

FEBRUARY 2022

ANNUAL REPORT FOR COMPLIANCE WITH THE CONCORDAT TO SUPPORT THE CAREER DEVELOPMENT OF RESEARCHERS

1. Context and internal review process

Compliance with the Concordat is included in the University's RKE Committee Terms of Reference and is managed by an Oversight Group that includes representatives from RKE Directorate, Human Resources and 3 Early Career Researchers (ECRs).

Our primary target audience for the Concordat consists of 670 teaching and research staff who are identified as having a significant responsibility for research and 130 'research-only' staff.

Between May 2021 and November 2021, the Oversight Group conducted an [internal review](#) of our compliance with the Concordat, prepared a [report](#) for submission to the EU HR Excellence in Research secretariat and revised our action plan. Researchers' views were incorporated throughout this process using:

- The results of the CEDARS survey (241 responses – over a third of our primary audience).
- The University's ECR Forum which includes representatives from all the University Centres for Research and Knowledge Exchange.
- Feedback from ECR and mid-career development programmes including RKE Future Leaders and Good to Great.

2. Key achievements that demonstrate our compliance with the Concordat

The review process highlighted areas where the University can demonstrate clear levels of support for the Concordat as follows:

- We have good *awareness of the revised Concordat* amongst staff. 62% of respondents to CEDARS have heard of the Concordat which is well above the national benchmarked average of 56%.
- We have made significant progress supporting the promotion of *good mental health and wellbeing*. 75% of staff responding to CEDARS take positive action to maintain their mental health and we are proud of steps we have taken to support our Mental Health and Wellbeing Strategy including the creation of e-modules that have been accessed over 10,196 times and our Wellbeing Community including 325 members of staff.
- We have made strong progress in relation to *research integrity*. CEDARS responses show that 65% agree that the University promotes the highest standards of integrity and 63% of staff have heard of the Concordat for Research Integrity against a national benchmark of 48%.
- Managers report high confidence in their ability to acknowledge good performance, provide effective feedback and support career aspirations. Despite the impact of Covid our managers report doing a greater level of

leadership development activities than in the previous year with 45% of all leaders engaging in developing activity – a 2% increase on 19/20.

- Our flagship research leadership development programmes, Future RKE Leaders and Good to Great, continued to provide effective support for career development and were successfully adapted to take place entirely online. Feedback shows that the programmes have improved leadership skills and research identity.

3. Next steps

We have made good progress in embedding the principles of the Concordat into our research environment over this past year. Analysis of the results of CEDARS in combination with input from researchers and HR colleagues has revealed areas of focus that we will concentrate on as part of our [Concordat Action Plan](#) (available on our website at: <https://www.mmu.ac.uk/research/our-people/commitment-researchers>).

- We will ensure that contributions to outstanding academic citizenship are recognised.
- We plan to enhance existing support centred on academic promotion.
- We will increase opportunities for researcher development.

We will work across these areas whilst continuing to engage with our research community through future CEDARS surveys, through our ECR Forum and through feedback obtained from the current RKE Future Leaders cohort.

Finally, in the past year we submitted our EU HR Excellence in Research documentation to support the 8-year review of our status as award holders. Results are expected in March 2022, and we look forward to confirmation that we will continue to hold this evidence of our commitment to the principles of the Concordat in due course.