



Laidlaw Scholars

Leadership & Research Programme

Application Guide – 2024 Laidlaw Scholars



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## Overview



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This guide is designed to help you understand how to successfully complete the application process for the Laidlaw Scholars Leadership and Research Programme at Trinity. Before starting an application, you should read through the Laidlaw Programme webpage: <https://www.tcd.ie/Careers/students/awards/laidlaw/>

This will give you detailed information on what the programme is, the opportunities it offers, as well as the range of responsibilities undertaken students who are selected as Laidlaw Scholars. You will also find a learning roadmap which will outline the varied components of the Laidlaw scholarship during the intensive 18-month programme and beyond. This guide will explain what is expected for each component of the application and useful starting points. These will particularly help you if this is your first time creating something like a research proposal or a leadership statement video. You can find further resources on preparing a professional and effective application here: <https://www.tcd.ie/Careers/students/applying/>

We recommend to all applicants that they consider completing the [Trinity Guided Reflection Tool](#) prior to starting your application. This is not required for the submission; however, it will give you some experience of reflecting on your personal development which may help you express your motivation and goals in your Laidlaw submission.

The Laidlaw Programme at Trinity is delivered by the Trinity Careers Service. The Team includes:

<b>Joel McKeever</b>	Student Employability Officer (Laidlaw coordinator)		<a href="https://www.tcd.ie/Careers/people/j-mckeever.php">https://www.tcd.ie/Careers/people/j-mckeever.php</a>
<b>Sorcha Mulcahy</b>	Acting Director of Careers		<a href="https://www.tcd.ie/Careers/people/s-mulcahy.php">https://www.tcd.ie/Careers/people/s-mulcahy.php</a>

If you have any questions after reviewing our webpage and this application guide, please email the Laidlaw Programme coordinators at [employability@tcd.ie](mailto:employability@tcd.ie) and we will be happy to help.



## Widening participation and inclusion in the Laidlaw Programme

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The Laidlaw Programme recognises that a positive contribution to society requires diversity of experience, and a platform for meaningful inclusion of that diversity at all levels. The Laidlaw community is enriched by the distinct cultural, social, and educational perspectives of each of its members.

We are committed to actively enabling students from all backgrounds to participate and develop - in particular those from demographics which are often under-represented in specialist programmes. This includes but is not limited to students from ethnic minorities in Ireland, students with disabilities, LGBTQ+ students, students from socio-economically disadvantaged backgrounds, and students who have participated in alternative admissions routes such as TAP (Trinity Access Programme).

We also recognise that students from different academic programmes will have varying levels of experience with an application process of this nature – whether it is in terms of writing a research project proposal, recording a personal statement video, or attending an interview process. The Laidlaw Programme is designed to be suitable for students from every undergraduate discipline, applications are assessed by staff representing all three faculties, and every year students from across the university are selected.

If you are eligible for the programme and think you are interested, but you are not certain if it is “for students like you” – we strongly encourage you to make an application.

You can get in touch with us at [employability@tcd.ie](mailto:employability@tcd.ie) about any queries, clarifications, accessibility requests, or to discuss any other support which would make it easier for you to complete an application.

You can see examples of previous Laidlaw Scholars and their projects here:

<https://www.tcd.ie/Careers/students/awards/laidlaw/laidlaw-trinity.php>

<https://laidlawtrinity.blog/>

<https://laidlaw scholars.network/>

You can find career readiness resources and supports for making an application here:

