

Evaluation of our support for research staff and progress against our implementation strategy has been reviewed using information from the Careers in Research Online Surveys (CROS) the University's Staff Survey, and via our expanded Athena SWAN activities.

*Principle 3: Support and Career Development*

The introduction of a new Performance and Development Review (PDR) process, which has been mandated for all non-probationary staff at the University, was initiated in January 2017. This has had a positive and significant effect upon the numbers of Research Staff undertaking PDR, with all eligible staff participating in the process. The first round of PDRs were undertaken from January to March 2017, and therefore the effect of the new process was visible in the results of CROS2017. Across the University, the level of overall satisfaction with the PDR was relatively unchanged, however in one school satisfaction was significantly lower – it emerged that in this school PDRs had been conducted by academics who were not the principal investigators in charge of the research staff, which led to concerns about the usefulness and benefit of the PDR to Research Staff. The School manage0.554 0 T20 TdfTpJ-0.305 Tc 0.30.0bt4 (cTc 0n5 (e)-11.4 amR)J0 Tc 0 Tw 165161

We have also created new development opportunities open to research staff and academic staff; the Research Office is now running an extensive training and development programme that covers topics such as finding funding, putting together a funding applications and ethical processes in research. There are also greater opportunities to join less formal training, for example the Supervisor Forum series that is aimed at people supervising doctoral students, either formally or informally.

There has also been an enhanced emphasis on research staff applying for external Research Fellowships, including the appointment of a member of staff in the Research Office dedicated to supporting applicants throughout the application process. This has led to a greater success rates and an increase in the number of researchers achieving fellowships, which also leads to increased retention of high-calibre researchers. In 2016/17 academic year support was given to 13 UK fellowship applicants and 14 international applicants; in 2017/18 the equivalent figures were 21 UK fellowship applicants and 11 international applicants. Out of the total 59 applications, 10 applicants (17%) were successful in being awarded a research fellowship. The support provided is also likely to help with the future career of those unsuccessful in fellowship bids, and a proportion of these

