

Cardiff University Researcher Development (RD) Concordat Action Plan 2020-2021: Review of Progress September 2022

Action	Responsibility	Timescale	Success measure	Progress Update	The actual impact of the action (reporting against the success measure)	Outcome (ongoing/carried forward/no further action)
1. Raising awareness across the institution of our commitments and responsibilities under the Researcher Development Concordat to support a positive research environment for our research staff.						
1. Ensure that Cardiff's researchers, research managers and senior research leaders are aware of their responsibilities under the RD Concordat, as well as the responsibilities of the institution and the support available to them.	OSD/RPWG/ internal communications team	September 2021	(i) <i>Researcher awareness</i> : Target: 18% increase (10 percentage points) of research-only staff surveyed indicating an awareness of the RD Concordat (from 55% in the CROS 2019 to 65% in a future survey); (ii) <i>Institutional awareness</i> (including research leaders and senior research managers) 20% increase in traffic to and engagement	An event to mark our signing up to the 2019 RD Concordat was held in December 2020 (98 attendees); a progress update was presented at the researcher showcase event December 2021 (40 attendees). We have a rolling programme of delivering presentations about the RD Concordat at School and College meetings.	(i) <i>Researcher awareness</i> – research staff surveyed indicating an awareness of the RD Concordat from 55% in 2019 CROS to 82% in a pulse survey July 2022 (n. 189; response rate 21%). This represents a 49% increase, or 27 percentage points). (ii) <i>Institutional awareness</i> In the 6 months after signing up to the revised RD Concordat our Concordat intranet pages received 78% more unique views than in the 6 months prior to signing (1/5/20-	Ongoing – our work to raise awareness of the RD Concordat will continue as part of our ongoing commitments to researchers.

			<p>with intranet Concordat pages.</p>	<p>A video presentation about our commitments under the RD Concordat was recorded and sent to all research staff, all current PIs, Directors of Research, and Heads of School in March 2022. 345 views (as at 20/9/22).</p> <p>On publishing our 2020-2022 RD Concordat Action Plan, a summary of our priority actions was sent to all research staff.</p> <p>The Research Staff Annual Report 2021, which contained information about our commitments under the RD Concordat, was sent to all research staff and their line managers, Heads of School, Directors of Research.</p> <p>A welcome slide with details of the RD Concordat is used at the beginning of all research</p>	<p>31/10/20). We have seen a steady increase in visits to our intranet pages since then and in the 6 months leading up to 30 April 2022 there was 186% increase on the number of unique views compared to the 6 months prior to our signing up (1/5/20-31/10/20).</p>	
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				staff-only training events.		
2. Address the research community's call for more co-ordinated support and information by providing a fit-for-purpose web resource for research staff and their managers. As well as synthesising the different support/information available to them on RD Concordat related matters, we will provide regularly updated content on topics related to research careers and the professional development of researchers.	OSD/ RPWG/ Internal communications team/Web team	May 2022: Proposal for reviewed structure/content by Sept 2021; target launch date May 2022	(i) Satisfaction rates of 75% or above at 6 user testing workshops (3 engaging research managers, 3 engaging research staff; one per College) (ii) 50% increase in traffic/engagement for research staff related content on designated pages by Sept 2022 compared to current traffic on relevant intranet pages.	There have been delays with this work due to competing University priorities regarding web/intranet development and the University decision to scale back requests for input/feedback from staff during the peak period of the pandemic. The outline structure has been developed and the pages are in the process of being built.	A new web resource for research staff and their managers has been developed and will be ready to launch in the autumn of 2022.	Ongoing and carried forward.
2. Extending and diversifying researcher personal and professional development opportunities to ensure that all of our research staff are informed and equipped for their future careers.						
1. Increase research staff and research managers' awareness	OSD/ Schools/ Colleges	November 2021	(i) 4 consultation events:	Considerable progress was made within the period but not all	(i) 5 consultation events held, 1 with Directors of Research, 1 with alumni of	Ongoing and carried forward.

