

Promotion and dissemination of the Culture, Employment and Development of Academic Researchers Survey (CEDARS) 2021. The survey received 107 responses and were included within the national aggregate results allowing a benchmarking exercise to take place.

A page on the corporate website which details both the HR in Excellence Award and

Appendix 1	Annual Report – The Concordat to Support the Career Development of Researchers – Detailed activity
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Environment and Culture	<p>Researcher consultation meetings took place on 25/01/21, and 13/10/21 with continued engagement throughout the year. Members are regularly encouraged to extend membership to other researchers, in particular early career researchers. The group will continue to meet twice per year to review actions, progress made, and contribute views and experiences.</p>
	<p>The university ran the Culture, Employment and Development in Academic Research Survey (CEDARS) 2021 in June 2020 and received 107 responses. The institutional results of the survey have been benchmarked against the aggregate results.</p>
	<p>Information sessions on the Researcher Development Concordat are regularly included in Doctoral School events (Doctoral School Induction and Life Beyond the PhD events). Information on the Researcher Development Concordat is also included in Doctoral School induction literature.</p> <p>Continual Researcher Development Concordat promotion to academic research staff via Research and Industrial Partnerships newsletter, HR newsletter and through relevant seminars and events, including a recent Eleanor Glanville Centre-</p>

Wellbeing strategy –

Professional and career development	Life Beyond PhD events run in April 2021 – alumni attended to talk about their own career paths and give advice. Within this series, the Doctoral School promoted schemes such as the EGC Pipeline, and external opportunities with the Brilliant Club. Further events planned for 2022.
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