Review and increase awareness of Research Staff Code of Practice through Recruitment & selection training and other routes, measure awareness in CROS (Awareness raising to continue, ongoing, Review Code). *Initiate monthly welcome email to new research staff to inform of COP and to indicate avenues for*			

Gather information about participation in University
meetings in CROS and Quadrennial Review Process
(Ongoing,   )

*Audit school policies and ensure researcher
representation in meetings and committees (**May
2018**).*

*Increase the representation across Schools on the
LURSA committee (**September 2017**).*

*Increase the number of regular meetings in Schools
between LURb /0 -1.4 (e)0.8 (e .(f)-1 ( )]TJ-0.007 Tc 0.00e5(i)-2.2 a(t)-5 (e)-3.2 ( )10.6Dr)-7.6(e)-3.3 (n -1.4 (e) (6.2Re)-359 (e)-3.2 (s)-5.3 (e)-3.3 (a)11 (r)-7.8 (c())-4.3 ( )TJ0 Tc 0 Tw 3.72*

Additionally, the Code of Practice has been
updated to make clear the rights and

incorporation into PDR websites January 2017, seek feedback on uptake in CROS 2017 and from HR

			post with specific responsibility to encourage and support high quality Fellowship applications and to manage the schemes and development opportunities.
Refine, enhance and promote career progression framework for within & outside HE for researchers Framework incorporated into mentoring scheme and other Career Development Opportunities ( )	*Active use of Framework by researchers. Review of framework by research staff association and update by January 2018.*	Careers Network	Mentoring scheme has run in 2014/15 and 2015/16, with 11 and 9 mentees matched with mentors in each year respectively. Progress has been delayed due to long term sickness absence of a member of staff

			population to undertake. Mentoring scheme for research staff is now in its seventh year, with over 80 mentor/mentee partnerships having been established since 2009, including 9 in 2015-16 and 11 2014-15. Scheme is evaluated regularly with clear benefits identified. School-based mentoring schemes have developed due to Athena SWAN. Annual Conference for researchers (includes research staff talks, photographic and poster competition, workshop sessions, topical information). Helps build a supportive and inclusive research culture and community.
Promote the availability of resources to support English Language, including online resources provided through the English Language Study Service and Centre for Academic Practice	Increased uptake of at least 5% training by researchers measured through CROS, Staff Survey, LURSA.	Centre for Academic Practice	The ELSS suite of courses is advertised through the Research Staff Development website. Research Staff are able to attend the academic language sessions run by ELSS through the Graduate School. Awaiting figures on 'Communicate' participation by research staff
Achieve Athena SWAN recognition for the University and in all relevant departments .	Further Athena Awards submitted and obtained. University submission in November 2017.	Athena SWAN Self-Assessment Team(s)	Athena Bronze Institutional renewal achieved and two silver departmental awards received for Maths/MEC and SSEHS. Wolfson, AACME, Design awarded Bronze in 2014 will submit for Silver in Nov 2017. Science will submit in 2018.
Investigate and monitor the gender imbalance in our research staff population, and monitor the gender balance of research staff on fixed term contracts. Data will be included in Athena SWAN action plans at application and renewal stage ( )	Inclusion in Athena SWAN applications	Athena SWAN Self-Assessment Team(s) Planning	Pending data from Planning.
Improve monitoring and data collection to inform understanding of Research Staff at a	Data will be collected and shared with Research Staff Working	Human Resources	This work is underway between Research Office and Athena SWAN project officer.

University and School level including an annual review of the Research Staff population. Data will be accessible for future reviews and interim evaluations ( ). More targeted/focussed interventions will then be possible.	Group		
Participate in CROS 2015, encourage Research Staff participation ( ) *Participate in CROS 2017 (**March-June 2017**)* Seek approval from Research Committee for participating in PIRLS 2015 ( )	*Improved response rate to CROS, increase to 30% participation from research staff.*	Centre for Academic Practice, Research Office	Participated in CROS 2015 – reported to Research Committee April 2016. Approval received to participate in CROS 2017. Participated in PIRLS 2015. Reported to Research Committee April 2016.
Develop a research-staff-specific 'Destinations' questionnaire to monitor destinations, and reasons for research staff leaving ( ). Collection of destination information ( )-	Questionnaire will be sent out and Insights into destinations and reasons for leaving will be gained		