<p>of the different forms of development that might contribute towards the minimum of ten days' professional development pro rata per year.</p>		<p>March 2022</p> <p>March 2022</p>	<p>- 1 with the Directors of Research Network - 1 with the alumni of Research Team Leaders' development programme - 3 with research staff (1 per College¹). Based on outcomes of consultation:</p> <p>(ii) Published guidance with case studies.</p> <p>(iii) 3 short, recorded briefings on website with College-specific content.</p>	<p>individual target dates were met. 5 consultation events were held, 1 with Directors of Research; 1 with a group of PIs, all alumni of the Research Team Leaders Programme; and 3 focus groups with research staff (1 group per College). The Directors of Research event was also used to raise awareness of obligations under the RD Concordat more generally. Guidance notes were produced based on the feedback gathered at the consultation events/focus groups. These were piloted in three Schools of different sizes and representing different discipline types (one School per College) and further feedback was</p>	<p>research team leaders programme, 3 with research staff (1 per College). (ii) Guidance notes produced and piloted in three schools (one per College). Pilot included gathering in-depth feedback through an online survey from research staff and their managers in the three pilot Schools. Guidance to be published on new web resource Autumn 2022, along with (iii) one recorded briefing.</p>	<p>(Note: carried forward as a central element of broader work package on communications, and as part of web resource work package).</p>
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¹ Cardiff's academic schools sit within three colleges: The College of Arts, Humanities and Social Sciences; the College of Biomedical and Life Sciences, the College of Physical Sciences and Engineering.

				gathered via an online survey – one for research staff and one for managers of research staff. The guidance has been refined and will be published as part of the launch of our new web resource for researchers in Autumn 2022. Our plans for recording 3 College specific briefings have been revised following feedback that there is not sufficient variation between disciplines in terms of the forms of development. We will, however, continue to explore possibilities for presenting personal accounts of CPD as part of our Communications work package.		
2. Make available a system to allow researchers and their managers to record the breadth of professional	HR	March 2022- July 2022	(i) User testing and consultation in 6 pilot schools (2 per College).	There have been delays with this work due to competing University priorities regarding IT systems development and the University	The HR System now includes formal training opportunities from the majority of University-level providers (e.g. staff development, Wellbeing	Carried forward.

