





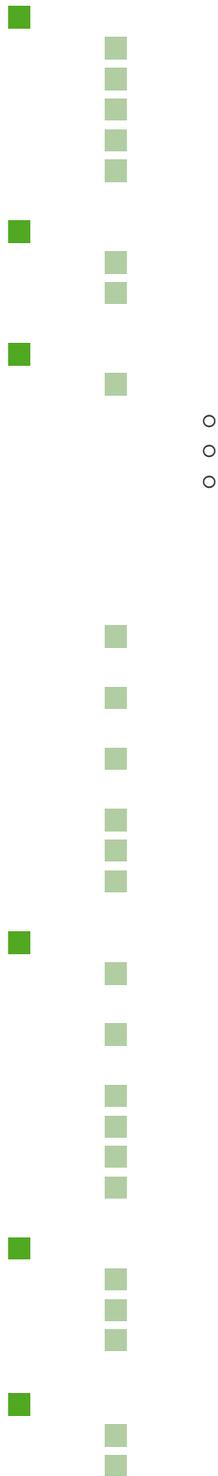
## Foreword



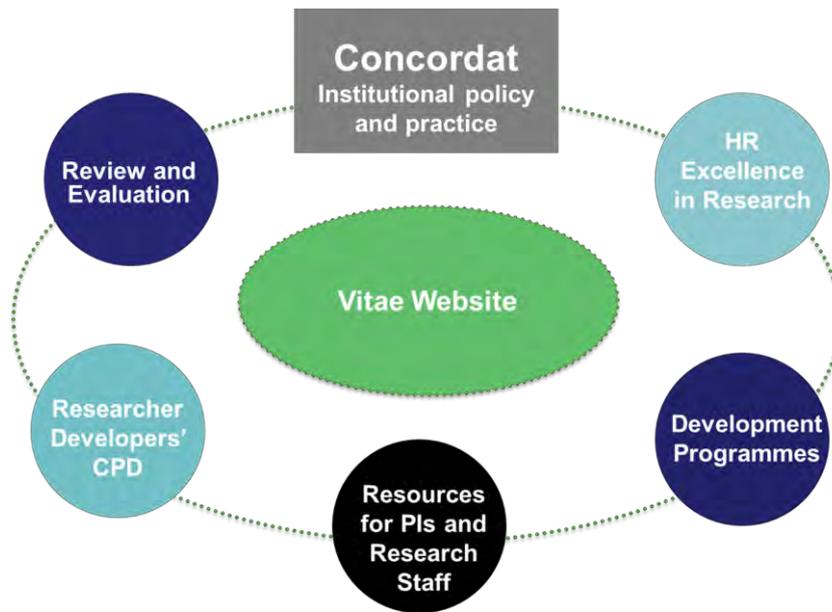
## Summary



## 'A step-change in institutional provision for research staff': Vitae outputs at a glance



## **‘A step-change in institutional provision for research staff’: Vitae key achievements**



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# Impact of Vitae programme

## 'A step-change in institutional provision for research staff' (January 2014 – March 2015)



Vitae worked with 132 UK HEIs. All Russell Group institutions meaningfully engaged with Vitae.

358 participants attended the Vitae Researcher Development International Conference, including international participants from 12 countries.

Nearly 4000 researchers were reached through face-to-face training, workshops, conferences, and seminars in 2013-14.

The Vitae Hubs facilitated more than 50 collaborative activities and organised over 60 regional activities to share practice and implement policy.

Six research staff development programmes were developed and piloted with research staff developers and research staff from 53 HEIs.

90 UK HEI staff were trained in use of the Every Researcher Counts programme and guidance materials.

New Career Framework for Researcher Development professionals (CFRD) to enhance the professional development of the RD community was developed with input from 138 researcher developers.

## Enhance higher education provision



Major review of progress against implementing the principles of the Concordat completed.

23 UK HEIs maintained the European Commission HR Excellence in Research Award after two-year review, and 10 UK HEIs maintained the award after four-year external review. 91 UK HEIs now hold the Award.

Every Researcher Counts (ERC) training materials are recommended by RCUK to support equality and diversity requirements.

## Influence policy

## Empower researchers

Researchers from 215 countries access the Vitae website, with over 1000 new registrations per month.

