Cohort 9

1. Actioned. Goldsmiths’ commitment to the RDC is affirmed at all centrally delivered researcher training sessions. A hyperlink to Concordat text is included in all.

Deadline

1. Actioned. Alongside the deployment of a spectrum of wellbeing initiatives, Goldsmiths delivers a series of workshops to raise awareness of, and to tackle, Promote good mental health and wellbeing through, for.

1. Actioned. During 2022/23, Goldsmiths continued to deliver Mental Health Awareness Training and other wellbeing webinar series, which included 191 colleagues.

Ensure that managers of researchers are effectively trained in.

Success measure (SMART)

Number of

Ensure that all relevant staff are aware of the Concordat.

HR OD&E

Outcome/ result

Research staff 44

Responsibility

HREiR Action plan, Vitae 2020

ECI4

ECI1

Institutions must:

mental health

relation to equality, diversity and including, wellbeing and

example, the effective management of workloads and people,

well-communicated to researchers and their managers.

Institutional context:

Institution name: Goldsmiths, University of London

The institutional audience* for this action plan includes

HREiR Action plan 2021-2023

Obligation

Send direct invites to Line Managers encouraging them to engage in Equality, Diversity and life balance factors when undertaking workload allocation.

Review harassment and discrimination reporting procedures, engaging Researchers in

Assessments via the ECR network (Dec 2021 onwards)

group by sharing Equality Impact

disseminate via Directors of Research and Heads of Department termly Concordat meetings

1.Introduce all-staff OD and Equality termly newsletter to update staff on HR policy changes, best

Promote HR policies to PIs, Directors of Research and Heads of Department through a targeted

Staff News and RD Hub in Dec 2022

3.RS include RD Concordat in 100% of Researcher Induction Pack (See E12) by Sept 2022

resources, training, and support in Jan 2022, Sept 2022, Jan 2023, Sept 2023

and Goldsmiths commitment to researcher career development:

Below are the key results of the action plan as closely as possible. Most results are include, regulator and transparent, and are
globally communicated to researchers and their managers.

Analysed a total of 600 evaluations by to update staff on HR policy changes, best

A. Adjust the key results as above to align with Equality Impact Assessments in the upcoming years.

A CEDARS Survey shows that the majority of participants report that they understand

100% of Equality Impact Assessments relating to staff include input from research staff

and ECR Network. Updates on resources and training distributed termly to research staff.

internal researcher developer email communications. 24.14% of researchers indicated they understand the RD Concordat from CEDARS 2023. A further 26% indicated they are aware of the Concordat but not with the detail.

2. Actioned. We offered multiple opportunities for all line managers to attend EDI related training (such as awareness raising sessions on LGBTQ+, Disability and

College’s annual statement. The annual report is shared via the Staff News.

Action Plan are now included in 100% of Researcher Grant Management Induction Packs.

3. Actioned. Detailed information about the RD Concordat as well as key links to relevant researcher training and development resources and the college’s HREiR

module will be included in 100% of Staff Development and Engagement modules for ECPs.

A. Administer the annual survey to all students from minoritised groups e.g. people of colour, LGBTQ+ people, disabled

(2023+)

A. Administer regular updates shared in meetings with key stakeholders (e.g. PCOB and ECP) for specific guidance to institutional policies, leaving Department heads and Heads of School. HR policies and practices listed to the Researcher Development Hub to provide researcher engagement and access.

A. Administer.

A. Administer.

A. Administer. 100% of academic staff have been consulted with regard to the research Concordat: CEDARS [Q. 43] How would you rate your knowledge and

opportunities.

(+50%) show majority of staff are aware of HR policies and staff development

engagement survey will be conducted

2. No Further Action [Activity

3. No Further Action [Success

A. Administer. Career Forward (the new elegant required to retain the national education mobility in 2023/24. [E19]

A. Administer. Career Forward (the new elegant required to retain the national education mobility in 2023/24. [E19]

A. Administer. Career Forward (the new elegant required to retain the national education mobility in 2023/24. [E19]

A. Administer.

A. Administer.

A. Administer. [E23]

A. Administer.

A. Administer.

A. Administer.

A. Administer.

A. Administer.

A. Administer.
Regularly review and report on the quality of the research.

Promote a healthy working environment that supports the wellbeing of researchers.

Consider how funding opportunities and policies can facilitate the implementation of EDI strategies.

Ensure they act in accordance with employer and funder requirements which promote equitable, inclusive and supportive, fair and inclusive research culture and be a positive role model.

