

Loughborough University Concordat Action Plan 2021-2022

The University is committed to the development of a culture of excellence, which is based on the highest standards of academic and professional practice. This is achieved through the development of a culture of excellence, which is based on the highest standards of academic and professional practice. This is achieved through the development of a culture of excellence, which is based on the highest standards of academic and professional practice.

The University is committed to the development of a culture of excellence, which is based on the highest standards of academic and professional practice. This is achieved through the development of a culture of excellence, which is based on the highest standards of academic and professional practice. This is achieved through the development of a culture of excellence, which is based on the highest standards of academic and professional practice.

The University is committed to the development of a culture of excellence, which is based on the highest standards of academic and professional practice. This is achieved through the development of a culture of excellence, which is based on the highest standards of academic and professional practice. This is achieved through the development of a culture of excellence, which is based on the highest standards of academic and professional practice.

Glossary

A	A
CA	Co
CA	CA
	b
PD	PD
PI	PI
PV	PV
PA	PA
PA	PA

Principle 1 - Recruitment and Selection

Code	Action	Strategy	Responsibility	End Date	Success Measures
1-3 RS	Develop recruitment strategy	Capability Performance Priority 4 CA - E A	PV advertising Job E E h f	2022 April September October	Recruitment Cost Quality Time Candidate Experience
1-4 RS	Develop recruitment strategy	Capability Performance Priority ngn	Performance Job E E Wo	2022 April September October	Recruitment Cost Quality Time Candidate Experience

Principle 2 – Recognition and Value

Code	Action	Strategy	Responsibility	End Date	Success Measures
2-1	As a result of the project, the organization will have a clear understanding of the value of the project and the impact it has on the organization.	Capability Project 2 p CA - ad - ad - ad -	Project manager Project manager Project manager Project manager Project manager	End of project End of project End of project End of project End of project	Project completion Project completion Project completion Project completion Project completion
2-2	The project will be completed on time and within budget, and the organization will have a clear understanding of the value of the project and the impact it has on the organization.		Project manager Project manager Project manager Project manager Project manager	End of project End of project End of project End of project End of project	Project completion Project completion Project completion Project completion Project completion

2-8 RS	S p i c ngd C	Culture Pe Pr 1 -	A Wo	C i	e i h fi Do -nd e
2-10 NEW	in Pad U ie o ni fi	Community Pe Pr g b fid	Pe Do y	e a p i ad	W o e y d p ic li n p in rc ng c
2-11 NEW RS	A e n C e ad	Culture Pe Pr 4	Pe h Do h o	A a p i g	hc h h n e 10% o (b ed

Principle 3 – Support and Career Development – Supporting Researchers

Code	Action	Strategy	Responsibility	End Date	Success Measures
3-1	<p>Academic support</p> <p>Provide academic support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Capability</p> <p>Provide academic support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Personal</p> <p>Provide academic support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Annual</p> <p>Provide academic support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Researcher satisfaction</p> <p>Researcher productivity</p> <p>Researcher retention</p> <p>Researcher development</p>
3-2	<p>Management support</p> <p>Provide management support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Management</p> <p>Provide management support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Management</p> <p>Provide management support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Annual</p> <p>Provide management support to researchers, including:</p> <ul style="list-style-type: none"> Access to research facilities and equipment Access to research funding and grants Access to research data and information Access to research training and development opportunities 	<p>Researcher satisfaction</p> <p>Researcher productivity</p> <p>Researcher retention</p> <p>Researcher development</p>

Principle 5 – Researchers' Responsibilities

Code	Action	Strategy	Responsibility	End Date	Success Measures
5-2	Unit C	Community Pr	Pe U	July 2022	A o c o r o n a , e n
5-3	hc A A e p	Community Pr	Pe U	2022	U p h i o t n g n a a c . n s B y t h f , A t b p s a d
5-5 RS NEW	Unit U B	Community Pr	U p o	2022	M i s U o n a h n t h n c d A y

Principle 6 – Diversity and Equality

Code	Action	Strategy	Responsibility	End Date	Success Measures
6-1	Cap to be o A	Capability Pr 2	Per Res Res	June 2021	Ch to be Res
6-2	Le Res S a	Culture Pr CS e a	Per Res Res	June 2022	hc o o Res a o
6-4	Wo WA	Culture Pr 1	Plan p	C	So o
6-6 NEW	M to be b e o i B	Culture Pr Pr nc 1 p	Le Ch p Plan o h t t	En ed ng r a	En y p A B a p w ; f tB h a c o o

ing

10% t

gi

c

Principle 7 – Implementation and Review

Code	Action	Strategy	Responsibility	End Date	Success Measures
7-1	Conduct a review of the current position of the Council.	Community Profile 2	Project Director	June 2022	Phase 1: Annual Community Profile 2021-22. Phase 2: Annual Community Profile 2022-23. (Appendix 5).
7-2	Implement the new governance structure.	Community Profile 4	Work with the community	Quarterly	AGG Strategy 2021-22. Community Profile 2021-22.
7-5	Secure a new contract for the Council.	Culture Profile 4	Value for money	2021-22	2021-22: Value for money. 2022-23: Value for money.
7-6	Implement the new governance structure.	Culture Profile 4	Value for money	June 2022	35% of the new contract. 2021-22: Value for money. 2022-23: Value for money.