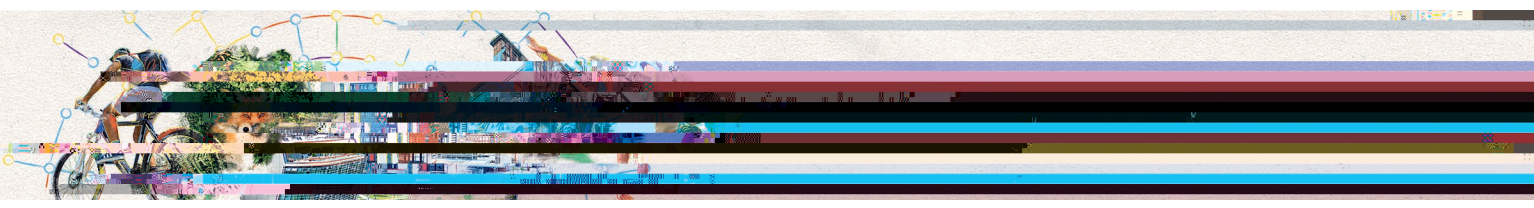


1. Introduction and Definitions



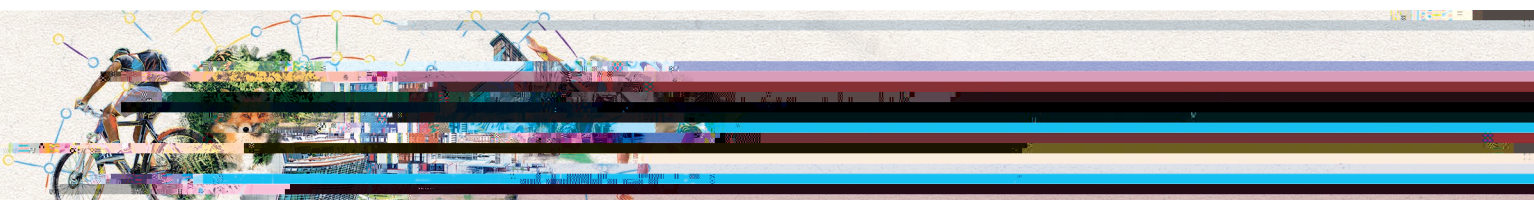
commitment to empowering researchers, increasing the number of researchers on development programmes, creating a research culture of inclusion, equity and transparency, and increasing the number and value of applications through the research strand.

3. Internal review process

The review process included two parts – first, figures and data were compiled from two internal exercises conducted in 2021 and 2022. One was a scoping exercise, including interviews with 14 research leaders (Associate Dean Research



Principle: Professiona



on augmenting and buttressing our research environment and culture, and empowering our researchers, supporting them with mentoring, fir-for-purpose appraisals, and recognising and rewarding researchers through our promotion and progression pathways.

Through our gap analysis of the 2021-2023 action plan and discussions with the Researcher Development Concordat Task and Finish Group, some next steps and focal points include:

Increasing awareness of Concordat and its Principles (ECI1, E12): Awareness of the spirit and content of the Researcher Development Concordat is extremely low across all career stages. Increased communications, both focusing specifically on Concordat principles, but also ensuring it is well-embedded in all research-related communications, is a key objective, to be delivered both centrally and via faculties, and other research ‘homes’ – themes and institutes.

Research Environment and Culture (ECI6, ECR1, ECI3, ECI4, EM5, ER4): Feelings of value and access to opportunities scored low in our internal survey demonstrating further work is needed. Actions planned include ensuring researchers at all stages are included on relevant research-related committees and allowed to feedback on key policy documents. Actions that align to promoting healthy work environments and wellbeing will be done through training and development sessions on workloads, supplementing existing support via People and Organisational Development. Resources will also be created and circulated on how to identify micro-aggression and bullying with clarity on how any reporting or whistleblowing processes work.

Appraisals (EI4, EI5, PCDI): The current appraisal system is being reviewed. Rather than the annureherag-1.7 () 16 (c)-

