

University of Plymouth

HR Excellence in Research: Action Plan 2017-2019

The University of Plymouth first achieved the HR Excellence in Research Award on 5th September 2011 which is successfully renewed every two years. This Award reflects our commitment to the principles of the **Concordat to Support the Career Development of Researchers**.

Following the initial award in 2011, the HR Excellence in Research Steering Group was established to review, update and progress our ongoing commitments. This steering group currently comprises of the Deputy Vice-Chancellor Research and Enterprise, Researcher Development Manager (Doctoral College), and current Research Staff members representing the Research and Innovation Committee, Senate, Doctoral College Board, REF Steering Group, the Researcher Forum and, the wider community of researchers at the University of Plymouth.

The following Action Plan details our work in supporting Researchers at the University of Plymouth for 2017-2019, with reviews and updates at September 2019.

Recruitment and Selection		
Current status September 2017	Actions 2017 - 2019	Progress and update: September 2019
<p>Recruitment</p> <ul style="list-style-type: none"> ▪ Concordat principle 1, 6 <p>This has been a key focus and FTCs are kept under systematic review by the HRBPs and the Faculty leadership teams. With each being assessed on a case by case basis and numbers included in the Faculty planning process, along with narrative.</p> <p>A full review of FTCs and how they are used was carried out during 2016 leading to a 2017 action plan (“Researchers and FTC Policy and action plan with HR actions 19.1.17”).</p>	<p>The HR 2016 FTC review led to the following action plan “Researchers and FTC Policy and action plan with HR actions 19.1.17” which includes the following actions:</p> <ul style="list-style-type: none"> • Review Researchers FTC workforce profile to enable Deans to include a plan, in their faculty strategic planning, to address issues in relation to FTCs within research groups, whilst ensuring a sustainable workforce profile. Faculties should be encouraged, within the bounds of fiscal prudence and the incentivisation of external income generation, to think imaginatively about the kinds of steps that could be taken to offer continuity of service and security of tenure to members of research groups (particularly where there is long standing evidence of individuals spending many years on sequential FTCs). • Work with research managers and PIs to develop an options paper on actions to improve the working environment, culture and leadership approach for career Researchers. 	<p>Recruitment and FTC review:</p> <p>Key outcomes/impact:</p> <p>The FTC review as a success measure has made considerable progress and since 2017, the reviewing of fixed-term contracts is now embedded practice within HR. There is also a joint process in place between HR and Finance which enables researchers to be transferred to permanent contracts even where their roles continue to be linked to external funding. Staff finance on research grants has been incorporated into the milestones managed by the Finance Business Assistants who monitor and report spending to PI’s.</p> <p>Following the FTC review, the University and UCU have collectively agreed on the use of fixed-term hourly paid Associate Lecturers and Demonstrators (including researchers) contracts. A robust process is now in place for reporting and reviewing these contracts and where certain thresholds are met (over 180 hours worked for previous 2</p>

	<ul style="list-style-type: none"> • Clarify the relevant policies and processes e.g. maternity leave, ensuring supportive processes are in place. • Monitor progress; and evaluate the success of improved engagement with Researchers; acknowledgement of improvements through Athena Swan; HR Excellence in Research Award; and working with the Trades Unions. • Update Trades Unions, in particular UCU, regarding their April 2016 report to enable options to be considered which might reduce the number of FTC Researchers whilst not detrimentally impacting financial sustainability. • Take forward a programme to educate and support PIs and research managers understanding of research grant application and employment best practices. • HR have the responsibility to ensure that both FTC and open-ended processes are in place to meet employment law regulations. Part of that responsibility is to educate and work with HoS and PIs to ensure there is a shared understanding of the enabling processes and culture that would allow more open-ended contracts to be issued with more confidence. <p>Success measures: “Researchers and FTC policy and action plan with HR actions 19.1.17” to remain an agenda item for the Researcher Forum and HR Excellence in Research steering group for 2017-2019. HR will continue to take forward the action plan and provide an update to the Researcher Forum and HR Excellence in Research steering group by July 2018. The briefing update to the Researcher Forum will be disseminated to all Research Staff, PIs and staff supporting researchers by July 2018.</p> <p>Lead: HR December July 2018</p>	<p>years / 4 years’ service) and the work is continuing, contracts are converted to permanent guaranteed hours contracts. https://www.plymouth.ac.uk/about-us/jobs/employee-benefits</p> <p>CROS 2019 indicates 55.55% of research staff had been a researcher at the University for 3 or more years compared with the sector (51.25%).</p> <p>CROS 2019 indicates 62.95% of research staff had held 2 or more individual contracts of employment with the University compared with the sector (48.94%).</p> <p>CROS 2019 indicates 74.07% of research staff were full-time compared with the sector (85.92%); 59.26% were fixed-term (sector 63.79%); 37.04% were open-ended (sector 34.85%).</p> <p>CROS 2019 indicates that 55.55% of research staff agreed they were treated fairly with regards to career progression/promotion compared with the sector (53.93%).</p> <p>The review of FTCs is continuing as an agenda item for the 2019-2021 action plan. The next stage of the HR-led review includes an investigation into part-time and shorter-term contracts with a particular focus on E&D, flexible working and access to participate in decision-making processes.</p>
Recognition and Value		
Current status September 2017	Actions 2017 - 2019	Progress and update: September 2019
<p><u>Participation in decision-making bodies</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 2, 3, 4, 5, 6 	<p>Continuation of two elected research staff representatives to the R&I Committee and Senate. Research Staff representatives to attend R&I Committee and Senate meetings (3 times during 2017-2018).</p>	<p><u>Participation in decision-making bodies</u></p> <p>Key outcomes and impact:</p>

