

Theme	Objective	Ref	Action	Measure	ARU Strategy		
					Education	Research & Innovation	Operating
Visibility	Showcase the diversity of our technical community within the University and external to the institute.	1.1	With the help of ARU's Marketing team, develop the dedicated Technical Services external webpage, giving technical staff opportunities to showcase their work and promote achievements, along with showing ARU's action plan and pledge to the commitment.	TC Coordinator(s) to monitor the website every 6 months and lobby technical staff to engage and showcase their roles.			✓
		1.2	Ensure that students and ARU staff have increased awareness and appreciation of technical roles by running a campaign across the University to showcase technical skills, using the data from the NTDC skills survey.	We have the approval of People and Culture Executive Group (P&CEG) to run this campaign. TC Coordinator(s) to analyse data and liaise with appropriate colleagues (e.g. marketing) to produce various materials (e.g. screen displays, posters etc around the university).			✓
	Aid technical staff engagement in ARU's Technician Commitment by creating a more cohesive community.	1.3	Run an ARU technical conference to disseminate both internal and sector wide information.	At least one event during 36 months span of the action plan.			✓
		1.4	Explore running a 'Tech Meet' activity day where staff can engage with activities related to specialist areas/roles.	At least one event during 36 months span of the action plan.			✓
		1.5	Continue to disseminate information and opportunities to the technical community via various means e.g. Teams, email, the Heron (internal website).	Rolling communication throughout the span of the action plan.			✓
		1.6	Arrange a meet and greet day at Writtle University College by members of the TCSG to disseminate information about ARU's Technician Commitment to help ensure Writtle technical staff inclusion.	At least one event early 2024 during the merger and another 6 - 12 months later as a follow up.			✓

Visibility	Helping to shape and inform our future and ensuring the technical voice is heard across ARU.	1.7	Continue our work to ensure technical representation on senior strategic planning programmes, and school/faculty level committees and boards.	Named technical representation on groups such as (but not limited to) EDI, Athena Swan, Technician Commitment Steering Group (TCSG) and regular updates to People & Culture (P&CEG) throughout the span of the action plan.			II
	Ensuring the diversity and disparate nature of the technical role is visible within the institute.	1.8	Work with HR to improve the reporting functionality for technical staff at ARU ensuring that data can more easily be separated from other non-academic staff.	TC Coordinators to work with HR and comment on functionality. TC Coordinators to ask for annual reports to ensure technical staff lists are periodically reviewed and new staff/leavers are recorded and included on comms.			✓

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Recognition	Ensuring technical staff are formally recognised and included.	2.1	Explore ways to fund and promote Professional Registration, making it attractive for technical staff.	TC Coordinators to raise at TCSG meetings and P&CEG.			✓
		2.2	Explore ways to ensure that technical staff are eligible to be nominated for Vice Chancellor awards within the Outstanding Research and Innovation category to formally recognise contributions made to this area and help to ensure research culture at ARU is inclusive (note Technical staff are currently eligible to be nominated for the Outstanding Professional and Excellent Education awards only).	TC Coordinators to raise at TCSG meetings and P&CEG.		✓	✓
		2.3	Explore having a technical representative on any outreach/widening participation groups within the university to highlight the positive contribution technical staff can bring to the university's outreach/widening participation work.	TC Coordinators to raise at TCSG meetings to determine appropriate contacts and will lobby the technical community to encourage involvement.			✓

Recognition	Develop an inclusive research culture.	2.4	Working with ARU's Research and Development Innovation Office (RIDO), explore establishment of a fair attribution policy at ARU to ensure technical staff are formally recognised on research outputs.	TC Coordinators to work with RIDO to draft a policy.		✓	✓
		2.5	Promote the inclusion of technical staff as members of research teams/investigators in their own right including the encouragement of research funding applications (internal and external) and support for technical inclusion in ARU's REF submission where appropriate. Encourage the use of inclusive language (such as using the term 'researcher' rather than 'academic staff'/specifically mentioning technical staff eligibility).	TC Coordinators to raise at TCSG and work with RIDO and Athena Swan institutional group to ensure the research culture at ARU is inclusive. Linked to Athena Swan Institutional action point 5.3: <i>Reflect on decisions for REF2029 in terms of people, culture, and environment and take appropriate steps to embed best practice.</i>		✓	
	Develop an inclusive teaching culture.	2.6	Where relevant and appropriate, technical colleagues to be included in curriculum development and acknowledged appropriately on University TEF applications for any contributions made to teaching and education.	TC Coordinator(s) to contact Pro Vice-Chancellor for Education Enhancement.	✓		
		2.7	Explore utilising technical staff specialist skills on and have technical staff input on curriculum development of relevant degree apprenticeships where appropriate, with appropriate acknowledgement for contributions.		✓		

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Career Development	Address the lack of career opportunities including lack of roles above a grade 6 and the inconsistent reporting structure for technical staff within ARU.	3.1	Develop career opportunities by continuing to work with HR to ensure clearly defined career pathways for technical staff. For example by providing clear specialist research/teaching routes as well as managerial. This will help to ensure that technical staff are appropriately rewarded, remunerated and developed.	Regular meetings (at least one every quarter) with the steering group that's been set up to work on this. Link in to Athena Swan measure of success in AP 5.1.b: <i>Launch Technical Staff Career Development Framework in 2024.</i> AND	✓	✓	✓
		3.2	With HR, explore ways to establish a cross-University Technical Structure, helping to ensure consistent and clearly defined career routes with associated development opportunities.	<i>Increase in positive responses to Staff Survey question "I believe I can fulfil my career aspirations at ARU" by 3% annually from 2024. To increase from 45% 2022 baseline to 60% in 2029.</i>			✓
	Address the finding from the Technical Skills survey of a lack of female and ethnically diverse technical staff at higher job grades.	3.3	Working with ARU's Equality, Diversity and Inclusion Steering Group, Institutional Athena Swan, Women's Network and Race Equality Charter to explore ways to increase female and ethnically diverse representation across the higher technical grades.	Technical rep on the groups to highlight this issue and raise and work with the various networks. Success can also be measured by inclusion on any campaigns such as International Women's Day. Link in to Athena Swan measure of success action point 5.1.b: <i>Increase of women in Grade 6 technical roles from 0% in 2023 to 7.5% in 2026 and 15% in 2029.</i> AND <i>Monitor gender balance in any future potential Grade 7-8 technical roles that may arise from the Technical Career Development Framework.</i>			✓

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Sustainability	Address the finding from the Technical Skills survey highlighting underrepresentation of young people (men in particular) in technical roles at ARU.	4.1	We will explore ways to encourage people from a range of backgrounds to consider a technical career for example by engaging in the outreach/widening participation work of the university with a focus on technical careers.	TC Coordinators to raise at TCSG meetings to determine appropriate contacts and will lobby the technical community to encourage involvement.			✓
	Understand why technical staff leave.	4.2	Assess exit interview data.	TC Coordinators to work with HR annually to assess reasons why technical staff leave.			✓