<p>development activity taking place and contributing towards researchers' minimum of 10 days' development pro rata per annum.</p>		<p>From Sept 2022</p>	<p>(ii) Tailored reporting system in place for use.</p>	<p>decision to scale back requests for input/feedback from staff during the peak period of the pandemic. It will be carried forward to the next period, building on our work on developing guidance on forms of development, which was identified as the main priority for the period. Some of the scoping work required has been completed, such as examining existing systems for recording development – namely, the HR System and Performance Development Review (PDR) – and documenting the advantages and disadvantages of each. Over the period we have increased the number of University providers who list their development opportunities/manage their bookings etc.</p>	<p>team, Health and Safety, IT, Communications, Research and Innovation Services).</p> <p>(i) and (ii) not completed.</p>	
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				<p>through the HR System. Consequently our HR System now provides a much more comprehensive record of formal development activity undertaken at Cardiff. Our approach to Performance Development Review became much more light-touch during the peak years of the pandemic, which prevented us from exploring ways of using this process to support recording broader development activity. Our priority for the coming review period is to re-establish a strong culture of conducting and recording annual PDR for all staff. This will allow us to investigate how the PDR process may be used in support of implementing the requirement for 10 days' CPD for research staff.</p>		
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<p>progress in their careers at Cardiff within existing structures; (ii) clarify the University's position on both the eligibility of researchers to apply for external funding as PI or Co-I, and on factoring in career progression to external grant applications (e.g. through costing in 'named researchers' at a higher grade); (iii) provide clear guidance to researchers on the grading review process and review the support available to research staff who apply for re-grading; (iv) review how independence is recognised and supported in the research-only staff population at Cardiff; (v) formulate recommendations on</p>		<p>Sept 2022</p> <p>2021-22</p> <p>2021-22</p>	<p>(iv) Target: 70% participants indicating satisfaction with the event.</p> <p>(v) Target over 50% research staff surveyed indicate an awareness of reward and remuneration processes in place to support researchers.</p> <p>(vi) Increase in research staff applications to the Spring 2022 Outstanding Contribution Award Scheme to bring application rate in line with the rate for professional services staff.</p> <p>(vii) a published review of how</p>	<p>staff' were revised in 2020 and again in 2021, based on research staff feedback. The work we completed on independence was limited to a review of the profile of research staff who met, or didn't meet, the criteria of independence for REF 2021, and this was considered by University Executive Board in July 2021. Further work will be undertaken in the next review period on how independence is supported and rewarded at Cardiff.</p> <p>A task and finish group was set up in 2022, with members drawn from professional services, and the research community. The group prioritised the provision of clear guidance on the grading review system, and support for those applying. Draft</p>	<p>above; session 2 - 100% of those who provided feedback gave the event a rating of 5 (5 point scale); session 3 – 50% of those who provided feedback gave the event a rating of 4 or above (5 point scale); 100% 3 or above. (v) Survey of research staff awareness of processes carried forward pending launch of web-resource. (vi) Figures pre-2020-22 action plan – 2019: 9 nominations (3 were successful) Figures from the period of the 2020-22 action plan: 2020: no OCAS scheme was run this year 2021: 11 nominations for research staff to OCAS (7 cases supported) 2022: 17 nominations (outcomes to be finalised by end of October) (vii) work on supporting independence carried forward.</p>	
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<p>addressing any gaps in current opportunities for progression, as appropriate.</p>			<p>independence is supported and rewarded at Cardiff.</p>	<p>guidelines for grading review and a 'model role expectations' document have been produced for the research-only pathway and will be presented to the RPWG in autumn 2022. A bespoke re-grading briefing session for research staff was piloted in 2022 and further sessions have been arranged for 2022-23.</p> <p>The schematic on progression routes will be published in the new web resource for researchers, as will information about eligibility to apply for funding as PI or Co-I, and costing in named researchers at a higher grade.</p> <p>It is clear from engagement with research staff – through surveys (e.g. CROS and the CURSA survey), and</p>		
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				University consultation events, that recognition, reward and promotion is an area where further work is required – specifically around opportunities for progression from grades 5 through 7. This will be one of six priority areas for the next review period.		
4. Ensure that training and career development opportunities are factored into all grant applications which fund research only posts.	OSD/RIS/ Schools/ Research Institutes/ Colleges	January 2022 March 2022 From Sept 2021	(i) 1 briefing/consultation session with Research Development Officers in all 3 Colleges. (ii) Co-created guidance for grant applicants, including reference to the expectation of 10 days' CPD activity pro rata per annum. (iii) Training on CPD support for researchers to be included in relevant grant funding workshops.	This work was delayed pending completion of 10 days' work/guidance. We are currently unable to report on training budgets in grants in a systematic way at University level as these are recorded on the JeS system as 'other' costs. Our guidance notes for grant applicants are currently being revised with a link to the Researcher Development Concordat and a note that: (i) Cardiff is committed to supporting 10 days' careers and professional development, pro rata,		No further action at present.

				per annum for all its research staff, and (ii) that applicants are encouraged to apply for funds to support the training and career development of research staff supported by the grant, where funders allow.		
5. Incorporate development opportunities for research only staff at all career stages in the 2021/22 'Cardiff Researcher' development programme.	OSD	2021-22	(i) Increase number of development sessions for mid-career researchers by 50%, with new sessions to be piloted in 2021/22 academic year. (ii) At least 50% of research staff respondents surveyed in 2022 indicate that they are satisfied with the range of development opportunities on offer for researchers	During the review period we piloted two new sessions aimed at mid-career researchers. We ran a 'Leadership in Action' programme, in Jan/Feb 2022, in collaboration with partner institutions. This will be offered again in autumn 2023. We piloted a session on 'Strengths Profiling' in November 2021. The second planned session was cancelled due to insufficient demand.	(i) Achieved. (ii) We will be surveying staff about the range of development opportunities available during the next review period. Carried forward. (iii) Research Team Leaders programme available during the review period but not revised due to broader review of leadership development planned for the University.	Ongoing. We will continue to offer 'Moving into research leadership' to new PIs, as well as Leadership in Action programme for researchers. The needs of research team leaders will be considered as part of a broader review of support for senior leadership currently

