





<p>1.2</p>	<p>Employers should strive to attract excellence and respect diversity (see Principle 6). Recruitment and selection procedures should be</p>	<p>2) Researchers are supported to become adaptable and proactive in responding to today’s global research environment.</p> <p>These expectations of both these documents are reinforced through a number of means, which will be detailed in the following table. The Code of Practice is supported by checklists for both research managers and research staff:</p> <p><a href="http://www.gold.ac.uk/research/research-office/">http://www.gold.ac.uk/research/research-office/</a></p> <p>The Code of Practice and supporting checklists provide a key institutional context for the University’s <a href="#">Professional Development Review (PDR) process</a>, undertaken by all staff (see below, 2.1), and for regular individual development planning meetings that are focused on research. <a href="#">Information on the College’s PDR policy is published online.</a></p> <p>In addition, <a href="#">there are clear policies and guidance on the recruitment and selection of all roles in the University</a>, including researcher staff.</p> <p>The University also highlights significant research achievements, new appointees, and other research stories through its internal communications (<a href="http://www.gold.ac.uk/staff-news/">http://www.gold.ac.uk/staff-news/</a>) as well as through a new online initiative called ‘<a href="#">Research Documentaries</a>’</p> <p><u>Recruitment and selection:</u> Goldsmiths is committed to recruiting researchers with appropriate expertise and experience which reflect the wider diverse and interdisciplinary community. Equality and transparency</p>			
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informative, transparent and open to all qualified applicants regardless of background. Person and vacancy specifications must clearly identify the skills required for the post and these requirements should be relevant to the role

recruitment and selection procedures are in place to appoint the most able and effective staff while ensuring that all individuals are treated with objective fairness and sensitivity ([Recruitment and Selection Guidelines](#)).

The University runs [training workshops intended to promote good practice in recruitment](#).

Human Resources provide standardised guidelines for employment of research staff that include the requirement for research managers to provide detailed vacancy specifications in line with the paragraphs in 1.2.

The University is a centre for the [EU LifeLong Learning Erasmus programme](#), which aims to widen the student and staff experience through foreign exchange.

Diversity and Equality: Goldsmiths is committed to providing an environment that recognises and values individual differences, capitalises on the strengths that those differences bring to the institution and supports all staff in maximising their potential to succeed. The







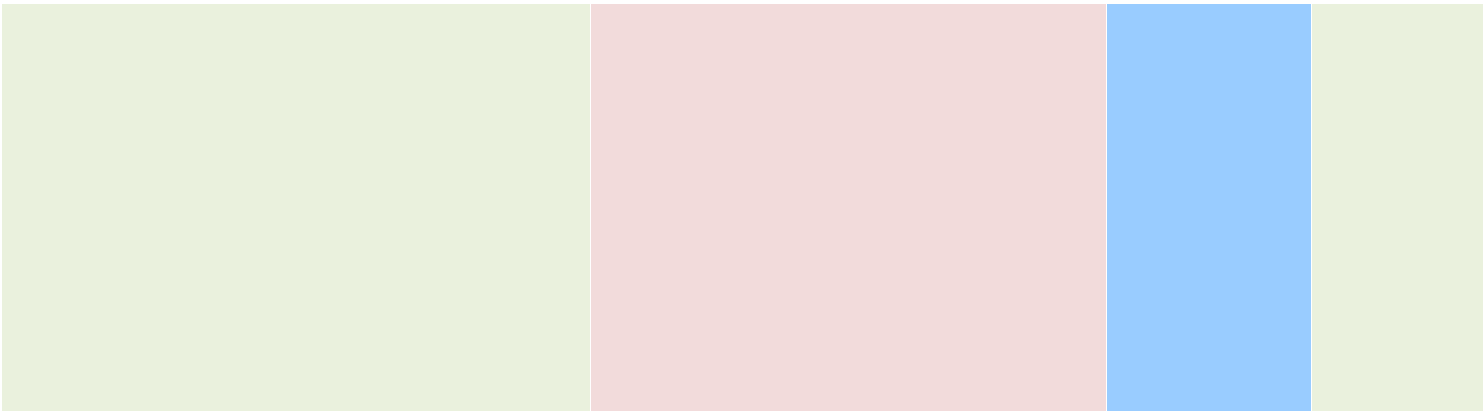
and systems

The University values and affords equal treatment to all researchers: The Code of Practice states that research staff are entitled to the same conditions of service as other academic-related staff.