<p>Since 2016 the University of Plymouth has doubled its representation for research staff on decision making bodies. Research staff representatives now work with the R&I Committee and newly established Senate, as well as the Researcher Forum and HR Excellence in Research Steering Group to provide representation, feedback and consultation with the wider research staff community.</p> <p>In February 2016 a Research Staff election was held to appoint a new representative to the Research & Innovation Committee. This representative provides a valuable link between the Researcher Forum and Research & Innovation Committee. The representative attends Researcher Forum meetings as well as provides representation at the three R&I Committee meetings held in both 2015 - 2016 and 2016 – 2017. This Research Staff representative provides communications to the wider research staff community as well as updates and consultations at Researcher Forum meetings.</p> <p>In May 2016 another Research Staff election was held to appoint a representative to the newly established Senate. This representative provides a valuable link between the Researcher Forum and Senate. The representative attends Researcher Forum meetings and provides representation at the three Senate meetings held in 2016 – 2017. This Research Staff representative provides communications to the wider research staff community as well as updates and consultations at Researcher Forum meetings.</p> <p>Through the Researcher Forum we appointed a Research Staff representative to the University of Plymouth Athena Swan Central team to work on the University of Plymouth Athena Swan initiative and submissions for 2016.</p>	<p>Researcher Forum to continue hosting 5 meetings for 2017-2018 including meetings on both the main and Northern campuses. Research Staff representatives to provide communications to the wider research staff community as well as updates and consultations at Researcher Forum meetings and maintain an equal input into the HR Excellence in Research Steering Group.</p> <p>Two research staff representatives to provide representation through four university decision-making bodies including: R&I Committee, Senate, Researcher Forum, HR Excellence in Research Steering Group. This increases the research staff participating in decision-making bodies and increases their communication and consultation with the wider research staff community.</p> <p>The new Doctoral College Board will appoint an ECR representative for 2017-2018. DCB will meet four times in 2017-2018. This rotational 12 month appointment is open ECRs within the RF/RA categories.</p> <p>Success measures:</p> <p>i. Research Staff representatives to attend/report to 3 R&I Committee and Senate meetings in 2017-2018. Research Staff representatives to attend/report to 5 Researcher Forum meetings in 2017-2018; provide consultation and communications for the research staff community and; maintain an equal input into the HR Excellence in Research award.</p> <p>ii. Doctoral College Board to appoint an ECR representative by February 2018.</p> <p>Lead: Research Staff representatives and Doctoral College July 2018</p>	<p>Participation in decision-making bodies and Research Staff representatives as success measures have made excellent progress. The number of University-level Research Staff representatives has increased from two to four including appointed members on: The Research and Innovation Committee; Senate; REF Steering Group, and the Doctoral College Board. Research Staff representatives were first appointed to the Doctoral College Board and the REF Steering Group in March 2018. All Research Staff representatives continue to provide representation and reporting between the R&I Committee, Senate, Doctoral College Board, REF Steering Group, Researcher Forum and HR Excellence in Research Steering Group.</p> <p>5 Researcher Forum meetings were held 2017-2019:</p> <ul style="list-style-type: none"> • 6th December 2017 - Careers in Research Online survey findings (led by Doctoral College). • 8th March 2018 - Recognition and Value focus group (led by HR). • 20th June 2018 - Managing your career: for researchers (led by HR). • 21st November 2018 - PDR feedback and discussion on experiences (led by HR). • 10th May 2019 - REF update (led by DVC Research). <p>Researcher Forum meetings are attended by DVC Research, Research Staff representatives, research staff, PIs and, staff supporting researchers. Research Staff representatives provide updates from University committees at all Researcher Forum meetings. https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/researcher-forum</p> <p>The Faculty of Arts and Humanities established an Early Career Researchers Forum with meetings held on 4th December 2018 and 20th March 2019. These lunchtime forums are open to staff and PhD students who are looking to grow and develop their research and, access opportunities to network and collaborate. Initial meetings included members from the Schools of Art, Design and Architecture and, Humanities and Performing Arts. In 2019 membership</p>
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<p>In 2015-2016 four Researcher Forum meetings were held with 67 staff engagements and in 2016-2017 five Researcher Forum meetings were held with 68 staff engagements including meetings on the main University campus as well as the Northern campus.</p>		<p>of the Faculty of Arts and Humanities Early Career Researchers Forum will additionally include the Plymouth Institute of Education and, the Plymouth Business School.</p> <p>CROS 2019 indicates 48.15% of research staff agreed they had opportunities to participate in decision-making processes (e.g committees) (sector 46.88%); 59.25% felt they were treated fairly with regards to participation in decision making (sector 55.87%).</p> <p>Participation on decision-making bodies continues as an agenda item for the 2019-2021 action plan with a particular focus on the Research Staff representatives roles within the University-level committees; wider communication of information, activities and events for researchers; and expanding membership of University and Faculty ECR Forums.</p>
<p><u>Supervising research students</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 1, 2, 3, 4, 5, 6, 7 <p>CROS 2017 indicates that 44% of Research Staff agreed they felt valued in their contribution towards supervising research students. This is a decrease from CROS 2015 (50%) and a significant decrease from CROS 2013 (82%).</p> <p>PIRLS 2017 indicates that 74% of PIs and Research Leaders agreed they felt valued for supervising research students.</p> <p>2017 Arts Institute Research Leadership project including online resources and an Arts Research Leadership event for staff held on 12th September 2017.</p> <p>2017 Marine Institute career strategy workshop for staff “The Challenge for Science Leadership” held on 12th September 2017.</p> <p>2017 “Your Development Toolkit” HR online resource for staff including ‘Leadership and Strategy’ and, ‘Managing People and Teams’.</p>	<p>The Doctoral College working with the Faculty PGR Academic Coordinators will review whether this decrease is due to contractual changes with less Research Staff performing PGR supervisory roles than in previous years, or recognition for Research Staff performing PGR supervisory roles has actually declined.</p> <p>Success measure:</p> <p>The Doctoral College will conduct a survey of research staff responsibilities for supervising research students in May 2018. Doctoral College to work with Faculty PGR Academic Coordinators to review Research Staff contributions to supervising PGRs. An update will be provided to the HR Excellence in Research Steering Group for discussion and recommendations for actions in July 2018.</p> <p>Lead: Doctoral College July 2018</p> <p>The Doctoral College will continue to work with the Equality Inclusion & Diversity team to support researchers developing in leadership roles.</p>	<p><u>Supervising research students</u></p> <p>Key outcomes and impact:</p> <p>Research Staff supervising PGRs as a success measure has made excellent progress. The Doctoral College included an investigation of the CROS 2017 findings about recognition and value for supervising PGRs in its 2017-2018 action plan. The Doctoral College conducted a survey between May-June 2018. The survey ‘supervising postgraduate research students’ received a 15% response rate from Research Staff. A report of the survey findings was co-authored by the Research Staff representative to the Doctoral College Board and the Researcher Development Manager and was presented as a paper to the Doctoral College Board on 11th December 2018.</p> <p>The main findings from the survey included:</p> <p>2.1 Respondents: The majority of respondents were grade 7/8 (90.8%) and were on fixed term contracts (63.6%). Of those who did not currently supervise post graduate students (PGRs), 71.4% would welcome the opportunity.</p> <p>2.2 Experience of supervision: 77.3% of respondents reported that they currently supervised postgraduate</p>

2017 CROS and PIRLS gender data included for University Athena Swan activities and, the inclusion of university-wide equality training for researchers from October 2018.

students (PGRs). Current level of supervision ranged from Director of Studies, to formal membership of the supervisory team, and ad hoc, unofficial supervision. The majority (73.3%) of research staff who responded to the survey indicated that they were given the same opportunities to supervise PGRs as their colleagues. Only 23.5% of respondents reported that they had experienced issues with their current contract and supervision of PGRs to completion.

2.3 Recognition: The majority (64.3%) of respondents indicated that PGR supervision is included within workload modelling. Just over half (58.8%) of respondents reported that PGR supervision was considered in the PDR.