			<p>at different career stages.</p> <p>(iii) We will make available a redesigned programme for Research Team Leaders programme during the 2021/22 academic session.</p>	<p>In line with our agreed University approach we have kept staff/surveys and requests for feedback to a minimum during the peak years of pandemic. We will be surveying all staff about the range of development opportunities available during the next review period.</p> <p>Work on a redesigned Research Team leaders programme was postponed due to a wider review of our leadership development provision across all staff groups and roles. However, leadership provision for research team leaders was sustained through the provision of 'Moving into Research Leadership' as well as other leadership development programmes such as Practical Leadership for</p>		<p>underway in support of our University People Strategy.</p>
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				University Management and our Professorial Leadership Programme. As above, we also piloted the Leadership in Action programme for researchers.		
3. Amplifying the researcher voice and visibility in University policy-making and strategy, empowering research staff to help shape our research cultures and environment.						
1. (i) Produce a needs-responsive plan for the implementation of the revised Researcher Development Concordat.	RPWG/OSD	May 2021	2 meetings of the Researcher Pathways Working Group to focus on this and ensure input from research staff reps and managers. Consultation events with all stakeholder groups.	Our 2020-22 action plan was based on the needs of researchers and their managers as expressed through the 2019 Staff Survey, 2019 CROS and the 2020 CURSA Report. It was revised in September 2021 in response to the formal gap analysis that we conducted following our signing up to the revised Concordat in November 2020. Both the September 2020 and September 2021 versions of the action plan were presented to the research staff community at our annual Research Staff Showcase event, which	Completed. Our Researcher Pathways Working Group continues to guide and monitor our work in this area. It meets at least four times each academic year.	Completed – no further action.

<p>(ii) Develop a clear vision for addressing the more systemic and structural issues that affect our research staff population, as identified in our institutional gap analysis against the <i>2019 Researcher Development Concordat</i>. This will form part of our medium-long term institutional Research Culture strategy and will inform subsequent shorter-term Concordat action planning.</p>		<p>2021-22</p>	<p>A clear medium-term plan informing our implementation of the Concordat</p>	<p>included opportunity for discussion. All of our work in this area is overseen by the RPWG – which has representatives from research staff and PI community.</p> <p>Since our 2020-22 action plan was published, we have started work on a Research Culture action plan for the University, and this will set out our strategic direction with respect to improving the research environment and culture at Cardiff. As such, this broader plan will inform our RD Concordat action plan in the longer term. The emergent plan has been based on feedback from the researcher community and, following consultation with the RPWG, now includes an action on</p>	<p>Completed. Our 2022-25 action plan sets out a clear plan for beginning to look at how we can make changes at a local level to address the systemic and structural issues that affect our research staff population, principally career progression and job security.</p>	<p>Carried forward as priority actions around (i) recognition, reward and promotion and (ii) job security.</p>
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				the need to review the research staff pathway from grades 5-7, and how the University supports and rewards independence. The plan will be modified in autumn 2022 to include an action around improving job security.		
2. Increase awareness and understanding of the research staff group across the University. Production of an annual report on the research staff population at Cardiff, with clear and robust snapshot data on its composition and reporting on patterns across the Institution in terms of employment, progression and participation in development opportunities. The report will also include a digest of qualitative data gathered through	OSD/HR/RPWG/CURSA	September 2021	(i) Annual report on the research staff population against an agreed set of data.	Annual report 2021 published and sent to all research staff, PIs, Heads of School and other key stakeholders. The report, and its approach to presenting data in a more infographic format, received positive feedback and will serve as a model for future reports.	Achieved. Greater transparency regarding the composition, views and patterns of professional and career development of research-only staff.	Ongoing.
		September 2021	(ii) Recommendation to the Staff Survey Group that their discussions regarding the future of the staff survey consider those areas where feedback on	The University has changed staff survey provider. Work on new staff survey will start in Autumn 2022/ spring 2023.	Completed – recommendation made. However, new action in 2022-25 plan to ensure alignment.	Ongoing.

