

Code of Practice

Institution name: Royal Academy of Music

Date of submission: 11 May 2026

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Glossary of abbreviations:

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Royal Academy of Music	Academy
Research Excellence Framework	REF
Quality Related	QR
Code of Practice	CoP
Significant Responsibility for Research	SRR
Early career researchers	ECRs
Institutional level	IL
Unit level	UL
Unit of Assessment	UoA
Research Assessment Exercise	RAE
Strategy, People and Research Environment	SPRE
Higher Education Statistics Agency	HESA
Contribution to Knowledge and Understanding	CKU
Equality Impact Assessment	EIA
Artificial Intelligence	AI
UK Research and Innovation	UKRI
Human Resources	HR
Higher Education Institutions	HEIs
Not Traditionally submitted Outputs	NTOs
Research Catalogue	RC
People, Culture and Environment	PCE
UK Research Integrity Office	UKRIO
Higher Education	HE
Responsible Research Assessment	RRA
San Francisco Declaration on Research Assessment	DORA
Coalition for Advancing Research Assessment	CoARA
Research Independence	RI

Part 1: Introduction

1.1 Overview

1.1.1 Institutional context

The Royal Academy of Music (Academy) will make a submission to the Research Excellence Framework (REF) 2029. The REF is designed to assess how well organisations are supporting research excellence. Its outcomes inform the Quality Related (QR) research funding that an institution will receive to support future research activity. This Code of Practice (CoP) sets out the approach that the Academy is taking in preparation for REF 2029 to optimise its submission. It has been drafted for a wide target audience, ranging from internal staff to REF assessors.

The Academy is a small, single-subject institution specialising in the professional training of musicians at undergraduate and postgraduate levels. In a music profession increasingly characterised by diverse ‘portfolio’ careers, most academic staff are active musical performers or composers outside of the Academy and have part-time ‘teaching only’ contracts that complement their busy industry practice. Only a small number of academic staff, approximately 30 individuals, have ‘teaching and research’ contracts with Significant Responsibility for Research (SRR), which vary from fractional to full-time. The Academy’s SRR staff profile, and the way in which its research unit sits as a subcomponent of music-making in a teaching-intensive and practice-led institutional context, is therefore significantly different to that of large multidiscipline universities. Music departments within universities operate with significantly different economies, missions and ethos to the Academy. Other conservatoires, although they may include disciplines beyond music, are still a closer match to the Academy in terms of structure.

Research at the Academy is focused on the interrogation of musical creativity. This takes many forms, but a common thread running through our work is the interaction of performers, composers and scholars. The Academy has a strongly collaborative culture between staff, students and external partners, with an established doctoral programme. By sustaining a dialogue between all members of our community, we aim to re-evaluate and build on musical heritage and performance traditions. Developed from specialisms in performance, composition and musicology, the outcomes of our research take many different forms, including compositions, performance materials, public performances, new instrumental technologies, recordings, broadcasts, websites, exhibitions, and other types of public advocacy for innovative practice, as well as books and scholarly articles.

Within this milieu, the Academy encourages ‘teaching only’ staff to connect with its research, and those who are undertaking significant research may formally develop

their research interests via movement onto 'teaching and research' contracts with SRR. Transferal between 'teaching only' and 'teaching and research' provides a route for career progression and advancement through engagement with research activity. This transferal process is distinct from but feeds into REF, underpinning the Academy's contractual approach to REF 2029 eligibility criteria.

All REF 2029 processes will be centralised through the Academy's Research Office, an administrative and managerial support function for the research environment run by two full-time professional services staff. For this small team, REF work represents an element of broader research support services and activity. The Academy does not currently have the resources to appoint REF specific job roles. Instead, REF acts as a helpful internal driver for the wider strategic planning of research and its integration within institutional operations. This work is led by the Research Management Team, comprising the Deputy Principal, who is the Director of Research, plus two senior researchers, in collaboration with the Research Office. The Academy's overall research management configuration is therefore also significantly different to that of large multidiscipline universities, with a narrow gap in managerial structures and a comparatively limited team infrastructure. This structure nevertheless fosters agility and creativity in the formation of a thriving artistic research environment.