Funders must:

- Provide training and development opportunities to researchers and staff.
- Undertake relevant training and development opportunities.
- Take positive action towards maintaining their wellbeing and mental health, including reporting to REISC and ensuring new procedures contain clear guidance to support researchers.

HR & OD&E

80% of participants provide examples of how they promote EDI in their work.

In addition to the above, researchers and their managers are aware of the HREiR Action plan 2021-2023.

In the next few years, discussion is aimed at creating a more positive research environment and promoting the highest standards of research integrity and professional conduct.

Research integrity, including research misconduct.

Managers will report on how they will apply guidance on mental health and equality (e.g. active allyship) with new actions and metrics in their annual reporting to REISC and ensuring new procedures contain clear guidance to support researchers.

Guidance to support managers to fulfil their responsibilities have been introduced in POD bitesize training sessions.

A triage team will investigate further with the ultimate goal of maintaining a healthy working environment that support colleagues’ wellbeing and mental health.

HR ODE/RTO

1. Actioned. Details of the Research Ethics Application Process are now posted on the Researcher Development Hub. Resources available via Research and Integrity, further action warranted to increase understanding of research integrity and commitments to the Concordat.

6. Partially Actioned. Annual Research Integrity Reports capture engagement with researchers, including ECRs. Currently, 49% of respondents indicate either an opportunity for or understanding of the COSRA framework for Research Integrity.

While there is significantly (8%) higher engagement with new actions and metrics in the COSRA framework for Research Integrity, further action needed to increase understanding of research integrity and commitments to the Concordat.

6. Partially Actioned. Annual Research Integrity Reports capture engagement with researchers, including ECRs. Currently, 49% of respondents indicate either an opportunity for or understanding of the COSRA framework for Research Integrity.

While there is significantly (8%) higher engagement with new actions and metrics in the COSRA framework for Research Integrity, further action needed to increase understanding of research integrity and commitments to the Concordat.

HREiR Action plan 2021-2023

HREiR Action plan 2021-2023
1. Consider opportunities to contribute to policy development.
   - Actioned. Reporting procedures are now in place. Key stakeholders consulted, including staff network groups, PODEC and senior management (where appropriate).

2. Provide effective line and project management training.
   - Ongoing. As part of the existing fixed-term contract policy, there is a process to utilise redeployment for staff who are on fixed-term contracts, including researchers.

3. Support the career progression of researchers from Black, Asian and minority ethnic backgrounds.
   - Carried Forward.

4. Support the career progression of researchers from Black, Asian and minority ethnic backgrounds.
   - Carried Forward.

5. Support the career progression of researchers from Black, Asian and minority ethnic backgrounds.
   - Carried Forward.

6. Partially actioned. The adoption of workload allocation models is currently undergoing formal review. Consultation with key stakeholders including Heads of Department, Directors of Schools and Heads of Research is required to align the review to not only performance, but also development needs, cultural behaviours and career aspirations. Regular feedback sessions planned with key stakeholders.

7. Involve researchers within consultation on new harassment and discrimination reporting procedures.
   - Actioned.

8. Increase the number of students who experience trouble finding employment.
   - Actioned. All researchers have been informed of the process for 2023/24. 60% of new researchers (increase of 100% compared to 2022/23). 80% participation.

9. Promote the Office of Race Equality Charter to identify the institutional barriers leading to BAME researchers being hired to senior roles.
   - Actioned. At least 5 Heads of Department have applied positive action approaches within interview processes.

10. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

11. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

12. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

13. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

14. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

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    - 2023.

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    - 2023.

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    - 2023.

18. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

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    - 2023.

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    - 2023.

21. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

22. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

23. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.

24. Establish by 2023 SMART objectives and institutional targets for PGR and studentship.
    - 2023.
Researchers and their managers must:

1. Actively engage in regular constructive performance reviews with their managers. Feedback so that the content, format and scheduling of activities are accessible and relevant to research staff. One opportunity specifically supports those on Teaching-only contracts who are interested in conducting research with time-buyout to conduct research. This opportunity specifically supports those on Teaching-only contracts who are interested in conducting research with time-buyout to conduct research.

2. Research Training Calendar (introduced Feb '23) currently has 614 views and 184 unique viewers and is increasingly used as a method for accessing training packs.

3. Annual reports on the programme are submitted for consideration to promotional development in relation to post-Covid working norms, accessibility considerations, and participant feedback. Annual reports on the programme are submitted for consideration to promotional development in relation to post-Covid working norms, accessibility considerations, and participant feedback.


