

# Loughborough University Concordat Action Plan 2021-2022

The University is committed to the development of a vibrant and inclusive community. This action plan outlines the key areas of focus for the 2021-2022 period, including:

- Capability:** Enhancing the skills and knowledge of our staff and students.
- Culture:** Fostering a positive and supportive working and learning environment.
- Community:** Building a strong and engaged community across the University.

The plan is based on the following key themes:

- Leadership:** Providing clear direction and support for all.
- Partnership:** Working together to achieve our shared goals.
- Transparency:** Being open and honest in our communication.
- Accountability:** Taking responsibility for our actions and the outcomes we achieve.

The plan is a living document and will be reviewed and updated as needed.

## Glossary

A	A
CA	Co
CA	Co
	Co
PD	PD
PI	PI
PV	PV
PA	PA
PA	PA

Principle 1 - Recruitment and Selection

Code	Action	Strategy	Responsibility	End Date	Success Measures
1-3 RS	Develop recruitment strategy	Capability Performance Priority 4 CA - E A	PV advertising Job E E h f	2022 April September October	Develop recruitment strategy Cost E na h h e
1-4 RS	Develop recruitment strategy	Capability Performance Priority high	Performance Job E E Wo	2022 April September October	Develop recruitment strategy Cost E na h h e

Principle 2 – Recognition and Value

Code	Action	Strategy	Responsibility	End Date	Success Measures
2-1	<p>As a result of the project, the organization will be able to identify and measure the value of its activities and processes. This will be achieved through the use of the following measures:</p> <ul style="list-style-type: none"> <li>Customer satisfaction</li> <li>Employee engagement</li> <li>Operational efficiency</li> <li>Financial performance</li> </ul>	<p>Capability</p> <p>Project 2 p</p> <p>CA - E</p> <p>ad - i</p> <p>CE - ngd -</p> <p>a - i</p>	<p>Pe - na</p> <p>Do -</p> <p>E - t</p> <p>hp - t</p> <p>yc</p> <p>o - t</p>	<p>E - a</p> <p>pt - r</p> <p>f - o</p> <p>n4 - o</p>	<p>hc - o - o - o - p - na - re - i -</p> <p>c - y - h - n - to - el - h - o - ng - na -</p> <p>CD - h - n - to - el - h - o - ng - na -</p> <p>SV - o - o - r - ad -</p> <p>o - r -</p>
2-2	<p>The organization will be able to identify and measure the value of its activities and processes. This will be achieved through the use of the following measures:</p> <ul style="list-style-type: none"> <li>Customer satisfaction</li> <li>Employee engagement</li> <li>Operational efficiency</li> <li>Financial performance</li> </ul>	<p>o -</p>	<p>h -</p> <p>h -</p> <p>ni -</p>	<p>n - e -</p>	<p>c -</p> <p>h -</p>

2-8 RS	S p i c ngd C	Culture Pe Pr 1 -	A Wo	C i	e i h fi Do -nd e
2-10 NEW	in Pad U ie o ni fi	Community Pe Pr g b fid	Pe Do y	e a p i ad	p Wo e y d p ic li n in rc ng c
2-11 NEW RS	A e n C e b ( U )ad	Culture Pe Pr 4	Pe Do h h o	A a p i g	hc h h h n e e e o o n y e u sd n ng 10% o (b ed





Principle 5 – Researchers' Responsibilities

Code	Action	Strategy	Responsibility	End Date	Success Measures
5-2	Unit C	Community Pr	Pe U	July 2022	A o c o r o n a , e n
5-3	hc A A e p	Community Pr	Pe U	2022	U p h i o t n g n a a c . n s B y t h f , A t b p , A t b s a d
5-5 RS NEW	Unit U B	Community Pr	U p o	2022	M i s c d A y

quality

to  
the  
ni

on  
by  
ng  
nc

to



Principle 7 – Implementation and Review

Code	Action	Strategy	Responsibility	End Date	Success Measures
7-1	Conduct a review of the current position of the Council.	Community Profile 2	Project Director	June 2022	Successful completion of the review.
7-2	Implement the new system.	Community Profile 4	Work with the contractor.	Quarterly	AGG successfully implemented.
7-5	Secure a new contract (to be awarded).	Culture Profile 4	Vendor	2022	2022, in line with the contract.
7-6	Implement the new system by June 2022.	Culture Profile 0	Project Director	June 2022	35% of the new system implemented by June 2022.