A broad overview of the Academy's unique institutional context is important for understanding how this CoP has been created, through an iterative process based on robust, transparent, equitable and inclusive principles that have been developed for the distinct research environment and responsibilities of its staff. A key priority of the CoP is developing an approach that ensures no prejudice or discrimination within the size and scope of the unit. The Academy is committed to upholding principles of Belonging (see 1.3.1) in all aspects of research across the organisation involving staff and/or students, in a setting of widely varying employment models, workloads and professional activities. Particular consideration is given regarding early career researchers (ECRs) and those on part-time or fixed-term contracts. In fostering a research ecosystem that ensures equal opportunity, our institutional context must be understood and measured with its differences to other academic settings placed fairly into perspective.

Because of the Academy's small size and monotechnic mission, where the institutional level (IL) and the unit or disciplinary level (UL) are one and the same, and because staff typically undertake research within the same broad musical subject area, the intention is to submit to a single Unit of Assessment (UoA): 'Main Panel D, Subpanel 33: Music, Drama, Dance, Performing Arts, Film and Screen Studies', as in the Research Assessment Exercise (RAE) 2008 and REF 2014 and 2021.

All procedures for identifying REF eligible staff and selecting outputs are aligned with the published 2029 *Guidance* resources, developed holistically and organically over the current REF cycle. Indeed, the narrative of this CoP will necessarily introduce aspects of the Academy's Strategy, People and Research Environment (SPRE) statement – to be addressed more fully there – as its approach is inextricably tied to major developments in institutional research governance since the last REF exercise.

1.1.2 Key changes for the REF 2029 Code of Practice (CoP)

The structure of this CoP adheres closely to the 2029 template provided by Research England to ensure that the Academy meets all requirements of the CoP exercise. It retains substantial elements of the Academy's REF 2021 CoP that remain current and relevant. However, there are two key updated aspects to consider for 2029.

First is the REF volume measure, a calculation used to determine the number of outputs and impact case studies that a given institution is required to submit. It ensures that the size and scale of an institution's submission align with its research capacity, proportionate to the number of research-active staff. For previous exercises, institutions compiled their own list of research-active staff using 'Category A' eligibility criteria based on a census date. However, for REF 2029, the volume measure will be calculated through the Higher Education Statistics Agency's (HESA) Staff Record, a list of all staff employed at the Academy in a given academic year between 1 August and 31 July. Within this Staff Record list, the subgroup that have an 'eligible employment relationship', countable as part of the REF volume measure, are those on 'teaching and research' contracts. (The Academy does not currently employ on 'research only' contracts). REF then requires institutions to indicate where contract holders have SRR, for inclusion in the volume measure calculation. All 'teaching and research' contracts at the Academy *de facto* have SRR (see 1.2.1 and Part 2).