<https://www.tcd.ie/Careers/students/support.php>

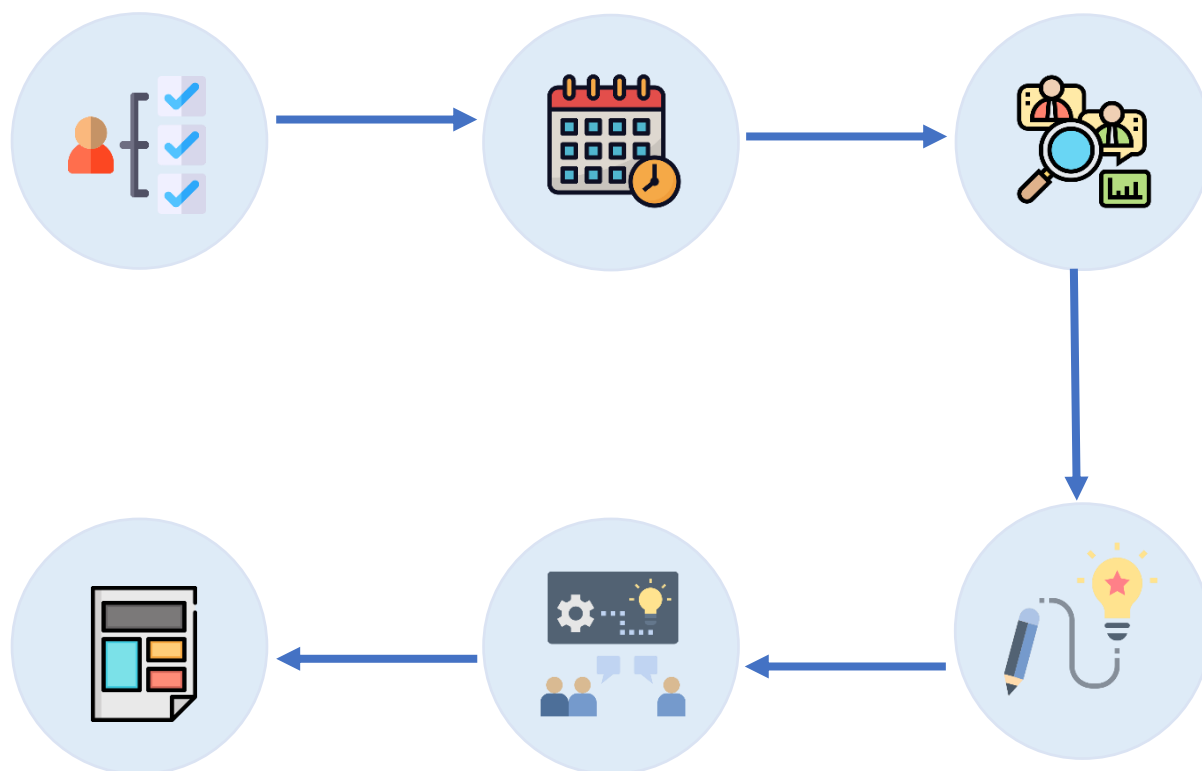
## Quick Start Guide

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Read the [Eligibility Criteria](#)

Read the [Programme commitments](#)

Identify a [supervisor](#)

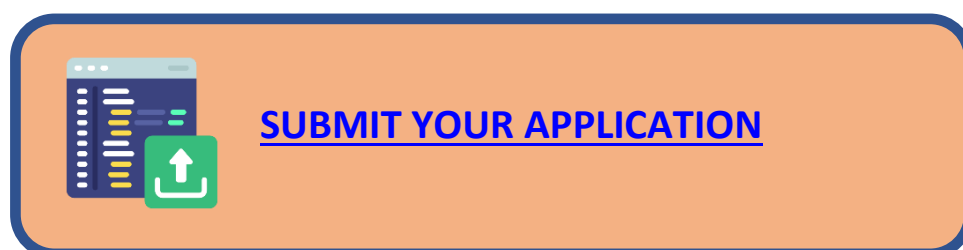


Complete the  
[proposal template](#)

[Attend the information session](#)

Create an idea for a [Research](#)  
and a [Leadership](#) project

Go through the [Application Checklist](#)





## Application Process

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The 2024 Laidlaw Programme application process is designed to give you the best opportunity to demonstrate why you are the right candidate for the scholarship. This is assessed across a range of criteria which focus on the applicant's commitment, insight, and potential for development as a leader across the range of potential environments they may contribute to in the future.