2.4 Support: Less than half (37.5%) of respondents reported that they received mentoring or support for supervision.

The Doctoral College Board noted that since the CROS 2017 and 'supervising postgraduate research students' surveys, the University had introduced mandatory training for all PGR supervisors. All research staff currently supervising or may in the future undertake supervision of PGRs are included within this mandatory training. Supervisory training is recognised by the University as a mandatory requirement for appointed members of supervisory teams. The training provides additional support for supervisors and, is considered as part of their ongoing staff development. Mandatory training for PGR supervisors was introduced on 1st September 2018. The training is delivered across the University by the Doctoral College, Faculties and Schools. A variety of training options are available including: in-class, webinars and online (Moodle), training for new supervisors and refresher training for experienced supervisors.

<https://www.plymouth.ac.uk/student-life/your-studies/research-degrees/examiners-chairs-and-supervisors>

Training engagement statistics were reported to the Doctoral College Board (11th December 2018 and 16th May 2019) and Doctoral College Quality Sub-Committee (21st March 2019). During 2018-2019, 18 supervisory training sessions were delivered to 362 staff, representing 53% of all UoP supervisors.

	<p>Success measures:</p> <p>i. UoP Women's Network lunchtime lecture series "Carers and Careers: career development and access to leadership positions among academic staff with caring responsibilities" 1st February 2018 and open to all staff and PGRs.</p> <p>Lead: Equality Inclusion & Diversity February 2018</p>	<p>CROS 2019 indicates an increase in the percentage of research staff having undertaken or received training to supervise doctoral/masters students (40.74% CROS 2019; 23.44% CROS 2017) compared with the sector (34.96%).</p> <p>Supervising research students continues as an agenda item for the 2019-2021 action plan with a particular focus on increasing the number of supervisors completing mandatory training and, increasing the number of research staff who are trained and available to supervise.</p> <p><u>Women's network lecture series</u></p> <p>Key outcomes and impact:</p> <p>The Women's Network as a success measure has made excellent progress. The Women's network have offered staff/PGRs a variety of social, networking, personal development and academic events over the last two years. Communications were improved with the inclusion of a website and Facebook page. Activities included: female only media training sessions aimed at developing skills and confidence in terms of working with the media, as identified by Women's network members, particularly in STEM subjects. Lunch-time sessions were run including carers and careers, with guest speakers researching in the field and covering a range of topics including carers and careers, unconscious gender bias and a focus on career conversations. An average 20 staff/PGRs attended each session. The sessions were recorded for people to access at their convenience. This lecture series has not come to a close, however a key action learnt from it is the importance of launching a Parents and Carers Staff Network. This Network has one co-chair in place and is currently looking to identify another co-chair (to ensure a gender-split) and will be launching in October 2019. The Network will act as a support space and will be the voice of parents and carers across the University to ensure that all policy and procedure reflects their needs.</p> <p>https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/womens-network</p>
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	<p>ii. The inclusion of equality training for researchers including Athena Swan and Concordat awareness. Co-facilitated by the Doctoral College and Equality Inclusion & Diversity sessions will be held in October 2018 and spring 2019 and online materials will be developed to support this training.</p> <p>Lead: Doctoral College and Equality Inclusion & Diversity October 2018</p>	<p>In September 2019 there will also be the launch of another staff network 'Menopause Support Network' for staff of all genders. This network will offer a supportive space to share issues, invite medical professionals to talk to the group and host training events for staff and managers on the menopause.</p> <p>https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/menopause-support-network</p> <p>CROS 2019 indicates an increase in the percentage of research staff who believe the institution is committed to equality and diversity (92.59% CROS 2019; 90.91% CROS 2017) compared with the sector (82.68%).</p> <p>The women's network continues as an agenda item for the 2019-201 action plan with a particular focus on the newly established Parents and Carers Staff Network and, the Menopause Support Network'.</p> <p><u>Equality training for researchers</u></p> <p>Key outcomes and impact:</p> <p>Equality training for researchers as a success measure has made good progress. The Doctoral College and Equality Inclusion & Diversity developed the session "Every Researcher Counts: equality and diversity in researcher careers". The session is based on sector and UoP developments and priorities and, some existing Vitae resources. The session is designed for postgraduate research students and research staff. Online materials are available on the Researcher Development Programme Moodle page for UoP students and staff to access. The first class-based session was delivered on 6th December 2019 and two people attended (1 PhD student and 1 Research Assistant). The second session was programmed for April 2019 however, we did not receive any bookings. The online Moodle materials have been accessed 9 times by 4 users. There is a low interest from our PGRs and Research staff to participate in this specific development session. We will continue to make the session materials available online through Moodle and, we will review how we can include E&D</p>
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		<p>training and for it to feature within other future development sessions for our PGRs and Research Staff.</p> <p>Equality training for researchers continues as an agenda item for 2019-2021 with a particular focus on embedding E&D within a career development workshop for researchers.</p>
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Support and Career Development		
Current status September 2017	Actions 2017 - 2019	Progress and update: September 2019
<p><u>Evaluation/ appraisal systems</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 2, 3, 4 <p>PDR round for 2017 underway and will complete end of September 2017. All start up meetings have positioned that being on FTC should not preclude from have a PDR. Staff survey results for 2017 will also indicate what % of research staff that responded had a PDR and whether it was valued.</p> <p>The PDR process was reviewed for 2017 onwards and aligned with the University's academic promotions policy and career pathways, to enable more congruent discussions with researchers; this was informed and led in terms of design by academics and researchers. So it should be noted that the CROS, PIRLS and Staff Survey 2017 results will be providing feedback on the old PDR system.</p> <p>PDR completion rates as at 31.09.16 show that 92.37% of research staff had completed an appraisal which was an increase from 2015 (84%) and a significant increase from 2013 (52%).</p> <p>Early analysis of CROS 2017 indicates that 47% of Research Staff who participated in a PDR indicated it was useful overall.</p> <p>Early analysis of PIRLS 2017 indicates that over 97% of PIs and Research Leaders had</p>	<p>Participation by Research Staff in PDRs to become in line with other staff categories (95% participation). Review guidelines for PDR to reflect that non-completion of PDR due to staff being on FTC is not a valid reason for non-completion and target training for managers of research staff so that where they have staff who are FTCs they are trained on how to provide effective PDRs.</p> <p>The timing of CROS 2017 and PIRLS 2017 provided feedback on the old PDR system and the latest PDR round is due for completion in late September 2017. HR reviewed the PDR process for 2017 onwards to align with the University's academic promotions policy and career pathways, to enable more congruent discussions with researchers and this was informed and led in terms of design by researchers.</p> <p>HR to review the response to the changes to the PDR for researchers and academic staff for the 2017 and 2018 PDR rounds.</p> <p>Success measure: Participation by Research Staff in PDRs to continue to be in line with other staff categories (95% participation). We will work towards a 3% increase in Research Staff participation in PDRs by September 2018.</p> <p>Lead: HR December 2018</p>	<p><u>PDRs</u></p> <p>Key outcomes and impact:</p> <p>Research Staff participating in PDRs as a success measure has made good progress with consistently high annual PDR completions. The PDR cycle for 2018/19 has yet to be completed but completion rates for Researchers remain high with 95.5% completion for 2017/18. This is a 3.13% increase on the 2015/16 cycle which was reported as being 92.37% on 31.09.16. https://www.plymouth.ac.uk/about-us/jobs/employee-benefits</p> <p>CROS 2019 indicates 70.37% of research staff had participated in a PDR in the last two years (sector 71.79%). This is lower than CROS 2017 (78.79%) however, of those who had not participated 62.5% were on probation or had only recently been appointed.</p> <p>The Researcher Forum hosted two events for research staff for career management and PDRs including: 20th June 2018 - Managing your career: for researchers and, 21st November 2018 - PDR feedback and discussion on experiences. Led by HR, these events represent a University-wide approach to consultation and support for career development of research staff.</p>

