

## University of Gloucestershire Action Plan for Implementing the Concordat to Support the Career Development of Researchers

Approved by: University Council and Research Committee on an Annual basis (summer term meetings)

Published: External facing ([www.glos.ac.uk](http://www.glos.ac.uk)) web site

Strategic Objective: To deliver the action plan, resulting from the gap analysis, in the first year

Measure of Success: To successfully deliver the action plan and to fully evaluate the impact in the first annual report

Action	Responsibility	When
Environment & Culture: Raise awareness of the Concordat via Research Committee, Staff News, VC Newsletter, and ongoing presence of Action Plan and Annual Progress Reports on externally facing web pages.	Dean of Academic Development	July 2020
Environment & Culture: Ensure Heads of School and Academic Subject Leaders are aware of the particular equality & diversity aspects of the REF Code.	HR: Equality & Diversity Manager	July 2020
Environment & Culture: Pursue awareness and application of research ethics and integrity through endorsement and application of the Concordat to Support Research Integrity.	Dean of Academic Development	July 2020
Environment & Culture: Draw on Staff Survey and 'pulse survey' to provide perspectives on the environment as it pertains to research, and review via Research Committee.	HR: Director of HR	September 2020
Environment & Culture: Research specific and REF Code orientated training & development required for Heads of School and Academic Subject Leaders.	Dean of Academic Development	July 2020

<p>Environment &amp; Culture:</p> <p>Continue to discuss time allowance for research for REF as part of wider Workload Allocation Model discussions</p>	Deputy Vice Chancellor	July 2020
<p>Environment &amp; Culture:</p> <p>Further support required for the development of the Early Career Researcher network.</p>	Dean of Academic Development	July 2020
<p>Employment:</p> <p>Progress the implementation of Academic Career Pathways.</p>	HR: Director of HR Dean of Academic Development	July 2020
<p>Employment:</p> <p>To further develop the SRD framework in light of Academic Career Pathway development.</p>	HR: Director of HR	July 2020
<p>Personal &amp; Career Development:</p> <p>Further opportunities are needed for colleagues to develop research skills. Part of this is related to better promotion of the local aspects of the offer, and including discussion of development opportunities within SRDs.</p>	Head of PGR HR Head of Training	July 2020