

The Concordat at Leeds

Support for researchers at the University of Leeds

Responsibilities for Professional Services

Find out more about how OD&PL, HR and the E&I Unit are working together to support the implementation of the Concordat at Leeds.



Environment and Culture: Excellent research requires a supportive and inclusive research culture

Ensure relevant policies are inclusive, equitable and transparent, and are well-communicated to researchers and their managers.

Make sure managers of researchers receive training in relation to wellbeing, mental health, equality, diversity and inclusion.

Ensure that researchers and their managers are aware of, and act in accordance with, the highest standards of research integrity.

Promote a healthy working environment that supports researchers' wellbeing and mental health.

Employment: Create and develop conditions that recognise and value researchers' contributions

Demonstrate open, transparent and merit-based recruitment practices to attract excellent researchers, using fair and inclusive selection and appointment practices.

Provide an effective induction, ensuring researchers are integrated into the community and are aware of policies and practices relevant to their position.

Provide clear and transparent merit-based recognition, reward and promotion pathways that recognise the full range of researchers' contributions, and the diversity of personal circumstances.

Seek to improve job security for researchers, for example, through more effective redeployment processes and greater use of open-ended contracts.

Professional and Career Development: Become part of a development culture

Continue to provide opportunities and support for researchers to engage in a minimum of 10 days' professional development, whilst recognising that researchers will pursue careers across a wide range of employment sectors.

Provide training, structured support, and time for managers to engage in meaningful career development reviews with their researchers.

Find out more at: researchersupport.leeds.ac.uk/the-concordat