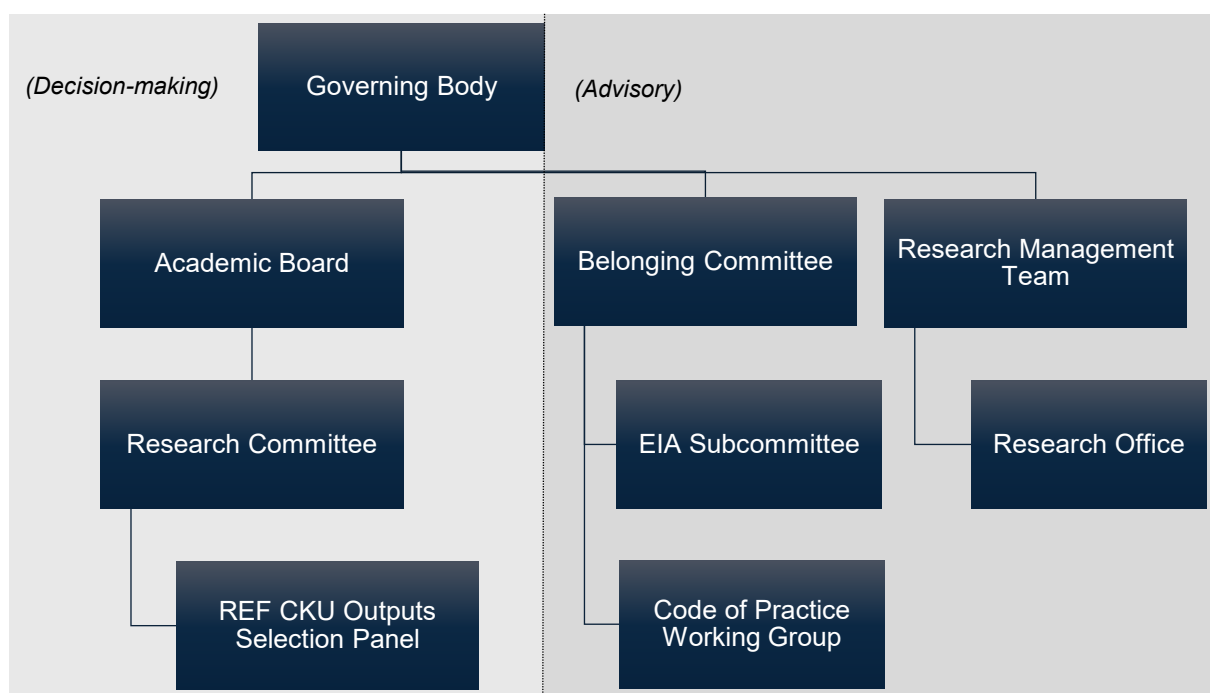
Second is the REF guidance on Contribution to Knowledge and Understanding (CKU), which informs how institutions design their selection process for research output submission. Unlike previous exercises, researchers and their outputs are 'decoupled' for REF 2029. This means that the Academy is not required to submit outputs from every single member of staff who is included in our volume measure. The Academy could also choose to submit research outputs from staff who are not part of the volume measure, under the exclusions and exceptional circumstances criteria (see 5.1.1). (In large multidiscipline universities 'decoupling' also has implications for the assignment of contracts to UoAs, but this change does not significantly impact the Academy given our intention to submit only to 'Main Panel D, Subpanel 33: Music, Drama, Dance, Performing Arts, Film and Screen Studies'.)

This CoP must therefore clearly explain how the Academy will make decisions about the way its REF 2029 volume measure is constituted (see 1.2.1 and Part 2) and how it will select outputs for submission (see Part 5).

1.1.3 Roles and responsibilities

CoP drafting is the result of ongoing practices of consultation, revision and reflection by the below groups involved in the REF process, proportionate to the Academy's size and scope:

- Governing Body [decision-making]
- Academic Board [decision-making]
- Research Committee [decision-making]
- REF CKU Outputs Selection Panel [decision-making]
- Belonging Committee [advisory]
- EIA Subcommittee [advisory]
- CoP Working Group [advisory]
- Research Management Team [advisory]
- Research Office [advisory]



The Academy has not appointed a REF steering or advisory group. This is to prevent excessive workloads and reduce burden, and also in recognition of the small pool of potential researchers who could participate (many of whom will form part of the REF CKU Outputs Selection Panel). Instead, the Research Office has led the CoP

drafting work, consulting directly with the above groups to craft a document that reliably reflects the conditions of Academy research staff. The Research Manager is currently an elected member of Governing Body, the Academy's principal financial, business and legal approval authority, fostering particularly effective communication for the oversight of REF preparations.

The CoP is designed to be readable and accessible by all as a window to understanding the REF process. Artificial Intelligence (AI) has not been used at any stage in its drafting and creation, though the Academy recognises UK Research and Innovation's (UKRI) guidance on generative AI in application and assessment policy (see Appendix A). Decision-making bodies will adhere to the CoP as the Academy seeks to guarantee equality of opportunity and consistency for the inclusion of eligible staff within its REF 2029 submission.

1.2 CoP principles

1.2.1 Robustness: how this CoP was developed

This section details the Academy's approach to, and timeline for, developing its CoP in line with the REF principle of *robustness*. A summary version of the timeline is provided in the appendices (see Appendix B).

Strategy formation

Preparations for and the submission to REF 2021 provided the starting point for approaching REF 2029. Over the course of the current REF cycle, evolution of the Academy's research environment has been underpinned by insights from the last exercise, informing institutional policy and galvanising internal enhancements to research support.

