

## Bridging Actions 2020 – 2022

### Concordat to Support the Career Development of Researchers (2008) / Researcher Development Concordat (2019)

The University of Southampton is in transition between the 2008 version of the *Concordat to Support the Career Development of Researchers* and the 2019 revised version. The Coronavirus pandemic has interrupted all University activity and we are currently evaluating the impact of this on research and our research staff. In June 2020 we launched an institutional survey of *Impact of COVID-19 on the University of Southampton's Early Career Researchers* and the findings from this survey (due in October) will inform our strategic focus into 2021. In view of the present uncertainty surrounding the extensive Covid-19 related impacts on the University, we anticipate becoming a signatory to the revised Researcher Development Concordat by the end of July 2021. Whilst we are actively monitoring the situation, we will need to undertake some preliminary scoping work to understand the scale of the challenge we face and the extent of organisational and cultural change needed to meet the revised Concordat requirements in the wake of Covid-19. In the meantime, we have put the following bridging actions and time frame in place to maintain momentum and to ensure continuation of progress.

#### Bridging Action plan 2020 – 2022

Action	Details	When	Success measure
<p><b>New actions:</b></p> <p>A: In view of the coronavirus pandemic we will:</p> <ul style="list-style-type: none"> <li>Focus on the issues emerging from the survey of the <b><i>Impact of COVID-19 on the University of Southampton's Early Career Researchers</i></b></li> <li>Conduct a scoping survey on the resources required at institutional level to carry out the gap analysis and to align with People strategy and ED&amp;I strategy.</li> </ul>	<p>The <b><i>Impact of COVID-19 on the University of Southampton's Early Career Researchers</i></b> survey was designed by two ECRs with the support of a Concordat Champion, Associate Dean for Research and CHEP rep, and it received input from all disciplines and Head of Student &amp; Market Insight. Data from the survey will be analysed during September/October. The outcome will be reported to key stakeholders for local and institutional response and, where relevant, for inclusion in research recovery plans.</p> <p>The Equality Charters Programme team will lead the scoping survey with the Concordat Advisory Group (CAG). Scoping will address the impact of Covid-19, assess the resources needed to conduct the gap analysis, consult with key stakeholders, and look for opportunities to align with other awards/charters and the People Strategy and Equality, Diversity and Inclusion Strategy.</p>	Between 01 August 2020 and May 2021	<p>Issues in survey identified and presented to Deans, ECPB, CAG and ED&amp;I committees in autumn 2020.</p> <p>Resourcing plan presented to ECPB in May 2021.</p>
B: We will become a signatory to the new Researcher Development Concordat (2019)	Resource for this will need to be scoped (see Action A above) and the approach discussed at the Equality Charters Programme Board and with key stakeholders.	By 31 <sup>st</sup> July 2021	President & VC signs letter on behalf of University.

	Signing in July 2021 will enable us to best align Council reporting with the HR EIR process.		Listed among the signatories on the Vitae website.
C: We will conduct an institution wide gap analysis and produce a new action plan	<p>A working group will need to be set-up and discussion coordinated across the University.</p> <p>The discussions will consider lessons learned from the 8-year review and best practice that should be carried forward, including:</p> <ul style="list-style-type: none"> <li>• The exemplars of Dean's prize schemes for ECRs &amp; FoM's PI recognition award</li> <li>• Continued promotion of appraisals for Research staff is required in view of the annual turnover rate of this cohort</li> <li>• The quality of appraisal experience should be considered</li> <li>• Targeting relevant information to research staff i.e. via WAAR and the RIS SharePoint portal.</li> </ul> <p>A variety of mechanisms and regular feedback are vital for ensuring the research staff voice is heard.</p>	Gap analysis and new action plan completed by 31 <sup>st</sup> July 2022	<p>2021-2024 Action plan approved by ECPB in May 2022; signed off by the ED&amp;I committee in June 2022; and reported to Council in July 2022.</p> <p>New plan and progress report made publicly available on University website</p>
D: We will develop and embed our Equality Charters governance structure and clarify the processes for implementing the Concordat	Discussions are needed at Equality Charters Programme Board (ECPB), Concordat Advisory Group (CAG) and Faculty levels and all actions will need to align with the ED&I, People Strategy and wider University plans and be approved by the ED&I committee.	By 31 <sup>st</sup> July 2022	A single and clear process and structure for implementing the equality charters, including the Concordat, in place and embedded in business as usual (BAU) processes.
<b>Carried forward actions (in conjunction with our scoping work and gap analysis):</b>			
1.2 ( <i>Employment – Institutions: 6</i> )	We will monitor the use of fixed term contracts and continue with our wider aim of managing the use of fixed term contracts better. This issue will be considered further as part of the above gap analysis process.	by 31 <sup>st</sup> July 2022	Addressed in the 2024 Action Plan.
2.2 ( <i>Employment – Institutions: 7</i> )	We will continue to encourage the greater involvement of research staff in all levels of the University environment, including relevant committees (to be identified).	by 31 <sup>st</sup> July 2022	The ECPB monitors and reviews progress in June 2021 and 2022.
4.1 & 4.2 ( <i>Professional &amp; Career Development – Institutions: 1 &amp; 3.</i> )	We will continue to provide professional development, careers advice and support to research staff within Faculties and with	by 31 <sup>st</sup> July 2022	Career and professional development provision is ongoing. The ECPB monitors and reviews

	our specialist services and remain responsive to research staff needs. We will review our careers offer for research staff as part of the gap analysis for the new Concordat.		progress in June 2021 and 2022. Career support addressed in the 2024 Action Plan.
5.3 ( <i>Environment &amp; Culture</i> – Institutions: 4. <i>Employment</i> – Institutions: 4 & 5. <i>Professional &amp; Career Development</i> – Institutions: 2 & 6.)	In view of the obligations on Managers of researchers in the new Concordat, we will need to review our training and support resources for PIs, so they can empower their research staff, and to ensure they meet all requirements of the 2019 version. A new Line Manager Development Programme will be piloted in 2020; this will be open to all managers including managers of researchers who will be eligible and encouraged to attend.	by 31 <sup>st</sup> July 2022	HR Line Manager Development Programme piloted and evaluated.  The ECPB monitors and reviews progress in June 2021 and 2022.  PI/research line manger needs addressed in the 2024 Action Plan.
6.2 ( <i>Environment &amp; Culture</i> – Institutions: 2, 3 & 4.)	We will undertake a review about how best to raise awareness and understanding of parental leave policies and the impact of parental leave across the researcher community, as part of the forthcoming gap analysis.	by 31 <sup>st</sup> July 2022	Revised Family policy in operation.
7.3 ( <i>Environment &amp; Culture</i> – Institutions: 6.)	We will align the Concordat activity with the People and ED&I strategies. We will monitor and review our activities and research culture to produce and make publicly available an annual report on progress.	By 31 <sup>st</sup> July 2022	Annual reports to ED&I committee in June 2021 and 2022.  Interim report to Council in July 2022; first full annual report in July 2023, and annually thereafter. Report published publicly and meeting all the requirements of the 2019 Concordat.

End