

**UCL HR Excellence in Research Award
Progress Review of Action Plan 2015 2017**

UCL is one of the largest UK research universities, with a population of around 3,600 research staff, 2,600 academics and 5,500 post-ETBT1 0 0 1 715.99 653(i)8.50.98 Tm[-ETgr5][nd]plus

Concordat Clause	Descriptor	Lead	Actions 2015	Success Measure	Progress and Comments 2017
			<p>Improve data access and data quality for interview panel membership and monitor the implementation at there must be no all-male or all-female panels. By September 2016.</p>		<p>Athena Swan (2015): There is little evidence of gender bias at interview stage; a similar proportion of women are appointed in comparison to the applicant pool.</p>
2.1	<p>Employers are encouraged to value and afford equal opportunity</p>				

Concordat Clause	Descriptor	Lead	Actions 2015	Success Measure	Progress and Comments 2017
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			<p>which is a flexible self-directed programme with multiple varied teaching opportunities for development as a teacher in higher education.</p> <p>Continue to work with CALT to promote Arena to the</p>		

Concordat Clause	Descriptor	Lead	Actions 2015	Success Measure	Progress and Comments 2017
6.3 (b)		HR / EDI	Raise this issue for discussion with the Staff Disability Forum. Starting in November 2015. Report outcome of this exercise to the RSCG and RDWG in term 2 of 2016.	Actively support of this initiative. Monitor results and feed into pressure groups if necessary.	Ongoing action
6.4 (a)					

Concordat Clause	Descriptor	Lead	Actions 2015	Success Measure	Progress and Comments 2017
			Data feed into the agendas of the RDCG and RDWG to ensure it is used to address concerns raised and improve the Researcher experience at UCL to an even greater extent		

Glossary of terms and links:

(ECR) – Early Career Researcher

(ECN) – Early Career Networks

(BME) – Black and Minority Ethnic

(CROS) – Careers in Research Online Survey

(HRERA) – HR Excellence in Research Award

(PIRLS) – Principal Investigators and Research Leaders Survey

(RSCG) – Research Staff Consultative Group

(VDR) – Vice-Deans Research

UCL 2034: <http://www.ucl.ac.uk/2034>

UCL Academic Careers Office (SLMS): <http://www.ucl.ac.uk/slms/aco>

UCL Academic Careers Framework: <http://www.ucl.ac.uk/hr/docs/proms/index.php>

UCL Arena Two: <https://www.ucl.ac.uk/teaching-learning/professional-development/arena-two>

UCL Careers Researchers: <http://www.ucl.ac.uk/careers/specialistsupport/researchers>

UCL Early Career Networks: <http://www.ucl.ac.uk/research/domains/personalised-medicine/ecn>

UCL Equality, Diversity and Inclusion Strategy: http://www.ucl.ac.uk/hr/equalities/corporate/strategy_2015-2020FINAL.pdf

UCL Grand Challenges: <http://www.ucl.ac.uk/grand-challenges>

UCL Public Engagement Strategy: <https://www.ucl.ac.uk/culture/public-engagement/public-engagement-strategy-0>

UCL Research Staff Development Programme: http://www.ucl.ac.uk/hr/od/rdp/rs_calendar

UCL Research Staff Hub: www.ucl.ac.uk/hr/od/research-hub

UCL Wellbeing Strategy: <http://www.ucl.ac.uk/wellbeing>

UK Concordat to Support the Career Development of Researchers: <https://www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers>