





C.4.11	To review the content and delivery of the development scheme on a regular basis.	BAU	4		Annually -We will review the schemes on an annual basis taking into account feedba from a variety of channels, participation rates, RSA requests, etc. See actions C.3.9d C.2.3b for success measures relating to whether participants find the development schemes beneficial.	~µ‰ tš:∳	The RKE Development Framewor finalised in May 18. We review the content and delive pathways which provide training a and those without), and professor leadership. For the Professoriate The ECR pathway includes an EC Thinker' award). This meets mon we introduced a Research Coun split into three cohorts by career a The current review for 2018/19, id and faculty provision, where appr up for ECR engagement on Brigh availability. This provides ECRNs Prior to November 2018, in the ne 19 received up to £1k, both to use July 2018, 10 fully-funded places feedback received.
C.4.13c	To clarify the role and responsibilities for the University and Faculty Research Staff Repto ensure research staff know abou the reps and understand how to raise matters for discussion at URKEC, RCSG and FRKECs.	KEY	4	Other	Autumn 2017		

work was reviewed in Mar 18, following a staff survey, and planning for 18-19 ac

elivery of our development schemes regularly. In March 2018, we introduced new or ing and development for ECRs, mid-career (at two levels - those with research exp ssoriate. For the ECRs and mid-careers we developed skills training focused on re iate, we arranged for AdvancedHE to deliver their 'Research Leaders Programme'

DECR network chaired by a Professor and an ECR (who has received an AHRC ' nonthly to provide advice and support for all things related to research careers. In puncil Development Scheme to support more applications to the research councils are stage to ensure that the funding members apply for is appropriately targeted.

9, identified the need for more content available on the VLE (to increase individual ppropriate. With the launch of the ECR Network in September 2018, an area has irrightspace, with over 60 members signed up to access this within the first two more RNs with a shared virtual space to communicate and share their research and bes

e newly instigated ACORN fund, six ECRs received awards of up to £5k each and use to expand the award holders' research. In July, 10 fully-funded places at the ess at the ESRC Research Methods Festival were provided. These schemes resu

D.5.5a	To regularly review provision to ensure it meets with researcher	BAU	5		To review provision in summer 2017 and regularly thereafter	RCSG (all) (updat	. Julie Northam	CROS17: All of the BU responder
	and research manager needs. To use CROS, PIRLS and staff s as a means of collating this information.					t :μ œ]}ŒšZ		2015) (88% nationally).The vast m development (down from 88% in 2 place (up significantly from 38% in (up from 50% in 2015) (60% nation to support their CPD (13% in 2015) training/CPD in career management March 18 -27 April 18 Concordat 1
D.5.5b	To deliver training to research leaders, line managers and men	KEY	5		To deliver and have evaluated training by summer 2018.	RKEO and OD	Jo Garrad	See D.5.5a for relevant CROS17
	on how to provide careers advice to academic and research sta ideally built into the RKE Development Framework.				Aiming to achieve a participant satisfaction rating of 75%. Also aiming for PIRLS19 to an increase in the number of respondents who feel confident in providing advice on o inside HE (75%) and outside HE (50%).	~µ‰ tš∶ <del>}</del> Garrad)		In PIRLS17, 60% agreed that BU agreed that BU values career dev rates of 59% and 45%, respective 2017/18- We added a new course staff) to the RKEF from 2017-18. Vitae ran a careers workshop for how best to provide development held with RKEO, OD, Academic P being developed for delivery in Ma activities. 2018/19- From March 2018, RKEf career (split into two groups: new For the ECRs and mid-careers, w arranged for AdvancedHE to deliv We've launched an ECR network This meets quarterly to provide ac a Research Council Development cohorts by career stage to ensure senior academics in receipt of the OD have organised three events f specifically aimed at ECRs.
D.5.5c	To produce a simple A-Z document for research staff signpostir them to development opportunities available. This will be provided to new staff and their line managers with other inductic 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.	Calleja, Chloe Scholey, Sarah Cronin)	Chloe Scholey	The A-Z document has been finali This document will be incorporate Research Staff email group. It will consulted to ensure the document RKEO and OD are establishing a they join BU. Development of a dedicated sectio for research staff is currently in pro- July/August 2018 A-Z document h document specifically to all new m be added to the Research Staff in Research Staff intranet pages nov are also emailing a link directly to 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 17Te monitor responses on equality and diversity made to CROS / PIR 2017, aiming for at least 80% of respondents to agree that BU is committed to this a	Diversity Steering ' Œ } µ ‰ ~ µ ‰ James Palfreman	Kay	In CROS17, the vast majority of B diversity (down slightly from 88% i November 2018 The annual repor
E.6.3a	To make submissions for at least two silver departmental award 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 ens research staff are invited to feedback into the process. In 2017 we will forge stronger links between RCSG and the Athena SWAN SAT with to investigating overlapping agendas and intersectionality.	∼µ‰ tš∶∙u • Palfreman-Kay)		Media Production Athena SWAN The Institutional Athena SWAN su Departments of Psychology, Life a Archaeology, Anthropology and Fo departments in the early stages of
E.6.3b	To make an institutional submission for a bronze Race Equality Charter award.	BAU	6		To submit the institutional submission <b>sp</b> ring 2019 To achieve a bronze award. To ensure research staff are invited to feedback into the prodes2017-18we will forge stronger links between RCSG and the Race Equality Charter SAT with a view to inverse overlapping agendas and intersectionality.	Race Equality Charter SAT ∼µ‰ tš∶∙u Palfreman-Kay)	James Palfreman- Kay	The Race Charter survey has bee