An updated *Research Strategy* (see Appendix C) was developed in 2023 in response to panel feedback from REF 2021, analysis undertaken by a working group of Research Committee in September 2022, and the Academy's 2023-2026 *Strategic Plan* (see Appendix D). Concurrently, a Research Office was established in April 2023 to begin actioning the *Research Strategy* and deliver strategic aims.

Volume measure analysis

Following a period of institutional embedding for the Research Office in 2024, a review of job descriptions for all staff who took part in REF 2021 was undertaken in early 2025 to analyse the Academy's volume measure. The Academy's institutional review of volume measure was consultative, involving the Research Office, Research Management Team, Human Resources (HR) and researchers, to provide a benchmark for identifying the current body of researchers who understand that an expectation of their job role is to undertake self-directed, independent research

activity. Explicit time and resources are contractually made available to such staff with SRR to undertake research.

The Academy's pool of staff with SRR in contract has remained largely consistent over the current REF cycle, with little portability. The Academy has and will continue to appoint staff to roles which have SRR embedded within the job description because research is an integral part of the substantive role (such as lectureships or those with academic responsibilities for Postgraduate Programmes). For all those staff, an updated 'Research Activity' clause identifying SRR was shared, and any updated wording incorporated into individual job descriptions for contractual clarity. This review process allowed time for staff questions and reflection via line managers. Once agreed, the 'Research Activity' clause defining SRR was added to the HR file and job descriptions of staff included in REF 2021, or for new staff recruited to roles with SRR embedded during the current REF period, to affirm researchers' understanding.

The resulting position is one of explicit contractual clarity: those with SRR ('teaching and research') in their job description contribute to the Academy's REF volume measure and those without SRR ('teaching only') do not. If a staff member holds multiple academic contracts covering different aspects of their work for the Academy, SRR applies across all academic contractual components and will be included in the volume measure: Academy staff cannot simultaneously hold one REF eligible academic contract ('teaching and research') and one non-REF eligible academic contract ('teaching only'), because SRR applies to the entirety.

SRR transferal mechanism

Previous REF eligibility or previous research activity does not automatically mean inclusion in the current REF cycle, however. The Academy also recognises that in addition to its body of staff appointed to SRR roles, there are some 'teaching only' staff who undertake research but for whom SRR is not contractual. A research environment with widely varying employment models, workloads and professional activities is not unusual in the conservatoire sector, reflecting the ebbs and flows of creative musical lives vis-à-vis staff responsibilities. To enable 'teaching only' staff whose substantive roles do not feature SRR to develop their research careers, in the current REF cycle the Academy developed a transferal mechanism for movement from 'teaching only' to 'teaching and research' contracts with SRR.

The 'call for recognition and support of research' application process became operational in October 2025. Appeals against decisions about SRR can be made as part of the process, where there is clear evidence of procedural irregularity, including evidence of discrimination in relation to protected characteristics, or a mistake.

CoP Working Group

A CoP Working Group was formed to consult on the SRR transferal mechanism, to collaborate with the Research Office in preparing this CoP, and to consider REF 2029 eligibility criteria. Membership of the CoP Working Group is designed to be inclusive by containing staff representatives who are REF eligible and others who are not:

- Chair – 1 member of the Research Office
- Deputy Chair/Secretary – 1 member of the Research Office
- 1 person from HR
- 1 person from Academic Studies
- 1 research-active person who was not included in the last REF
- 1 composer and/or ECR

Given the small team infrastructures for research at the Academy, the Research Management Team is not represented on the CoP Working Group, to provide separation from the proposed constitution and operation of the REF CKU Outputs Selection Panel (see Part 5).