various methods e.g. questionnaire, pulse survey, focus groups, consultation events.			Concordat implementation required.			
3. Improve understanding of how decisions are made within the University, Colleges and Schools in the research only staff group.	Internal Comms/OSD	January 2022	<p>(i) 1 article or blog post on University decision making processes on relevant intranet pages.</p> <p>ii) Target: a 21% increase (6 percentage points) to 35% (from 29% in 2019) of staff on the research only pathway in the University's Staff Survey agreeing that they 'understand how decisions are made in my College Team or School'.</p> <p>(iii) Target: a 30% increase (7 percentage points) to 30% (from 23% in 2019) of staff on the research only pathway in the</p>	There has been a university-wide focus on improving understanding of how decisions are made at University, School, and College level following feedback in our 2019 Staff Survey. We introduced all-staff webinars in 2020 as an opportunity for UEB members to provide updates and answer staff questions during the COVID-19 pandemic. They replaced the Vice-Chancellor's annual all-staff address. Six were held during the review period, with just under 2,000 members of staff, on average, attending each one. Virtual all-staff webinar events have increased visibility of UEB members as they are all able to	<p>(i) Delayed pending the launch of the new intranet pages for research staff.</p> <p>(ii) the University staff survey has been delayed until mid-2023.</p> <p>(iii) the University staff survey has been delayed until mid-2023.</p>	Ongoing priority for all staff.

			<p>University's Staff Survey agreeing that they 'understand how decisions are made in the University'.</p>	<p>participate through presentations and as panellists. It is easier for staff to attend the virtual events and engage in the discussion via the chat function. We are also able to keep a record of all the questions and publish answers after the event. Our staff newsletter, 'Blas', is sent weekly to all members of staff to share important news, changes, and information. We gather information on the numbers of staff who open this. The average open rates for staff on the research only contracts for 2021/22 was 54% (which is 4% above the average open rate for all staff (50%)). The Vice-Chancellor sends an email to all staff at the end of each month with updates on a range of relevant matters. These are also sent in exceptional</p>	
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				<p>circumstances, for example, storm Eunice, industrial action and COVID-19 pandemic. We do not have a breakdown of open rates by career pathway but average open rates for all staff rates are: 2020-21: 52% 2021-22: 47%</p>		
<p>4. Ensure opportunities for sustained representation of staff on the r-only pathway on School Research Committees and other strategic working groups which contribute to University research culture and environment.</p>	<p>Dean of Research Environment and Culture/ Research Culture Working Group</p> <p>OSD</p> <p>OSD</p>	<p>January 2022</p>	<p>(i) Target: all School Research Committees to offer research staff representation. To be assessed annually.</p> <p>(ii) Target: all relevant University committees and groups e.g. research and EDI related to have research-only staff representation. To be assessed annually.</p> <p>(iii) 1 network event per annum for</p>	<p>We now monitor research staff representation within Schools as part of our annual monitoring processes.</p> <p>All relevant University research committees now have research staff representation, including Research Culture Group. The University has recently appointed a new Head of EDI and one of their priorities will be to review EDI governance withing the University, including Committee membership.</p>	<p>(i) October 2021 - 23/24 Schools research staff representatives on their research committee or equivalent.</p> <p>(ii) All relevant University research groups and committees have research staff representation.</p> <p>(iii) event not held – action carried forward.</p> <p>(iv) article has not yet been published.</p>	<p>Ongoing – research staff representation will be monitored as part of our annual review. Action to hold networking events for research staff representatives carried forward.</p>

