



ECI1	Ensure that all relevant staff are aware of the Concordat	<p>1.RTO includes information about the Concordat in 100% of centrally delivered researcher training sessions from Nov 2021 onward</p> <p>2.RS deliver 4x targeted mailouts for 100% of PIs/contract research staff, setting out expectations of concordat, emphasising importance of researcher career development and signposting to resources, training, and support in Jan 2022, Sept 2022, Jan 2023, Sept 2023</p> <p>3.RS include RD Concordat in 100% of Researcher Induction Pack (See E12) by Sept 2022</p> <p>4.RS produce an annual summary of researcher career development highlights and share via Staff News and RD Hub in Dec 2022</p>	<p>1. CEDARS Survey show that the majority of participants report that they understand the RD Concordat: CEDARS [Q. 43] How would you rate your knowledge and understanding of the [Concordat to Support the Career Development of Researchers] June 2023</p>	June 2023	RTO
ECI2	Ensure that institutional policies and practices relevant to researchers are inclusive, equitable and transparent, and are well-communicated to researchers and their managers	<p>Promote HR policies to PIs, Directors of Research and Heads of Department through a targeted communication campaign (HR)</p> <p>1.Introduce all-staff OD and Equality termly newsletter to update staff on HR policy changes, best practice guidance, staff development and wellbeing initiatives.</p> <p>2.Adapt the termly updates so that they outline specific guidance for Researchers and disseminate via Directors of Research and Heads of Department termly Concordat meetings</p> <p>3.When conducting equality analyses of policies, encourage researchers to feed-in and identify equality issues that may affect researchers, including ECR: Engage ECR as a target consultation group by sharing Equality Impact Assessments via the ECR network (Dec 2021 onwards)</p>	<p>1.Introduce termly briefings from Spring 2022. Conduct annual staff engagement survey to assess staff awareness of institutional policies. Staff engagement survey responses (+50%) show majority of staff are aware of HR policies and staff development opportunities.</p> <p>100% of Equality Impact Assessments relating to staff include input from research staff and result in specific measures to address the employment equality issues experienced by researchers.</p>	June 2022	RS and HR OD&E
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				

