#### Implementation Plan to further enhance Concordat Compliance

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| **Action** | **Responsibility** | **By** |
| **1. Awareness Raising** |  |  |
| 1.1 | Convene a Concordat Implementation Group chaired by the University Director of Research with representation from People Services, researchers, research managers and all Schools. | Director of Research | Jan 2022 |
| 1.2 | Publish and translate the Concordat compliance report to Governors on the university’s website. | Senior R&I Officer | Mar2022 |
| 1.3 | Develop a ‘one-stop shop’ web resource for all research-active staff, including information on the career development support available. | Senior R&I Officer | Mar2022 |
| 1.4 | Email all staff on research contracts and their managers, telling them of our commitments to them under the terms of the Concordat and inviting them to termly meetings with the University Director of Research. | Director of Research | Feb 2022 |
| **2. Environment and Culture** |  |  |
| 2.1 | Undertake a consultation with researchers and their line managers to identify ways to enhance alignment with Concordat Principles, and identify activities / support required for future action plans. | Senior R&I Officer | May 2022 |
| 2.2 | Ensure that feedback from the consultation improves our approach to and progress in implementing the Concordat and ensuring it is incorporated into future annual reports and action plans. | Senior R&I Officer | Dec 2022 |
| 2.3 | Subscribe to the UK Research Integrity Office’s services. | REF and Policy Manager | Jan2022 |
| 2.4 | Raise awareness of the University’s Research Integrity and Governance commitments by promoting them on our internal web portal. | REF and Policy Manager | Jul2022 |
| **3. Employment** |  |  |
| 3.1 | Liaise with People Services to ensure the existing support provided to managers of researchers, such as modules on equality and diversity and unconscious bias, addresses the principles of the Concordat. | Senior R&I Officer | Jan 2022 |

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| 3.2 | Use the outcomes of ‘Staff Pulse’ surveys to improve institutional support for researchers. | Deputy Director, People Services | Jul 2022 |
| 3.3 | Improve Research and Innovation Services (RIS) inductions to ensure researchers and their line managers are aware of support available to aid researchers’ career development, such as staff development activities, the CIG, and regular access to the University Director of Research. | Senior R&I Officer and Deputy Director, People Services | Jul 2022 |
| **4 Professional and Career development** |  |  |
| 4.1 | Continue to develop and evolve RIS staff development opportunities such as workshops on grant development, REF, and using academic writing to build an academic career. Use these opportunities as one way to ensure that the principles of the Concordat are delivered. | Senior R&I Officer | Sep 2022 |