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26th November 2019

FAO Chair of the Concordat Strategy Group

Letter of Commitment to the Concordat to Support the Career Development of Researchers

I Professor Steve Bradley, Interim Vice-Chancellor, on behalf of Lancaster University, confirm our commitment to the Concordat to Support the Career Development of Researchers

Lancaster University fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

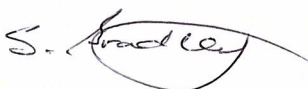
Lancaster's Strategic Plan and Our People Strategy set out goals and priorities to conduct excellent research within an environment which nurtures and cultivates its staff, encouraging them to fulfil their career ambitions. Lancaster is immensely proud to have attracted a critical mass of highly talented research staff, whose contributions are vital to our success as a world-class research institution.

Our vision is for a fully integrated research community within which our exemplary research staff are provided equally exemplary opportunities to contribute, develop and progress. In recognising the key role of research staff, Lancaster University will:

- Nurture research staff individually and as a key cohort within the wider multi-disciplinary research community
- Foster an institutional research culture that is inclusive and respectful
- Acknowledge and amplify the contribution that Lancaster's research staff make to world-class research

We agree to work collectively and engage with initiatives to address systemic challenges in progressing towards a UK research system where researchers work in healthy and supportive environments. We agree that researchers should be recognised and valued for their contributions in research and beyond, supported in their professional and career development, and equipped and empowered to succeed in their chosen careers.

Yours sincerely,



Professor Steve Bradley
Interim Vice-Chancellor

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