreement shall not exceed £500,000. For the avoidance of doubt, nothing in this agreement shall limit or exclude any liability of a Party to the extent that such limitation or exclusion is not permissible under applicable law.

14. Termination

- 14.1. Any party may terminate the Fellowship at any time, with or without notice, by writing to the other parties and stating the intent to terminate and the date on which the Fellowship will end.
- 14.2. Upon termination of the Fellowship, the Fellow must return to the Supervisor any passes, equipment or materials (including copies) issued by the House of Commons to the Fellow.

- 14.3. After the Fellowship's termination (howsoever arising) the Parties must not hold the Fellow out as being a current holder of a Fellowship.
- 14.4. After the Fellowship's termination the Parties may state:
- 14.4.1. that the Fellow was previously a recipient of the Fellowship and/or completed the Fellowship if the Fellowship was successfully completed; or
- 14.4.2. that the Fellow was previously a recipient of the Fellowship if the Fellowship was not completed.
- 14.5. After the Fellowship's termination (howsoever arising) the Fellow and the University/Institution must not, without the House of Commons' express written agreement, act in any way to suggest that any of the Fellow's work (even if commenced as part of the Fellowship) is produced as part of the Fellowship, or is supported, connected or sponsored by, the House of Commons.

15. Data Protection

- 15.1. In this clause 15 Data Protection Legislation means (i) the UK GDPR (which has the meaning given in section 3 (10) of the Data Protection Act 2018) (ii) the Data Protection Act 2018 to the extent that it relates to processing of personal data and privacy; (iii) all applicable Law about the processing of personal data and privacy.
- 15.2. Unless the context requires otherwise, terms defined in the Data Protection Legislation shall have the same meaning when used in this clause 15.
- 15.3. The parties agree that, for the purposes of Data Protection Legislation, the House of Commons and the University/Institution process the Fellow's personal data as an independent data controller in its own right. Nothing in this agreement is intended to construe either the House of Commons or the University/Institution as the data processor of the other or as joint data controllers with one another with respect to the Fellow's personal data.
- 15.4. The House of Commons and the University/Institution shall process the Fellow's Personal Data in compliance with Data Protection Legislation.
- 15.5. The House of Commons will collect and process information relating to the Fellow in accordance with its privacy notice. A copy of the privacy notice will be made available upon request.

- 15.6. The Fellow acknowledges that the House of Commons will share with the University/Institution information that the University/Institution needs to carry out its obligations as the Fellow's employer.

16. Freedom of Information, Environmental Information Regulations and Disclosure to Parliament

- 16.1. The House of Commons reserves the right to disclose such information as is necessary to meet legal, regulatory and public policy requirements and also any other duty it may have to provide information to Parliament.
- 16.2. All parties acknowledge that if a party to this agreement is considered a public authority within the meaning of the Freedom of Information Act 2000 ("FOIA") and the Environmental Information Regulations 2004 ("EIR") then all information received by that party may be subject to a future request under the FOIA or EIR and will be dealt with accordingly.
- 16.3. When considering a request under the FOIA or the EIR, the relevant party will carefully consider releasing any information it holds, giving due protection to confidential information and any other relevant exemptions. If a party provides information to another party they regard as confidential, the provider must clearly identify the confidential element(s) and explain why they consider each element to be of a confidential nature. Routine marking of the documents as being confidential will not be accepted and the relevant party will always be required to provide justification for non-disclosure. Each party acknowledges that receipt by a party of information marked as confidential or in any other way does not imply that the receiving party accepts any duty of confidence by virtue of that marking nor any obligation not to disclose that information when required by the FOIA or the EIR or to provide information to Parliament.
- 16.4. Primary responsibility for decisions to disclose in response to a request under the FOIA or EIR will rest with the party who received said request. All party's acknowledge that decisions on disclosure under the FOIA or EIR are subject to the jurisdiction of the Information Commissioner, the General Regulatory Chamber of the First-tier Tribunal and ultimately the courts.

17. Variation

- 17.1. No variation of this agreement shall be effective unless it is in writing and signed by all three parties (or their authorised representatives).

