





B: Recognition and Value

Principle 2: *Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world-class research.*

2.3	<p>A review of Staff Development will be undertaken, with a view to transferring it to an Organisational Development (OD) model. This will assist with better overall needs assessment and signposting of development opportunities for managers.</p> <p>Success criteria / outcomes:</p> <ul style="list-style-type: none"><li>(a) Review of staff development completed.</li><li>(b) Feedback on needs assessment and the availability of development opportunities, with actionable findings for improvement where necessary.</li></ul>	HR / Staff Dev	Nov 2019 – Jul 2020
2.3	<p>We will build on our successful 'Research Supervisor of the Year' Award, to create a parallel nomination and recognition scheme for research managers / PIs. We will work with the RSA to explore options for a central award that identifies and celebrates exemplary research leadership.</p>		

	<ul style="list-style-type: none"> <li>(a) DR data reported to UEC.</li> <li>(b) ECR data reported to RKT.</li> <li>(c) Actions and processes developed to maintain or improve performance in this area.</li> </ul>		
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C: Support and Career Development

Principle 3: *Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.*

Principle 4: *The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career.*



	<p>Increase opportunities for peer-led activities, e.g. post-doctoral researchers engaging in and providing mentorship opportunities.</p> <p>Success criteria / outcomes:</p> <ul style="list-style-type: none"> <li>(a) All researchers receive clear communication and opportunity for sign-up to opportunities.</li> <li>(b) Outcomes monitored.</li> <li>(c) Increased engagement reported.</li> </ul>	<p>GS / PDC / RSA / Department leads</p>	<ul style="list-style-type: none"> <li>(a) Apr 2020</li> <li>(b) Monitored termly</li> <li>(c) Report Oct 2020, Oct 2021</li> </ul>
	<p>We will audit where ECRs are represented within management committees, and encourage stronger representation where lacking.</p> <p>Success criteria / outcomes:</p> <ul style="list-style-type: none"> <li>(a) Audit conducted</li> <li>(b) Vacant positions filled by new academic year</li> </ul>	<p>E&amp;D, GS</p>	<ul style="list-style-type: none"> <li>(a) Jan 2020 audit</li> <li>(b) Work with Departments and staff to position staff for new academic year 2020/21</li> </ul>

D: Researchers' Responsibilities

Principle 5: *Individual researchers share the responsibility for and need to promote their research and need to pro-*

	<p>A task and finish group to revise and co-create a new E&amp;D University Strategy. This will be informed by specific focus groups of DRs and ECRs to ensure that their particular perspectives are captured.</p> <p>Success criteria / outcome:</p> <ul style="list-style-type: none"> <li>(a) Focus groups completed</li> <li>(b) Policy updated and launched</li> </ul>	E&D Manager	
	<ul style="list-style-type: none"> <li>(a) EDI in the curriculum project – the University, as part of an Advance HE initiative – will develop a toolkit for staff.</li> <li>(b) An online harassment policy will be developed including review of current social media guidelines for students, and a new policy for carers to be developed in 2020.</li> </ul> <p>Success criteria / outcome:</p> <ul style="list-style-type: none"> <li>(a) Toolkit developed and made available to staff.</li> <li>(b) Updated / new policies accessible online.</li> </ul>	Academic and Student Services	Academic year 2020
	<p>Combine and review data from CROS and PIRLS across the last 8 years, identify and report on local trends and outcomes. Revisit marketing and communication of next iteration of surveys with a view to increasing participation to at least 30%.</p> <p>Success criteria / outcome:</p> <ul style="list-style-type: none"> <li>(a) Data combined and trends reported to relevant committees (RKT, EO&amp;HR).</li> <li>(b) Participation in concordat-related sector surveys increased to at least 30%.</li> </ul>	Planning, GS, CIG	<ul style="list-style-type: none"> <li>(a) Mar 2020</li> <li>(b) May - Jun 2021 (anticipated survey date)</li> </ul>

F: Implementation and Review

*Principle 7: The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK.*

- (a) We will sign the new researcher development concordat (2019).

(d) Activity will be integrated into the bu



- | Academic Practice and Professional Excellence Framework
- | Athena SWAN
  - | Brunel Educational Excellence Centre
    - | Brunel Research Administrators and Managers Network
  - | Brunel University London
- | Concordat Implementation Group
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