

# Appendix 1: Action Plan for Staff Researcher Development Concordat

Effector/ affector	Action	Deadline	Status
Comms, CPD, Research Culture	Establish and grow SRD programme ensuring 10 days CPD is provided for research active staff. (USP 1, 2, 3,4)	2023	Completed
CPD, Research Culture	Create and maintain an online hub for researcher development. (USP 3, 4)	2021	Completed
Comms, Research Culture,	Encourage and support inclusive research practices. (USP 3, 4)	2025	Ongoing
Comms, CPD, Research Culture, Systems	Support inclusive academic promotions and training. (USP 3)	2025	Ongoing
Comms, Research Culture, Systems	Improve research culture and management of researchers. (USP 3)	2025	Ongoing
Research	Establish and grow mentoring.	2023	Completed

Culture, Systems	(USP 1)		
Comms, CPD, Research Culture, Systems	Support and develop ECRs and Returners to Research. (USP 1)	2024	Ongoing
Comms, CPD, Research Culture, Systems	Promote and encourage KE and Impact (USP 2)	2025	Ongoing