18. Miscellaneous

- 18.1. This agreement shall commence on the date when it has been signed by all the parties.
- 18.2. Subject to clause 18.3 this agreement shall automatically terminate when the Fellowship terminates.
- 18.3. The parties agree that the following clauses and schedules will survive the termination of this agreement for whatever reason: 4.6 (return of security pass), 0 (Confidentiality), 10 (Fellowship Outputs and Intellectual Property Rights), 11 (Publication, Presentation and Impact), 13 (Liability), clause 14 (Termination), 15 (Data Protection), clause 16 (Freedom of Information, Environmental Information Regulations and Disclosure to Parliament), this clause 18, Schedule 1 (Confidentiality) and Schedule 2 (Publication and Presentation of Fellowship Outputs).
- 18.4. The parties do not confer or purport to confer on any third party any benefit or right to enforce any term of this agreement under the Contracts (Rights of Third Parties) Act 1999.
- 18.5. This agreement represents the entire understanding and agreement between the parties and supersedes all previous negotiations and understandings between the parties with respect to its subject matter. Further, this agreement supersedes all previous agreements between the parties with regard to its subject matter and those agreements are now terminated and of no further effect.
- 18.6. If any term of this agreement is, in whole or in part, held to be illegal or unenforceable to any extent under any enactment or rule of law, that term or part will to that extent be deemed not to form part of this agreement and the enforceability of the remainder of this agreement will not be affected.
- 18.7. This agreement may be executed in any number of counterparts, each of which shall constitute a duplicate original, but all the counterparts shall together constitute the one agreement.
- 18.8. This agreement will be governed by, and interpreted in accordance with, the law of England and Wales and will be subject to the exclusive jurisdiction of the courts of England and Wales.

By signing below the parties confirm that they have read and fully comprehend all the terms and conditions of this agreement including its Schedules and agree to abide by them at all times.

Signed by Fellow

Name

Signature

Address

Date

Signed on behalf of the University/Institution by

Authorised signatory

Name

Address

Position

Date

Signed on behalf of the Corporate Officer of the House of Commons by

Authorised signatory

Name

Address Palace of Westminster, London, SW1A 0AA

Position

Date

Schedule 1 – Confidentiality

Through the Fellowship the Fellow may acquire Confidential Information as defined in clause 0 (Confidentiality) relating to either the House of Commons, the House of Lords, the Parliamentary Digital Service and/or the Restoration and Renewal Client Team.

The Fellow must keep Confidential Information safe and observe any policies and procedures that apply to the handling or storage of such information, and any cybersecurity measures. If the Fellow is not sure about these policies and procedures, the Fellow must ask the Supervisor for further guidance.

The Fellow must not disclose Confidential Information unless the Fellow is given express authority to do so. Such authority may arise from an express written instruction by the Supervisor or Host Office.

The Fellow must continue to keep such information confidential even after the Fellowship has ended.

If, during the Fellowship, the Fellow uses or gains access to any hard copy or electronic documents which were created by and belong to the House of Commons, the House of Lords, the Government, a Member of the House of Commons, a Member of the House of Lords, Parliamentary Digital Service, the Client Team, and/or any member of Parliamentary staff, these will remain the relevant entity's or individual's property and the relevant entity or individual will retain the Intellectual Property in those documents. The Fellow must return all such documents to the Host Office when the Fellow leaves, together with any copies or extracts which the Fellow may have made, and the Fellow must delete any electronic copies from the Fellow's own systems.

The above provisions do not apply to information which is already in the public domain, providing that it has not come into the public domain as a result of an unauthorised disclosure.

Select Committees

Confidentiality of Committee papers and proceedings in the House of Commons and the House of Lords:

The Fellow must comply with the obligations of confidentiality set out below in relation to any Select Committee papers or proceedings to which the Fellow has access to as a result of the Fellowship.

The details of any Committee's private deliberations, are confidential to the Committee until and unless they are reported to the House. Papers created for or received by Select

Committees are confidential until published by order of the Committee. It is open to a Committee to give witnesses permission to publish evidence themselves, but in the absence of such a decision the Fellow is under an obligation to treat all Select Committee papers including evidence as confidential until made public by order of the Committee.

Disclosure of a document which has not yet been formally reported to the House is a contempt of the House. In particular, any disclosure of a draft report, or an agreed report which has not yet been reported to the House or published, even to another Member of the House, is unacceptable, and anyone coming into possession of such a document is under an obligation to make no use of it and return it to the Clerk at once.

Witnesses before a select committee are protected by Parliamentary privilege. Any attempt to intimidate or influence a witness before a Committee, including by threat of legal action, is a contempt.

