

Bangor University is a research-intensive institution and research is central to the University and an integral part of our teaching

UCU were also invited to contribute their priorities for the new action plan.

The four



Work has been done during the period to further embed the Concordat in the University and ensure that we consult effectively with researchers. In the Colleges adherence to the principles of the Concordat are included in all the Colleges and Schools Research Committees Terms of Reference.

CROS has run every two years since 2009. The results are reported to RDC Group, Senate and other stakeholders and inform the development of the Concordat Action Plan.

The results of the University Staff Survey run in 2020 has also informed the development of the next Concordat Action Plan.

In order to further develop the y # , the Strategic Concordat Group are committed to ensuring that the new action plan also contributes to enhancing the research environment in the University and meeting the needs of our research staff. u y with the Concordat Action Plan which is;

*To continuously work towards creating a dynamic and supportive research environment that encourages the development of researchers at all career stages and enables them to achieve their full potential. We also aim to create a sustainable and vibrant research community that produces world class quality research, with societal impact.*

The strategic aim of the next 4 years (and the two-year action plan) is to provide robust and comprehensive support for the y to encourage the development of an innovative and dynamic research community. In order to do this the key objectives of the Action Plan are:

a) Ensure that researchers health and wellbeing are promoted and supported within the University's Health and Wellbeing strategies.

See success indicators Action Plan ECI3.

b)

: See success indicators Action Plan ECI3.

a)

S See success indicators EI6 in the Action Plan.

b)

: See success indicators EI2 in the Action Plan.