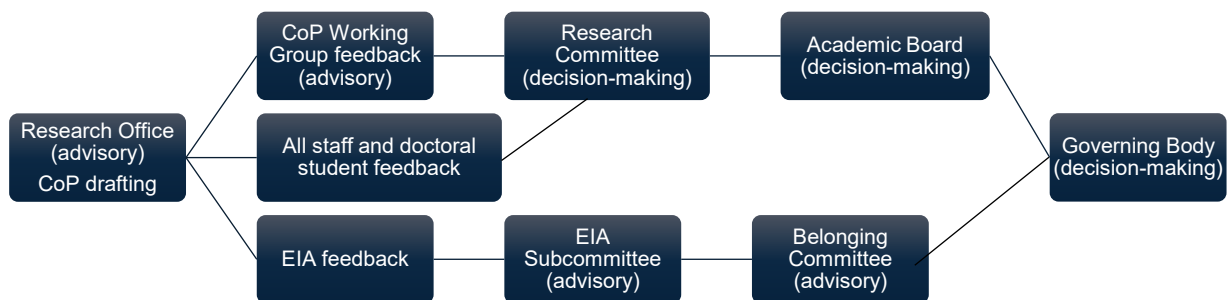
The CoP Working Group met in July 2025 to discuss how to design the SRR transferal mechanism. Staff insights were incorporated into the proposed 'call for recognition and support of research' process, which underwent an Equality Impact Assessment (EIA) in September 2025 (see Appendix 1) and was put before Research Committee and Belonging Committee in autumn term 2025. A ministerial pause to REF took place from 5 September to 10 December 2025. The CoP Working Group therefore reconvened in February 2026 to consider the first draft of this CoP.

Feedback was incorporated and the CoP was submitted as a second draft for an EIA in March 2026. The CoP Working Group met finally in April 2026 to reflect upon changes made in response to recommendations and an EIA was completed for the CoP draft 3. The complete EIA process has spanned all three drafts of the CoP as an iterative approach, collated into a single EIA document (see Appendix 2).

Other feedback

In tandem with targeted feedback from the CoP Working Group, wider feedback from all staff and doctoral students was invited in spring term 2026, through a Microsoft Form accessible in email communications or via the Research Office SharePoint site (see 1.2.2). The CoP was shared with Research Committee, Belonging Committee, Academic Board and Governing Body, for approval by the 11 to 15 May 2026 CoP submission window.

A robust oversight structure is created through the below consultative mechanisms and processes:



The Academy has engaged with and will continue to consult Conservatoires UK (CUK), the University of London (UoL) REF Federal Forum, and the UoL Practice Research Group in the development of its CoP, promoting a collaborative and collegial research culture in its research management and professional services activities as well as its research.

1.2.2 Transparency: how this CoP is communicated

This section outlines the various modes of communication used by the Academy to both communicate the CoP and seek feedback on it, in line with the REF principle of *transparency*:

- The Research Office SharePoint, an internal intranet site accessible to all staff and students which includes explanatory material about the REF exercise;
- All-staff email communications to institutional email addresses;
- Signposting in termly Research Office newsletters, sent to all staff and students;
- Reminders at termly Research Office training events (particularly aimed at those less electronically connected) for staff and doctoral students;
- Advertisement at formal meetings including committees, boards and townhalls;
- Informal reminders during Research Office one-to-one meetings with staff and doctoral students;
- Through direct contact with researchoffice@ram.ac.uk;
- For absent staff, including those on maternity leave, HR will send an email and hard copy to their home address and line managers will be asked to discuss the CoP with them where appropriate, without impinging on their time off.

The CoP has undergone three draft versions. The deadline for all feedback was the end of spring term 2026, to allow the Research Office time to prepare the third and final draft following Committee scrutiny.

The finalised CoP will appear externally on the REF 2029 website along with other participating Higher Education Institutions (HEIs). It will also be published on the Research area of the Academy's website (see Appendix E). Internally, it will be emailed directly to all staff and doctoral students, and the final version plus all earlier drafts uploaded to the REF 2029 area of the Research Office SharePoint site.

The CoP is digitally accessible as a PDF, but alternative formats can be provided by directly contacting the Research Office (researchoffice@ram.ac.uk) who will arrange appropriate provision. Every effort has been made to ensure ease of understanding, with explanatory emails about each stage of the CoP drafting and consultation process.

1.2.3 Equity and inclusion

This section explains how the development of this CoP will ensure that equality, diversity and inclusion (EDI) considerations frame the Academy's decision-making processes for REF 2029.

