

## Support for our researchers

The University is fully committed to supporting its researchers at all stages of their careers. This commitment is most clearly reflected in our success in achieving the HR Excellence in Research.

In June 2016, the University of Worcester was awarded the European Commission's HR Excellence in Research Award. The award recognises an institution's progress towards a high quality research environment for research staff and postgraduate researchers. In order to obtain the award, we engaged in an analysis of our practice against the principles set out in the [Concordat to support the Career Development of Researchers](#) and developed an implementation plan to address gaps that emerged in this analysis. You can find the gap analysis and associated implementation plan by clicking on this [link](#).

It has a dedicated Researcher Development Team that provides a programme of modules, workshops and online courses for research students and staff. The programme is closely aligned to Vitae's [Researcher Development Framework](#) and offers a wide range of development opportunities. This Team works closely with the [Graduate Research School](#) in providing training and support for Research Degree Supervisors and Examiners.

The University's Research Office supports staff and research students in finding and bidding for research funding as well as managing the University's research governance processes.

The University wishes to ensure that all its researchers reach their potential. It is therefore a member of [Athena Swan](#) and is committed to working towards the achievement of the [Athena SWAN Charter's aims](#); the advancement and promotion of the careers of women in science, technology, engineering, mathematics and medicine (STEMM) in higher education and research, and the achievement of a significant increase in the number of women recruited to top posts.

The University is also fully engaged with Vitae's [Every Researcher Counts](#) initiative and provides support and training for its research leaders and managers to improve the understanding of equality and diversity issues in research.

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HR EXCELLENCE IN RESEARCH

