In the Action plan, Vitae 2020 must:

- Ensure that all relevant staff are aware of the Concordat
- Provide awareness of the Concordat to support the Career Development of Researchers, via URCoC, URDoC targeted seminars, in supervisor training, and through career advice websites.

Concordat awareness score in URCoC improved by 5 percentage points from 65% to 70%.

Date of submission: June 2023

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Sandra Turpin 01 April 2023: The University will roll out REF2028 action plan.Conduct work towards our REF2023 mission. See above (in line with UK-wide figure of 57%).

6 A: We have the right action and in line with our institutional CultureAmp approach.

3.1 Continuing improvements and the promotion of educational activities in equality, diversity and inclusion, and to facilitate access to all students and staff, we aim to produce a comprehensive action plan. We will continue to develop the network of Mental Health first Aiders, including engagement in team and individual pathways.

3.9 CEDARS has now run two rounds, in 2019 and 2020. The 2019 survey was run as a pilot with a response rate of 55%, compared with a 32% response rate for the 2020 survey. The 2020 survey was piloted at the UoH and also run in late 2022.

3.6 To support the implementation of the institutional research and innovation strategy, we aim to continue to roll out the research and innovation strategy to ensure that all staff and students are actively involved in research and innovation activities.

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HREiR Action plan 2020

Researcher Health & Wellbeing

Funders must:

 EI 1 Ensure open, transparent and merit-based recruitment, which attracts excellent researchers, using fair and inclusive selection and appointment practices where early career researchers can have meaningful input, and ensure that on research only and equivalent contracts and equivalent and equivalent chargeable time are represented in appropriate fora.

EI 2 Provide clear and transparent merit-based recognition, reward and resources to support researchers’ positive wellbeing and mental health.

EI 3 Ensure that excellent people management is championed for both questions now Q41.4 and 41.5. 67% agree with the URCOG Annual Report.

EI 4 Use available mechanisms to report staff who fail to meet the expected standards of behaviour, particularly in relation to research integrity, and equality, diversity and inclusion.

EI 5 Ensure that excellent people management is championed for both questions now Q41.4 and 41.5. 67% agree with the URCOG Annual Report.

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Pre- and Post- Award now a combined Research Services offer within RIKE following HREiR Action plan, Vitae 2020

PCDI2 Provide training, structured support, and time for managers to develop their career development initiatives for existing staff, identify gaps, and make recommendations.

ER1 Ensure that they work in accordance with, institutional policies, procedures and employment legislation, as well as the requirements of their funder.

EM5 Engage with opportunities to contribute to relevant policy and practice development within their institution.

EM3 Commit to, and evidence, the inclusive, equitable and transparent approach to engagement with researchers.

EM2 Familiarise themselves, and work in accordance with, relevant institutional policies, procedures and employment legislation, as well as the requirements of their funder.

EF4 Consider the balance of their relevant funding streams in providing training and development opportunities for researchers to engage in a minimum of 10 days professional development per annum. We will not support less than this amount.

EF3 Support institutions to develop policies and frameworks to promote researchers' development and progression and lack of job security

EF2 Ensure that they set clear targets and deadlines for delivering P&OD and related activities to encourage engagement with researchers.

EF1 Monitor through CEDARS with a target of 5% increase, Questions 15.7, 33.4. In 2020, 35% reported they had carried out public engagement activity, 21% had engaged with stakeholders and 26% had developed an impact plan. In the public engagement activity and a further 47% would like to do this for the future.

D: Delivery of Public Impact & Engagement events

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B: Explore the possibility of establishing research-related networks around particular areas of relevance for researchers.

A: Researcher representation is not well documented. We will review membership of relevant University and School boards and explore ways to include representation of researchers.

C: Develop a system for tracking CPD days, including evidence of uptake. All research staff to have an annual PDPR (appraisal) and action plan

B: We must monitor progress through improved feedback and evaluation of P&OD offer. To do so we will gather metrics on satisfaction levels, change stories, impact and engagement with learning from our researchers. This will be included in the URCOG Annual Report.

A: A guide to allocate to identify career pathways for all the research stages for researchers has been completed. A senior level development officer has been appointed to lead this project. A cross-disciplinary, cross sector development initiative for existing staff. We will review researcher development opportunities for staff, identify gaps, and make recommendations.

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A: We have developed workshops in response to feedback from researchers and have held informal or formal conversations with researchers and managers. Our aim is to use our research activities and data to develop a clear pathway for career development into research staff.

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HR Research Action plan in 2020

The University of Huddersfield has a commitment to support research and researchers. The main objectives of this plan are to:

- Ensure sustainability in the research infrastructure.
- Enhance the research environment.
- Support career development.
- Enhance the research portfolio.
- Upgrade the research infrastructure.
- Support the development of research staff.
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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. PLEASE SEE EI4-A ACTIONS, MEASURES AND ACCOUNTABILITIES FOR FURTHER DETAILS.

PCDM5 Engage in leadership and management training to enhance their personal effectiveness, and to promote a positive attitude to professional development. PLEASE SEE PCDI1 A - C ACTIONS, MEASURES AND ACCOUNTABILITIES FOR FURTHER DETAILS.

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 per year. B: REVIEW TRAINING OFFER TO RESEARCHERS. REPORT AND RECOMMENDATIONS SHARED AT URCOG. MAR-21 HP&OD.

PCDR2 Explore and prepare for a range of employment options across different sectors, such as by making use of mentors, careers professionals, training and secondments. PLEASE SEE PCDI1 A - D ACTIONS, MEASURES AND ACCOUNTABILITIES FOR FURTHER DETAILS.

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 applications.

PCDR4 Positively engage in career development reviews with their managers. PLEASE SEE PCDI5 A - D ACTIONS, MEASURES AND ACCOUNTABILITIES FOR FURTHER DETAILS.

PCDR5 Seek out, and engage with, opportunities to develop their research identity and broader leadership skills. Eligible academics, or those researchers who wish to develop their leadership skills further attend our CMI accredited management and leadership programme, or other programmes aimed at developing researcher leadership skills. ALL (100%) OF OUR MANAGERS HAVING ACHIEVED CHARTERED MANAGER STATUS OR REGISTERED ON MANAGEMENT AND LEADERSHIP PROGRAMMES. CHARTERED STATUS FOR ALL ACADEMIC MANAGERS IS AN ONGOING PRIORITY.

PCDR6 Consider opportunities to develop their awareness and experience of the wider research system through, for example, knowledge exchange, policy development, public engagement and commercialisation. WE PROVIDE A RANGE OF DEVELOPMENT OPPORTUNITIES FOR RESEARCHERS TO ENGAGE WITH THE WIDER SYSTEM, INCLUDING THE RESEARCH TEAM LEADERSHIP PROGRAMME AND PRINCIPAL INVESTIGATOR PROGRAMME. CHARTERED STATUS FOR ALL ACADEMIC MANAGERS IS AN ONGOING PRIORITY.

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 engage in research as beneficiaries of their Concordat action plan. These could be postgraduate researchers, staff on teaching and research, or teaching, research and administration staff, professional support staff, technicians.