HREiR Action Plan 2022-2024

Details		The institutional audience* for this action plan includes:	
Institution name:	**Brunel University London**	**The institutional audience* for this action plan includes:**	
Cohort number:	**Four**	**Audience**	**#**
Date of submission:	**28/01/2022 (updated Dec 2022)**	Research staff - defined as postdoctoral researchers primarily on fixed term / open ended research contracts	163
CIG - Concordat Implementation Group		Postgraduate researchers / doctoral researchers (DRs)	878
CRSG - College Research Strategy Group		Managers of Researchers (MoRs)	76
Dean of Culture and Inclusion - DCI		Research and teaching academic staff	648
EDI - Equality, Diversity and Inclusion			
GS - Graduate School			
OD - Organisational Development			
RKT - Research and Knowledge Transfer Committee			
RSA - Research Staff Association			
RSDO - Research Support and Development Office			
RSRTFG - Research Staff Rescruitment Task and Finish Group			
SRD (RS) - Senior Researcher Developer (Research Staff)			

	Obligation	Action	Success measure (SMART)	Deadline
Environment and Culture				
Institutions must:				
ECI1.1	**Ensure that all relevant staff are aware of the Concordat**	Continue and increase Concordat-related engagement with research staff, research leaders and MoRs across the University (Institutes and Colleges) to ensure that research staff are a key consideration in strategic and operational decisions.	1. Researcher views on concordat to be collated within research staff network meetings each year from Oct 22. 2. Concordat update included as standing item on Research and Knowledge Transfer (RKT) and noted in minutes from Feb 22. 3. Concordat to be a standing item within the agenda for each College Research Strategy Group for discussion at least once a year from Oct 22. 4. Staff awareness on Concordat measure derived from CEDARS 23 and reported to the October 23 Research and Knowledge Transfer committee as part of an annual review of research environment and culture.	1. Oct-22 2. Feb-22 3. Oct-22 4. Oct 23
ECI1.2	**Ensure that all relevant staff are aware of the Concordat**	Ensure that concordat specific information is clearly signposted and available to research staff and those that support and manage them.	1. Concordat to be available online through Brunel website and included in the university's online repositry of policies and procceedures by Mar 22. 2. Graduate school pages contain clear links for research staff signposting researcher development activities by Apr 22. 3. Deliver at least one Concordat awareness campaign per annum for the following staff groups: research staff, PIs/MoRs and staff supporting researchers. Report reponse and engagement from each campaign to Research and Knowledge Transfer Committee as part of ongoing strategic development for research environment culture. 4. At least 50% of research staff recall communication about the concordat (measured in CEDARS 23).	Oct-22
ECI2	**Ensure that institutional policies and practices relevant to researchers are inclusive, equitable and transparent, and are well-communicated to researchers and their managers**	No additional action required.		