<p>participated in a PDR in the last two years with 41% indicating it was useful overall.</p>		
<p>Research environment</p> <ul style="list-style-type: none"> ▪ Concordat principle 1, 2, 3, 4, 5, 6, 7 <p>Staff Survey, CROS and PIRLS continue to provide essential feedback and highlight areas for consultation and review for our Research Staff and Academics in order to meet the needs of these staff. CROS 2017 and PIRLS 2017 reports to be reviewed and disseminated at the R&I Committee.</p> <p>The 2017 administration of PRES, CROS and PIRLS focussed on improving response rates through wider communications; and improving the quality of analysis through identifying discipline and gender data.</p> <p>PRES response rate increased from 35% in 2015 to 52% in 2017. PRES 2017 incorporated school level data to increase the quality of the data analysis.</p> <p>CROS response rate increased from 27% in 2015 to 33% in 2017. PIRLS response rate increased from 25% in 2015 to 33% in 2017. 2017 CROS and PIRLS analysis included gender data for the first time. This gender data is being used by HR and Equality, Diversity and Inclusion for the University Athena Swan activities.</p>	<p>The Doctoral College has facilitated a series of meetings to report and discuss 2017 CROS and PIRLS results with HR (24 August 2017); DVC Research (25 September 2017); and Equality Inclusion & Diversity (29 September 2017). A direct result of these meetings has included so far: i. 2017 CROS and PIRLS gender data included for University Athena Swan activities and, the inclusion of equality training for researchers from October 2018, ii. 2017 CROS discussion and actions from the Researcher Forum on 6th December 2017.</p> <p>Success measures:</p> <p>i. PRES reporting and action planning are included in the Doctoral College annual report for January 2018 and will be reported to the Doctoral College Board on 8th February 2018 for discussion and recommended actions.</p> <p>ii. Faculties to take the results of CROS and PIRLS to their Faculty Research Committee for distribution and action planning for 2017-2019. Doctoral College to work with Faculty's in early 2019 working towards a 5% increase in survey response rates by June 2019.</p> <p>Lead: Doctoral College and HR December 2017</p>	<p>PRES</p> <p>Key outcomes and impact:</p> <p>PRES reporting as a success measure has made excellent progress. PRES 2017 findings and action planning was reported to the Doctoral College Board on 8th February 2018 with recommended actions updated and completed by May 2019. The Doctoral College Board on 8th February 2018 included a focus on training for PGRs and ECRs with the recommendation to merge sessions from the Research Support Programme into the Researcher Development Programme. In September 2018 the Researcher Development Programme was re-packaged and re-launched with 172 individual sessions, including 103 applicable to both PGRs and ECRs and 18 webinars.</p> <p>PRES was not administered during 2018 or 2019. PRES 2020 was administered with some restrictions due to the coronavirus (COVID-19).</p> <p>https://www.plymouth.ac.uk/student-life/your-studies/research-degrees/doctoral-college</p> <p>CROS, PIRLS and Research Environment</p> <p>Key outcomes and impact:</p> <p>CROS and PIRLS 2017 reporting as a success measure made good progress. Response rates for CROS 2019 were lower than expected and PIRLS was not administered in 2019. CEDARS 2020 will replace both CROS and PIRLS.</p> <p>The 2017 CROS and PIRLS findings were disseminated to HR, Equality Diversity and Inclusion and the Doctoral College for planning in 2017-2018 including: E&D networks, events and training, Athena Swan award activities, PDR updates and, Researcher Forum activities. The 2017 CROS findings were delivered to the Researcher Forum on 6th December 2017, the outcomes of this forum led to further Researcher Forums focussing on recognition and value (8th</p>

		<p>March 2018); career management (20th June 2018) and, PDRs (21st November 2018).</p> <p>The 2017 CROS and PIRLS findings were disseminated to the Faculties. In 2017-2019 the Faculties, Schools and Research Institutes delivered a significant amount of training, support and networking opportunities for researchers including: REF, research leadership, publishing, collaboration, media training, grant collaboration and writing, funding, discipline-specific networking, open science, conferences, symposiums, research masterclasses, forums, public forums, public lectures, methodological innovations, data sources, interdisciplinary groups, ethics, governance, clinics.</p> <p>CROS 2019 indicates that the percentage of research staff who agreed they felt integrated into their department's research community was 77.77% compared with the sector (73.91%) and, felt integrated into their departmental community more generally was 70.37% compared with the sector (65.26%).</p> <p>CROS 2019 indicates an increase in the percentage of research staff who agreed they felt recognised and valued for their public engagement with research (55.55% CROS 2019; 48.49% CROS 2017) compared with the sector (53.32%).</p> <p>In 2018 and 2019 the University hosted the Research Festival. From 21st – 25th January 2019 the Research Festival included 14 events, 1 public lecture and the Images of Research competition/exhibition. The Research Festival is open to researchers, PGRs, collaborators and members of the public. 1006 people participated in the Research Festival 2019. https://www.plymouth.ac.uk/research/plymouth-research-festival As part of the Research Festival, the Doctoral College hosted the Images of Research competition/exhibition with entries from 28 PGRs and 10 Research Staff. 316 people viewed the Images of Research exhibition with a further 669 webpage views. https://www.plymouth.ac.uk/research/plymouth-research-festival/research-festival-images-of-research</p>
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		<p>CROS 2019 indicates an increase in the percentage of research staff who felt integrated into the institution's research community (51.85% CROS 2019; 48.48% CROS 2017).</p> <p>The response rate for CROS decreased from 33% (2017) to 20% (2019). The timings for CROS 2019 were concurrent to a University-wide restructure and voluntary leaving scheme. CROS 2019 lower response rate however, it has generated essential and important findings for 2019 – 2021 planning.</p> <p>PIRLS was not administered during 2018 or 2019. CEDARS 2020 will replace the previous CROS and PIRLS surveys. CEDARS is included as an agenda item for 2019-2021 with participation, response rates and feedback reviewed alongside impacts of coronavirus (COVID-19).</p>
<p><u>Working conditions</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 2, 3, 4 <p>CROS 2017 indicates 82% of Research Staff are satisfied with their work/life balance. PIRLS 2017 indicates 80% of PIs and Research Leaders are satisfied with their work/life balance. The Staff Survey report due in September 2017 will provide an additional comparison.</p> <p>CROS 2017 indicates that 82% of Research Staff agreed they were satisfied with their work-life balance compared to the Sector (67%).</p> <p>CROS 2017 indicates that 47% of Research Staff agreed the University of Plymouth promoted better health and well-being at work.</p> <p>PIRLS 2017 indicates 80% of PIs and Research Leaders agreed in having a good level of job satisfaction.</p> <p>Doctoral College to work with HR to review health and well-being for Research Staff. An update will</p>	<p>The Researcher Forum held on 6th December 2017 presented the CROS 2017 findings to the research staff community and enabled a discussion involving research staff, academic staff and DVC Research. Two key areas were noted as priorities for action including: recognition and value, and PDRs as they were both rated low in satisfaction for CROS 2017.</p> <p>Success measure:</p> <p>i. As a result of the CROS 2017 discussion at the Researcher Forum on 6th December 2017, a Research Staff focus group will first meet on 8th March 2018 to discuss 'recognition and value' for research staff. This Research Staff focus group will review and, make recommendations for action to address why low satisfaction is reported in CROS 2017.</p> <p>ii. As a result of the CROS 2017 discussion at the Researcher Forum on 6th December 2017, low satisfaction with PDRs will be reviewed by HR with recommendations and actions before the next PDR cycle starting on 1st May 2018.</p> <p>Lead: Doctoral College and HR July 2018</p>	<p><u>Working conditions</u></p> <p>Key outcomes and impact:</p> <p>Recognition and value and, PDRs as success measures have made considerable progress through the delivery of events and consultation activities. The Researcher Forum recognition and value focus group was held on 8th March 2018. The key areas identified included: PDRs, career development, training, researcher development, networking, conference attendance, feedback, having a voice, autonomy and contributions. Following on from this, additional Researcher Forum sessions were held on career management for researchers (20th June 2018) and PDRs (21st November 2018). Throughout 2017-2019 a significant amount of training, support and networking opportunities was delivered across the University by the Doctoral College, Faculties, Schools, Research Institutes and, Research and Innovation.</p> <p>CROS 2019 indicates a high increase in the percentage of research staff who had spent 2 or more days on training and other continuing professional development (85.18% CROS 2019; 70.77% CROS 2017) compared with the sector (75.06%).</p>

