

D.5.5a	To regularly review provision to ensure it meets with researcher and research manager needs. To use CROS, PIRLS and staff as a means of collating this information.	BAU	5		To review provision in summer 2017 and regularly thereafter	RCSG (all) update	Julie Northam	CROS17: All of the BU respondents (100%, 16) said they took ownership of their career development (up from 2015) (88% nationally). The vast majority (81%, 13) said they were encouraged to engage in personal and career development (down from 88% in 2015) (76% nationally). 63% (10) said they have a clear career development plan (up significantly from 38% in 2015) (54% nationally), 67% (10) said they kept a formal record of the CPD plan (up from 50% in 2015) (60% nationally), but only 13% (2) said they used the Vitae Researcher Development Framework to support their CPD (13% in 2015) (12% nationally). However, none of the BU respondents had undertaken any training/CPD in career management (24% nationally) and all were interested in this support. March 18 -27 April 18 Concordat 1/2 day event - focus will be on career planning for research staff.
D.5.5b	To deliver training to research leaders, line managers and mentors on how to provide careers advice to academic and research staff ideally built into the RKE Development Framework.	KEY	5		To deliver and have evaluated training by summer 2018. Aiming to achieve a participant satisfaction rating of 75%. Also aiming for PIRLS19 to see an increase in the number of respondents who feel confident in providing advice on careers inside HE (75%) and outside HE (50%).	RKEO and OD update	Jo Garrad	See D.5.5a for relevant CROS17 responses. In PIRLS17, 60% agreed that BU values career development advice to others on careers inside HE (67% in 2015) and 37% agreed that BU values career development advice to others on careers outside HE (37% in 2015). This is against national rates of 59% and 45%, respectively. 2017/18- We added a new course (called 'Career development in academia and industry' which is aimed at research staff) to the RKEF from 2017-18. Vitae ran a careers workshop for our research staff and their line managers in May 2018. From this, we are investigating how best to provide development for research leaders on giving careers advice to academic/research staff. A meeting was held with RKEO, OD, Academic Partnerships, & Doctoral College, in Sept. and a further mtg. in Dec. Initially a plan is being developed for delivery in March 2018 - with this is now progressing within the Early Career Researcher Network activities. 2018/19- From March 2018, RKEO introduced a 'career' pathway to the RKEF. This has three career stages: new to research (split into two groups: new to research, and those with research experience), and Professoriate. For the ECRs and mid-careers, we developed skills training focused on research leadership. For the Professoriate we arranged for AdvancedHE to deliver their 'Research Leaders Programme'. We've launched an ECR network chaired by a Professor and an ECR (who's received an AHRC 'Bright Thinker' award). This meets quarterly to provide advice and support for all things related to research careers. In addition, we introduced a Research Council Development Scheme to support more applications to the research councils. This is split into two cohorts by career stage to ensure that the funding members apply for is appropriately targeted. The expectation for senior academics in receipt of the training is to provide mentorship to junior academics. OD have organised three events for 'developing your academic identity and career', with one sessions (30/01/19) specifically aimed at ECRs.
D.5.5c	To produce a simple A-Z document for research staff signposting them to development opportunities available. This will be provided to new staff and their line managers with other induction materials.	KEY	5	Induction, development and training	Summer 2017 To produce the first version of the guide with input from the University Research Staff Reps. To ensure this is sent to all new research staff when they join BU. Summer 2018 To seek feedback on the usefulness of this document, with the aim of establishing that the majority of research staff found it useful.	Katie Calleja, Chloe Scholey, Sarah Cronin	Chloe Scholey	The A-Z document has been finalised, after consultation with the University Research Staff Reps. This document will be incorporated into the new Research Staff area on the staff intranet and will be sent round the Research Staff email group. It will be updated each academic year. At the point of being updated, the RSA will be consulted to ensure the document is as relevant as it can be. RKEO and OD are establishing a process whereby the A-Z document is sent to all new members of research staff when they join BU. Development of a dedicated section on the staff intranet containing resources and links to development opportunities for research staff is currently in progress. July/August 2018 A-Z document has been circulated to the Research Staff email group and OD are emailing this document specifically to all new members of research staff, as well as flagging it to their line managers. A-Z document will be added to the Research Staff intranet pages. Research Staff intranet pages now live. Link to the pages has been circulated to the Research Staff email group and OD are also emailing a link directly to all new members of research staff, as well as flagging it to their line managers. November 2018- No further update
E.6.1	To annually review equality, dignity and diversity at BU.	BAU	6		Annually (summer) To review activities and produce an annual diversity report every year. CROS/PIRLS 17 To monitor responses on equality and diversity made to CROS / PIRLS 2017, aiming for at least 80% of respondents to agree that BU is committed to this at BU.	Equality and Diversity Steering Group	James Palfreman-Kay	In CROS17, the vast majority of BU respondents (81%) agreed or strongly agreed that BU is committed to equality and diversity (down slightly from 88% in 2015). November 2018 The annual report for 2017/18 is currently being considered through the BU committee structure.
E.6.3a	To make submissions for at least two silver departmental awards and a new institutional award under the expanded criteria of the new Athena SWAN charter.	BAU	6		Spring 2018 - To submit two departmental submissions by spring 2018. Autumn 2018 - To submit the institutional submission. To achieve at least two bronze departmental awards and retain a bronze award under the expanded criteria. To ensure research staff are invited to feedback into the process. In 2017 we will forge stronger links between RCSG and the Athena SWAN SAT with a view to investigating overlapping agendas and intersectionality.	Athena SWAN SAT	James Palfreman-Kay	Media Production Athena SWAN submission made and a bronze award has been achieved. The Institutional Athena SWAN submission was made in November 2018 (with post-May 2015 criteria). Departments of Psychology, Life and Environmental Sciences made submissions in November 2018 with the Archaeology, Anthropology and Forensics Department submission is planned for 2019, with one faculty and two departments in the early stages of departmental submissions.
E.6.3b	To make an institutional submission for a bronze Race Equality Charter award.	BAU	6		To submit the institutional submission by spring 2019 To achieve a bronze award. To ensure research staff are invited to feedback into the process. In 2017 we will forge stronger links between RCSG and the Race Equality Charter SAT with a view to investigating overlapping agendas and intersectionality.	Race Equality Charter SAT	James Palfreman-Kay	The Race Charter survey has been sent out to all staff and students. The intention is to make a submission in June 2019.