ECI3	**Promote good mental health and wellbeing through, for example, the effective management of workloads and people, and effective policies and practice for tackling discrimination, bullying and harassment, including providing appropriate support for those reporting issues**	Develop a range of activities for DRs and research staff to support wellbeing, with linkage to new staff OD / wellbeing strategy (Mental Health and Wellbeing Strategy); 1. Establish a network of researcher-specific mental health first-aiders for peer support 2. Establish a researcher-specific mental health and well-being resource page 3.& 4. Annual reporting of awareness and engagement by DRs and ECRs of Brunel's mental health and well-being provision.	1. Two cohorts of researchers trained as mental health first aiders (MHFAs) to create a researcher-specific network of 20+ MHFAs by May 2022. 2. Researcher-specific mental health and well-being resource page established by October 2022 and signposted through Graduate School. 3. Hold feedback session with researcher MHFAs to obtain their views on the sucess of this provision and how it has been used. 4. Annual report from Brunel's Wellbeing team includes an update on researcher mental health and wellbeing activity.	1. May-22 2.Oct-22 3. Jun-23 4. Jul-23
ECI4	**Ensure that managers of researchers are effectively trained in relation to equality, diversity and including, wellbeing and mental health**	1. Establish an EDI Researcher Strategy Group within the Graduate School to address EDI issues specific to researchers by May 2022. 2. Engage with internal stakeholders re EDI in research practice and culture. 3. Champion recommendations emerging from research council reviews once published including (EPSRC / ESRC / NERC / AHRC)	1. Terms of reference established for Researcher EDI Strategy Group by May 2022. 2. Three researcher discussion groups organised to capture views on EDI and related training needs. 3. Researcher EDI Strategy Group identifies training recommendations and implementation plan by Jul 2023.	1. May-22 2. Mar-23 3. Jul-23
ECI5	**Ensure that researchers and their managers are aware of, and act in accordance with, the highest standards of research integrity**	1. Communicate with research staff to ensure they are aware of the Research Integrity Code of Practice and related training. 2. Monitor Research Integrity training take-up by research staff.	1. Targeted communication on research integrity to research staff via email and research staff Teams group at start of each academic year from 2022/3. 2. At least one Research Staff Network meeting per annum seeks feedback and views on research integrity and the Brunel Research Ethics Online (BREO) process to inform Research Ethics Committee review. 3. Establish baseline of engagement with Research Integrity training by Mar 2023. Aim to have 70% research staff complete course by Mar 2024.	1. Oct-22 2. Mar-23 3. Mar-24
ECI6	**Regularly review and report on the quality of the research environment and culture, including seeking feedback from researchers, and use the outcomes to improve institutional practices**	Collect baseline survey data for research staff to enable monitoring of actions and planning about research environment and culture (through the Culture, Employment and Development in Academic Research Survey (CEDARS) and internal research staff survey Aug 22)	1. Share outcomes from August 22 research staff survey with graduate school and research staff network by Dec 22. 2. CEDARS 2023 survey run within the university in line with national schedule (expected May 23) with over 30% research staff response rate. 3. Identify targets for integration into renewed action plan by Jan 2024.	1. May to Jul-23 2. Jan 24
Funders must:				
ECF1	Including requirements which promote equitable, inclusive and positive research cultures and environments in relevant funding calls, terms and conditions, grant reporting, and policies	Not applicable		
ECF2	Consider how funding opportunities and policies can facilitate different patterns and ways of working, and promote the wellbeing and mental health of researchers	Not applicable		
ECF3	Ensure that funding call requirements and selection processes offer equality of opportunity between different groups of researchers, recognise personal contexts, and promote positive research cultures and working conditions	Not applicable		
Managers of researchers must:				
ECM2	**Ensure that they and their researchers act in accordance with the highest standards of research integrity and professional conduct**	See ECI5		
ECM3	**Promote a healthy working environment that supports researchers' wellbeing and mental health, including reporting and addressing incidents of discrimination, bullying and harassment, and poor research integrity**	No specific action required. (University has a whole-community approach embedded in its mental and wellbeing strategy, which includes updated policies and guidance for managers to support wellbeing).		

ECM4	Consider fully, in accordance with statutory rights and institutional policies, flexible working requests and other appropriate arrangements to support researchers	No specific action required. University has a flexible working policy that applies to all staff groups, including research staff.		