<p>be provided to the HR Excellence in Research Steering Group by July 2018.</p>		<p>CROS 2019 indicates an increase in the percentage of research staff who agreed with the usefulness of PDRs (47.37% CROS 2019; 47.06% CROS 2017).</p> <p>CROS 2019 indicates an increase in the percentage of research staff who agreed they took ownership of their career development (88.89% CROS 2019; 87.77% CROS 2017) compared with the sector (87.30%).</p> <p>In March 2018 Research Staff representatives were first appointed to the Doctoral College Board and the REF Steering Group taking the number of University-level Research Staff representatives from two to four including appointed members on: The Research and Innovation Committee; Senate; REF Steering Group, and the Doctoral College Board. CROS 2019 indicates that the percentage of research staff who agreed they had opportunities to participate in decision-making processes (e.g. committees) was 48.15% compared with the sector (46.88%).</p> <p>CROS 2019 indicates a higher percentage of research staff who agree they are recognised and valued compared with the sector for the following: grant applications 48.15% (47.5% sector); managing budgets/resources 33.33% (27.94% sector); public engagement with research 55.55% (53.32% sector); opportunities to participate in decision-making processes 48.15% (46.88% sector).</p> <p>CROS 2019 indicates a lower satisfaction in recognition and value for: knowledge transfer and commercialisation and, supervising/managing staff.</p> <p>CROS 2019 indicates 66.66% of research staff felt satisfied with their work-life balance (sector 66.48%) and 77.77% agreed they were treated fairly regarding day to day treatment at work (sector (75.99%).</p> <p>CEDARS 2020 will replace the previous CROS and PIRLS surveys. CEDARS is included as an agenda item for 2019-2021 with participation and response rates and feedback reviewed alongside impacts of coronavirus (COVID-19).</p>
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<p><u>Access to research training and continuous development</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 3, 4, 5 <p>The new Doctoral College will provide a central training and support for both PGRs and research staff (ECRs) including both joint and separate training for PGRs and Research Staff. The Researcher Development Programme and Research Support Programme will continue to be delivered in 2017-2018. The Doctoral College will review and develop training for PGRs and Research Staff both centrally and in collaboration with Faculty, Institute and Departmental partners. PGRs and Research Staff have opportunities to provide feedback concerning their training activities, opportunities and needs through PRES, CROS, annual monitoring, session feedback, have your say sessions, the Researcher Forum as well as informally throughout the year.</p> <p>The new GoodPractice toolkit is a broad development tool that will complement the targeted Researcher Development Programme and Research Support Programme.</p>	<p>The Doctoral College Board 8th February 2018 will focus on PGR/ECR training.</p> <p>Success measure:</p> <p>i. The DCB on 8th February 2018 will discuss, make recommendations and appropriate actions including:</p> <ul style="list-style-type: none"> • A university-wide review of current ECR training provisions and gaps which will inform a merger of sessions from the RSP into the RDP to enable a central training provision for PGRs and ECRs. • Accessibility of training for PGRs and ECRs. • Communication of training for PGRs and ECRs. <p>Lead: Doctoral College February 2018</p>	<p><u>Access to research training and continuous development</u></p> <p>Key outcomes and impact:</p> <p>Access to research training and continuous development as a success measure has made excellent progress.</p> <p>The Doctoral College Board on 8th February 2018 included a focus on training for PGRs and ECRs with the recommendation to merge a number of sessions from the Research Support Programme into the Researcher Development Programme. In September 2018 the Researcher Development Programme was re-branded and re-launched.</p> <p>Researcher Development Programme 2017-2018: https://www.plymouth.ac.uk/student-life/your-studies/research-degrees/doctoral-college/researcher-development-programme</p> <p>Key training statistics include:</p> <p>Number of sessions: 158 individual sessions were delivered including 87 sessions identified as suitable for both PGRs and Research Staff. 18 sessions were delivered as live webinars with recordings of webinars available on Moodle.</p> <p>Attendance: 656 individual PGRs/Research Staff attended sessions, filling a total of 2206 places. Of this 565 PGRs attended 2027 sessions and 91 Research Staff attended 179 sessions.</p> <p>Representation: Approximately 62% of all PGRs and 50% of all Research Staff attended RDP sessions in 2017-2018.</p> <p>E&D data: 389 female PGRs/Research Staff attended 1301 sessions (59%) and 267 males PGRs/Research Staff attended 905 sessions (41%). Of this 59 female Research</p>
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		<p>staff attended 128 sessions and 32 male Research Staff attended 51 sessions.</p> <p>Data is additionally broken down according to Faculty/School representation and is made available for Athena Swan activities.</p> <p>Researcher Development Programme 2018-2019:</p> <p>Key training statistics include:</p> <p>Number of sessions: 172 individual sessions were delivered including 103 sessions identified as suitable for both PGRs and Research Staff. 18 sessions were delivered as live webinars with recordings of webinars available on Moodle.</p> <p>Additional RDP data for 2018-2019 will be available by December 2019.</p> <p>Online training:</p> <p>The Doctoral College provides two online training platforms through Moodle including:</p> <p>Researcher Development Programme. Applicable to PGRs and Research Staff. 494 individual users as at August 2019.</p> <p>PGR Supervisors, Examiners and Chairs. Applicable to staff supervising/examining PGRs. 417 individual users as at August 2019.</p> <p>In 2017-2019 the Faculties, Schools and Research Institutes delivered a significant amount of training, support and networking opportunities for researchers including: REF, research leadership, publishing, collaboration, media training, grant collaboration and writing, funding, discipline-specific networking, open science, conferences, symposiums, research masterclasses, forums, public forums, public lectures, methodological innovations, data sources, interdisciplinary groups, ethics, governance, clinics.</p>
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		Access to research training and continuous development continues as an agenda item for the 2019-2021 action plan with a particular focus on increasing research staff attendance on the Researcher Development Programme.
Researchers' Responsibilities		
Current status September 2017	Actions 2017 - 2019	Progress and update: September 2019
<u>Ethical principles, Governance and Integrity</u> <ul style="list-style-type: none"> Concordat principle 2, 3, 4 <p>Ethics, governance and integrity training to remain in the Research Support Programme and Researcher Development Programme and will be reviewed and developed annually.</p>	<p>Doctoral College to provide ongoing promotion of ethics, governance and integrity training sessions to all research staff and PGRs.</p> <p>Success measure: Twenty ethics, governance and integrity training sessions have been scheduled for the 2017-2018 Research Support Programme and Researcher Development Programmes. Uptake on these sessions to be reviewed in July 2018.</p> <p>Lead: Doctoral College July 2018</p>	<u>Ethical principles, Governance and Integrity</u> <p>Key outcomes and impact:</p> <p>Ethics, governance and integrity training as a success measure has made good progress. Ethics, governance and integrity sessions were delivered including: 2017-2018 (10 sessions) and 2018 – 2019 (14 sessions).</p> <p>The Researcher Development Programme will continue to deliver a slightly reduced number of sessions based on resourcing and demand. The Research Strategy and Governance team (Research & Innovation Directorate) provide dedicated support for ethics, governance and integrity throughout the University to all departments and individuals.</p> <p>https://www.plymouth.ac.uk/research/governance/research-ethics-policy</p> <p>A Data Ethics workshop was delivered on 11th June 2019 by the Faculty of Arts and Humanities Ethics and Integrity Committee in collaboration with the Doctoral College and Open Data Institute. 30 staff/PGRs attended.</p> <p>CROS 2019 indicates 48.15% of research staff had undertaken training in regards to ethical research conduct (sector 40.63%).</p>
Diversity and Equality		
Current status September 2017	Actions 2017 - 2019	Progress and update: September 2019
<u>Non discrimination</u> <ul style="list-style-type: none"> Concordat principle 1, 3, 4, 6 <p>CROS 2017 indicates the proportion of Research Staff who agreed the University of Plymouth is</p>	<p>E& D e-learning and Unconscious Bias e-learning continues to be mandated for all staff.</p> <p>The Doctoral College, HR and Equality Inclusion & Diversity to review CROS, PIRLS and Staff Surveys in August 2017 to</p>	<u>Non discrimination</u> <p>Key outcomes and impact:</p> <p>Data for Athena SWAN and equality training as success measures have made good progress. CROS and PIRLS</p>