The components of the application process are:

1. [Laidlaw application form](#)
2. [Leadership development statement \(Video\)](#)
3. [Research project proposal \(Summer 1\)](#)
4. [Leadership-in-action project proposal \(Summer 2\)](#)
5. [Letter of support from proposed project supervisor\(s\)](#)

Throughout your application you should focus on making your application personal and reflective of you as an individual while not repeating information which you have included elsewhere in your submission.

The programme is a fully integrated learning experience focused on the development of significant and practical leadership skills both in research and wider settings. Applications should not focus on only the research or leadership elements and should be well-rounded and balanced. Applications which focus on only one element of the programme will not meet the requirements.

## How to apply

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Applications to the 2024 cohort of Laidlaw Scholars will be open from **20<sup>th</sup> November 2023 – 12<sup>th</sup> February 2024 (12 PM Noon)**. To apply please complete [this Application Form](#) and upload the required components.

Please allow sufficient time to prepare and complete your application.



## Eligibility criteria

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You are eligible to apply if you are currently in the:

- 2nd year of a 4-year undergraduate degree programme  
OR
- 2nd or 3rd year of a 5-year undergraduate degree programme  
OR  
2nd or 3rd year of a 5-year integrated masters degree programme (e.g. MAI, Pharmacy)

There are no restrictions on discipline, School, or EU/Non-EU student status.

- Students must be a currently registered undergraduate student at Trinity to apply, and must remain registered for the duration of the scholarship to participate in the programme
- Students must be able to complete all the [programme requirements](#) during the 18-month programme including two summers of 6-weeks full-time project work and up to 7 days of in-person workshops in Dublin on specific days
- Students must complete an international experience of sufficient length during their programme period to develop their skills as global citizens, this will typically be during the Summer 2 LiA project, however this can also be during the Summer 1 research project, or in some cases this requirement can be satisfied by study abroad experiences
- Students may only submit one application to this programme, repeat applications in future years will not be eligible
- Students intending to study abroad during their degree are eligible to apply – if selected they will be responsible for ensuring they can complete all programme requirements, including travelling to attend in-person training days in Dublin
- Due to the duration of the programme, incoming visiting students are not eligible to apply



## Application form

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Click here to submit an application form: <https://bit.ly/LaidlawApp24>

You must include the following:

1. First Name
2. Last Name
3. Trinity Student Number
4. Your accessibility requirements (if any)
5. Name of proposed project supervisor(s)
6. Email address of proposed supervisor(s)
7. Department/Area of proposed supervisor(s)
8. Upload your letter of support from proposed supervisor(s)
9. Upload your completed [Laidlaw Proposal document](#) which will include:
  - Your research project proposal
  - Your leadership-in-action experience proposal
10. Upload your leadership development statement (Video)

The key criteria for each of these components is outlined in the sections below. Incomplete applications or applications which do not follow the instructions **will not be accepted**.

### Additional notes

- Ensure your files are labelled using the format e.g., "LL24\_Your\_Name\_(Video)"
- Written documents should be submitted in PDF format where possible
- Documents do not need to be emailed to us directly
- When your application is submitted you will see a confirmation screen which is your proof of receipt
- We will contact all applicants within a few days of the closing date to confirm receipt of application
- All communication will be through your @tcd.ie student email address





## Application declaration

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Applicants to the programme will be asked at point of submission to confirm that they have read and understood the following terms and conditions:

- I have read, understood, and acknowledge the terms outlined in the [Laidlaw Data Protection Statement](#) for the purposes of applying to the Laidlaw Programme
- I have read and understood the eligibility criteria for the programme
- I confirm that any and all work submitted as part of my application is my own original work and has not been taken from other sources, including language models / Chat AI services
- I understand that I must satisfy these criteria in order to qualify for award of this scholarship
- As of this date the information provided is, to the best of my knowledge, both accurate and complete
- I understand that should the information provided:
  - indicate that I am ineligible to be considered for award of this Scholarship
  - be incomplete to the extent that it is inadequate to prove eligibility to be considered for award of this Scholarship
  - on further investigation by the University, proves to be inaccurate or misleading

then the University reserves the right to reject my application without further justification