Diversity of people

Institutional processes for REF eligibility at the Academy are based on the contractual expectations of staff, not on their research outputs. Those with SRR in their job description ('teaching and research') are contractually expected to contribute to REF and those without SRR are not ('teaching only'). SRR status is normally considered ongoing for staff in job roles where the expectation to undertake self-directed, independent research activity was part of the recruited appointment and represents a substantive part of the role. The Academy does not currently use 'research only' contracts and does not employ research assistants or research associates as independent researchers where the primary employment function is 'research only' or they are employed to carry out another person's programme of research.

If 'teaching only' staff pursue career advancement through research and would like to contribute to REF through the inclusion of SRR in their role, they may apply to have SRR added to their job description through the 'call for recognition and support of research' process (see 1.2.1). Because 'teaching only' staff members who have transferred often have busy portfolio careers as musical performers or composers and did not originally have research embedded into the design of their job roles, SRR status will normally be monitored as part of the annual cycle. This is in

recognition that such staff may move in and out of research work due to fluctuations in professional creative life.

Research objectives and support for all ‘teaching and research’ staff will be agreed in an annual research planning meeting with research managers. The design and monitoring of job roles is foundational for supporting a diversity of people and personal or professional circumstances in research at the Academy.

All decision-making about research is fair and impartial through the equitable design of contracts, processes or frameworks that, where appropriate, undergo EIAs; professional services and research staff then implement these for recruitment and REF decision-making, undertaking training to ensure no bias in their implementation.

Professional services and research staff involved in undertaking or supporting research must complete ‘Unconscious bias’ and ‘Diversity in the workplace’ training modules, administered by HR. Any professional services and research staff involved with recruitment must complete ‘Recruitment and selection’ training, convened by HR and delivered as a workshop by an external recruitment leader, covering interview techniques, EDI, underpinning legal frameworks and the design of job roles.

To enhance such institution-wide knowledge and understanding of EDI considerations, the Research Office will additionally deliver a programme of targeted training specific to research and the REF exercise as part of its ongoing termly seminar series for research staff and doctoral students. Each term an expert speaker is invited to present on a given topic, alongside a colleague round-up of current research activity and the opportunity for networking.

The first REF focused seminar, *An introduction to REF 2029*, took place on Tuesday 3 March 2026 and included an overview of the CoP. The next REF focused seminar will be on the assessment of not traditionally submitted outputs (NTOs), developed from engagement with the Hidden REF project (see Appendix F). Further dedicated seminar slots will be developed upon review of the reception of training, to take place across 2026-2027.

Diversity of research outputs

A diversity of research outputs is fundamental to the Academy’s research culture and reflected in the kinds of projects undertaken by our staff (see Appendix G). These are championed institutionally by the Academy’s strategic approach to research (see Appendix C) and underpinned by the concepts of academic freedom and freedom of speech. Staff with SRR engage in self-directed, independent research and are supported to produce outputs that best reflect their research practice; encouragement of a wide range of approaches leads to a diversity of research outcomes, where NTOs are commonplace within the institutional research culture.

To support researchers in creating and publishing a diversity of outputs, in 2025 the Academy invested in an institutional portal with Research Catalogue (RC) (see Appendix H). RC is a multimedia non-commercial collaboration and publishing platform for Practice Research provided by the Society for Artistic Research. RC facilitates the presentation and sharing of Artistic/Practice Research in the form of an 'exposition', where image, sound and text carry equal importance. The flexibility of format allows more creative presentation styles than traditional journal articles or publications: the exposition becomes a form of research output. RC thus represents an essential step in enabling Academy researchers to produce and publish richly varied output formats and types.

In March 2026 the Academy's Research Office attended an NTO workshop led by Hidden REF for the UoL Practice Research Group to build skills in the assessment of NTOs for REF, which will be incorporated into internal REF CKU Output Selection Panel training (see 5.2.2).

1.3 Contextualisation within institutional policies

1.3.1 Institutional context on Equality, Diversity and Inclusion

This section situates the Academy's CoP within the institutional context creating conditions for outstanding research, where EDI is integral to the development of research agendas.

