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| Principle | Action | Timescale | December 2021 update | December 2022 update | December 2023 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. | The College’s Concordat Implementation Group met 3 times in 2023 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. | Staff have been informed about the College’s Research Integrity webpage and directed towards these updates. |
| 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 *Code of Ethics in Research*) | All policies are up to date. | 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. | Research Office staff attended a roundtable discussion hosted by the UK Council on Research Integrity on 18 Oct 2023. |
| 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.  | A review of the College’s environment and culture was carried out as part of the College’s proposal to establish its new professional doctorate in education. | A review of the research environment and culture was conducted to brief the new visiting professors on their appointment in September 2022. |
| Employment | Adapt induction procedures for research/academic staff | By December 2021 | Ongoing | 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. | We have been successful in extending the contracts for 2 grade 7 Research Fellows 2023-2024. |
| 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. | 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. | Options are still being considered, including short-term sabbaticals during SBW, but the financial pressures as a result of DfE budget cuts have halted 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 as well as Covid-19 related travel restrictions. | Spending on conference attendance and travel has increased during 2022 as more face-to-face conferences have been organised. | Spending on conference attendance and travel has continued to increase during 2023 as more face-to-face conferences have been organised post-Covid. |