

Principle	Action	Timescale	December 2021 update	December 2022 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.	The College's Concordat Implementation Group met quarterly through 2022 with Concordat as a standing agenda item.
	Communicate the Concordat to staff by way of email, with implementation plan available on staff intranet	End of December 2020	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.	Staff have been informed of the creation of the College's Research Integrity webpage which hosts all details of the Concordat.
	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>)	All policies are up to date.
	Seek training opportunities for managers of researchers	By December 2021	Ongoing. Research Office staff have registered for the UKRIO webinar on Research Integrity in December 2021 and will seek out further opportunities for 2022.	Research Office staff attended the UKRIO webinar and a further training event 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	A review of the College's environment and culture was carried out as part of the College's proposal to

			UoA environment statements) and submitted in March 2021.	establish its new professional doctorate in education.
Employment	Adapt induction procedures for research/academic staff	By December 2021	Ongoing	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 October 2021.	Ongoing – we have appointed 2 RFs and 1 RA for one-year posts as a result of external funding success, as well as other short-term appointments.
Professional and Career Development	Minimum of 10 days' professional development for full-time research staff to be reflected in Staff Development Policy	By December 2021	Ongoing.	Ongoing.
	Consider options to facilitate short-term sabbaticals for academic staff	By December 2021	Options are still being considered, including short-term sabbaticals during SBW.	Options are still being considered, including short-term sabbaticals during SBW, but the financial pressures as a result of the energy crisis have delayed progress.
	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	Spending on conference attendance and travel has increased during 2022 as more face-to-face

			as well as Covid-19 related travel restrictions.	conferences have been organised.
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