ECM5.1	Engage with opportunities to contribute to policy development aimed at creating a more positive research environment and culture within their institution	Participate in the University's *culture survey* across the university to provide a gap analysis and road map towards a stronger institutional culture. Survey to include disaggregated data in relation to research staff.	1. Survey launched in Jan 2023, to incude design that allows analysis of disagreggated research staff data 2. Results analysis and research staff specific action plan formulated Jul 2023.	Jul-23
ECM5.2	Engage with opportunities to contribute to policy development aimed at creating a more positive research environment and culture within their institution	Encourage and nominate managers of research staff to be involved in university working groups, task & finish groups and committees.	Membership of Senate committees reviewed to establish the number of MoRs listed as members at the start of each academic year from 2022/23.	Oct-23 (annual cycle)
Researchers must:				
ECR1.1	Actively contribute to the development and maintenance of a supportive, fair and inclusive research culture and be a supportive colleague, particularly to newer researchers and students	1.Participate in University-wide supervisory practice working and discussion groups. 2.Participate in UKCGE pilot accreditation for new supervisors.	1. Research staff involved in doctoral supervision encouraged to attend the University's Supervisory Practice Discussion Group. Numbers attending at least one meeting to increased by 100% during academic year 2022-23. 2. The University's Supervisory Practice Discussion Group includes a standing item to capture the views and support needs of research staff supporting doctoral supervision.	Across academic years 2022-23 & 23-24
ECR1.2	Actively contribute to the development and maintenance of a supportive, fair and inclusive research culture and be a supportive colleague, particularly to newer researchers and students	Engage in opportunities to coach and mentor junior researchers.	Research staff invited to join researcher mentoring schemes as mentors with 5% of mentor training workshop places prioritised for research staff - workshop to be run twice between Nov 2022 and Nov 2023.	Nov-23
ECR2	Ensure they act in accordance with employer and funder policies related to research integrity, and equality, diversity and inclusion	See ECI5		
ECR3	Take positive action towards maintaining their wellbeing and mental health	See ECI3		
ECR4	Use available mechanisms to report staff who fail to meet the expected standards of behaviour, particularly in relation to discrimination, harassment, bullying, and research misconduct	No additional action required.		
ECR5	Consider opportunities to contribute to policy development aimed at creating a more positive research environment and culture within their institution	See ECM5.1 Encourage research staff to participate in research staff network meetings / Brunel Research Staff Association.	1. Termly meetings from Jan 2021 promoted to all research staff via email and Teams and attendance lists maintained by the Graduate School. 2. Research staff senate reps to facilitate one meeting and drop-in session per term from Jun 2022.	From Jan-21
Employment				
Institutions must:				
EI1.1	Ensure open, transparent and merit-based recruitment, which attracts excellent researchers, using fair and inclusive selection and appointment practices	Establish Research Staff Recruitment Task and Finish Group (RSRTFG) to improve recruitment and extension of research staff, review and standardise contracts.	1. RSRTFG established in Dec 2021 with scope includes recruitment and extension of research staff, review and standardise contracts. 2. Group meets regularly and completes tasks and recommendations by Sep 2022.	Sep-22
EI1.2	Ensure open, transparent and merit-based recruitment, which attracts excellent researchers, using fair and inclusive selection and appointment practices	Broaden opportunities for researchers to participate in diverse and inclusive recruitment panels for university appointments at various levels.	1. New revised recruitment training launched by Nov 2022. 2. Research staff participation monitored and reported to CIG every six months from Nov 2022.	Every 6 months from May-23
EI2	Provide an effective induction, ensuring that researchers are integrated into the community and are aware of policies and practices relevant to their position	Improve the induction process for research staff (in consultation with current research staff) by: 1. Identifying gaps in the process and 2. Making recommendations for actions and improvements	1. 'Research induction working group' established to review researchers needs, and feedback used to identify gaps by Apr 23 2. Recommendations and plan of action reported to CIG and RKT by Nov 23.	Apr-23 Jun-23
EI3	Provide clear and transparent merit-based recognition, reward and promotion pathways that recognise the full range of researchers' contributions and the diversity of personal circumstances	Review the researcher career track, in consultation with researchers in order to 1. Harmonise the grades with other career tracks 2. Review promotion requirements for research staff on the Research Fellow grade 3. Review the titles of researchers at different grades	1 - 3. Review completed by Sep 2022; implementation timelines agreed by Oct 2022 and communicated to research staff before 2022-3 promotions round (Dec 2022).	Dec-22
EI4	Provide effective line and project management training opportunities for managers of researchers, heads of department and equivalent	Highlight new opportunities for leadership and management training to MoRs, including relevant online courses.	Deliver at least one awareness campaign per annum for MoRs outlining leadership and management training opportunities for research.	
EI5.1	Ensure that excellent people management is championed throughout the organisation and embedded in institutional culture, through annual appraisals, transparent promotion criteria, and workload allocation	Ensure that research staff are consulted as part of the development of a new planned university PDR process.	Research staff representation confirmed within PDR working group as part of PDR review process by Nov 2022.	Nov-22
EI5.2	Ensure that excellent people management is championed throughout the organisation and embedded in institutional culture, through annual appraisals, transparent promotion criteria, and workload allocation	Widen university recognition awards to include specific rewards for research staff and MoRs	Options for awards reviewed and considered with at least one new recognition award introduced by end of academic year 22/2023.	Sep-23
EI6	Seek to improve job security for researchers, for example through more effective redeployment processes and greater use of open-ended contracts, and report on progress	See EI1.1		

EI7	**Consider researchers and their managers as key stakeholders within the institution and provide them with formal opportunities to engage with relevant organisational policy and decision-making**			
Funders must:				
EF1	Include requirements which support the improvement of working conditions for researchers, in relevant funding calls, terms and conditions, grant reporting, and policies	Not applicable		
EF2	Review the impact of relevant funding call requirements on researchers' employment, particularly in relation to career progression and lack of job security	Not applicable		
EF3	Support institutions to develop policies and frameworks to promote sustainable employment arrangements and enhance job security, and provide opportunities for career progression	Not applicable		
EF4	Consider the balance of their relevant funding streams in providing access to research funding and its impact at all career levels	Not applicable		
Managers of researchers must:				
EM1	**Undertake relevant training and development opportunities so that they can manage researchers effectively and fulfil their duty of care**	Participate in the new Academic Leaders Short Programme 2022 to be delivered as part of strategic leadership development training by Organisational Development (OD).	1. Academic leaders expected to attend the People Management Programme (run annually) from Oct 22. 2. Attendance on Academic Leaders Short Programme 2022 by MoRs monitored by OD and reported to HR and EDI committee by Jan 23.	in accordance with programme delivery cycle from Oct 2022
EM2	**Familiarise themselves, and work in accordance with, relevant employment legislation and codes of practice, institutional policies, and the terms and conditions of grant funding**	No additional action required.		
EM3	**Commit to, and evidence, the inclusive, equitable and transparent recruitment, promotion and reward of researchers**	Linked to EI1.2		
EM4	**Actively engage in regular constructive performance management with their researchers**	1. Participate in performance management training provided by OD 2. Following launch of revised PDR process (Jul 2023) , MoRs proactively conduct PDRs with research staff in line with institutional targets for annual PDR cycles.	1. OD data measuring MoR attendance at performance management training is reported by Nov-23 to CIG. 2. 70% of research staff receive PDRs, as monitored by HR, by second year of new PDR process (expected Nov-23). 3. Feedback from research staff on CEDARS 2023 indicates that over 60% MoRs encouraged professional development activities.	Nov-22
EM5	**Engage with opportunities to contribute to relevant policy development within their institution**	1.Highlight and discuss new, emerging and updated policies with research staff during job chats and annual PDRs. 2. Share information received about institutional policy updates with research staff via regular communication channels. 3. (HR Managers) Attend research staff network meetings at least twice per year to consult and update research staff on updated and emerging policies (e.g. hybrid working, flexible working, carers policies)	1. Produce and circulate a checklist of relevant institutional policies to be referenced as a part of annual PDR for research staff by July 2023. 2. HR-focused / policy update provided within two research staff network meetings per annum from Sep 22.	1. Jul 23 2. From Sep-22 (annual cycle)
Researchers must:				
ER1	**Ensure that they work in accordance with, institutional policies, procedures and employment legislation, as well as the requirements of their funder**	No additional action identified for the period.		