<p>committed to equality and diversity increased to 91% (83% for CROS 2015) compared to the Sector (86%).</p> <p>PIRLS 2017 indicates that 86% of PIs and Research Leaders agreed the University of Plymouth treated staff fairly overall and this was the same for the Sector.</p> <p>Staff Survey results are due in September 2017 and will provide a useful comparison with the CROS and PIRLS findings.</p>	<p>highlight equality and diversity issues for action planning during 2017-2018.</p> <p>Success measures:</p> <p>i. The Doctoral College and HR to disseminate CROS, PIRLS and Staff Survey E&D findings to the Equality Inclusion & Diversity team by December 2017 for incorporation with research staff data for Athena Swan.</p> <p>ii. The inclusion of equality training for researchers including Athena Swan and Concordat awareness. Co-facilitated by the Doctoral College and Equality Inclusion & Diversity sessions will be held in October 2018 and spring 2019 and online materials will be developed to support this training.</p> <p>Lead: Doctoral College, HR and Equality Inclusion & Diversity October 2018</p>	<p>2017 findings were incorporated in the University Athena SWAN submission in April 2018. Every school in the University is now a recipient of, or will be due to submit by April 2020, a Bronze Athena SWAN Award. The Faculty of Medicine, Dentistry and Biomedicine holds a Silver Athena SWAN award.</p> <p>https://www.plymouth.ac.uk/about-us/jobs/our-diverse-community</p> <p>CROS 2019 indicates the percentage of research staff who agree the institution is committed to E&D is 92.59% compared with the sector (82.68%) and, the percentage of research staff who understand or know of the Athena Swan Gender Equality Charter Mark is 100% compared with the sector (91.32%).</p> <p>The Doctoral College and Equality Inclusion & Diversity developed the session “Every Researcher Counts: equality and diversity in researcher careers”. The session is based on sector and UoP developments and priorities and, some existing Vitae resources. The session is designed for postgraduate research students and research staff. Online materials are available on the Researcher Development Programme Moodle page for UoP students and staff to access. The first class-based session was delivered on 6th December 2019 and two people attended (1 PhD student and 1 Research Assistant). The second session was programmed for April 2019 however, we did not receive any bookings. The online Moodle materials have been accessed 9 times by 4 users. There is a low interest from our PGRs and Research staff to participate in this specific development session. We will continue to make the session materials available online through Moodle and, we will review how we can include E&D training and for it to feature within other future development sessions for our PGRs and Research Staff.</p> <p>In January 2019 the Doctoral College hosted the Images of Research competition and exhibition for PGRs and Research Staff as part of the University’s Research Festival 21st – 25th January 2019. Images/descriptions were entered from 28 PGRs and 10 Research Staff. The images/descriptions were viewed by 316 individuals at the exhibition and 669 webpage views. Following on, 14 images and their descriptions of the research were selected for inclusion in the University’s</p>
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		<p>Diversity & Wellbeing calendar 2019-2020. The calendar was published in the summer 2019 and is available throughout the University. The calendar provides a creative and engaging approach to E&D and wellbeing and, highlights how well E&D can be incorporated.</p> <p>https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion</p> <p>Equality training for researchers continues as an agenda item for 2019-2021 with a particular focus on embedding E&D within a career development workshop for researchers.</p>
<p><u>Funding and salaries</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 1, 3, 4, 6 <p>The 2013 Staff Survey showed that 70% research staff agreed they were fairly paid for the work they do; 66% felt fairly rewarded; 71% felt they were paid well compared to staff of a similar role. Overall 77% felt the University of Plymouth offered a fair pay and reward package. The latest Staff survey results are due September 2017.</p>	<p>The latest Staff survey results are due September 2017.</p> <p>During 2015-2016 HR commenced review of salaries through the Total reward project which remains ongoing.</p> <p>Success measure: HR to provide an update of the Total reward project to the HR Excellence in Research Steering Group by July 2018.</p> <p>Lead: HR July 2018</p>	<p><u>Funding and salaries</u></p> <p>Key outcomes and impact:</p> <p>The total reward project as a success measure has made good progress and is now incorporated within the University employee benefits. The University's Total Reward package for Research Staff includes generous annual leave, competitive salaries, professional development and career progression now as part of the University's Academic Promotions process. The University also recognises exceptional performance and contribution in non-financial and financial ways (the latter subject to financial affordability).</p> <p>https://www.plymouth.ac.uk/about-us/jobs/employee-benefits</p> <p>CROS 2019 indicated that 55.55% of research staff agreed they were treated fairly with regards to career progression/promotion compared with the sector (53.93%).</p>
<p><u>Gender balance</u></p> <ul style="list-style-type: none"> ▪ Concordat principle 1, 3, 4, 6 <p>University of Plymouth Athena Swan Bronze Award 2009 and 2013.</p> <p>Plymouth University Peninsula Schools of Medicine and Dentistry Athena Swan Silver Award 2016.</p>	<p>2017-2019 The University will work towards the following successful Athena Swan submissions:</p> <ul style="list-style-type: none"> • University of Plymouth Athena Swan Bronze Award 2009, renewed in 2013 and submission for Bronze under broader gender equity principles April 2018, successful Bronze Award. 	<p><u>Gender balance</u></p> <p>Key outcomes and impact:</p> <p>Data for Athena SWAN and equality training as success measures have made good progress. The Women's network as a success measure has made excellent progress.</p> <p>CROS 2019 indicates an increase in the percentage of research staff who believe the institution is committed to</p>