Funders must:

1. RTO to continue to develop Researcher Training Programme, taking into account, participation feedback so that the content, format and scheduling of activities are accessible and relevant to research staff. One opportunity specifically supports those on Teaching-only contracts who are interested in conducting research with time-buyout to conduct research.

2. Raise awareness of researcher's entitlement to minimum of 10-days professional development per year and 15-days in the year of application for postdoctoral researchers.

3. PDR Guidance is accessible to all staff. PDR training is advertised termly to all members of staff. PDR training is advertised termly to all members of staff. PDR Guidance is accessible to all staff. PDR training is advertised termly to all members of staff. PDR training is advertised termly to all members of staff.

4. Goldsmiths has advocated research fund bids related to researcher development activity.

Managers of researchers must:

1. Review of PDR will take place in Autumn 2023/24 and a revised performance review mechanism will be available thereafter. This includes publicised to all staff. Current evaluation measures successfully met. PDR training is advertised termly to all members of staff. PDR training is advertised termly to all members of staff.

2. Researcher career development costs are eligible alongside research expenses. One opportunity specifically supports those on Teaching-only contracts who are interested in conducting research with time-buyout to conduct research.

3. Researchers and their managers as key stakeholders. Provide opportunities, structured support, encouragement and familiarise themselves, and work in accordance with, relevant organisational policy and decision-making within their institution.

4. Commit to, and evidence, the inclusive, equitable and ethical management of researcher career development.

#### HREiR Action plan 2021-2023

- R&KE Pre-award management training. Managers feed back on an annual basis. Establish system by June 2022. Aim for 20 researchers to have completed training and provided positive feedback by June 2022.

- REC report any changes to membership, new positions and remit by Nov 2023.

- ECR (within 7-years of PhD) from each department [confirmed via membership list] by June 2023.

- All line managers are invited to join Leadership and Management Training; upskilling individuals to successfully manage colleagues and respond to research staff feedback.

- One opportunity specifically supports those on Teaching-only contracts who are interested in conducting research with time-buyout to conduct research.

- The programme is typically structured to provide meaningful career planning dialogue between researchers and their respective line manager. The focus on research staff feedback.

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Informal professional support for researchers including the career support network, with specific attention to practice-based researchers seeking to move into or between employment sectors, and in particular, support for researchers in the humanities.

- The college has hosted a number of events for researchers seeking to move into or between employment sectors, including seminars and workshops.
- Researchers have been encouraged to attend these events and engage with the content.
- Researchers have been provided with opportunities to network with other researchers and professionals from within and outside academia.
- The college has also provided funding for researchers to attend external events and conferences.

1. Amended. The college has increased its focus on providing opportunities for researchers to attend external events and conferences.
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Trade Awards (2), and External Funding (1). In addition, the college has contributed to external funding opportunities for researchers seeking to move into or between employment sectors, including the Leverhulme Trust and the ESRC. These contributions have included the provision of funding for travel and accommodation to attend external events and conferences.

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<thead>
<tr>
<th>Task</th>
<th>Description</th>
<th>Status</th>
<th>Notes</th>
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<tbody>
<tr>
<td>1. Ongoing</td>
<td>Proposal for 2022/23 Development Plan. This proposal is to be submitted to the Research and Higher Education Institute (RHEI) for consideration in March 2023</td>
<td>Ongoing</td>
<td>Carried Forward in PCDI3 of the current cycle.</td>
</tr>
<tr>
<td>5. Action Plan</td>
<td>Development</td>
<td>Ongoing</td>
<td>Carried Forward in PCDI3 of the current cycle.</td>
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**Notes:**
- The Concordat defines researchers as individuals whose primary responsibility is to conduct research and who are employed specifically for this purpose by a higher education institution or research institute. The primary audience is research staff, e.g., postdoctoral researchers, research fellows, research assistants. The Concordat encourages institutions to include other groups who actively engage in research as beneficiaries of their Concordat action plans. These could be postgraduate researchers, staff in teaching and research, or teaching contracts; staff on research and commercialisation appointments; and other professional support staff. 
- The Development Plan: Goldsmiths 2021-2023: This Development Plan is a framework for the implementation of the Concordat on Researchers' Development. It outlines the institution's strategic approach to supporting the development of researchers, aligning with the requirements of the Concordat. The plan includes a range of activities and initiatives aimed at enhancing the professional development of researchers, including career development planning, leadership and management training, and recognition and reward systems. The plan also provides a framework for evaluating the impact of these activities and the progress towards achieving the desired outcomes.