- I understand that the University reserves the right to suspend or withdraw the scholarship and/or recoup associated funding in full or in part for non – completion of the programme requirements by the Laidlaw Scholar
- I understand that the University has sole discretion in awarding this scholarship and that the University reserves the right not to award this scholarship, or to suspend or withdraw this scholarship in full or in part for any reason including non – completion of the programme requirements by the Laidlaw Scholar prior to the student’s final certification in the programme



## Application Components

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You must submit your proposals using the [Laidlaw Proposal Template](#).

**Proposals not submitted using this template will not be accepted.**

Word counts do not include references which should be kept to a minimum throughout your application.

### Self-defined research project proposal (Summer 1)

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*(750 - 1000 words max.)*

The research proposal should be 750 – 1000 words max. and should be written to be read and understood easily by someone who is not a specialist in your field of study.

You must include the key information outlined below under the provided headings in your proposal – you can personalize how you present this and add any additional information as necessary.

The purpose of the research proposal is to demonstrate your interest in the research topic and your rationale for selecting this project topic. It should be a focused document that presents your planning in terms of timeline, methods, resources, and the potential outcomes and positive impact of the research. Your proposal is not expected to prove your hypothesis now, nor present your project as foolproof – you should be realistic about potential challenges or uncertainty and plan for how you would deal with them. Your proposal will be assessed in part on how effectively you can communicate your proposal in an accessible and concise manner.

#### **Finding a research supervisor**

Each applicant is responsible for selecting their own research project topic and contacting a relevant academic staff member to ask them to act as their research supervisor for their Laidlaw research project proposal. This can be a lecturer or academic staff member you already know, or you can reach out to someone unknown to you whose area of research overlaps with your project.

It is normal for students to reach out to academics with queries and requests of all kinds. If this is your first time contacting an academic for a discussion like this, we recommend sending a short and polite email stating:



- Who you are (incl. course and year)
- That you're applying for the Laidlaw Programme and would like to enquire if they'd be interested in supervising you in Summer 2024 (link them to the [Laidlaw Programme for Staff webpage](#))
- The brief outline of your current idea for your project
- Any relevant connection (e.g. a module you completed which they taught) and/or how you identified them for this project (e.g. from their listed research interests on the departmental website or from an article/journal/talk of theirs)
- Offer to meet with them to discuss further if they are interested

Once you meet with a potential supervisor, they can help you to refine your initial idea and recommend relevant areas to include based on their experience, while ensuring that the project remains your idea and responsibility.

Research proposals of an interdisciplinary nature, and/or with an international focus are strongly encouraged.

### Self-defined research proposal – recommended structure

The key sections to include and questions that you should answer in your research proposal are:

- Does the project have merit as a topic and is it feasible in the timeframe?
- Does the proposal have clearly defined objectives and outputs?
- Does the proposal show sufficient planning including potential obstacles, financial costs, and delaying factors such as ethical approvals/Garda vetting if required?
- Does the proposal consider the impact of the project beyond the student?

There are further detailed guidelines on how to write your proposed research methodology in [Appendix 1](#).

Note: Laidlaw Scholars are expected to undertake part of their scholarship living in an international location, this can be either during the research project or leadership-in-action experience period.

#### **Proposal introduction**

- Research question – state the topic and goal of your proposed project concisely
- Why did you choose this research question?
- What are the specific objectives and intended impact of the project?
- What do you hope will be the impact of the project?



These goals and objectives don't have to be world-changing, or a revolutionary answer to your research question (although if they are, that will be a positive!). Your goals and objectives do have to be achievable, specific, measurable, and they should justify how the work will make a positive contribution to the field on a scale appropriate for your level of experience.

**Methodology** (see [Appendix 1](#))

- What is the methodology you plan to use in your research? Outline a project plan and timeline for how you will complete the project in 6 weeks
- What is your specific role in the project? The work must be led by you with clear responsibilities and opportunities to develop new skills and experience. This should include both research experience and leadership development.
- Outline the role your research supervisor will have in your research project
- If your project is connected to work being undertaken by your research supervisor, your proposal should make clear how your project is a distinct piece of work that is able to stand alone as a self-contained output
- If travel is possible, funding can be applied for through the programme for research-related trips. Would there be potential for travel in your research? If so, where, and how would it benefit?

**Collaboration /interdisciplinary and/or international focus of your research**

The Laidlaw Programme strongly encourages project proposals which have a focus on interdisciplinary work and or/international collaboration. This can involve research which involves multiple departments at Trinity, or in partnership with another university or organization abroad. Please detail how your research proposal might include these priorities. Outline any other organizations, departments, or participants who would be involved in your research.

**Pre-approval requirements (e.g., ethics approval and Garda Vetting)**

If your proposal potentially could require an ethics approval, Garda vetting, or other pre-clearance requirement you should discuss this in detail with your research supervisor. Clearances can take significant time – you should factor this into your planning for Summer 1. Outline how this is achievable within the timeframe of the project and how it can be managed with your supervisor. What alternatives would be possible if delays arise? In some cases your supervisor may recommend applying for ethics approval ASAP.

**Intended impact**

What do you anticipate being the goal/key achievement of your research? What will the tangible outputs be?



## Leadership-in-action experience proposal (Summer 2)

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*(500 words max.)*

Laidlaw Scholars undertake a Leadership-in-action (LiA) experience in the second summer of the programme. Your LiA will be different from your research project and your proposal should focus on applying your leadership skills in a challenging, unfamiliar setting beyond Trinity.

The LiA experience should enable the Scholar to be:

- Developing and demonstrating the Laidlaw leadership skills, attributes, and values
- Doing something which makes the world a (sustainably) better place
- Putting leadership learning into practice in a new and personally challenging environment
- Working with communities in need and making a positive impact in society

All LiA experiences should include the following criteria:

- Based on clearly defined objectives and deliverables owned by the Scholar
- Working with communities in need towards a measurably positive impact
- Learning through service internationally/overseas\*
- Will have a local supervisor or mentor who will liaise with the Laidlaw Team at Trinity

\*Typically the international experience requirement for the programme will be completed during Summer 2.

Your proposal should clearly identify which one of the three options is preferred at this stage:

**Category A:** Central Laidlaw Foundation Project

**Category B:** Leadership Placement

**Category C:** In-field application of research

You can find more detail on each of these on [our application website](#).

This aim of this proposal is to outline your initial plans and applicants are not expected to have fully confirmed their arrangements for Summer 2 at this stage – successful Scholars will refine these plans over the course of their first year in the programme.



Applicants are asked to show their reasoning for the LiA they would intend to undertake if selected, giving particular consideration to how their LiA experience would progress from their Summer 1 learning and apply the skills they've developed to make a positive impact for society.

Examples of previous Leadership-in-action projects as well as opportunities for 2023 Scholars are available here: <https://laidlawscholars.network/posts/central-leadership-in-action-projects-2024> and here: <https://laidlawscholars.network/channels/2061-leadership>

### Leadership Development Statement Video

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*(3 minutes max.)*

This video will give you the opportunity to demonstrate your suitability for the leadership development training of the Laidlaw Programme and should show your understanding of and motivation for this training.

Your video should address two questions:

1. "Based on your experiences to date, how has your understanding of leadership developed?"
2. "What kind of leader do you want to become by participating in this programme?"

Your video should feature you in person – i.e., it should not be just a voiceover during a PowerPoint presentation or text on the screen. It can be recorded on your phone, with a webcam, or another platform if convenient. It can be edited but this isn't required. You're not expected to produce a highly professional, performative, or overly polished "public speaking" style video – this is an opportunity to talk informally and honestly to the selection panel about what you really want to gain from taking part in the Laidlaw programme.

