The University of Worcester received the HR Excellence in Research award in June 2016 based on a gap analysis of its policy, practice and culture against the Concordat to Support the Career Development of Researchers and an associated 2- . In line with the requirements of the award, we have undertaken an evaluation of our progress against the original action plan.   This report summarises our findings and goeal ac3rnw392pio0ss nCarn

New policies and processes for probation, appraisal and promotion have been drafted and are due to be implemented in the remainder of 2018.
New research role descriptors have been developed and are used routinely by PIs and HR
New recruitment processes for externally-funded research posts have been developed seeking to ensure clearer continuity of employment for existing research staff.

New policies and procedures on fixed term contracts developed with associated training; these are currently awaiting approval by our legal team.
New Research Leaders programme delivered for first time in 2017/18(attended by 14 members of research staff representing all Institutes) alongside specific training for PIs (attended by 15 PIs).
Participated in PIRLS for the first time in 2017 with 35% response rate; outcomes fed into research leaders programmes.

Participated in CROS for the first time in 2017 with an excellent 47% response rate; results have fed into updating of our Researcher Development Programme for 18/19.
Tools for researchers to engage in effective training needs analysis developed and made available through our VLE.
Rolled out of a dedicated scheme for researchers in 2017/18 to support their development in learning and teaching and to enable successful application for associate and full fellow of the HEA.
Roll out of a cross-University research mentoring scheme in January 2018.
Established a Research Staff Forum in 2017 to enable networking and sharing of challenges and opportunities as a researcher, however to date attendance has been disappointing.

Appointed a Research & KE Facilitator to support researchers to explore opportunities for Knowledge Exchange, impact development and commercialisation of research.
Developed dedicated ethics training and support for researchers through our VLE.
Updated policies on research integrity to ensure they reflect best practice in the sector.

Reviewed flexible working policy; evidence shows that 96% of flexible working requests were successful over the last 3 years.