Lancaster University Concordat Action Plan 2015-17

Revised and Updated January 2017 post CIG1 & CIG2
Revised and Updated February 2017 prior to CIG3 (IL/LT/JC review; LT/JC proposal re. significant change to Athena SWAN actions)
Revised and Updated February 2017 post CIG3
Revised and Updated May 2017 prior to CIG4
Revised and Updated May 2017 post CIG4
Update to B5 - Use of fixed term contracts – June 2017
Revised and Updated August 2017 post CIG5

	ACTION	PRINCIPLE(S)	SUCCESS MEASURE	INST. Lead	OPER. Contact	COMPLETION DATE	UPDATE
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.							
A1	To further refine and implement the University's Staff Recruitment Strategy and pursue the use of competency- based recruitment. In respect of research staff.	1.2	Refined strategy in place. Competency-based recruitment employed where appropriate.	D.HR	OD	September 2017	18 May 17 –

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								there is no way to capture reasons for leaving (where known) – knowledge stays within immediate department.
C9		New action: Clarify expectations around opportunities for teaching, and the training and support available.		Clarification and information to be provided as part of the new Code of Practice for the Management of Research Staff.	D.RES	RSD	September 2017	18 May 17 – A 'conversational tour' and other enquiries will inform the development of a Code of Practice in this respect.
C10		Enhance quality of Performance and Development Reviews (PDR) by conducting a full review of the PDR process 2015-6 – including an explicit focus on identifying researchers' development needs and on plans to manage career progression. (Athena SWAN 3.11)	2.3, 4.10, 5.6	Designed, trialled, and implemented revised PDR process.	D.HR	OD	September 2017	06 Jan 17 – A revised policy for PDRs is going to JNCC in November 2016. 19 May 17 - PDR Policy signed off by JNCC November 2016. Roll out is dependent on CORE, should have further update once colleagues have been to Ireland to visit CORE. 25 May 2017 – Hiatus between now and adoption of online system to be resolved.