Quality and belonging are core values that underpin all activities, as reflected in the 2023-2026 *Strategic Plan* (see Appendix D). The Academy operates in a spirit of professionalism, collaboration and openness, promoting an inclusive learning and working environment in which all students, staff and visitors are welcomed and should feel they belong.

Belonging policy

The Academy's EDI context is referred to institutionally as 'Belonging' and promoted through the *Equality, Diversity and Inclusion Policy* (approved December 2025), alongside the Academy's 2026-2028 *Belonging Scheme* and *Action Plan* as the frameworks under which the organisation operates (see Appendix I). At an overarching level, the *Belonging Scheme* and *Action Plan* articulate institutional obligations for creating an aspirational EDI environment. The *Equality, Diversity and Inclusion Policy* sets out the values, expectations and individual roles that all students, staff and visitors have to play in ensuring the Academy is an inclusive place.

The policy, scheme and action plan are developed by Belonging Committee, chaired by the Director of HR, to which all matters of EDI are referred. Its remit is to ensure the Academy's approach to EDI remains progressive, transparent and advances

equality for all. Belonging Committee publishes an annual report which covers student and staff equality monitoring data, including Gender Pay Gap reporting, and has oversight of Equal Pay Reviews. The Academy is a participant of the national pay framework for Higher Education through the University and Colleges Employers Association and a 'disability confident' employer. Belonging Committee also identifies institution-wide training in EDI and directs resources towards significant access and improvement projects led internally by Open Academy and the Widening Participation teams. The Research Manager sits on Belonging Committee, ensuring effective communication of advisory feedback in relation to REF preparations.

Legislative background

The legislative backdrop to the Academy's EDI policy, scheme and action plan has informed all stages of the planning process for REF 2029. The Equality Act 2010 provides legal protection to nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

The Academy has a legal responsibility to advance equality of opportunity, eliminate discrimination and foster positive relationships between all staff. It does this within an environment of academic freedom, underpinned by the Higher Education (Freedom of Speech) Act 2023. Further, in line with other employment legislation, the Academy will treat employees on fixed-term or part-time contracts equally with permanent full-time employees for REF 2029.

Research Strategy

The Academy's *Research Strategy* interacts with the above institutional EDI context and policies to embed concepts of Belonging within all aspects of research culture. Due to the Academy's small size and specialist scope, a separate research culture strategy has not been produced. The enabling of research excellence – where all types of contribution are valued – is captured within seven strategic aims in the *Research Strategy* that support the administration, management and governance of the Academy's institutional research environment:

- (1) Improve the visibility and communication of research;
- (2) Increase capacity for research and the quality of research outputs;
- (3) Align research with institutional priorities of Belonging;
- (4) Maximise external research income;
- (5) Support and enable research impact;
- (6) Encourage collaboration in research;

(7) Develop and formalise research governance.

While the CoP development straddles many of the above, strategic aim (3) represents a particular opportunity to focus on aligning research with institutional priorities of Belonging through deliverables centred on the career development of researchers. An outgrowth of this within the current REF period has been “to explore the viability of a formal mechanism for transferal between ‘teaching only’ and ‘teaching and research’ contracts, providing training, peer mentoring, and opportunities to pursue research degrees where relevant” (see Appendix C). Recent work on the SRR transferal mechanism (see 1.2.1) is a key measure to support EDI that has fed directly into the CoP development process to underpin REF 2029 eligibility criteria.

1.3.2 Strategy, People and Research Environment

SPRE is a REF acronym that refers to how institutions support people to create effective environments that generate outstanding research, through a variety of indicators developed out of the People, Culture and Environment (PCE) pilot. SPRE has now replaced PCE for REF 2029.

SPRE also refers to a specific section of the REF 2029 submission that will require statements for the IL and UL, akin to the REF 2021 environment statements. In large multidiscipline HEIs, the IL statement will consider the university as a whole, made up of many different faculties, schools and areas of study. Meanwhile the UL statements will consider specific disciplinary areas, grouped into UoAs. For the Academy, the institutional and unit levels are the same, and this is important to bear in mind when thinking about institutional strategy.

