



## **The Royal Veterinary College “HR Excellence in Research Award” Two-Year Internal Review**

Award Date: 27 January 2012

Review Date: 24 January 2014

### **Introduction**

In January 2012 The Royal Veterinary College (RVC) was one of only 50 UK HEIs, at that time, to

### **Internal Review Process**

meeting the internal review was agreed and undertak

**Action 2: Create Additional Resources.**

The RVC recognised that an important element of successfully implementing the Concordat was the need to create appropriate and easy to use resources to assist our researchers in their careers. To help achieve this, we have made available case studies highlighting a range of successful researcher careers, offered career development days throughout the year and collected and published

- **Researchers sharing responsibility for their own personal and career development**

We will continue to develop and promote the work of our Researcher Association, including advertising regular events and seminars being run. Through the Researcher Association, we will encourage our researchers to utilise their wider network of contacts for career advice in addition to consulting their Principal Investigator.

- **Equality and Diversity**

To ensure equality of opportunity is promoted in all aspects of researcher recruitment and career management, we will benchmark against national awards, in particular submitting an application for the Athena SWAN Bronze Award. This will focus on what the RVC needs to do to develop women within research roles. In addition, we will raise awareness of flexible working options for researchers, through the Researcher Association.

### **Success Measures**

Our success measures will include:

- Reviewing the data from the CROS and PIRLS surveys in 2015 to see whether improvement has continued;
- Reviewing feedback received from the Researcher Association and implement any necessary actions;
- Reviewing and reporting on the effectiveness of the personal development plan (PDP) as part of the appraisal documentation in order to better support our researchers in their career development and planning;
- More than 85