

## RVC Concordat Action Plan and Implementation Strategy 2018 – 2020- progress update October 2019

To note: this action plan is reordered to align with the revised Concordat. The original actions remain and some further actions have been added in response to the latest surveys and the themes in the revised Concordat.

Principle	Aims and Actions	Timescale	Accountable	Measurement of completion or success	Progress
Environment and Culture	<b>Enhance awareness of vitae, concordat and RDF</b>				
	- Offer termly Researcher events- include concordat awareness and support for researchers from the RVC	By March 2020	HR and Research Office	70% have heard of 'concordat to support the career development of researchers' in the next CROS survey	NEW
	- Continue to include information on the Concordat and the latest themes from this Action Plan in the 'Experienced supervisor' training sessions	Ongoing	HR		
	- Raise awareness of Research Integrity Concordat and disseminate best practice in reproducibility of research	By March 2020	VPRI & Dominic Wells & RA	Run seminars and elect RA Research Integrity/Reproducibility champion	
	<b>Enhance confidence and increase awareness of underrepresented role models in our research staff</b>				
	- Set up a series of female and BAME STEM talks in liaison with internal research seminars	July 2020	RA and EDC	Monitoring of Athena SWAN action plan and achievement of the Silver award	The first seminar has taken place.
	<b>Publicising support for welfare</b>				
	- 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' ambassadors, and the Researcher Association.	Nov 2018		65% of respondents to the CROS/RA surveys are aware of support for their welfare	Metric achieved but action on-going CROS survey: 64% have sufficient awareness; 31% know it exists but don't know the detail More 'dignity at work ambassadors' have recently been trained and the dignity at work policy is under revision.



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	<b>Review</b> <ul style="list-style-type: none"> <li>- Work to increase engagement in future CROS and PIRLS surveys using the learning from how the RA survey was promoted.</li> <li>- RCWG to review action plan in light of Equality and Diversity.</li> </ul>	<p>Leading up to the next CROS Survey</p> <p>Each RCWG meeting</p>	RCWG	Achieve a >40% response rate in our next CROS survey	<p>Achieved</p> <p>44 respondents (58% of contract researchers) in the 2019 survey.</p> <p>NEW</p>
<b>Employment</b>	<b>Recruitment Process</b> <ul style="list-style-type: none"> <li>- Recruitment data for researchers will be monitored for bias.</li> </ul>	June – annually	RCWG	Where trends or concerns are identified they will be addressed as part of the E+D local action plans.	<p>Ongoing</p> <p>In our statistics for 2018-19 for researcher recruitment we found a lower proportion of BAME applicants were shortlisted as a proportion of those who applied- we are currently investigating this in more detail. The data for gender and for disability are also monitored- see the Annual Equality Report on the RVC website.</p>
	<b>Minimise bias in recruitment decisions</b> <ul style="list-style-type: none"> <li>- Promote new recruitment training for those with some experience but no previous/recent training.</li> </ul>	June 2019	HR	A trained panel member on each recruitment board and 70% of panel members trained by July 2019	<p>Achieved</p> <p>We have trained 172 people via a refresher course. Our policy is now that all panel members should be trained.</p>
	<b>Enhance induction and probation</b> <ul style="list-style-type: none"> <li>- Bring the line manager induction process on line (see section 4iii for further detail and measures)</li> </ul>	Dec 2018	RA and VPRI	60% positive response regarding College induction in CROS/RA surveys	<p>CROS survey 44% said Institution wide induction useful/v useful; 69% said local induction useful.</p> <p>The local induction on-line system is ready for user acceptance testing.</p>



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	<b>Involvement in RVC Decision making</b> <ul style="list-style-type: none"> <li>RA to publicise when a committee is coming up and ask for any issues that researchers wish to raise; feedback to be circulated on what was discussed of relevance to researchers</li> </ul>	December 2019 and then ongoing	RA	CROS 2021 survey response re feeling involved in decisions 60%	<b>NEW</b> Email went out ahead of the latest committees- limited response.
<b>Professional and Career Development</b>	<b>Enhance awareness that researchers are encouraged to engage in a minimum of 10 days of professional development</b> <ul style="list-style-type: none"> <li>Set out RVC expectations in line with revised concordat expressing release time for development of ECRs and ideas for taking development forward</li> </ul>	April 2020 and ongoing	HR	2021 CROS <ul style="list-style-type: none"> <li>Continuous improvement towards the aspirational target of 10 plus days of development as reported in the CROS survey</li> </ul>	<b>NEW</b>
	<b>Supporting contract researchers in applying for Research Funding</b> <ul style="list-style-type: none"> <li>Promote a workshop specifically for contract researchers interested in writing fellowships.</li> </ul>	July 2019	VPRI/RO	50% of CROS/RA survey respondents feel supported in grant writing	<b>Achieved</b> CROS 2019: 65% are positive about support for writing and submitting a grant proposal  Two training events targeted specifically at contract researchers have taken place and were well received. In addition several speakers referred to funding strategies as part of the Careers event 'Shaping Successful Scientists'.
	<b>Enhancing the range of development on offer to researchers</b> <ul style="list-style-type: none"> <li>Set up a mentoring scheme for researchers</li> </ul>	June 2020	HR	Feedback following participation in the first cohort is positive.	<b>NEW</b>