dents (100%, 16) said they took ownership of their career development (up from st majority (81%, 13) said they were encouraged to engage in personal and caree in 2015) (76% nationally), 63% (10) said they have a clear career development p 6 in 2015) (54% nationally), 67% (10) said they kept a formal record of the CPD a ationally), but only 13% (2) said they used the Vitae Researcher Development Fra 015) (12% nationally). However, none of the BU respondents had undertaken an ment (24% nationally) and all were interested in this support.

at 1/2 day event - focus will be on career planning for research staff.

## 17 responses.

BU values career development advice to others on careers inside HE (67% in 20 development advice to others on careers outside HE (37% in 2015). This is again tively.

urse (called 'Career development in academia and industry' which is aimed at res 8.

for our research staff and their line managers in May 2018. From this, we are inve ent for research leaders on giving careers advice to academic/research staff. A n ic Partnerships. & Doctoral College. in Sept. and a further mtg. in Dec. Initially a March 2018 - with this is now progressing within the Early Career Researcher N

KEO introduced a 'career' pathway to the RKEDF. This has three career stages: ew to research, and those with research experience), and Professoriate.

we developed skills training focused on research leadership. For the Professori eliver their 'Research Leaders Programme'.

ork chaired by a Professor and an ECR (who's received an AHRC 'Bright Thinker e advice and support for all things related to research careers. In addition, we intr ent Scheme to support more applications to the research councils. This is split in ure that the funding members apply for is appropriately targeted. The expectation the training is to provide mentorship to junior academics.

ts for 'developing your academic identity and career', with one sessions (30/01/1

nalised, after consultation with the University Research Staff Reps.

ated into the new Research Staff area on the staff intranet and will be sent round will be updated each academic year. At the point of being updated, the RSA will then is as relevant as it can be.

g a process whereby the A-Z document is sent to all new members of research st

ection on the staff intranet containing resources and links to development opportu n progress.

nt has been circulated to the Research Staff email group and OD are emailing thi w members of research staff, as well as flagging it to their line managers. A-Z doo ff intranet pages.

now live. Link to the pages has been circulated to the Research Staff email group to all new members of research staff, as well as flagging it to their line managers

date

of BU respondents (81%) agreed or strongly agreed that BU is committed to equal % in 2015).

port for 2017/18 is currently be considered through the BU committee structure.

AN submission made and a bronze award has been achieved.

I submission was made in November 2018 (with post-May 2015 criteria).

fe and Environmental Sciences made submissions in November 2018 with the d Forensics Department submission is planned for 2019, with one faculty and two s of departmental submissions.

been sent out to all staff and students. The intention is to make a submission in J



