HREiR Action plan template for institutions 2024-2027

	Details
Institution name:	Brunel University London

ECI1	Ensure all relevant staff are aware of the Concordat.	1. Continue and increase Concordat-related engagement with research staff, research leaders and MoRs across the University (via the Colleges) to ensure that research staff are a key consideration in strategic and operational decisions. 2. Ensure that Concordat specific information is clearly signposted and available to research staff and those that support and manage them.	Yes	Annually, from Jan 2024	GS, MoRs, Associate PVC for Research Culture and Governance (Concordat Champion)	At least 50% of research staff recall communication about the Concordat (measured in CEDARS 2025) At least 50% of research staff recall communication about the HR Excellence in Research Award (measured in CEDARS 2025)				
ECI2	Ensure institutional policies and practices relevant to researchers are inclusive, equitable and transparent, and are well-communicated to researchers and their managers.	1. $ O O R I % U X Q institutional policies and practices (including those relevant to researchers) are re<								

3. Set up peer mentoring scheme for research staff to contribute to the creation of a positive research culture

4. Encourage research staff to participate in the annual Research Festival

Action are research staff

Project management training for research staff and technicians. At least 2 workshops per year with at least 25% of research staff and technicians attending.

Research staff provided with new opportunities to be assigned mentor and mentee outside their direct line management structure

Measured through sustained uptake of mentoring opportunities and end of scheme survey

90% demonstrate sustained engagement with the mentoring scheme

At least 10% of

participate in research festival

	wellbeing and mental health.										

Bullying and harassment											
The aims of these obligations are to eliminate bullying and harassment in the research system, tackled through progressive policies and secure mechanisms to address incidents.											
ECI3	Promote a healthy working environment through effective policies and practice for tackling discrimination, bullying and harassment, including providing appropriate support for those reporting issues.	No specific action required. [It has been revised and subsumed into new action plans]	Yes		HR						
ECM3	Ensure managers encourage reporting and addressing incidents of discrimination, bullying and harassment.	No specific action required. The University has a community-wide approach embedded in its mental health and wellbeing strategy, which includes updated policies and guidance for managers to support									

2. Monitor Research Integrity training take-up by research staff.

3. Use research misconduct data to inform research integrity and misconduct training,

2. Review institutional policies for research staff representation in university committees.

3. Invite Research Staff Senate representatives on a rotational basis to attend as official member RKT, Research Culture and Environment Sub-committee and the HR EDI Committee

4. Review the terms of references and include the Concordat and HREiR Award as a standing item. Make

						delivery plan (see ECI6)				
EM5	Engage with opportunities to contribute to relevant policy development within their institution.	See EI7								
ECR5	Encourage researchers to consider opportunities to contribute to policy development aimed at creating a more positive research environment and culture within their institution.	See EI7								
ER4	Recognise and act on their role as key stakeholders within their institution and the wider academic community.	See EI7								

| | | | | | Research Staff participation monitored and reported to Research Culture and Environment Sub-committee every six months from Dec 2024 | | | | | |

EI2

EI4

determine how well
managers engage in
constructive
performance

L G H Q W L I \ K R
using inkpath

5. Identify barriers preventing research staff from using their 10 development days

6. Research Staff attending the ECA Programme

7. Ongoing activities include our RDP, and we highlight opportunities through the research staff mailing list and a dedicated Teams channels

Career development support and planning										
The aims of these obligations are to promote researchers' career development planning through tailored support and gathering evidence of professional experience.										
PCDI3	Ensure that researchers have access to professional advice on career management, across a breadth of careers.	Continue promoting *Researcher Future Series* which provides researchers with information and networking opportunities with researcher alumni from a wide range of industries and careers	Yes	Aug 26	GS, PDC	At least 20% of research staff attend at least one event per annum (three events held each year)				
PCDR3	Researchers maintain an up-to-date professional career development plan and build a portfolio of evidence demonstrating their experience, that can be used to support job applications.									

		Brunel Public Policy and the Open Innovation Team (see Summary Report)								
PCDM2	Managers support researchers in exploring and preparing for a diversity of careers, for example, through the use of mentors and careers professionals, training, and secondments.	Linked to PCDM4, PCDI2 and EI4								
PCDR2	Researchers explore and prepare for a range of employment options across different sectors, such as by making use of mentors, careers professionals, training and secondments. Researchers consider	Linked to PCDI1 and PCDI4								

PCDR6

8	
9	
10	
11	
12	
13	
14	
15	

OIT	Open Innovation Team
PDC	Professional Development Centre
PVC	Pro Vice-Chancellor
REC	Race Equality Charter
RKT	Research and Knowledge Transfer Committee
RSA	Research Staff Association
RSDO	Research Support and Development Office
TWI	The Welding Institute