



## Environment and culture

Concordat  
principle



Environment and culture				
Concordat principle	Current position	Actions 2019-21	Timescale and measure	Lead
<b>1.5 Ensure researchers and their managers are aware of, and act in accordance with, the highest standards of research integrity.</b>	Goldsmiths is committed to promoting ethical practice in research. Goldsmiths subscribes to the UK Research Integrity Office. Research Integrity Annual Report on compliance submitted to UKRIOS and published on our institutional website.	< Distribute the Research Integrity Annual Report in order to share good practice amongst Researchers and their Managers. Disseminate via Research and Ethics committee and send directly to researchers.		
	Research Services runs training sessions in ethics/integrity as part of their standard training sessions.	< In Tf		



Employment

Concordat principle	Current position	Actions 2019-21	
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Employment				
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		<p>experienced by BAME and female academics and researchers.</p> <ul style="list-style-type: none"> <li>&lt; Continuation of current practice for staff as well as targeted briefings e.g. for the</li> <li>&lt; Host an additional Academic Promotions Briefings for Heads of Department with the aim of training all (19) by December 2020</li> </ul>	<p>Leadership Briefing (target 15)</p> <p>Additional Head of Department (HoD) briefings delivered 2020-21</p>	

Employment				
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	Currently the college does not offer Project Management training, but resources are available on the staff intranet. Following feedback from staff in 2019, we will introduce project management training in 2020.	<ul style="list-style-type: none"> <li>&lt; Raise awareness of the Concordat with Research Supervisors (e.g. their role in supporting the career development of PGRs) through supervisor training - Hold 1 professional development themed session for 2019/20. Target: 15 attendees.</li> <li>&lt; Launch Project Management training and encourage research staff to participate</li> </ul>	<p>Hold 1 professional development themed session for Supervisors 2019/20. Target: 15 attendees.</p> <p>Launch training by June 2020 aim for 20 participants (incl. 3 Researchers)</p>	<p>Graduate school</p> <p>OD &amp; Equalities Manager</p>

**2.5 Ensure that excellent people management is championed throughout the organisation and embedded in institutional culture, through annual appraisals, transparent promotion criteria, and workload allocation. and decision-making**

**Performance Development Reviews (PDR)**  
 All staff have an entitlement to Performance Development Review, however Athena Swan 2019 survey responses indicate around 40% of staff engage with PDR on an annual basis. Our 2017 review of support for ECR also 2611 0 0 1 4W\* n1.3 269.38 Tm0 G{



Employment				
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| < | Steps to increase transparency of promotion procedures have been set out under action 2.3 |
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Professional and career development						
Concordat principle	Current position	Actions 2019-21	Timescale & Measure	Lead		
	<p>Academic Departments have primary responsibility for providing the environment, research cultures and support to support all their researchers in the development of their careers.</p> <p>We will review resources within HR and Research Services to ensure a more co-ordinated and effective strategy for supporting the career development of researchers in the future.</p> <p>The College does not currently have a policy on the minimum number of professional development days for staff. <b>PIRLS data - 6 out of 9 researchers had less than 3 development days a year, 2 out of 9 had more than 3.</b> This suggests low take up of development activity.</p> <p>HR does not monitor engagement of Research-only staff in Learning and Development activity, however, analysis of take up by Academic Staff indicates that this group is not accessing L&amp;D as much as professional and support staff. We will begin to monitor take up by Research staff and take steps to engage Researchers in L&amp;D activities.</p> <p>Research Services offer workshops targeted at Research staff. Attendance is low, with around 8 participants per session. Our aim is to enhance the offer and participation rates</p> <table border="1" data-bbox="430 1283 1010 1367"> <tr> <td><b>Research Services Workshop (2018/19)</b></td> <td><b>Attendees</b></td> </tr> </table>	<b>Research Services Workshop (2018/19)</b>	<b>Attendees</b>	<p>Department and Department Directors of Research.</p> <ul style="list-style-type: none"> <li>◁ <b>Research Services</b> - Deliver a tailored academic and researcher development programme to ensure the research community is kept abreast of changing requirements within the research landscape, including: <ul style="list-style-type: none"> <li>research funding clinics,</li> <li>research proposal surgeries,</li> <li>sector related events</li> <li>regulatory compliance</li> </ul> </li> <li>◁ Develop a dedicated website to promote academic skills aligned to the RDF with the option to download the career tracker.</li> <li>◁ Continue to deliver Research Methods Training for PGR</li> </ul>	<p>2017/18 to 200 in 2021 (50% increase)</p> <p>4 sessions with at least 12 attendees (18/19 3 sessions with average 8 attendees)</p> <p>Launch webpage by June 2021</p> <p>Participation rates on par with previous years (30 in 2018/19)</p>	<p>Research Services</p> <p>Research Services</p> <p>Graduate School</p>
<b>Research Services Workshop (2018/19)</b>	<b>Attendees</b>					

Professional and career development					
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	Nvivo entry level training	9			
	IP workshop by Vitae	7			
	Nvivo				

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<p><b>3.4 Provide researchers with opportunities, and time, to develop their research identity and broader leadership skills.</b></p>	<p>Researchers are encouraged to develop their own independent profiles (presences) both internally and externally and using social media tools to develop online profile and develop expertise/networking by volunteering to sit on committees/working groups; additionally, involving themselves in public engagement activities or teaching short course modules.</p> <p>The staff intranet contains guidance on public engagement, consultancy, enterprise.</p> <p><b>Funding for projects, networking and conference attendance</b> Department review findings show that 12/17 departments offer researchers individual support for Researchers to pursue their own projects and to support conference attendance. Sums range from £1,500-500 for staff and; £150 - £500 for PHD students. Some depts. have an automatic allocation and a competition for further/extra funding. <b>The ECR funding scheme ran successfully for third year with 11</b> awards made to largely networking activities;</p> <p>Other internal funding schemes such as Alumni Fund and Public engagement fund offer opportunities to fund research activity. The Graduate School supports the career development of PGRs through the <b>Graduate School Fund (GSF)</b>. GSF awards are made three</p>	<p>departments report on mentoring for RAs and ECRs, as well as other expectations on this.</p> <ul style="list-style-type: none"> <li>&lt; Include briefings on social media/online presence as part of Researcher Development programme.</li> <li>&lt;</li> </ul>	<p>mentoring through annual report (from April 2020 onwards)</p>	



Professional and career development				
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**development reviews.**

PDR forms are not submitted to HR, there is no mechanism for tracking completion or central monitoring of the development priorities for staff, including Research staff.

- < Introduce a mechanism for HR to collate the Development priorities of staff through the PDR

definitions, it was estimated at that time that ECR represented around 206 FTE staff.