

# **The Royal Veterinary College “HR Excellence in Research Award” - 10 year review.**

Award Date: 27<sup>th</sup> January 2012; 10 year Review Date: 15<sup>th</sup> September 2022

## **Background**

The Royal Veterinary College (RVC) is a small specialized institution, the UK's largest and longest-established independent veterinary school and is a Member Institution of the University of London. The mission of the RVC is to be a leading international authority in education, clinical care, research, expert opinion, and employment in veterinary and biomedical sciences. The Royal Veterinary College (RVC) have been proud holders of the Research Association (RA). All ECRs are members, and it is run by a committee of six enthusiastic ECRs. This group has been established for many years, is fully embedded into the RVC life, and is part of our internal evaluation process. This process was overseen by the Research Concordat Working Group (RCWG). The terms of reference for this group are to promote the Research Strategy of ECRs within the RVC, and to

and progress and achievements against the 2020-22 action plan, and critically

work is required.

Feedback helped determine progress of our action plan. Researchers' and PIs' feedback through the Culture, Employment and Development in Academic Research Survey, which included additional questions specific to the RVC. The response rate was strong (63%) and the results were reviewed by the RCWG, and appropriate changes were incorporated in the new action plan. The present review is also informed by the progress of the action plan and more widely the working life of ECRs through six monthly and monthly informal meetings between the Chair of RCWG, Human Resources Committee.

## **Progress and reflections on progress**

As our commitment to developing ECRs, and we have made considerable progress, we will continue for the next period. Nevertheless, the COVID pandemic impacted our ability to achieve some of the action plan, particularly within the originally envisaged

Our activities set out in the action plan seemed to impact on a high level of job satisfaction (90%), feeling valued at work (86%) and feeling included in their research environment (91%) within our ECR community. This is significantly higher than the national CEDARS (75%) and gives us confidence that we are gradually enhancing the working lives of our ECRs despite some concerning individual narratives and there being plenty more to do.

### **Environment and Culture**

Promoting awareness of Vitae, the Concordat and the Research Training Framework (ar) 1.91612.8par10 Tw 00



We have a history of working collaboratively and productively and a strong collective commitment to continue to enhance the researcher experience at the RVC.

A key learning point from our previous plan is that with so many actions it has been hard to keep the focus on the most important areas and so plan to highlight the following themes.

**Environment and**