

24th April 2019

Dear colleagues,

Sub: REF 2021 Code of Practice: Consultation Exercise

For the REF 2021 submission, all institutions intending to take part must develop and implement a code of practice on the fair and transparent identification of staff and outputs and submit the same to the funding bodies' equality and diversity advisory panel for approval. The funding bodies have provided institutions with detailed guidance to help ensure that codes and the associated practices they embody are lawful and in accordance with the University's duties under the Equality Act 2010. Our code of practice has been developed by a small working group of senior colleagues led by me as Chair of the University's Research Committee, with input from Personnel team. Before submitting our code of practice we're seeking comments and feedback from colleagues on the current draft which is now available to Liverpool Hope staff community for consultation. We took as a basis our Research and Scholarship Development Plan 2020 (written in 2006; revised and approved by the Senate in 2009 and 2014) which has been used successfully in the University's preparations and submission for REF 2014 and for preparation for the forthcoming REF, taking account of the learning from the previous exercise as well as from our regular Stocktake/Review Exercise, and adapting our policies and procedures to the requirements of REF 2021.

The consultation period is between **Monday 29th April and Friday 17th May 2019 (12 noon)**. If you do have comments or questions to convey to the working group concerning the approaches detailed within this document (a summary of consultation questions is also included with this letter), please email me on atulya.nagar@hope.ac.uk or Theresa Lewin on lewint@hope.ac.uk.

The University will submit its code of practice to the funding bodies for approval by **midday on Friday 7th June 2019**. Thank you in advance for your consideration of this document.

Best wishes and regards.

Yours Sincerely,



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Professor of Mathematical Sciences,

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