**YOU SAID, WE LISTENED**

**SRR Status**

*You Said:*

The University SRR (Significantly Responsible for Research) criteria should be reconsidered and widely consulted on early in the next REF cycle. This should include clear principles and guidance for any future REF Code of Practice and more could be done to regularly inform all staff of REF and University criteria including what SRR status means for the individual and how they can work towards it.

*We Listened:*

As we enter a new REF cycle, we are awaiting the outcomes of a sector-wide consultation on the shape of a future exercise. As such, the exact criteria and format of the next REF exercise is still to be determined. The REF team will however ensure that all stages of the process are communicated and that wide and inclusive internal consultation takes place regarding any future REF criteria. The REF team will ensure future consultation considers how SRR decisions occur in practice and how the team can support SRR communication and conversations.

**Outputs**

*You Said:*

The REF criteria, scoring and selection processes should be clearly communicated to staff. There is a need for improved guidance on the scoring process supported by regular training.

*We Listened:*

The REF team have established a specialist working group to review the institutional scoring process at ENU, and explore how training can be rolled out and how it can best address the needs of all academics and researchers at various levels. The REF team will ensure that there is regular communication on scoring and selection.

**Communication**

*You said:*

Clear, early, regular and direct communication should be provided, including targeted communications to specific groups of staff such as Early Career Researchers, Research-only staff and Postgraduate Researchers in the next REF cycle.

*We Listened:*

The REF team has created a communication strategy and will be developing a quarterly newsletter to highlight any changes to the REF exercise, as well as activities that are happening internally and what training is available. The communication strategy aims to recognise all potential stakeholder groups, including Professional Service colleagues

**Creative Researchers**

*You said:*

An artistic research working group should be set up to explore an agreed University definition of ‘Artistic Research’ in relation to REF. How artistic research is celebrated, supported and recorded should also be explored.

*We listened:*

The REF team will work with the School of Arts and Creative Industries to build and support an ‘Artistic Research’ community and develop how the research can be ‘showcased’. Although led by SACI, the membership of the group will include representation from research areas across the entire University.

**Impact**

*You Said:*

Early and consistent support for impact should be provided across the University. Support should include clear impact guidance for all researchers and a clear set of principles for impact case study identification and selection for the next REF cycle.

*We Listened:*

The REF team will create a strategy to ensure there is more consistent support for developing impact including guidance and training. The REF team will work with schools to create in-school and University-wide opportunities to discuss impact and develop transparent processes for identification and selection for future REF impact case studies.

**Environment**

*You Said:*

More direct administrative support is needed to identify and collect key data for the research environment   
  
This could include improved communication to highlight the importance of the research environment component of REF and tracking our successes throughout the period.

*We Listened:*

The REF team have created an Environment workstream and will be working with key stakeholders to explore ways to strengthen our environment, including strategy, processes, policies, principles, data collection, and evidencing positive outcomes as a result of our environmental / cultural inputs. All outcomes will be communicated to staff.   
The team is also conducting an analysis of submitted REF2021 Environment statements from the sector to establish what good looks like.