Your video should show that you have researched the variety of leadership activities provided in the Programme and demonstrate how you're interested in developing as a leader. You are not expected to show that you already have impressive leadership skills and a long list of achievements with no weaknesses. You should identify what genuinely motivates you about leadership and what your version of a leader would be. Avoid clichéd quotes from John F. Kennedy or Nelson Mandela – use this opportunity to share what you genuinely believe and understand about leadership so far.

#### **Additional notes**

Your video should be saved in a common file format and a reasonable size (e.g. .MP4/.AVI and approx. 500 MB). Say your name at the start of the video and ensure the quality /presentation of the video is of a standard that is accessible to the viewer i.e., avoid low resolution, poorly lit, or shaky/cropped



## Project Supervisor letter of support

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Your research supervisor should write a letter of support and give it to you to include in your application. It should be on official Trinity letterhead and include their signature. We will assess whether the components below are addressed, however it is at the supervisor's discretion how they would like to present their letter.

Depending on the format of your research project, or your provisional plans for the LiA in Summer 2, you may have additional letters of support from a co-supervisor, external mentor in another organization, or similar. These can be included alongside your research supervisor's letter.

## Recommended letter of support components

- Approximately 1 A4 page and includes signature (or signatures if the proposal has joint supervisors)
- Shows their understanding of your project, their interest and availability to supervise the project
- Shows their endorsement that the project has merit: does it address something important or novel in the field? Does it have potential international/interdisciplinary impact?
- Shows their endorsement that the project is feasible: can it be completed in the 6-week timeframe?
- Shows that they will be able to provide/facilitate the resources required
- Details any relevant supervisory arrangements (i.e., if there are multiple supervisors, if the applicant will be included in a research group, if the supervisor will be unavailable for a period)
- States that any pre-approval considerations (ethics approval/Garda Vetting, etc.) will be handled appropriately and that they can be completed in a timeframe necessary for the project to succeed / alternatives if this is delayed
- Acknowledges that they will agree to the responsibilities of a Laidlaw supervisor if the proposal is accepted including regular meetings with you, support for any project developments or administrative requirements, and occasional requirements of the programme e.g., providing feedback on your progress



## Academic transcript

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Your academic transcript is included as a component of your application. You do not need to provide this as it will be accessed from your student record for the purpose of this application process.

Your transcript is considered as one part of an overall impression of you as an applicant, and it is not the most important determining factor. We do not expect applicants to have consistently flawless grades to date. Your transcript can help show your work ethic and capacity to participate in an intensive cocurricular opportunity such as the Laidlaw Programme.

## Additional Information

If there's anything you haven't included elsewhere in your application that you think would be relevant for us to know, please include it at the end of your submission e.g., are you intending to apply for Erasmus or an exchange programme which could impact your availability for in-person activities? Is there a conference or event happening in the future you're hoping to apply to? Are there any other circumstances or activities which would help us understand you as an applicant?

## What happens after you submit your application and what is the selection process?

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We will provide an initial acknowledgement of your application within a few days of the closing date.

**Final selection of the 2024 Laidlaw Scholars will take place by April 2024.**

All applications will be reviewed by the Laidlaw Selection Panel which includes:

- **Prof. David Shepherd** - Senior Lecturer/Dean of Undergraduate Studies (Chair)
- **Ms Orla Bannon** – Director of Careers
- **Mr Joel McKeever** – Student Employability Officer (Laidlaw Programme coordinator)
- Faculty Academic Representatives

The Panel will assess applications against the criteria outlined in each section above, with equal weighting given to the leadership and research components, following which they will agree a shortlist of applicants to be invited for interview. After each stage of the selection process, unsuccessful applicants can request feedback on their application. The final stage of the selection process will involve a short in-person interview to discuss aspects of your application in more detail.





## Appendix 1: Research proposal and methodology guidelines

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### What is a research proposal?

The main purpose of a research proposal is to specify the following:

- Why the research problem warrants investigation
- That the proposed methodology is appropriate and feasible within the timeframe
- That the results make an original contribution to the research field and indicates reason for further research

The research proposal provides an outline of the premise of what you are proposing to research. However, it is subject to adaptation as the research proceeds. It serves as a starting point for development with the assistance of your research supervisor.

