

Research Councils UK
Excellence
with impact


The Concordat
to Support the Career Development of Researchers

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 RESEARCH
COUNCILS UK

The 2008 Concordat and the European Charter and Code


The Concordat
To Support the Career Development of Researchers

“In endorsing the principles, we, the signatories, hereby adopt the principles of the European Charter for Researchers And Code of Practice for the Recruitment of Researchers”

An Agreement between the Funders and Employers of Researchers in the UK



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<http://www.researchconcordat.>

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A. Recruitment and Selection

Principle 1

Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.



E. Diversity and Equality

Principle 6

Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.



HR Excellence in Research



- 61 UK organisations have gained the badge
- 53 from the rest of Europe



- Important now for EU to increase the overall number

Conditions for change: Institutional

- Strong institutional commitment
- Good practice explicitly valued, recognised and rewarded
- Positive role models, powerful mentoring and effective training and development
- Greater sharing of good practice within and across institutions & other organisations

Conditions for change: External tools & drivers

- Tools
 - Vitae Every Researcher Counts project outcomes
 - Athena Swan, Stonewall, etc
- Drivers
 - Funding Bodies: REF
 - Research Councils: looking to set out our expectations for equality and diversity and monitor through assurance etc

Vitae Every Researcher Counts

- Funded by HEFCE, with aims to;
 - bring about change in culture & practice and build capacity
 - raise profile of E&D for research staff amongst PIs and senior management
- Project outcomes
 - two successful events
 - high quality E&D development resources
 - targeted stakeholder briefings
 - network of institutional champions
 - set of institutional case studies

Athena SWAN

- = Recognition scheme of excellence in STEMM in women's employment in higher education
- = 2005: 10 founder HEI members
- = Currently 83 HEI members
- = 124 award holding HEIs and STEMM departments
- = CMO announcement on NIHR BRU& BRC funding
- = RSE 'tapping all our talents' report
- = SFC – outcome agreement template for HEIs
- = Impact on resourcing



Equality Challenge Unit



Equality & Diversity in REF

- Equalities firmly embedded.
- Promotion through environment template
- Strengthened requirements for Codes of Practice
- Improved procedures for individual staff circumstances
- Improved post-exercise monitoring of staff selection at sector level

- Students – 12 months maternity leave
- Staff – 12 months maternity leave
- Fellowships – 12 months maternity leave

- Fellowships - Applicants are expected to hold a PhD or have equivalent research experience; however, there are **no eligibility rules based on years of post-doctoral experience** or whether you hold (or do not hold) a permanent academic position, as this doesn't allow for variations of career paths across the EPS disciplines.

Equality Challenge Unit

Some key issues

- = Women underrepresented in senior positions – 19.1% of all professors; 28% of all academic senior managers
- = Asian and black academics less likely to be professors vis-a-vis white peers; all BME groups less likely to be academic senior managers
- = Academic with declared disability more likely to be on teaching only contracts

Gender and Age Statistics

- = The proportion of female staff in each age group declined as age increased. This is particularly prominent among academic staff, where 50.3% of staff aged 25 and under were female, compared with 27.2% of academics aged 66 and over.
- = Overall, women were in the majority in the 60 and under age groups, but in the minority in the 61 and over age groups.

Projects to provide further evidence

- = ECU are looking to produce a short guide on managing parental leave effectively for research staff on fixed term contracts. The guide will be aimed at principal investigators and research managers within the HE sector and will include practical advice and information
- = UKRSA looking at research staff employment destinations eg how many postdoc contracts before it is too late for an academic post