ER2	**Understand their reporting obligations and responsibilities**	No additional action identified for the period.		
ER3	**Positively engage with performance management discussions and reviews with their managers**	Actively participate in performance management discussions with a named reviewer (usually their manager).	70% of research staff receive PDRs, as monitored by HR, by second year of new PDR process (expected Nov-23).	Nov-23
ER4	**Recognise and act on their role as key stakeholders within their institution and the wider academic community**	Linked to ECM5.1		
Professional and Career Development				
Institutions must:				
PCDI1.1	**Provide opportunities, structured support, encouragement and time for researchers to engage in a minimum of 10 days professional development pro rata per year, recognising that researchers will pursue careers across a wide range of employment sectors**	1. Launch and promote 'Take-10' initiative (i.e. broad portfolio of development opportunities) for research staff, to include coaching, mentoring and job shadowing. 2. Increase usage of Inkpath Development system amongst the research staff. 3. Monitor and report on research staff engagement to inform ongoing planning.	1. The University's 'Take 10' portfolio is launched and promoted to research staff by Dec 22. 2. Inkpath registrations increase from baseline of 38% (Jan 2022) to 70% by Oct 2023. 3. Activities logged in Inkpath measured as part of annual tracking report produced by the Graduate School in the Autumn term of each year from 2022. Reports submitted to RKT (research staff data) as part of annual reporting from 2022. 4. Research staff network meetings used to collate researchers' views on the Take 10 initiative and Inkpath.	1. Dec-22 2. Oct-23 3.&4. Oct-22;Oct-23;Oct-24
PCDI1.2	**Provide opportunities, structured support, encouragement and time for researchers to engage in a minimum of 10 days professional development pro rata per year, recognising that researchers will pursue careers across a wide range of employment sectors**	Review qualitative reasons for non-take-up of 10 days development as measured by internal survey run in August 22.	1. Report on outcomes of August 2022 Research Staff survey to Graduate School and Research Staff Network by Dec 2022. 2. Following on from survey, hold round table with Research Staff to explore their views in further depth. 3. Use their feedback to address any barriers preventing them using their 10 development days.	1. Dec-22 2. Mar-23 3.Jul-23
PCDI1.3	**Provide opportunities, structured support, encouragement and time for researchers to engage in a minimum of 10 days professional development pro rata per year, recognising that researchers will pursue careers across a wide range of employment sectors**	1. Evaluate the pilot of the Early Career Academic (ECA) Research Training programme delivered between from 2021-22) 2. Expand opportunities to join future cohorts to research staff, where appropriate.	1. Evaluation of the ECA programme provided to RKT committee in Autumn 2022. 2. Next course opened up to research staff in 2022/23. At least two places earmarked for research staff applicants per programme.	Oct-23
PCDI2	**Provide training, structured support, and time for managers to engage in meaningful career development reviews with their researchers**	Support PIs / MoRs to increase their confidence to engage in career development discussions with researchers	1. Increase percentage of research staff likely to use Graduate School for career development support from 29% (as measured by internal survey) to 40% by August 2024. 2. Dedicated careers resources signposting a range of researcher careers and expert careers guidance completed and linked to Graduate School webpages by Jun 2023. 3. At least one Research staff network meeting per annum used to obtain researchers' views on careers resources.	Aug 23 & Aug 24
PCDI3.1	**Ensure that researchers have access to professional advice on career management, across a breadth of careers**	Expand the *Researcher Futures Series* to provide researchers with information and networking opportunities researcher alumni from a wide range of industries and careers	1. Three Researcher Futures events held each year (one per term) from 2021/22. 2. At least 20% research staff attend at least one event during 2022/23 and 2023/24 (attendance data reporting). 3. Researchers' feedback collated after each event to inform future events.	Aug 23 & Aug 24
PCDI3.2	**Ensure that researchers have access to professional advice on career management, across a breadth of careers**	Increased provision of one-to-one career consultations by Researcher Careers Consultant.	Percentage of research staff consulting Graduate School and/or Professional Development Centre (PDC) for 1-2-1 Careers advice increases from 50% (as measured in internal survey) to 60% by Jul 2024.	Jul-22
PCDI4.1	**Provide researchers with opportunities, and time, to develop their research identity and broader leadership skills**	Deliver leadership and resilience training through cross-university *Leadership in Action* programme up to 3 times per annum.	1. Bespoke programme delivered three times per annum (Feb, Apr, Nov) either online or in person from Apr 2021. 2. Training completed by at least 15 researchers per annum from 22/23.	1. From Apr 2021 2. From 2022/23 onwards
PCDI4.2	**Provide researchers with opportunities, and time, to develop their research identity and broader leadership skills**	Revise policy for research consultancy to accommodate research staff requirements / needs, where necessary, and to enhance their ability to engage in relevant opportunities.	1. University consultancy policy review to be competed by Apr 23 and presented to RKT by Jul 23. 2. Any approved changes communicated to researchers following presentation to RKT by Sept 23.	Apr-23 Sept-23
PCDI5.1	**Recognise that moving between, and working across, employment sectors can bring benefits to research and researchers, and support opportunities for researchers to experience this**	Encourage inter-sector insights by promoting short internship opportunities for researchers, with improved documentation and guidance.	1. Existing guidance for researcher internships reviewed, following consultation with internal stakeholders, by Jul 22. 2. New guidance developed and added to GS & PDC webpages by Dec 22. 3. Three case-study internships created to be accessible on Intrabrunel (as video podcasts) by Jul 23.	Jun-23

Ref	Principle	Action	Success measure	Timescale
PCDI5.2	Recognise that moving between, and working across, employment sectors can bring benefits to research and researchers, and support opportunities for researchers to experience this	Increase for research staff exposure to research commercialisation and entrepreneurship, along with engagement with related development opportunities and competitions.	1. Three workshops delvered to researchers by the Enterprise Hub during each academic year from 2022/23. 2. Opportunities to engage with entrepreneurship programmes / training actively promoted to research staff via e-newsletters, research staff network meetings and drop-ins at least once a term.	Sep-22 to Aug-23 Termly 22/23 & 23/24
PCDI6	Monitor, and report on, the engagement of researchers and their managers with professional development activities, and researcher career development reviews	Map training needs outlined in research staff survey (Aug 22) to current offering and identify gaps in provision.	1. Mapping of research staff survey results completed by Dec 2022. 2. Data used to inform updates to to Take 10 portfolio of development opportunities by Jan 23.	Dec-22
Funders must:				
PCDF1	Incorporate specific professional development requirements in relevant funding calls, terms and conditions, grant reporting, and policies. This should include researchers' engagement in a minimum of 10 days' professional development pro rata per year, and evidence of effective career development planning	Not applicable		
PCDF2	Embed the Concordat Principles and researcher development into research assessment strategies and processes	Not applicable		
PCDF3	Acknowledge that a large proportion of the researchers they fund will move on to careers beyond academia, and consider how they can encourage and support this within their remit	Not applicable		
PCDM1	Engage in regular career development discussions with their researchers, including holding a career development review at least annually	Not applicable		
PCDM2	Support researchers in exploring and preparing for a diversity of careers, for example, through the use of mentors and careers professionals, training, and secondments	Not applicable		
PCDM3	Allocate a minimum of 10 days pro rata, per year, for their researchers to engage with professional development, supporting researchers to balance the delivery of their research and their own professional development	Not applicable		
PCDM4	Identify opportunities, and allow time (in addition to the 10 days professional development allowance), for their researchers to develop their research identity and broader leadership skills, and provide appropriate credit and recognition for their endeavours	Not applicable		
PCDM5	Engage in leadership and management training to enhance their personal effectiveness, and to promote a positive attitude to professional development	Not applicable		
