

Action Plan and Implementation Stra

Publicising support for welfare	Nov 2018	HR and RA		
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- Ensure researchers are aware of support for their welfare by publicising the availability of departmental and support staff leads, the employee assistance programme, the employee relations and the Researcher Association.

Action Plan update	- In order to communicate to contract researchers that they are valued we will publish 6 monthly updates on the website so that people are aware of the good work that we are doing in line with the Action Plan.	After Research Concordat Working group meeting (every 6 month.1 514.			
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	<p>Supporting contract researchers in applying for Research Funding</p> <ul style="list-style-type: none"> - Promote a workshop specifically for contract researchers interested in writing fellowships. 	July 2019	VPRI/RO	50% of CROS/RA survey respondents feel supported in grant writing	<p>Achieved CROS 2019: 65% are positive about support for writing and submitting a grant proposal Two training events targeted specifically at contract researchers have taken place and were well received. In addition, several speakers referred to funding strategies as part</p> <p>In 2020, a number of face-to-face meetings were held between ECR and Associate Dean of Research to support Fellowship/Grant application writing</p>
	<p>Enhancing the range of development on offer to researchers</p> <ul style="list-style-type: none"> - 				

**Improvement of Probation and
Appraisal system to support**