

2023-24 EDI priorities for Department of Department of Metabolism, Digestion and Reproduction

Submitted for October 2023 meeting of the College EDI Forum, by Véronique Azuara

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
1. Tailored support for news/ recently recruited Early-Career PIs	<p>Design a tailored 1-year programme for Early-Career PIs in collaboration with the PFDC and POD: (1) formation/training – knowledge, tools, and reflection, (2) support - healthy approach to productivity/wellbeing, and (3) cohort building – sense of belonging/sharing good practices and experience.</p> <p>Provide clarity to all parties on the expectations and purpose of probation reviews.</p> <p>Assign teaching mentors in addition of “trained” academic advisors.</p> <p>Local “starting buddies” schemes (PIs 3-5 years ahead of the new PIs).</p>	<p>Facilitate the development and integration of new PIs (i.e., lecturers in probation and research fellows).</p> <p>Provide tailored structured support, guidance, and resources to recognise and highlight good practices in leadership and management (skills and mindset).</p> <p>Bridging the divide between PIs and College provision by the PFDC and POD.</p>	<p>HoDs</p> <p>Early-Career Development & Probation Champions on People & Culture Committees</p>	<p>Establish a task group by December 2023 in collaboration with the PFDC and POD.</p> <p>Development and implementation of a probation contract/leaflet for both probationary lecturers and academic advisors.</p> <p>Identify a pool of department teaching mentors.</p> <p>Launch tailored pilot support programme by the end of 2024 across participating FoM departments.</p>	<p>Follow-up survey and interviews to assess the impact of the programme.</p> <p>Improve staff feedback on probation as measured by Staff Survey.</p> <p>Evaluate continued engagement with self-development training in collaboration with the PFDC and POD by end of three years.</p>	

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2. PTO working group	<p>Develop opportunities to support career development.</p> <p>Assign buddies and mentors to new starters</p>	<p>There is no opportunity for promotion within the PTO scale, and as a result it is important to identify opportunities for staff to develop and gain the appropriate skills and expertise to progress to a new role within the organisation.</p>	<p>Department Manager</p> <p>PTO Champion on MDR People & Culture Committee</p>	<p>Identify ways to support staff who are keen to develop, this could be via secondment opportunities, or shadowing staff in existing roles.</p> <p>Develop case studies of staff within the Department indicating how they have progressed within the College.</p> <p>Identify a pool of buddies and individuals who are happy to allow staff to shadow them.</p>	<p>Improve the feedback from PTO staff around their satisfaction in relation to career development opportunities.</p>	
3. ARC implementation	<p>Promote ARC and other POD initiatives.</p> <p>Organise briefing for managers and staff together.</p> <p>Liaise with the POD for impact evaluation.</p>	<p>Increase staff engagement and awareness of support available in the College.</p> <p>Facilitate the PRDP/ARC transition.</p>	<p>ARC Champions on MDR People & Culture Committee</p> <p>Department Comms Officer</p>	<p>Launch of ARC in July 2024.</p> <p>Host ARC presentations at divisional meetings coinciding with the end of PRDP 2022-23 cycle (ongoing).</p> <p>Training planned for all department staff ahead of launch.</p> <p>Analyse ARC pilot running in 2023 to inform comms and best evaluation approach.</p>	<p>Improve staff feedback as measured by Staff Survey.</p> <p>ARC returns to increase to 100%, College average, by end of three years.</p> <p>Evaluate impact on culture of engagement and work satisfaction in collaboration with the POD.</p>	