

# **Research Staff Forum Update**

10<sup>th</sup> May, 2013

# All about your views!

- Careers in Research Online Survey (CROS)
- Support the Equality Challenge Unit

# Careers in Research Online Survey (CROS)



- Designed to gather the views of research staff in the UK
  - Experiences
  - Employment
  - Career development and career aspirations
- Why?
  - Benchmark UoP performance against national data
  - Celebrate successes
  - Identify and **action** areas for improvement
  - Supports UoP aim: European ‘HR Excellence in Research’
  - Gives a picture of UK situation for research staff
- Many thanks to all who took part in Nov 2011!

# 2011 Results & Actions



- 30% response rate
- Survey highlighted similarities and differences between UoP and national performance
  - Better
    - Inductions
  - Areas for improvement
    - Training provision for research staff
      - Bespoke training & development programme being compiled
    - Equality and Diversity: Fairness & Discrimination
      - Localised issues addressed

# CROS 2013



- Requests sent to all research staff
  - Including research assistants, post docs, fellows
  - Does not include research active lecturers
- Web link to survey:
  - <https://www.survey.bris.ac.uk/portsmouth/cros2013>
- Let's improve on the 2011 response rate
  - The greater the response, the greater the impact!

# Contents

- Careers in Research Online Survey (CROS)
- Support the Equality Challenge Unit

# Equality Challenge Unit



Equality Challenge Unit

Advancing equality and  
diversity in higher education

- Works to further and support equality and diversity for staff and students in higher education across the UK

# Equality Challenge Unit



- Developing a guidance document for universities on how they can support the career development of research staff:
  - highlight the range of initiatives that departments can develop to support researchers who share a particular protected characteristic (age, sex, race etc)
  - offer guidance on how to embed equality and diversity considerations within institutional and departmental practices



# Equality Challenge Unit



- To develop the guidance document - would like to hear responses from black and minority ethnic (BME) researchers regarding:
  1. What policies/practices/procedures (PPPs) within HE are supportive to the career development of BME researchers?
  2. Are there any specific initiatives that have had a positive effect on the career development of BME researchers?
  3. What PPPs within HE are hindering the career development of BME researchers?
  4. How can any PPPs within HE be changed to support the career development of BME researchers?

# Equality Challenge Unit



Equality Challenge Unit

Advancing equality and  
diversity in higher education

- Responses should be directed to:
  - Chris Brill at [chris.brill@ecu.ac.uk](mailto:chris.brill@ecu.ac.uk) or 0207 438 1021

# Summary

- RSF aims to provide a voice to research staff
- Support your RSF by participating in:
  - CROS 2013
  - Provide feedback to the Equality Challenge Unit



Many thanks