

**RVC Concordat Action Plan 2011 – 2013
Status Document**

The Action Plan and priorities below take full account of the findings from the Gap Analysis undertaken in 2011.

| | | Timescale | Status |
|----------|--|----------------------------|--|
| 1 | Improve Communication with Stakeholder Communities: | | |
| | Redesign intranet pages to clearly signpost major resources: e.g. The Concordat, CoP, Vitae website & The Advice Centre. | June 2012 | Completed |
| | Revise Manager and Induction Toolkits to include sections on Concordat awareness and Researcher Development Framework (RDF). | Dec 2011 | Partially completed RDF carried forward |
| | Include reminders of Concordat awareness and Career Development conversations in Appraisal email. | Oct 2012 | Completed |
| 2 | Create Additional Resources: | | |
| | Create Career Development Pathway diagram. | July 2012 | Carried forward |
| | Collect and collate next destination information for Researchers. | Dec 2011 | Bi-annual reports produced and on going |
| | Create Case Studies highlighting a range of successful Researcher Career destinations. | Jan 2012 | Completed and on going |
| | Provide a series of Career Development Days in 2011-2012. | 2011 / 12 | Completed and on going |
| 3 | Continue to Develop Existing Relationships and Provision: | | |
| | Ongoing support for Researcher Association. | Reviewed Jan and July 2012 | On going |
| | Development of current weekly Researcher seminar series. | Reviewed Jan and July 2012 | Completed and on going |
| 4 | Improve Researcher Representation: | | |
| | Explore further Researcher participation in committees e.g. Research Strategy Committee. | Reviewed Jan and July 2012 | Completed |
| | Reflect best practice models of Researcher inclusion at Departmental meetings. | Reviewed Jan and July 2012 | Completed |
| 5 | Ongoing Review of Compliance with Concordat Principles | | |
| | RCWG to meet every 6 months to review progress. | Ongoing in Jan and July | Group met in Jan and July 2012 and Jan and July 2013, on going |

