

RVC Concordat Action Plan and Implementation Strategy 2018 – 2020

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	<p>ition of teaching in Research</p> <ul style="list-style-type: none"> - [Redacted] 	<p>by [Redacted]</p>	<p>R P [Redacted] B D [Redacted]</p>	<p>[Redacted]</p>
ii	<p>Recognition of researchers by Professional support teams</p> <p>Ensure Researchers feel better recognised and valued by Professional support teams and promote the support and services available to researchers.</p> <ul style="list-style-type: none"> - Publish lead contacts/contract research champions in HR and Research Office and ensure the support advice is integrated between these two departments - A comprehensive list of FAQs developed with clear signposting as to where to go for advice. 	<p>November 2018</p>	<p>HR and Research Office</p>	<p>65% of respondents to the CROS/RA survey feel valued by the RVC</p>

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		Timescale	Accountable	Critical Success Measures
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iii Action Plan update

- In order to communicate to contract researchers that

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		Timescale	Accountable	Critical Success Measures
iii	Improvement of Probation and Appraisal system to support development and career aspirations <ul style="list-style-type: none"> - Bring the induction/probation system on-line to enable reminders, monitoring; linking probation directly to the on-line appraisal process so the transition is seamless - Creation of a guidance document for PI's and researchers covering induction, probation, appraisal and feedback at the end of contract 	Jan 2019	HR HR (& RO)	2017/2018 Appraisal rates achieve a target of 60% with sustained or improved completion rates in future years. A 75% completion rate of on-line induction/probation forms by July 2020
Principle 5	Researchers Responsibilities			
Principle 6	Equality And Diversity			
i	Athena Swan <ul style="list-style-type: none"> - Set up a series of female and BAME STEM talks in liaison with internal research seminars to enhance confidence and awareness of role models in our research staff 	July 2020		Monitoring of Athena SWAN action plan and achievement of the Silver award by 2021.
ii	Publicising support for Welfare <ul style="list-style-type: none"> - Ensure researchers are aware of support for their welfare by publicising the availability of departmental and support staff leads, the employee assistance programme, the employee relations lead, 'dignity at work' advisors and the Researcher Association. 	Nov 2018		65% of respondents to the CROS/RA surveys are aware of support for their welfare
Principle 7	Implement and Review			
i	Review <ul style="list-style-type: none"> - Work to increase engagement in future CROS and PIRLS surveys using the learning from how the RA survey was promoted. 	Leading up to the next CROS Survey	RCWG	Achieve a >40% response rate in our next CROS survey