

Concordat Implementation Plan 2018-2020–

Aims and actions for the implementation of the Concordat principle (Target date)	Indicators of Success	Responsibility
Principle 1 – Recruitment and Selection		
<p>1. i) Continue to increase awareness of Research Staff Employment Code of Practice through Recruitment & selection training and other routes, measure awareness in CROS (Awareness raising to continue, ongoing).</p>	<p>5% increase in the level of awareness of COP in CROS2019 relative to CROS2017.</p>	<p>Research Office, Centre for Academic Practice, and Human Resources.</p>
<p>1. ii) Implement the reduction of Fixed Term Contracts (Review May 2019 and annually thereafter) Action: investigate recruitment policies in light of funding changes and the developing situation relating to exit from European Union (September 2019</p>		
<p>i) Raise awareness of Research Staff Employment Code of Practice to new research staff and new PIs. (Ongoing).</p>	<p>Assess through CROS2019. 5% increase in the level of awareness of COP in CROS2019 relative to CROS2017</p>	

<p>2. vi) Monitor attendance by researchers at School and other relevant University meetings. Continue to gather information about participation in University meetings in CROS and Quadrennial Review Process (Ongoing, May 2019, and annually thereafter) Audit school policies and ensure researcher representation in meetings and committees (May 2019). Continue to work with LURSA and academic schools to ensure representation across Schools on the LURSA committee (September 2019, with annual review of representation thereafter). Continue to increase the number of regular meetings in Schools between LURSA reps and Associate Deans (Research) (December 2019).</p>	<p>Research Staff representation at staff meetings in all schools with research staff population greater than five individuals, and/or open invitation to staff meetings for all staff members. Receive reports from schools and from research staff (through research staff association) to ensure representation. Every School with a population of at least 10 members of Research Staff to have representation on LURSA. Share best practice between schools., support meetings with training and advice.</p>	<p>Academic Schools, Athena SWAN SATs, Centre for</p>
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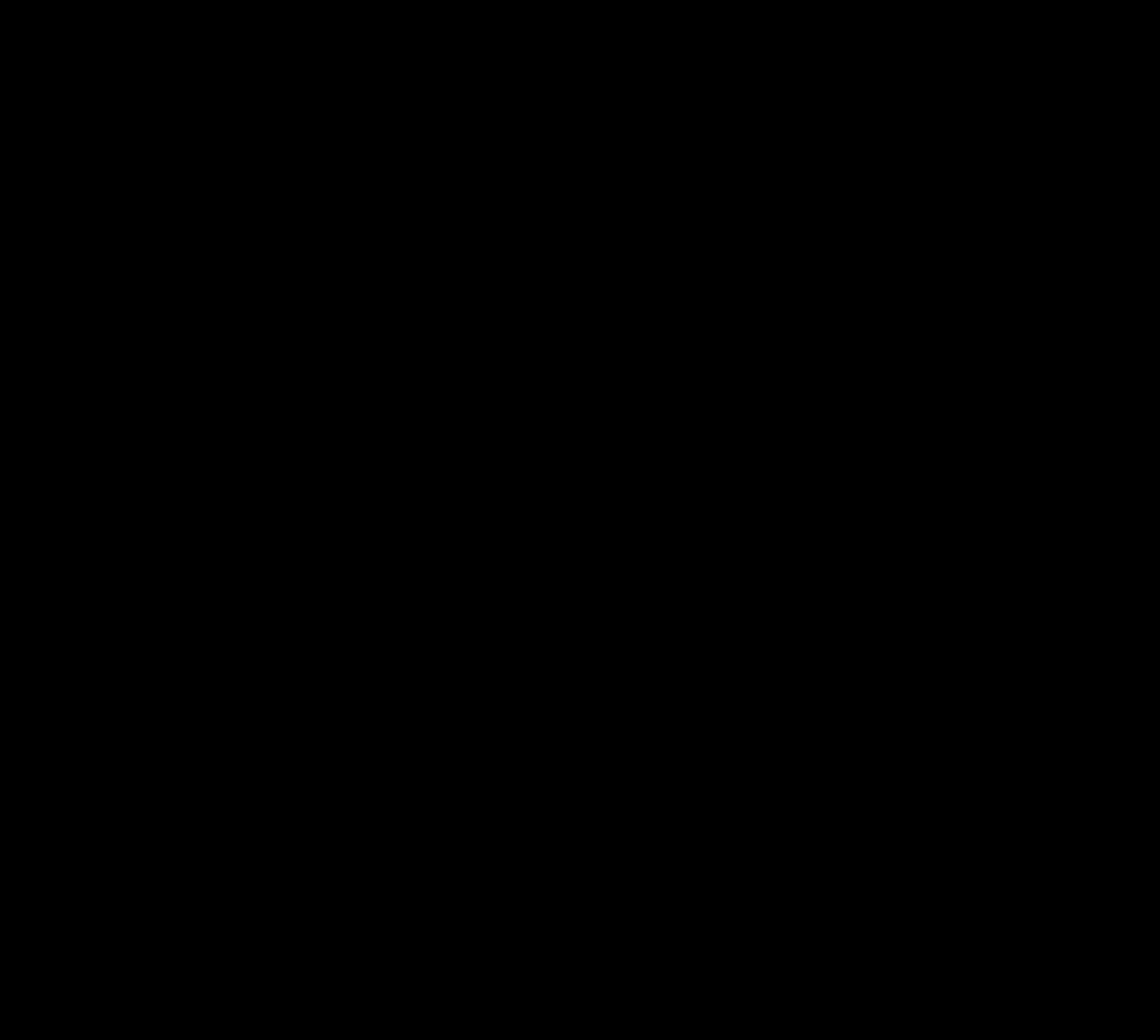
2. ix) Seek to improve our understanding of PI engagement with

engagement with Employer event (**Autumn 2019 and annually thereafter**).

employer events by **November 2020**.

4. **iii)** Review participation in CPD and careers opportunities by researchers (**Review February 2019 and annually thereafter**).

Through CROS2019 and Research Staff Working Group, identify further



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