All researchers whose contract is over 12 months (100% of staff according to the 2011 CROS survey) are required to undertake a Professional Development Review (PDR), in line with other staff, as part of the new Code of Practice. This meeting provides an opportunity for a researcher to hold a dialogue with their research manager about



Regulations (2002) and  
Joint Negotiating  
Committee for Higher  
Education Staff guidance  
on the use of fixed-term  
contracts will provide  
benefits for researchers,  
research managers, and  
their organisations



	<p>performance in these areas is developed, assessed and rewarded, and how effectively this supports good research management</p>			<p>Implementation Group;</p>	<p>biannually thereafter</p>
<p>2.4</p>	<p>Organisational systems must be capable of supporting continuity of employment for researchers, such as funding between grants, other schemes for supporting time between grant funding, or systems for redeploying researchers within organisations where resources allow. Funders are expected to make it a priority to consider how their policies, guidance and funding can be enhanced to help employers to achieve this objective</p>				

	<p>between the relevant trade unions and the employers nationally and locally. In HEIs, pay progression will be in accordance with the Framework Agreement, though recognising the flexibility that institutions have in implementing the Framework</p>				
<p>2.6</p>	<p>Researchers need to be offered opportunities to develop their own careers as well as having access to additional pay progression. Promotion opportunities should be transparent, effectively communicated and open to all staff. It is helpful if clear career frameworks for early stage researchers are outlined in organisational HR strategies</p>	<p>The development of high career progression opportunities for early stage researchers are outlined in organisational HR strategies</p> <p><a href="http://www.gold.ac.uk/research/researchstaff/">http://www.gold.ac.uk/research/researchstaff/</a></p>	<p>er world</p> <p>Continue effectively to communicate development opportunities to Researchers, PIs, Department Hettar</p>	<p>PIs (n)16.90291(c)1.53163(n)6.30291(c)-1.53016( )-2.8698(t)1.9.3938(a)-2.</p>	

**C** **pp** **nd C** **op** **n**

**Conco d** **nc** **Research**ers are equipped and supported to be adapt

3.2 A wide variety of career is open to researchers, and the ability to move between different paths is key to a successful career. It is recognised that this mobility brings great benefit to the UK economy and organisations will, therefore, wish to be confident that their culture supports a broad-minded approach to researcher careers and that all career paths are valued equally

plans and the identification of required development needs.

One-to-one [specialist career advice](#) is available to all researchers. Training sessions are organised to offer support researchers in exploring career opportunities outside academia.

The GLEU provides an accredited course in learning and teaching in Higher Education (in line with the [Higher Education Academy](#)) which offers researcher staff the opportunity to develop teaching related skills.

In 2013 the Goldsmiths Graduate School plan to roll out a new Certificate in Academic Practice for early career researcher, based on a successful program that currently runs only for PhD students. The course will offer a wide range of development opportunities in skills that relate to academia.

Goldsmiths offers a variety of discipline specific investment in the development of broad career paths for contract staff that fall in line with those opportunities available to all staff and which reflect the diversity of our discipline base. To give some examples, the Art department fosters a spirit of shared practice and development through active collaboration in art and curating events both within college and in the public





This report will be widely reported through the University and departments will be encouraged to provide similar events.

provide integrated and supportive systems that are aligned with this project.

See information in 3.2 and 3.3

Implementation







possible.

Health and Safety and Project Management.

<http://www.gold.ac.uk/staff-development/staffdevelopmentbulletins/staffdevelopmentbulletinjune2012/>

Human Resources also offer a regular staff development

4.13 Employers and researchers can often benefit if researchers have an input into policy and practice through appropriate representation at staff meetings and on organisation or management committees

Research staff have been actively consulted in the development of the University's Strategic Plan and in a recent strategic review (G2015; not currently available online).

Research staff are represented on management level committees in all departments surveyed at Goldsmiths, where they are currently represented (i.e. several departments currently have no research staff). According to the CROS survey 52.6% of researchers feel they have equal standing compared to academic colleagues in terms of taking part in decision-making processes; communication between research staff reps and their

**Conco d** Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning.

no	Conco d	In d nc o co p r nc	Ac on r d	n v v on L d	o po d n
5.1	Researchers are employed to advance knowledge and should exercise and develop increased capacity for independent, honest and critical thought throughout their careers	See information in 3.5 for PDR.	Monitor implementation of revised PDR	Human Resources	See 3.5

5.2 Researchers should develop their ability to transfer and exploit knowledge where appropriate and facilitate its use in policy making and the commercialisation of research for the benefit of their

in an honest and ethical manner  
and to contribute to the wider  
body of knowledge

provides [funder specific ethical guidance](#) where possible.