More than 13,000 researchers have access to the RDF Planner through organisational subscriptions.

Over 3000 views of online Vitae Hangouts for researchers.

Over 100 participants attended the Vitae Research Staff conference focusing on the recognition and value principle in Concordat to Support the Career Development of Researchers.



## Evidence impact

Vitae Researcher Development Evaluation Toolkit and associated resources on line

'What do research staff do next?' survey completed by over 1700 research staff who have left academia for other occupations

Publication of 40 research staff career stories

## 1. Inform the development and implementation of effective policy relating to researcher development



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### Equality and Diversity Actions for All

**Ten actions to improve equality and diversity for research staff in your institution**

1. Lead from the top with a review of senior management teams from an equality and diversity perspective.
  - Review your equality and diversity policies, corporate implementation plan, internal survey responses and strategy regarding the European Commission 9th Excellence in Research Award. Is training and energy in this area as good as it could be?
  - What structures and processes might be contributing to lack of diversity at senior levels?
2. Document the business case for equality and diversity highlighting the benefits of inclusive excellence.
  - Is your institution clear on the business case for diversity, and how can this be translated into institutional practice?
  - How accountable are senior leaders and other managers for supporting and promoting equality and diversity?
3. Review your HR policy annual review, appointments, flexible working options and programme of support for returning to work.
  - What support is currently offered to individuals returning to work after a period of parental leave?
  - What is your flexible working policy and how is it implemented across your institution?
4. Have a positive communications campaign and make it easy for your researchers to contribute.
  - What are the key points of your equality and diversity policies?
  - What proportion of staff in your institution discusses their HR equality and diversity needs?
5. Create an inclusive leadership environment.
  - What is your institutional culture with regard to meetings and work patterns?
  - When are meetings scheduled and how inclusive does this make them?
6. Include diversity into your training for staff development, HR and HR related to research.
  - Do staff in your institution fully understand unconscious bias?
  - Do individuals understand the impact of unconscious bias in terms of their decision-making when recruiting and leading teams?
7. Develop HRy researchers' career progression in the context of all principal investigators, research leaders and research staff.
  - Are staff experiencing equality and diversity training beyond online modules?
  - Could elements of equality and diversity training be implemented into existing leadership and management programmes?
8. Review your equality and diversity needs from the research community.
  - Who are the positive role models for equality and diversity in your organisation?
  - How can you share their profile and share their experiences with others?
9. Consider meeting culture in an inclusive way.
  - Do you have meeting schemes available in your institution?
  - Could they be better utilised by research staff?
10. Foster an inclusive staff networking group for all research communities.
  - Do you have strong staff networks?
  - If not, how could they be established?



Professor Diana Barry, OBE, University of Reading

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 People should experience equality as a result of who they are in what they do, not because of who they are. So, to make change, we need change, not only who we are, but also what we do. The actions outlined in this guide provide your starting point.

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## **2. Enhance higher education provision to train and develop researchers**

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### 3. Empower researchers to make an impact in their careers

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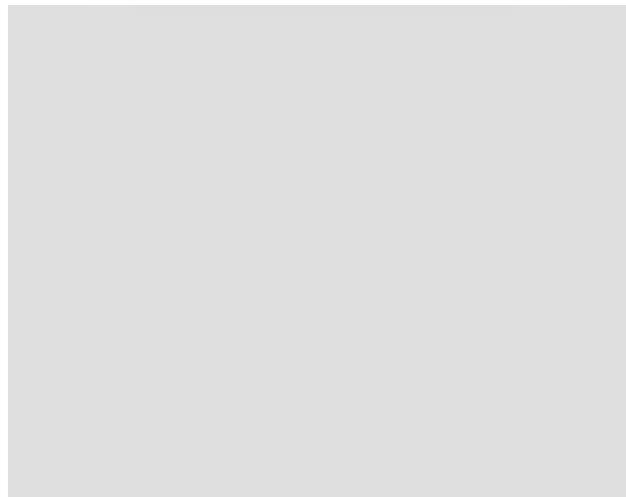
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**4. Evidence the impact of professional and career development support for researchers**



## Vitae membership: the platform for the professional development of researchers



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## Building capacity around the globe: Vitae's international work



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## Vitae leading to the future



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