<p>School of Geography, Earth and Environmental Sciences Athena Swan Bronze Award 2016.</p> <p>School of Psychology Athena Swan Bronze Award 2013.</p> <p>Figures as at 31 July 2017 have seen a significant positive shift in the gender split for research staff:</p> <p>Research staff M 47% (48%) F 53% (52%) RAs M59% (35%) F41% (65%) RF M 51% (55%) F49% (43%) 2015 figures in brackets</p> <p>The Women's Network commenced in 2015 to support female staff by providing a forum for discussion, debate and individual development. It also provides a unified voice to help raise the issues that women face in their careers and as such is linked with the University's Equality, Diversity and Inclusion Committee.</p>	<ul style="list-style-type: none"> • School of Health Professions submission for Athena Swan Bronze Award November 2017, successful Bronze Award. • School of Nursing & Midwifery submission for Athena Swan Bronze Award November 2017, successful Bronze Award. • School of Computing, Electronics and Mathematics submission for Athena Swan Bronze Award April 2018, successful Bronze Award. • School of Engineering submission for Athena Swan Bronze Award April 2018, successful Bronze Award. • School of Psychology submission for Athena Swan Bronze Award April 2018, successful Bronze Award. • School of Humanities & Performing Arts submission for Athena Swan Bronze Award November 2018, unsuccessful, will resubmit November 2019. • School of Art, Design & Architecture submission for Athena Swan Bronze Award November 2018, successful Bronze Award. • Plymouth Business School submission for Athena Swan Bronze Award April 2020 • Plymouth Institute of Education submission for Athena Swan Bronze Award November 2019 • School of Law, Criminology and Governance submission for Athena SWAN Bronze Award November 2019. • School of Geography, Earth and Environmental Sciences submission for Athena SWAN Silver Award November 2019. 	<p>equality and diversity (92.59% CROS 2019; 90.91% CROS 2017) compared with the sector (82.68%).</p> <p>CROS and PIRLS 2017 findings were incorporated in the University Athena SWAN submission in April 2018.</p> <p>Since 2018 Researcher Development Programme gender data has been available according to Faculty/School representation and is made available for University/Faculty/School Athena Swan activities.</p> <p>Every school in the University is now a recipient of, or will be due to submit by April 2020, a Bronze Athena SWAN Award. The Faculty of Medicine, Dentistry and Biomedicine holds a Silver Athena SWAN award. https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/athena-swan</p> <p>The University is currently working on its institution Athena SWAN action plan after successfully achieving a Bronze award in November 2018. The action plan will build on this success to take the University to silver level by 2022. https://www.plymouth.ac.uk/about-us/jobs/our-diverse-community</p> <p>In 2018 the Doctoral College and Equality, Diversity & Inclusion piloted a session "Every Researcher Counts: equality and diversity in researcher careers". Materials from the session will continue to be made available online through Moodle.</p> <p>The Women's network have offered a variety of social, networking, personal development and academic events over the last two years. Communications were improved with the inclusion of a website and Facebook page. Activities included: female only media training sessions aimed at developing skills and confidence in terms of working with the media, as identified by Women's network members, particularly in STEMM subjects.</p> <p>Lunch-time sessions were run including carers and careers, with guest speakers researching in the field, and covering a range of topics including carers and careers, unconscious</p>
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	<ul style="list-style-type: none"> Schools of Medicine and Dentistry and Biomedical Sciences, joint submission for Athena SWAN Silver Award November 2019. <p>Women's mentoring scheme piloted during 2016/17 with evaluation review due September 2017.</p> <p>HR and Equality Inclusion & Diversity to provide updates to the HR Excellence in Research Steering Group by July 2018.</p> <p>Lead: HR and Equality Inclusion & Diversity July 2018</p> <p>Success measure:</p> <p>i. The Doctoral College and HR to disseminate CROS, PIRLS and Staff Survey E&D findings to the Equality Inclusion & Diversity team by December 2017 for incorporation with research staff data for Athena Swan.</p> <p>ii. The inclusion of equality training for researchers including Athena Swan and Concordat awareness. Co-facilitated by the Doctoral College and Equality Inclusion & Diversity sessions will be held in October 2018 and spring 2019 and online materials will be developed to support this training.</p> <p>Lead: Doctoral College, HR and Equality Inclusion & Diversity October 2018</p> <p>i. 2017-2018 The Women's Network will facilitate regular lunchtime lectures and meet ups including: "Carers and Careers: career development and access to leadership positions among academic staff with caring responsibilities" 1st February 2018 and open to all staff and PGRs.</p> <p>Lead: Equality Inclusion & Diversity February 2018</p>	<p>gender bias and a focus on career conversations. An average 20 staff/PGRs attended each session. The sessions were recorded for people to access at their convenience.</p> <p>The Women's network organised a half day conference in June 2018, attended by 120 attendees. This focused on raising awareness of Athena SWAN and the actions to promote gender equality. Sessions within the conference included an opportunity to review Athena SWAN progress and actions from School submissions, and provide feedback, shared experiences from Imperial College London, who gained a Silver award in 2018, together with a session on mentoring. This provided an opportunity to find out more about being a mentor or joining the mentor programme as a mentee. The session culminated in the recruitment of new mentors and there are currently 23 Women's network staff mentors at UoP.</p> <p>Each year the Women's Network coordinate activities and events for International Women's Day, including a focus on celebrating successful women at the University to as visible role models.</p> <p>https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/womens-network</p> <p>During 2018/19 the University developed and implemented a Menopause Policy through our Health and Wellbeing group. Input was sought through the Women's Network and Equality, Diversity and Inclusion Committee. The aim of the policy was to encourage an open forum for employees and their managers to talk about the menopause, symptoms and how individuals can be supported in the workplace. As part of the policy development an active Menopause support group has been successfully established which meets on a regular basis every two months with around 30 regular attendees. Two menopause awareness sessions were also organised on 16th May 2019, to raise awareness, targeted at employees and a separate session for managers. Men were encouraged to attend. These were facilitated through the external organisation "Henpicked" and were well attended, with 47 managers and 93 employees attending the two sessions.</p>