If any difficulties arise at any time in connection with Committee papers or proceedings or with Parliamentary privilege, the Fellow is advised to consult the Clerk of the Committee as soon as possible.

Personal Information

The Fellow must read and comply fully with the House of Commons' Data Protection policies for the duration of the Fellowship, and for as long as the Fellow has access to any personal data obtained in the course of the Fellowship.

The Fellow must seek advice from the Supervisor as to which policies apply.

If in the course of the Fellowship the Fellow becomes aware of personal information about a living individual:

- the Fellow must not gain access to, use or pass on this information to any person unless the Fellow has or is given authority to do so;
- the Fellow must not allow another person to gain access to, use or pass on this information to any person unless the Fellow has or is given authority to do so; and
- the Fellow must not destroy any record containing personal information about a living individual unless the Fellow has or is given authority to do so.

Classified Information

During the Fellowship the Fellow may come into contact with or acquire information which has a confidentiality or privacy marking (restricted, confidential, secret, top secret, in confidence or similar). It is the Fellow's responsibility to keep this information safe. In particular, the Fellow must not talk about the information outside the Fellow's immediate workplace, and the Fellow

must not pass it on to anyone else unless the Fellow is given authority to do so, either in accordance with this agreement or through an express instruction from the Host Office.

Information Subject to the Official Secrets Act

If the Fellow acquires information which is covered by the Official Secrets Act 1989, it may be an offence to disclose that information to any person not authorised to receive it. This also applies to information covered by the Official Secrets Act 1989 which is provided to the Fellow by a person acting in breach of the Act.

Schedule 2 – Publication and Presentation of Fellowship Outputs

The House of Commons recognises that the Fellow and/or University/Institution will wish to make Non-Parliamentary Fellowship Outputs publicly available:

- in written publications, which shall include, without limitation, books, articles, blogs, online posts (“**Publications**”); or
- in oral presentations, which shall include, without limitation, talks, lectures, interviews, podcasts and workshops (“**Presentations**”).

The Fellow and/or University/Institution, as appropriate, will be referred to in the remainder of this Schedule 2 as the ‘Disclosing Party’.

The Disclosing Party must not make Non-Parliamentary Fellowship Outputs publicly available either by Publication or Presentation without the House of Commons’ express written authorisation as detailed below.

The Disclosing Party must not, in any work the Disclosing Party does in a capacity outside the Fellowship or after the Fellowship is terminated, do anything to suggest that the Disclosing Party is acting with the authority, or tacit approval, of the House of Commons or the Host Office.

The Disclosing Party must make clear that any views the Disclosing Party expresses are based on the Disclosing Party’s own opinions and interpretations and not the House of Commons or those of the Host Office.

Approval process: Proposed Publication or Presentation of Non-Parliamentary Fellowship Outputs does not include Confidential Information or material subject to Parliamentary privilege

Where the Disclosing Party’s proposed Publication or Presentation does not include or rely on Confidential Information or material subject to Parliamentary privilege, they must follow the steps outlined below.

For either Presentations or Publications which include or rely on Non-Parliamentary Fellowship Outputs the Disclosing Party must alert the Host Office at least 8 weeks (or such longer period as may be agreed by the Disclosing Party and the House of Commons) prior to (a) the Presentation or (b) prior to submitting for publication, public dissemination, or review by a publication committee any Publication.

The Disclosing Party must make available either a detailed breakdown of the proposed Presentation or a copy of the proposed Publication when alerting the Host Office.

If upon review, the Host Office requests changes to the proposed Presentation or Publication, the Disclosing Party must ensure the Presentation accommodates these changes or update the proposed Publication to accommodate these changes. The Host Office will notify the Disclosing Party of any required changes within 6 weeks of receipt of the proposed Presentation or Publication.

In the case of Publications the Disclosing Party must then send an updated version of the proposed Publication to the Host Office for approval.

The Disclosing Party must ensure that the final version of the proposed Publication is approved by the Host Office prior to publication.

Approval process: Proposed Publication or Presentation of Non-Parliamentary Fellowship Outputs does include Confidential Information, material subject to Parliamentary Privilege

Where the Disclosing Party's proposed Publication or Presentation does include or rely on Confidential Information or material subject to Parliamentary privilege, the Disclosing Party is reminded that such Publication or Presentation must comply with the Fellow's confidentiality obligations as set out in clause 0 (Confidentiality) and Schedule 1 (Confidentiality) of this agreement. For the avoidance of doubt the University/Institution must comply with the provisions of clause 9 and Schedule 1 as if it were the Fellow.