	OSD		<p>research staff representatives.</p> <p>(iv) 1 article or blog post on benefits of Committee membership to be published on research staff webpages.</p>	<p>We have postponed the networking event for research staff until the next academic year (subject to demand), when participants will be able to meet face-to-face, without restrictions.</p> <p>Delayed pending launch of revised research staff webpages.</p>		
5. Showcase the work of Cardiff's research-only staff, highlighting the contribution they make to the University's research output, profile and environment.	OSD/RPWG/ CURSA	November 2020 November 2021	<p>(i) One annual event</p> <p>(ii) Target 2021 -100 attendees</p> <p>(iii) Review satisfaction scores and feedback in post-event questionnaire to assess whether the event was a success.</p>	<p>98 people attended our online event to celebrate our signing up to the revised Researcher Development Concordat in December 2020. This event also showcased the work of 5 of our researchers who were working on projects related to the COVID-19 pandemic. In response to staff feedback, we held our second researcher showcase event in December 2021, once more online. This was attended by 40</p>	<p>(i) Achieved; event held Nov 2020; Dec 2021.</p> <p>(ii) 98 attendees 2020; 40 attendees 2021 – below target; 20 expressions of interest to present research.</p> <p>(iii) 2020 - 86% of respondents to the post-event evaluation gave the event a rating of 4 or above (5 point scale); 100% 3 or above.</p> <p>2021 – 100% of respondents to the post-event evaluation gave the event a rating of 4 or above (5 point scale).</p>	Ongoing – this will now form part of our annual programme of events for research staff.

				members of staff. The theme of this event was 'Towards a better future: Addressing critical challenges'. For 2021 we introduced a system whereby researchers in the field were invited to submit an abstract, from which 5 were selected by a panel.		
4. Improving researcher equality, diversity, and inclusion, including support for well-being and mental health, to enable all our research staff to thrive.						
1. Develop a clearer and broader understanding of how factors affecting research staff disproportionately affect some groups within our researcher community.	Dean of Equality, Diversity and Inclusion/RPWG and University EDI Committee/ OSD	October 2021 By end 2020/21	(i) Output: report. Disseminated to all research staff; through leadership and management training for PIs; through key university groups and committees. Report by October 2021. (ii) Cross-membership between key University EDI groups/committees and the Researcher	We have made considerable progress with this work and have completed a first draft of a report on gender and the research-only career pathway at Cardiff. This report will be finalised in Autumn 2022 and an equivalent report on ethnic background will be produced. The new Head of EDI will sit on the Research Culture Group, which will allow integration	(i) 1 report produced, companion report to be completed. (ii) Achieved (action redefined following establishment of broader-reaching Research Culture group) – cross membership between EDI and Research Culture.	Ongoing - an analysis of gender and ethnic background will form part of our annual reporting.

			Pathways Working Group.	across activities. The RPWG feeds into the Research Culture Group.		
2. As part of our Strategic Equality Plan, we will develop focused initiatives on gender and ethnicity leadership interventions and career development opportunities for staff with protected characteristics, including research staff.	University EDI Committee/OSD	2020-21	<p>(i) Co-create 1 development programme with partner institutions for female Black, Asian and Minority Ethnic staff: 1 cohort to have completed by Sept 2021; Evaluation group to meet 3 times, with evaluation informing programme for 2nd cohort 2021-2022.</p> <p>(ii) Run 1 internal career development programme for Black, Asian and Minority Ethnic staff in 2020-21. Target: 15 to have completed programme by Sept 2021.</p> <p>(iii) Run 1 career development programme for female academics</p>	<p>We have run two cohorts of the Elevate programme partnered with Bristol, Bath, Exeter and UWE. The programme has received two awards for its innovative approach. A third cohort will start in January 2023. One career development programme for Black, Asian and Ethnic Minority staff has been run, although the participant number was less than 15. There was initially supposed to be two programmes, one for academic staff and one for professional services. However low numbers of participants meant a joint course was more successful and is the plan for 2022/23.</p>	<p>(i) The Elevate programme has received excellent feedback from participants and has enabled several staff to progress to different roles. It is worth noting that Cardiff participants have been predominantly professional services staff.</p> <p>(ii) Feedback from sessions on the career development programme for Black, Asian and Minority Ethnic staff was positive, especially the shared experience of others and clarity around the promotion process.</p> <p>(iii) Programme took place for the academic year with fewer than 15 participants. Positive feedback received for the programme. A second programme was organised, however take up was low and the programme was</p>	Ongoing; priority for all staff.