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Implementation and Review		
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Current status September 2017	Actions 2017 - 2019	Progress and update: September 2019
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<p>Implementation and Review</p> <ul style="list-style-type: none"> ▪ Concordat principle 7 <p>CROS 2017 response rate of 33% which increased from 27% for CROS 2015.</p> <p>PIRLS 2017 response rate of 33% which increased from 25% for PIRLS 2015.</p> <p>Early analysis of CROS 2017 indicates of the thirteen Research Development initiatives, University of Plymouth Research Staff had a greater knowledge or understanding of twelve of these initiatives compared to the Sector and it is only knowledge of Athena Swan Gender Equality Chart Mark which had a slight variation (UoP 89.38%, Sector 89.63%). Knowledge and understanding of the HR Excellence in Research award increased for University of Plymouth Research Staff to 52.30% compared to the Sector (39.79%). Knowledge</p>	<p>CROS response rate increased from 27% in 2015 to 33% in 2017. PIRLS response rate increased from 25% in 2015 to 33% in 2017. 2017 CROS and PIRLS analysis included gender data for the first time. This gender data is being used by HR and Equality, Diversity and Inclusion for the University Athena Swan activities. The Doctoral College to administer CROS and PIRLS in 2019 and will work with the Faculty's to increase response rates.</p> <p>Success measure: Doctoral College to work with Faculty's in early 2019 working towards a 5% increase in survey response rates by June 2019.</p> <p>Lead: Doctoral College June 2019</p> <p>CROS 2017 indicates of the thirteen Research Development initiatives, University of Plymouth Research Staff had a greater knowledge or understanding of twelve of these initiatives compared to the Sector and it is only knowledge of Athena Swan Gender Equality Chart Mark which had a slight variation (UoP 89.38%, Sector 89.63%).</p>	<p>Implementation and Review</p> <p>Key outcomes and impact:</p> <p>CROS and PIRLS 2017 reporting as a success measure made good progress. Response rates for CROS 2019 were lower than expected and PIRLS was not administered in 2019. CEDARS 2020 will replace both CROS and PIRLS.</p> <p>Awareness of Research Development initiatives as a success measure has made excellent progress with equality and Athena Swan and good progress in more than half of the initiatives.</p> <p>Equality training as a success measure has made good progress.</p> <p>The response rate for CROS decreased from 33% (2017) to 20% (2019). The timings for CROS 2019 were concurrent to a University-wide restructure and voluntary leaving scheme.</p>
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<p>and understanding of the Concordat to Support the Career Development of Researchers; Vitae and the Vitae RDF had decreased for both University of Plymouth Research Staff and the Sector (Concordat UoP 53.85%, Sector 41.29%; Vitae UoP 68.18%, Sector 56.80%; Vitae RDF UoP 66.66%, Sector 51.04%).</p> <p>The 2015 CROS and PIRLS reports and the HR Excellence in Research Action plan 2015-2017 and report September 2015 were included at the Research & Innovation Committee meeting January 2016.</p>	<p>Success measure: We will work towards a 5% increase in staff awareness of these initiatives by July 2019.</p> <p>From October 2018 Athena Swan and Concordat awareness will feature in equality training for researchers. Co-facilitated by the Doctoral College and Equality Inclusion & Diversity this training will be based on the Vitae training package “Every Researcher Counts” and additionally be tailored to UoP institutional requirements. Sessions will be held in October 2018 and spring 2019 and online materials will be developed to support this training.</p> <p>Lead: Doctoral College, HR and Equality Inclusion & Diversity October 2018</p>	<p>CROS 2019 indicates of the thirteen Research Development initiatives, University of Plymouth Research Staff had a greater knowledge or understanding of eight of these initiatives compared to the sector including: Athena Swan Gender Equality Charter mark (UoP 100%; sector 91.32%); Concordat to Support the Career Development of Researchers (UoP 59.26%; sector 42.52%); Concordat to Support Research Integrity (UoP 44.44%; sector 37.32%); European HR Excellence In Research Award recognition (UoP 40.75%; sector 40.11); REF (UoP 96.30%; sector 91.37%); Vitae (UoP 77.78%; sector 51.03%); Vitae RDF (UoP 74.07%; sector 46.99%); UK Professional Standard Framework for teaching and supporting teaching (UoP 48.15%; sector 42.79%).</p> <p>In 2018 the Doctoral College and Equality, Diversity & Inclusion piloted a session “Every Researcher Counts: equality and diversity in researcher careers”. Materials from the session will continue to be made available online through Moodle. We will continue to make the session materials available online through Moodle and, we will review how we can include E&D training and for it to feature within other future development sessions for our PGRs and Research Staff.</p> <p>On 1st October 2018 the University of Plymouth hosted a visit by The National Institute of Mental Health - Czech Republic as part of their preparation to apply for the HR Excellence in Research award. Supporting this visit from Plymouth included: DVC Research and Enterprise, Researcher Development Manager (Doctoral College), HR, International Office and, the Specialist Advisors (funding, Research & Innovation). This whole-day visit included practice sharing and guidance to support the National Institute of Mental Health’s preparation for the award application. In return, this activity offered UoP an important opportunity to reflect on our own practices with the HR Excellence in Research award.</p> <p>CEDARS 2020 will replace the previous CROS and PIRLS surveys. CEDARS is included as an agenda item for 2019-2021 with participation and response rates and feedback reviewed alongside impacts of coronavirus (COVID-19).</p> <p>Awareness of research development initiatives (for example: Concordat, Athena SWAN, REF, HR EiR) continues as an</p>
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		agenda item for 2019-2021 with a particular focus on embedding these initiatives within a career development workshop for researchers.
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Glossary of Terms and Abbreviations

CEDARS	Culture, Employment and Development in Academic Research Survey
CROS	Careers in Research Online Survey
ECR	Early Career Researcher
E&D	Equality and Diversity
FTC	Fixed-term contract
HoS	Head of Schools
HR EiR	HR Excellence in Research award
PDR	Performance development review
PIRLS	Principal Investigators and Research Leaders Survey
PRES	Postgraduate Research Experience Survey
UoP	University of Plymouth
RDF	Researcher Development Framework
RDP	Researcher Development Programme
R&I Committee	Research and Innovation Committee
UCU	University and College Union
UoP	University of Plymouth