The place and potential of Goldsmiths research in the wider body of public knowledge is acknowledged in the [Research Strategy document](#) and the impact on research staff of this policy is clear as 83% feel they are contributing to world leading research.

The [Research and Enterprise Office](#) have developed a series of [strategies and policies](#) that promote good academic and scientific practice, which are available to all staff.

responsibility for their choices.  
Research managers and  
employers also have a  
responsibility to provide honest  
advice and appropriate

<p><b>Concordat</b> Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.</p>					
no	Concordat	Requirement	Action	Lead	Frequency
6.1	The UK legislative framework outlaws discrimination on the basis of age, disability, sex, sexual orientation, race or religion.	See information in 1.2 and 1.4 for Equality and Diversity of Opportunity policy	Monitor the implementation of all procedures on Diversity and Equality of Opportunity	Human Resources	Ongoing; Equality and Diversity Advisor to report to CIG at each meeting (maximum 3 times per year).
6.2 and 6.3	As is the case for society as a whole, UK research will benefit from increasing equality and diversity in the recruitment and retention of researchers. The Concordat encourages the recruitment and retention of researchers from the widest pool of available talent, including those from diverse backgrounds	This is a requirement in the University, see information in 1.2	Monitor the implementation of all procedures on Diversity and Equality of Opportunity	Human Resources	Ongoing; Equality and Diversity Advisor to report to CIG at each meeting (maximum 3 times per year).
6.4	Employers should ensure that the working conditions for researchers provide the	The University recognises that research staff have outside commitments and is continually striving to improve work-life balance. There are a number of clear	Monitor the implementation of all procedures on Diversity and	Human Resources	Ongoing, Equality and Diversity



flexibility necessary for successful research performance in line with legal requirements. Employers should recognise that for parents and others who have taken career breaks, including parental leave, have worked part-time, or have taken atypical routes into research, the “early career” period may be prolonged, and this may be a time where the risk of attrition from the research path is most acute.

	and duration of grant to cover paternity and adoptive leave as well as maternity leave	See information in 6.4.			
6.7	Employers should aim for a representative balance of gender, disability, ethnicity and age at all levels of staff, including at supervisory and managerial level.	See information in 1.2 and 1.4	Monitor the implementation of all procedures on Diversity and Equality of Opportunity	Human Resources	Equality and Diversity Advisor to report to CIG at each meeting (maximum 3 times per year).
6.8	Account should also be taken of the personal circumstances of groups of researchers. Examples would include researchers who have responsibility for young children or adult dependants, researchers for whom English is not a first language, older or younger researchers, or researchers with disabilities and long-term health issues.	The University makes reasonable adjustments to meet the needs of employees wherever possible. See information in 6.4.	Monitor the implementation of all procedures on Diversity and Equality of Opportunity		

	reported and addressed without adversely affecting the careers of innocent parties	ensure that the above measures are implemented.			meeting (maximum 3 times per year).
6.10	Employers should also consider participation in schemes such as the Athena SWAN Charter, the Juno Project and other initiatives aimed at promoting diversity in research careers	<p>The University is actively engaged in reviewing the possibility to apply to join the Athena SWAN awards. See 3.8</p> <p>Goldsmiths has no physics department so is not eligible to enter the Juno Project</p>	<p>Monitor the implementation of all procedures on Diversity and Equality of Opportunity</p> <p>Continue to seek out opportunities to engage in external Equality and Diversity schemes where appropriate to Goldsmiths departments.</p>	<p>Human Resources</p> <p>Research and Enterprise Office;</p> <p>Department Research Heads</p>	<p>Equality and Diversity Advisor to report to CIG at each meeting (maximum 3 times per year).</p>

reviewing its progress.



7.5	<p>partnerships between funders</p> <p>Under public sector equality schemes, employers are required to monitor equality and diversity indicators for their researchers. This section focuses on the co-ordination and enhancement of existing information collection and not on the creation of additional data.</p>	<p>The University collects data on staff on the following equality strands – age, gender, disability, race, religion and belief, sexual orientation. We use this data to inform our Diversity and Equality action plans and it is available as management information to support all policy development.</p>	<p>Monitor the implementation of all procedures on Diversity and Equality of Opportunity</p>	<p>Human Resources; Research and Enterprise Office</p>	<p>Equality and Diversity</p>
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