



The  
University  
Of  
Sheffield.

 Ref. Ares(2018)2086300 - 19/04/2018

Office  
Of  
The  
Vice-President.

Professor Dave Petley  
Vice-President for Research & Innovation  
Office of the Vice-Presidents'  
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14 March 2018

Dr. Irmela BRACH  
Senior Policy Officer

European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
Open Science and ERA Policy

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Dear Dr. Irmela BRACH

**Intention to apply for an HR Excellence in Research Award**

I write on behalf of the University of Sheffield to notify you of our commitment to implementing the EU's Human Resources Strategy for Researchers (HRS4R) and applying directly for an HR Excellence in Research Award.

At the University of Sheffield we are committed to creating a remarkable place to work and study. We truly believe that, in order to do this, we need to continue to focus on building inclusive teams, and creating an environment where everyone is welcomed, and can flourish and succeed.

We have previously driven change in our practices by implementing the principles of the UK Concordat to Support the Career Development of Researchers. For the last six years, we have participated in the UK (Vitae-led) process for HR Excellence in Research, having continuing recognition since 2012.

We have made considerable progress since 2012, with the UK Concordat principles acting as a vehicle to consolidate and drive forward our work. To ensure continuous engagement with decision makers to effect culture change, we have two dedicated committees whose foci are research staff and research students, reporting to our University-level Research & Innovation Committee.

In tandem with this work, we are committed to the UK Athena SWAN charter and are this year re-submitting for a Silver Award at University level. Twenty-three University of Sheffield departments have individual recognition and five more departments are applying this year.

We recognise however that there is always more to do and so we now wish to participate in the European process (mapping against the Charter and Code, rather than the UK Concordat) and intend to submit for review a fresh gap analysis and action plan to ensure continuous enhancement and greater capacity amongst researchers at all levels.

Should you require any further information from us while we are completing our internal analysis, please do not hesitate to get in touch with our Researcher Development Team Leader, Bryony Portsmouth (b.portsmouth@sheffield.ac.uk).

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'D. D. Petley', with a large, stylized flourish extending from the end of the signature.

Professor Dave Petley  
Vice-President for Research & Innovation