Researchers must:				
PCDR1	Take ownership of their career, identifying opportunities to work towards career goals, including engaging in a minimum of 10 days professional development pro rata per year	Linked to PCDI1.1		
PCDR2.1	Explore and prepare for a range of employment options across different sectors, such as by making use of mentors, careers professionals, training and secondments	Encourage research staff to attend Researcher Futures Series - a series of career development webinars spotlighting researchers working within different industries including alumni perspectives.	1. Three Researcher Futures events held each year (one per term) from 2021/22. 2. At least 20% research staff attend at least one event during 2022/23 and 2023/24 (attendance data reporting). 3. Researchers' feedback collated after each event to inform future events.	1.-3. Termly from 2021/22
PCDR2.2	Explore and prepare for a range of employment options across different sectors, such as by making use of mentors, careers professionals, training and secondments	Engage with a range of researcher careers development activities, professional associations, alumni and employer networks.	1. Researcher Careers Consultant maintains a rolling programme of options on Researcher Careers webpage. Content reviewed at least once per month from July 22. 2. Researchers' feedback invited via Careers drop-in sessions integrated into monthly researcher coffee mornings. 3. Percentage of research staff consulting Graduate School or Professional Development Centre (PDC) for 1-2-1 Careers advice increases from 50% (as measured in internal survey) to 60% by Jul 2024.	From Jul 22
PCDR3	Maintain an up-to-date professional career development plan and build a portfolio of evidence demonstrating their experience, that can be used to support job applications	Encourage research staff to use Inkpath Development App as a professional development platform to plan their development, identify opportunities, manage and record learning outcomes and reflections.	1. Inkpath registrations increase from baseline of 38% (Jan 2022) to 70% by Oct 2023. 2. At least 20% of research staff report using Inkpath output as part of PDR or career development meetings as measured by internal research staff survey Aug 2024. 3. Research staff network meetings and CEDARS used to collate researchers' views on Inkpath.	1. Oct-23 2. Aug-24
PCDR4	Positively engage in career development reviews with their managers	Linked to EM4		
PCDR5	Seek out, and engage with, opportunities to develop their research identity and broader leadership skills	Research staff to be given priority access to cross-university Leadership in Action programme (run up to 3 times per annum).	60% places within Leadership in Action programme cohorts awarded to research staff (Feb, Apr, Dec each year) as recorded in GS annual report from 22/23	Oct-22 (annual cycle)
PCDR6.1	Consider opportunities to develop their awareness and experience of the wider research system through, for example, knowledge exchange, policy development, public engagement and commercialisation	1. Evaluate the pilot of the Early Career Academic (ECA) *Research Training programme* delivered between from 2021-22. 2. Expand opportunities to join future cohorts to research staff, if appropriate.	1. Evaluation report provided to RKT committee in Autumn 2022. 2. Pilot opened up to research staff in 2022/23. At least two places earmarked for research staff applicants per programme.	Oct-22
PCDR6.2	Consider opportunities to develop their awareness and experience of the wider research system through, for example, knowledge exchange, policy development, public engagement and commercialisation	Increase ECR involvement in outward-facing community / public engagement partnerships. Extend and expand the existing knowledge exchange and civic and public engagement schemes to ECRs.	1. One ECR-focused event delivered for each academic year from 2022/23. 2. More than two applications submitted to funding sources linked to knowledge exchange and public engagement for each year from 2022.	In line with annual application deadline

* The Concordat defines researchers as individuals whose primary responsibility is to conduct research and who are employed specifically for this purpose by a higher education institution or research institute. The primary audience is research staff, e.g. postdoctoral researchers, research fellows, research assistants. The Concordat encourages institutions to include other groups who actively researchers; staff on teaching and research, or teaching contracts; clinicians; professional support staff; technicians.