Typically, the research proposal will include:

- Aims and objectives
- Statement of hypothesis or research 'problem'
- Literature review of previous research in the area and justification for further research
- Proposed methodology
- Expected results and contribution to body of knowledge
- Requirements for equipment, materials, field trips, and funding (if applicable)
- Approximate time by which each stage will be completed

Your research proposal should be concise. It only needs to be as long as necessary to explain the core of your proposal in sufficient detail for the application stage and should be in simple terms which can be understood by a non-expert. **Show your research proposal to someone who doesn't study your subject** – if they can't begin to understand it, you should streamline it further.



## Aims and objectives

State the purpose of this piece of research. Then provide a detailed list of objectives, for example:

- Statement of hypothesis or research question (what the question is you're trying to answer)
- Description of literature review – have you checked whether there is a lot of previous research on this specific topic already?

You should identify the context of your research and which key existing academic texts and researchers you will be developing from, and your rationale for doing so. Then you should identify which sources you are going to consult in which fields / areas and why. You should demonstrate why the investigation and examination of selected research studies will contribute to your research.

## Methodology

### **Why, Who, What, How and Where**

The Methodology section can vary in length and content, depending upon the research topic and approach to investigation. This section should include a detailed explanation of the sample population, procedures, timelines, objectives, research limitations, type of data collection, ethical considerations, and method of analysis.

### **Why: restate research problem or hypothesis**

Before describing the methodology, it is a good idea to re-state the research problem before describing how this is to be researched.

### **Who: sample population?**

Define and describe the sample population and associated demographics if applicable (who are you investigating and where are they from?), Is there likely to be any bias or difficulties from the point of view of gender, age, race, sexuality, religious beliefs, political affiliation, educational level, etc. You must demonstrate that a sufficient number of subjects have been investigated so that there is a solid basis for your findings and claims. If your research is not related to a specific population group, then you should specify who the research will benefit – will it add to a body of knowledge in your field? Who could use your work in future to inform their own?



**Where: research environment**

Will the research take place within a specified location, institution, range of institutions, or work-related environment.

**What and How?**

You should include a statement of what kind of methodology you'll be using and why. For example, is the methodology is qualitative or quantitative or a combination, and why was this approach suitable for the research? If you're working with data, include a detailed explanation of data collection methods such as surveys, interviews, questionnaires, focus groups and case studies. If you are applying critical theory to the proposal, you should demonstrate that you have considered the advantages and limitations of these methods and their relevance to your specific goals.

**Timeframe**

Identify the timeframe for each stage of your research. You should break this down into week by week goals for your 6-week project. These can change however you should be thorough and realistic – the most common pitfall of a research proposal is planning to do too much in the time allowed and then encountering issues when delays come from a broken piece of lab equipment, an expanding literature review, or a global pandemic.

**Resources**

Outline / describe the resources you will require to complete your research in terms of materials, equipment, costs, access to facilities.



## Appendix 2: Application Checklist

When you feel you are ready to submit your application you can use the below checklist as a reminder to ensure you've included everything necessary for a valid submission.

