

- ◁ Within the PIRLS 2019 survey, 61% of responding PIs had attended training to enhance their supervisory, managerial or leadership skills and 92% of these would recommend the courses to other PIs. As part of these courses, themes coming through the CROS survey are highlighted, resulting in a greater understanding of the needs of ECRs. Based on the results obtained by a RA-led focus group on the wider issues of recognition for teaching/supervision, we modified our training for PIs to state, more explicitly, what is expected of a PI with regards to ECR supervision.
- ◁ Representation of ECRs on College committees has expanded. Researchers are now represented in six committees. Sixty percent of ECRs feel that there is now good representation of their involvement regarding decision making (CROS survey), and the RA is publicising upcoming committee meeting dates. Feedback from the RA community is a standing item on every committee meeting.

Principle 3: Professional and Career Development

- ◁ The annual Research Highlights event (co-organised by Research Association and ECRs) continues to be a popular, lively, interactive event. Each year we have had 12 researcher stands and 80-100 visitors. The quality and friendly (but competitive) spirit has increased over the last year. Data for this year are not available as the event had to be cancelled due to the lockdown.

Principle 2: Employment, (and recognition and value)

- ◁ Sustain our attention to recruitment and induction. This includes monitoring for any bias in the recruitment process, which may occur, and continued training in recruitment, unconscious bias and equality and diversity awareness. We will enhance our induction processes by changing our induction with the line manager to be recorded within an online form. This will allow for the monitoring that these inductions have happened and that required activities been undertaken. We will also evaluate feasibility

<ul style="list-style-type: none"> ◁ Enhance career progression and employability of ECR by offering one-to-one mentoring support to ECR wanting to apply for the Gill ◁ Promote applications from ECR to host the LIDo DTP summer research experience placement scheme which is targeted at undergraduates from non-traditional backgrounds and would not normally aspire to undertake a PhD. 	<ul style="list-style-type: none"> ◁ An 25% increase in the number of applications for the Gill Malone funding and the summer studentships applications made through the LIDo DTP by getting those that have hosted students to write about their experience and publish that in a blog / Facebook page or on the RA website, resulting in project with own research ideas within the ECR community.
<ul style="list-style-type: none"> ◁ Ensure robust consideration of support for development and career aspirations by continual review and improvement of probation and appraisal systems and communications. Actions include: bringing the induction/probation system online to enable monitoring and linkage with the appraisal process; amending the appraisal system to ask for more details of past development activity; and creation of a guidance document and framework on career reviews. 	<ul style="list-style-type: none"> ◁ Probation system implemented on-line and proportion of ECRs completing the probationary training and objectives increased to >75% ◁ As a result, completion rate for probation forms and appraisals increased to >75% and ECRs report that they have a career development plan upon appraisal
<ul style="list-style-type: none"> ◁ The activities introduced after the CROS survey are supported by the release of a quarterly RA newsletter on career development. However, it became clear that the production of this newsletter by members of the RA to the ECR community required a huge time commitment. Thus, the newsletter was replaced by a Facebook group maintained by the RA which is both easier to maintain and are more often accessed. RA, in collaboration with the IT Department, will monitor engagement with this Facebook page. 	<ul style="list-style-type: none"> ◁ Adjustment to the alumni network by its promotion on the RA Facebook page to be seen as a useful resource by ECR. This will be monitored through feedback of engagement provided by RA. ◁ Increased number of hits/postings on the webpage, in conjunction with feedback provided by RA in committees regarding topics raised by ECR on this page.