We are pleased with progress to date in all other actions, the highlights of which are:

Giving research staff a valued voice and enhancing their visibility internally and externally

- The BU Research Staff Association (RSA) was launched in autumn 2014 to provide research staff with a forum to discuss issues linked to the implementation of the Concordat. The RSA chairs enhanced the format in 2016 by incorporating wider engagement activities, such as establishing the RSA as an informal network to share learning/experiences as well as including discussions and presentations on key topics (for example research ethics) (action B.2.1b). Approximately one third of research staff attend each meeting. A dedicated webpage for the RSA is in operation as are researcher development webpages (action B.2.1c)
- The formal membership of URKEC, which reports into Senate, has included a research staff representative as an established member since 2013. This person is responsible for presenting BU research staff at the Committee meetings (action C.4.13b). The RCSG now has a standing agenda item at URKEC (action F.7.1c)
- Further work to embed the ownership of the implementation of the Concordat and action plan at local level is in progress. Since 2015 the Faculty RKE Committees have been responsible for ensuring compliance with all national concordats, as well as for this committee and the Faculty Research Degrees Committee to each have a research staff representative included in the voting membership (actions C.4.13a and F.7.1c)
- BU took part in the national Careers in Research Online Survey (CROS) and Principal Investigators and Research Leaders Survey (PIRLS) in 2013 and again in 2015. The 2015 response rates were CROS 22% and PIRLS 36%). In 2016 RCSG decided to run an internal research staff survey as our CROS15 response rate was low and not representative, achieving a much improved 47% response rate. All of the survey results have been shared with RCSG, URKEC, DDESG, Faculty RKE Committees, etc. and used to inform the action plan (action F.7.2).
- We see public engagement as a vital part of being a researcher at BU and have created an increasing number of mechanisms to provide the opportunity for all researchers to engage the public in a variety of contexts. Academic/research staff and PGRs have been supported to undertake public engagement and the proportion taking part has increased over the past four years[4]. Key public engagement activities have included participation at major public events (such as the science tent at Glastonbury Festival and Bestival), sessions at the annual BU Festival of Learning

A. Recruitment and selection

- To implement a more robust, transparent and accessible means of identifying current research staff as they come and go by summer 2018 (to include pertinent information for monitoring, such as contract end dates, line managers, etc.) (action A.1.0c)
- To continue to review our policy on the use of fixed-term contracts and monitor its implementation (action A.1.3a).

B. Recognition and value

- To continue to review the breadth of our leadership development provision, ensuring that research leaders and line managers can access programmes and individual coaching support where appropriate (action B.2.3b and B.2.3d)
- To improve workforce planning for the proactive management of succession planning and redeployment for research staff by summer 2018 (action B.2.4b).

C. Support and career development

- To successfully deliver the new RKE Development Framework launched in autumn 2016 (linked to the BU Academic Career Framework and the Vitae Researcher Development Framework) (actions C.3.2a and C.3.9d). For at least 50% of research staff to have engaged with the Framework by summer 2018 and for 75% of respondents to CROS and PIRLS 2019 to be satisfied with the support and development received as part of the Framework.
- To continue to increase the proportion of research staff and PGRs who undertake public engagement, aiming for 75% to have engaged with at least two public engagement activities by summer 2018 (action C.3.3d)
- To improve the effectiveness of local induction through the provision of events and/or resources tailored specifically to the needs of academic and research staff (success measured via CROS and PIRLS 2017 and 2019) (action C.3.6).
- To implement the BU Mentor Network (action C.3.8a)
- To continue to monitor engagement with appraisal, ensuring research staff have an annual appraisal and development plans in place. Aiming for 100% of those eligible to have an appraisal by autumn 2018 (action C.3.9a).
- To review the Code of Practice for the Employment and Development of Research Staff and procedural guidance on probation, appraisal and pay progression for research staff to ensure it is clear to follow and consistently applied across all Faculties (action C.3.9d).
- To deliver training on how to provide careers advice to academic and research staff, aiming for PIRLS 2019 to show an increase in the number of respondents who feel confident in providing advice on careers inside HE (target of 75%) and outside HE (target of 50%) (action D.5.5b).

D. Researchers' responsibilities

- To further embed the importance of research ethics and integrity into research practice across the University. Aiming for CROS 2017 data to show an increase from 67% to 75% for the proportion of research staff who have heard of the Concordat, and for this to increase to 85% by 2019. Aiming to increase the number of academic/research staff and PGRs who have completed the ethics module to 75% by summer 2017 (actions D.5.1a, D.5.1b and D.5.3a)
- To finalise the updated commercialisation and IP policy in 2017 (action D.5.2a).
- To produce a simple-to-use document for research staff, signposting them to development opportunities available by summer 2017 (action D.5.5c)

E. Diversity and equality

- To make submissions for at least two (ac024 Tw 3.46 0 Td [(()a-0.027 37 (a))]TJy seiming