<b>Preparation</b>	Have you reviewed the <a href="#">Laidlaw Programme website</a> to learn about the learning outcomes and goals of the scholarship?	<input type="checkbox"/>
	Have you reviewed the <a href="#">Laidlaw Scholars Network</a> site to get an idea of the kind of projects and activities Laidlaw scholars are involved in internationally?	<input type="checkbox"/>
	Have you reviewed the timeline for the Programme on the <a href="#">Components of the Laidlaw Programme</a> webpage and made sure you can commit to all the activities and dates required?	<input type="checkbox"/>
<b>Research Project Proposal</b>	Have you reviewed previous projects by Laidlaw Scholars at Trinity and in the Laidlaw Network to consider the kind of project you'd like to undertake?	<input type="checkbox"/>
	Could someone who is not familiar with your field of study understand your research proposal?	<input type="checkbox"/>
	Have you discussed your proposal and any logistics with your research supervisor?	<input type="checkbox"/>
	Are they aware of the role requirement for research supervisors detailed on the <a href="#">Laidlaw staff webpage</a> ?	<input type="checkbox"/>
	If your proposal could require an ethics approval, Garda Vetting, or other pre-clearance requirement, have you discussed this with your research supervisor?	<input type="checkbox"/>
	Have you received a Letter of Support from your supervisor to include with your application?	<input type="checkbox"/>
<b>Leadership-in-action Proposal</b>	Have you included your plan for the Leadership-in-Action experience in Summer 2 including what leadership learning will be involved?	<input type="checkbox"/>
<b>Leadership Development Statement Video</b>	Have you reviewed the <a href="#">Laidlaw Leadership Framework</a> available on the website?	<input type="checkbox"/>
	Have you stated your name clearly in the beginning of the recording?	<input type="checkbox"/>
	Have you addressed both sections of the below prompt in your video?  "Based on your experiences to date, how has your understanding of leadership evolved?"  and  "What kind of leader do you want to become through participation in this programme?"	<input type="checkbox"/>
	Have you made sure that the quality of the video is of a reasonably good standard and meets the technical specifications outlined?	<input type="checkbox"/>
<b>Application Submission</b>	Have you submitted your application and all <a href="#">required components</a> to the <a href="#">Application Form</a> ?	<input type="checkbox"/>



### Appendix 3: Programme commitments

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The Laidlaw Scholarship is awarded on condition of full participation by the Laidlaw Scholar in the programme, including attendance at all core Laidlaw events and engagement with the intended learning outcomes. Events and activities will normally be in person, hybrid/remote options will be made available where possible.

The core requirements include:

- 6 weeks full-time research in Summer 1
- A minimum of 7 full days of leadership training
- A minimum of 2 individual coaching sessions
- 6 weeks full-time LiA experience in Summer 2
- An international experience during the programme (typically during the Summer 2 LiA)
- An Ethical Leadership module delivered by Oxford Character Project (this takes place over several online sessions and acts as one of the 7 days of leadership training)
- Completion of project reports, reflective exercises, and other developmental activities
- Engaging actively with the Laidlaw Programme team and contributing to the Laidlaw Scholar community

Every effort should be made to engage with any additional Laidlaw activities throughout the duration of the programme, such as:

- Participation in peer learning activities
- Participation in outreach or volunteering activities
- Participation in other Laidlaw community events and activities such as mentoring, attending Laidlaw Foundation webinars and the Laidlaw annual conference
- Promotional activities related to the Laidlaw Programme

Submission requirements of the Laidlaw Programme include:

- A reflective report on the research project and leadership development after Summer 1
- A research poster
- A reflective report on the LiA experience/overall programme development after Summer 2
- Blog posts on the Laidlaw at Trinity blog at various stages of the programme

These responsibilities may evolve over the course of the programme in response to changing circumstances and new developmental opportunities.



### Appendix 3: Programme commitments (cont'd)

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The Laidlaw Programme requires dedication and commitment from Scholars - all mandatory dates are provided in advance and Scholars are expected to take responsibility for ensuring they can fully engage with all requirements in addition to their normal course work and activities. During the agreed core Laidlaw dates in each Summer the Laidlaw Scholars will be expected to work full-time on their project or their LiA experience and may not simultaneously take holidays or undertake other paid work.

Scholars who are studying internationally as part of their programme will be expected to make their own arrangements and every reasonable effort to attend mandatory in-person activities.

Every effort is made to support participants to complete the programme effectively, however Laidlaw Scholars who do not complete the programme attendance and submission requirements to a satisfactory level, or who do not act in accordance with responsibilities expected of participants, will be unable to meet the minimum learning requirements and may be asked to leave the programme. In this case, any funding will be discontinued and students may be required to refund some or all of the funding provided to date.