In addition, the Disclosing Party must comply with the approval process in section A below.

If the Disclosing Party is doing work for a Select Committee, or intending to publish information relating to a Select Committee, the Disclosing Party must in addition to complying with section A also comply with the specific conditions set out in section B.

A – Approval Process

For either Presentations or Publications which include or rely on Non-Parliamentary Fellowship Outputs the Disclosing Party must alert the Host Office at least 10 weeks (or such longer period as may be agreed by the Disclosing Party and the House of Commons) prior to (a) the Presentation or (b) prior to submitting for publication, public dissemination, or review by a publication committee any Publication (**“the Review Period”**).

The Disclosing Party must make available either a detailed breakdown of the proposed Presentation or a copy of the proposed Publication when alerting the Host Office.

The Disclosing Party must incorporate all reasonable comments made by the Host Office in relation to the proposed Publication or Presentation.

If upon review, the Host Office requests changes to the proposed Presentation or Publication, the Disclosing Party must ensure the Presentation accommodates these changes or update the proposed Publication to accommodate these changes. The Host Office will notify the Disclosing Party of any required changes within 8 weeks of receipt of the proposed Presentation or Publication.

In the case of Publications the Disclosing Party must then send an updated version of the proposed Publication to the Host Office for approval.

The Disclosing Party must ensure that the final version of the proposed Publication is approved by the Host Office prior to publication.

During the Review Period, the Host Office will be entitled to make a reasoned request that the Disclosing Party delay the Presentation or Publication, for up to 6 months from the start of the Review Period (a “**Confidentiality Notice**”) so that the Host Office may take steps to protect the House of Commons’ Confidential Information, Intellectual Property Rights and/or other rights. The Disclosing Party will not unreasonably withhold their consent to such a request. The deadline for issuing a Confidentiality Notice is 30 days after the start of the Review Period.

The Host Office will be entitled to request an exceptional additional delay after the Confidentiality Notice has expired if, in its reasonable opinion, Confidential Information and copyright or other rights might otherwise be compromised or lost. The Disclosing Party will not unreasonably withhold or delay their consent to such a request.

Should such approval be denied, the Disclosing Party must keep the information confidential. Failure to do so will be a breach of this agreement and may be a contempt of Parliament.

B – Select Committees

The Disclosing Party must obtain the approval of the Host Office, in this case the Clerk of the relevant Select Committee, before the Disclosing Party makes public any information that is confidential to the Committee or that is covered by Parliamentary privilege (see Schedule 1 for details).

Should such approval be denied, the Disclosing Party must keep the information confidential. Failure to do so will be a breach of this agreement and may be a contempt of Parliament.

Schedule 3 – Conduct

The Fellow will abide by the standards of conduct and behaviour expected at the House of Commons, including political impartiality, and including without limitation, complying with:

- the House of Commons Staff Handbook (as far as it is applicable to the Fellowship);
- the policies and procedures listed below and any other relevant policies and procedures as reasonably requested; and
- any relevant training as required by the House of Commons.

The House of Commons Staff Handbook and all the relevant policies and procedures can be found on the House of Commons intranet. It is the Fellow's responsibility to ensure that they have read and understood these documents at the start of their Fellowship. During the Fellowship, if the Staff Handbook, or policies and procedures are updated, or additional ones introduced; the Fellow will also need to understand and comply with these. If the Fellow has any questions regarding these documents, or requires assistance locating these documents, they should raise this in the first instance with the Supervisor.

The Fellow will be required to comply with the standards of conduct and behaviour expected at the House of Commons, including without limitation complying with:

- the House of Commons Staff Handbook (as far as it is applicable to their Fellowship);
- the policies and procedures relevant to their Fellowship, including without limitation:
 - Safeguarding Policy
 - Finance Rules
 - Parliament's Behaviour Code
 - Anti-bribery policy
 - Conduct, Conflicts of Interest, Personal Interests and Business Appointment Rules
 - Disclosing Malpractice or Impropriety 'Whistleblowing' Policy
 - Social Media Policy
 - all Safety and Wellbeing policies and procedures
 - all IT, records management and data security policies and procedures; and
 - any relevant training as required by the House of Commons.