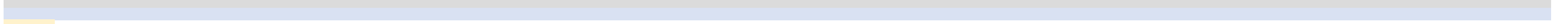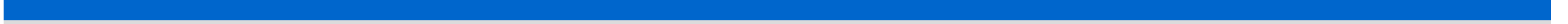ECM4

No specific action required.
University has a flexible working policy that applies to all staff groups, including research staff.

ECM5.1

Participate in the University's *cla ay* across the university to provide a gap analysis and road map towards a stronger institutional culture. Survey to include disaggregated data in relation to research staff.

EI7		

EF1	Include requirements which support the improvement of working conditions for researchers, in relevant funding calls, terms and conditions, grant reporting, and policies	Not applicable
EF2	Review the impact of relevant funding call requirements on researchers' employment, particularly in relation to career progression and lack of job security	Not applicable
EF3	Support institutions to develop policies and frameworks to promote sustainable employment arrangements and enhance job security, and provide opportunities for career progression	Not applicable
EF4	Consider the balance of their relevant funding streams in providing access to research funding and its impact at all career levels	Not applicable

| EM1 | | Participate in the new Academic Leaders Short Programme 2022 to be delivered as part of strategic leadership development training by Organisational Development (OD). | 1. Academic leaders expected to attend the People Management Programme (run annually) from Oct 22.
2. Attendance on Academic Leaders Short Programme 2022 by MoRs monitored by OD and reported to HR and EDI committee by Jan 23. | in accordance with programme delivery cycle from Oct 2022 |
| EM2 | | | | |