			<p>(T&R; T&S and R only). Target: 15 to have completed programme by Sept 2021.</p> <p>(iv) Increased diversity of leadership in line with the University's emergent 'Diversity in Leadership Action Plan' – measures currently being agreed and will follow.</p> <p>(v) Annual reporting on balance of those who are regraded and promoted under the current schemes (along lines of gender and race).</p>	<p>Our career development programme for female academics took place in 2020/21, with a further planned for 2022-23.</p> <p>The Race Equality Steering Group has been charged with implementing the University's 'Diversity in Leadership Action Plan'. As part of this work a research sub-group was formed, co-chaired by the PVC-R. Capacity has impacted on our ability to deliver against agreed actions.</p> <p>We have incorporated an analysis of promotion and re-grading figures for research staff by gender and ethnic background into our annual reporting and monitoring. We published these figures for gender in our 2021 report but the numbers are too small to publish</p>	<p>postponed. A programme is planned for 2022/23.</p> <p>(iv) Because of the nature of demographic changes it will not be possible to see immediate effects. However, the impact of work in this area is being monitored through the relevant EDI governance structure.</p> <p>(v) This analysis is now a routine part of annual reporting and monitoring. Figures published where the numbers are sufficiently large to fit with our policy on the release of data. This has led to greater transparency regarding patterns of career development on the research-only career pathway.</p>	
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				figures on promotion/re-grading and ethnic background.		
3. Ensure that staff employed within the research-only career pathway are engaging with the wellbeing initiatives developed for all staff and that these are meeting the needs of this group.	Staff Wellbeing/ OSD/ HR/ CURSA/ Schools/ University Research Entities	2020-21	<p>(i) Monitor via pulse survey and focus groups.</p> <p>(ii) Staff Survey targets:</p> <p>a. an 11% increase to 50% (5 percentage points from 45% in 2019) of staff on the research only pathway agreeing that 'the University demonstrates its commitment to supporting my wellbeing by providing effective support services and events'.</p> <p>b. a 14% increase to 50% (6 percentage points from 44% in 2019) of staff on the</p>	We conducted a pulse survey in March 2021 to assess staff views and experiences of support for their wellbeing. We were able to analyse these data by career pathway and 225 of research staff responded, representing 11% of total responses (22% of research staff). As above, we did not run a staff survey during the period but will run one in mid-2023. Our staff wellbeing team runs an annual programme of events and keeps attendance records and gathers feedback on each course. These data are reported to Health, Safety and Wellbeing Committee and UEB and are used to inform	(i) 225 staff employed on the research-only pathway responded to the Wellbeing pulse survey in March 2021. Of these 79% agreed that the University demonstrated its commitment to their wellbeing and had been supportive during the COVID-19 pandemic. 71% agreed that wellbeing support offered during the pandemic was timely and well-focussed. Research staff identified the following three activities as being the highest priority: Increased mental health training for line managers (71.5%); increased mental health training for staff (70%); and increased support and guidance to have wellbeing conversations (65%).	Ongoing – Wellbeing Strategy and action plan.

