

Principle	Action	Timescale	December 2021 update
Environment and Culture	Appoint Concordat Implementation Group (Research & Scholarship Committee)	Group to meet by end of October 2020	It has been agreed that the College's Research & Scholarship Committee would serve as the Concordat Implementation Group. This Committee has met quarterly through 2021.
	Communicate the Concordat to staff by way of email, with implementation plan available on College website	Initial communication end of December 2020, with updates as necessary	An email was sent to all academic staff in December 2020 including the Concordat and implementation plan which was subsequently uploaded onto the Staff intranet. These have subsequently been made available on the College website (along with this annual statement).
	Ensure institutional policies and practices relevant to researchers are logged in College online document library	Agenda item for first meeting of Concordat Implementation Group	Completed. All major policies were updated and approved in June 2021 (include the College's <i>Code of Ethics in Research</i>)
	Seek training opportunities for managers of researchers	By December 2021	Ongoing. Research Office staff attended the UKRIO webinar on Research Integrity in December 2021 and will seek out further opportunities for 2022. Internal PI training is being planned and will be offered to staff in 2022.

	Hold research environment and culture review annually	By December 2021	A major review of the College's research environment was conducted as part of the College's REF submission (Institutional and UoA environment statements) and submitted in March 2021.
Employment	Adapt induction procedures for research/academic staff	By December 2021	Ongoing
	Seek longer-term research funding to allow more full-time and permanent research contracts	By December 2021	Ongoing – several large-scale research grant applications were submitted in 2021. We await the outcome.
Professional and Career Development	Provide opportunities, structured support, encouragement and time for researchers to engage in professional development	By December 2021	Ongoing, including the College's doctoral funding programme.
	Consider options to facilitate short-term sabbaticals for academic staff	By December 2021	Options are still being considered, including short-term sabbaticals during SBW.
	Maintain and seek to increase budget allocation for conference attendance and travel	December 2021	2021 expenditure on conference attendance and travel has been very low as a result of Covid-19. Future budgets will be subject to College-wide financial constraints as well as Covid-19 related travel restrictions.