

A

RVC Action Plan

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

		Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
		ongoing		Improved perception of role models for all and	
	grants, papers, clinical advancements and teaching awards				

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

Target
timing

Responsible

Success criteria/outcomes

Progress Update
(Dec 2017)

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
			Feb '18		Action plan approved by CEC and published. Actions being monitored by EDC	
3. Develop and enhance the RVC's E&D policy and support framework						

3.1

Broadening the E&D Policy to include policy an

Update policy to reflect the diversity of the RVC and include guidance on transgender staff and students and other under-represented groups

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
						the view to informing transgender policy development.
3.4		Publish Policy to support trans staff and students on the int				

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
--	--	--	---------------	-------------	---------------------------	----------------------------

Red = < 6 months, Amber = 6-12 months, Green = > 12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
		Review ICP/APPP to include a focus on compatibility with models of flexible working	Dec '17	Head of HR Operations	Update the ICP/APPP process if review identifies changes is required.	Barriers have been removed to support part-time workers progressing their careers. ICP's are reviewed to ensure objectives are now aligned to hours of work.

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

Target
timing

Responsible

Success criteria/outcomes

Progress Update

RVC Action Plan

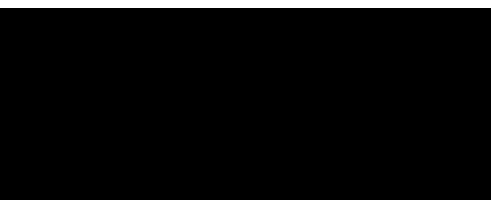
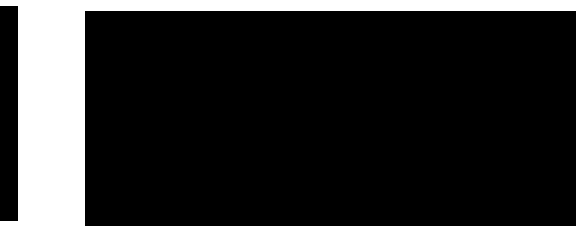
Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
6.3	Formal approach for development of future female leaders	Identify 10 female individuals with leadership potential to participate in management/leadership activity each year. Budgetary allowance to be made to facilitate this. Nominations by HODs or CEC after obtaining individuals permission or by application to a panel. HODs to ensure their workload allows for these activities. A panel to decide on successful candidates	Mar '18	Principal and CEC HoDs	Individuals report benefit of undertaking these activities through training evaluation forms. AS2020 survey shows improved perceptions of diversity at Grades 8&9.	Initial discussions have been held with HoDs, with the view to offering tailored leadership development approaches for individuals. This action will be progressed via Departmental E&D Action Plans.
6.4		Feature those selected				

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
6.7		Review and evaluate current mentoring arrangements including investigating the feasibility of automatic mentor allocation for new staff (at least 2 meetings within probation period)	Mar '19	CEC EDC Chair E&D champions	CEC approves future mentoring arrangements and implementation begins	
6.8		Introduce a buddy system for staff planning extended periods of leave to provide informal support an				



RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
6.10	Improve					

RVC Action Plan

Red = < 6months, Amber = 6-12 months, Green = >12 months

			Target timing	Responsible	Success criteria/outcomes	Progress Update (Dec 2017)
						beyond Senior Lecturer level. Following the consultation, the new procedure for promotion to Reader level and beyond, will be implemented.
8.3	To determine why women are not progressing to senior roles.	Produce data to identify timing of milestones for individuals progressing to senior staff positions and their length of time in the institution, to assess which critical points are causing the 'leak'	Jan '20	EDC	Better information on career progression and mentoring within the institution resulting in an action plan to address the leaky pipeline	
8.4	To ensure that numbers of females eligible for return in the REF assessments increase.	Continue to monitor and encourage gender parity in REF submissio				