			research only pathway agreeing that 'there are effective policies and practices in place to support me if I experience stress or pressure'.	decisions about what content to deliver/commission in future. The staff wellbeing team reviews the number of unique page views for each wellbeing-related article published in Blas each year. The staff wellbeing team utilises the large network of Dignity and Wellbeing Contacts (130 plus in number) on a monthly basis to ensure up-coming wellbeing initiatives are well publicised across the organisation	(ii) as above, our staff survey has been postponed until mid-2023. Cardiff University is assessed against rigorous external standards, which include assessment of staff engagement with initiatives. We are ranked 4 th amongst HEIs in the UK, and 41 st in the world, against the UN's SDG for good health and wellbeing of students and staff. We are the first HEI in the UK to be found fully compliant with the new international standard for psychological safety in the workplace – ISO 45003.	
4. Ensure that principal investigators/research managers are engaging with the initiatives developed to help all line managers support the wellbeing of their staff and themselves and that these are	HR/ Staff Wellbeing/ Schools/ University Research Entities/CURSA	2020-21	(i) Monitor via pulse survey and focus groups. (ii) Monitor web traffic to and engagement with line manager advice pages on the intranet.	As above, we conducted a pulse survey in March 2021 to assess staff views and experiences of support for their wellbeing. We were able to analyse these data by career pathway and whether they had line management responsibility. Although	(i) 161 academic line managers responded to the Wellbeing pulse survey in March 2021. Of these 71% agreed that the University demonstrated its commitment to their wellbeing and had been supportive during the COVID-19 pandemic.	Ongoing – Wellbeing Strategy and action plan.

<p>meeting the needs of this group.</p>			<p>(ii) Pilot and evaluate holding a bespoke I-ACT mental health awareness session for principal investigators/line managers.</p>	<p>we could not filter for PIs, we know that 161 of respondents were academic line managers and we have used this as a proxy.</p> <p>Engagement with wellbeing programme of events and pages on the staff intranet continue to be monitored.</p> <p>Four I-ACT mental health awareness sessions were arranged for PIs during the period. Of these, one was cancelled due to low numbers and over the period 32 PIs completed these bespoke sessions (note that the PI group also had access to our open I-ACT sessions for anybody in a line management role). We will continue to offer two of these sessions for PIs per year.</p>	<p>58% agreed that wellbeing support offered during the pandemic was timely and well-focussed. Academic line managers identified the following three activities as being the highest priority: Increased mental health training for staff (68%); and increased support and guidance to have wellbeing conversations (67%); and increased mental health training for line managers (64%);</p> <p>(ii) During the review period (1st September 2020- 31st August 2022 unique page views to our intranet pages for line managers on ‘supporting staff’ increased by 54% compared to the previous two years (1st September 2018-31st August 2020), and ‘your role and responsibilities’ (for line managers) saw a 14% increase over the same period.</p>	
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					(iii) 4 sessions arranged, 3 held with 9, 12 and 11 participants (32 total). All written feedback received was positive, including 'in the same way that I would recommend that everyone should take a First Aid course, I think everyone should take this course too'.	
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Acronym/Abbreviation	Definition
Co-I	Co-Investigator
CPD	Continuing Professional Development
CROS	Careers in Research Online Survey
CURSA	Cardiff University Research Staff Association
EDI	Equality, Diversity and Inclusion
HEI	Higher Education Institution
HR	Human Resources
HREIR	HR Excellence in Research
OCAS	Outstanding Contribution Awards
OSD	Organisational & Staff Development
PDR	Performance Development Review
PDR	Performance Development Review

PGR	Postgraduate Researchers
PI	Principal Investigator
PVC-R	Pro Vice Chancellor Research
RD	Researcher Development
REF	Research Excellence Framework
RIES	Research Enterprise and Innovation Strategy Group
RIS	Research and Innovation Services
R-only Staff	Academic staff on the 'research only' career pathway
RPWG	Researcher Pathways Working Group
SEP	Strategic Equality Plan
T&R Staff	Academic staff on the 'teaching and research' career pathway
T&S Staff	Academic staff on the 'teaching and scholarship' career pathway
UEB	University Executive Board
UWE	University West of England

Researcher Pathways Working Group, September 2020

Revised: February 2021; September 2021.

Reviewed September 2022.