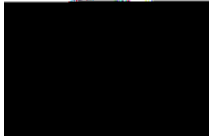


**UCL HR Excellence Award for Researchers Progress Against Original Action Plan to 2015**

<b>Concordat Clause</b>	<b>Descriptor</b>	<b>Action taken</b>	<b>Success measures / progress to date</b>
1.2	Employers should strive to attract excellence and respect diversity (see Principle 6). Recruitment and selection procedures should be informative, transparent and open to all qualified applicants regardless of background.	As part of continuous improvement, the Recruitment and Selection Policy was reviewed and consulted on to make it more streamlined and accessible.	The Recruitment and Selection Policy was approved by the HR Policy Committee.  The impact of this will continue to be reviewed by analysing the recruitment data by nationality, gender and BME to see if there has been an improvement since the policy was updated.



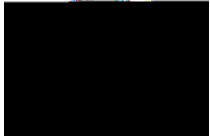


UCL HR Excellence Award for Researchers Progress Against Original Action Plan to 2015			
Concordat Clause	Descriptor	Action taken	Success measures / progress to date

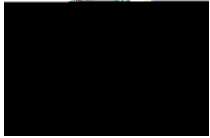
In the academic year 2013 – 2014, training data shows that research staff attended 2,183 training events booked through Organisational Development's Single Training Booking System (STBS), and of these courses Organisational Development and HR provided 796.

Bi Annual Research Staff Conference provided researchers with opportunities to participate in workshop 74-8( b9(a)-6(h)-3( St1(a)-3(tt-6( ))TJETQ2





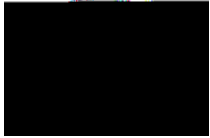
**UCL HR Excellence Award for Researchers Progress**



**UCL HR Excellence Award for Researchers Progress Against Original Action Plan to 2015**

<b>Concordat Clause</b>	<b>Descriptor</b>	<b>Action taken</b>
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**UCL HR Excellence Award for Researchers Progress Against Original Action Plan to 2015**

<b>Concordat Clause</b>	<b>Descriptor</b>	<b>Action taken</b>	<b>Success measures / progress to date</b>
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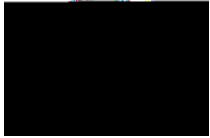
7.2

The signatories agree to run and evaluate CROS and PIRLS survey and act on the data collated.

In 2013, UCL ran "Your Views Really Count", a staff engagement survey for all staff, including researchers. A corporate action plan was developed that addresses the cross cutting organisational issues highlighted. The next survey is due to be run at the end of 2015.

Each Dean, Vice-Provost and Head of Corporate Support Services (now Professional Services) Division has been provided with results for their Faculty or Division. Based on this local survey data, the Provost, on the advice of the Senior Management Team (SMT), agreed that each Faculty, Vice-Provost and Division would identify three areas to celebrate, three areas to improve and three to investigate further and will define clear action plans with improvement





UCL HR Excellence Award for Researchers Progress Against Original Action Plan to 2015			
Concordat Clause	Descriptor	Action taken	Success measures / progress to date
7.5	Under public sector equality schemes, employers are required to monitor equality and diversity indicators for their researchers. This section focuses on the coordination and enhancement of existing information collection and not on the creation of additional data. There is a strong presumption that in implementing the concordat, significant emphasis will be placed on the use of existing data and information sources and on the sharing of good practice between institutions and to provide evidence of its impact.	See point 7.4	See point 7.4