



Much work has been undertaken to encourage greater participation by researchers in the Performance Development Review Scheme. Bangor's CROS results demonstrated that 73% of staff had received a PDR in the last two years, which is better than the UK average.

A major development has been the introduction of a new senior academic promotion criteria and process. This process was reviewed with the intention of ensuring that the expectations of the University for Staff seeking promotion were clear and that the system was simplified and transparent. A number of researchers have been successful in achieving promotion since the introduction of the new process.

HR reviewed the University's Fixed Term Contract Policy and a question has now been added to the system to ask academic schools why a post is not being made permanent. This encourages the Schools to consider placing staff on permanent contracts and provide a justification regarding why Schools are unable to make a post permanent.

In terms of redeployment, HR developed a comprehensive register of staff on redeployment and now work across the University to identify opportunities for staff. A further enhancement to the redeployment process has been the introduction of a longer lead-in time before the end of the contract so that staff have more time to actively explore redeployment opportunities before the end of the funding period.

A number of senior research managers took part in the Senior Research Leader's Programme for the St David's Day Group in 2013.

Managers are invited to take part in the University's Effective Manager Programme and a number of research managers have attended.

Researcher responsibilities are addressed during recruitment, induction and performance development review. In the CROS survey 93% of staff noted that researchers take ownership of their career development and 61% have a career development plan.

In 2012 Bangor achieved the Athena SWAN University Bronze award.

In the CROS survey 81% of staff agreed that the University is committed to equality and diversity, which is better than the UK average.

Bangor requires that all staff undertake equality training and run a specific course for managers. Researchers and research managers are invited to attend.

Following the results of the University Staff Survey and CROS/PIRLS survey the University has introduced a programme of courses to support staff to manage work pressure and promote wellbeing. This programme has been well received. Also the University has developed a draft academic workload policy and guidelines which will go for broader consultation in June 2014.

The CROS and PIRLS survey were held in the University in 2013 and all relevant