REF guidance on SPRE informs how the Academy approaches this CoP, by linking and relating all of the steps undertaken back to the Academy’s *Research Strategy* as the institutional apparatus for driving research development in the current REF cycle. It is informed by professional benchmarks including the Athena Swan Charter, Race Equality Charter, Concordat for Engaging the Public with Research, Concordat on Open Research Data, Concordat to Support the Career Development of Researchers, Concordat for the Environmental Sustainability of Research and Innovation Practice, Concordat for the Advancement of Knowledge Exchange and Concordat to Support Research Integrity, and supported by a set of complementary institution-wide policies applicable to all Academy staff.

An ethos of responsible decision-making for research is situated and embedded within standards of behaviour and inclusivity that are applicable to all employees in the conduct of Academy affairs, including but not limited to:

- AI Policy

- Conflicts of Interests Policy
- Dignity at Work Policy
- Data Protection Policy
- Discipline and Appeal Policy
- Equality, Diversity and Inclusion Policy
- Financial Regulations Policy
- Flexible Working Policy
- Harassment and Sexual Misconduct Policy
- Health and Safety Policy
- Maternity, Paternity and Parental Leave Policy
- Managing Stress at Work Policy
- Menopause Policy
- Open Access Policy
- Pay Policy
- Research Integrity and Ethics Handbook (containing the Research Ethics Policy)
- Safeguarding Policy
- Whistleblowing Policy

Rather than devising many separate policies specific to researchers, the Academy embeds research into policies applicable across the institution. (For example, research misconduct is defined as a disciplinary matter, and is dealt with under the provisions of the Discipline and Appeal Policy.) This promotes awareness amongst the whole staff body. The question of researcher-specific versus holistic policymaking is nevertheless under review, through a piece of ongoing work by the Academy's Research Office using the UK Research Integrity Office's (UKRIO) self-assessment tool (see Appendix J). The Academy became a subscriber to UKRIO in January 2025 as part of a suite of initiatives to develop and formalise research governance, which will be elaborated on in our SPRE statement for REF 2029.

1.3.3 Responsible Research Assessment

Research assessment methods in the Higher Education (HE) sector often use publication or volume-based metrics such as citation counts, which risk diluting qualitative value. Responsible Research Assessment (RRA) promotes fair evaluation of the quality of research, underpinned by key principles and policy frameworks including the San Francisco Declaration on Research Assessment (DORA) and the Coalition for Advancing Research Assessment's (CoARA) *Agreement on Reforming Research Assessment*. Many of the developments in this space have emerged from the science, technology, engineering and mathematics disciplines rather than the

arts and humanities, but the concept of RRA helpfully brings to the fore equality challenges within the larger research ecosystem.

The Academy commits to assessing research for the REF 2029 exercise through a transparent process of qualitative review (see Part 5), which places emphasis on the content and substance of the research rather than its outlet or publication platform. A broad range of research and impact measures will be considered, including qualitative indicators such as influence on practice. This CoP relates to RRA in terms of making explicit the Academy's approach, in line with international commitments.

1.4 Update on actions since REF 2021

This section of the CoP is designed to consider what actions have been taken to address findings from previous EIAs conducted as a result of REF. Most importantly, the Academy's approach to EIAs for the REF 2029 exercise has been transformed since REF 2021 to become integrative within each stage of policy development and decision-making processes, rather than a one-off exercise.

In REF 2021, the Academy's pool of 'Category A' eligible staff was a small number that had remained relatively static due to low staff turnover. An EIA analysis of representation within the REF 2021 submission in terms of gender, race, disability or minoritised status is not helpful when the totals being considered are so small and the identities of the research staff concerned cannot be anonymised. Any percentages calculated risk appearing skewed.

The key actions taken, summarised as bullet points below, thus sit as part of the Academy's broader commitment to improving EDI. Rather than being focused on REF, they form part of enhancements to institutional research governance that have occurred over the current cycle:

- Establishment of a Research Office to provide managerial and administrative support for the research environment (previously there was no centralised resource). The Research Office helps research staff and students to develop collaborations, projects, funding applications, policies and training at the Academy;
- Formation of an updated *Research Strategy* to drive institutional developments in research, measured against a set of deliverables and monitored by Research Committee;
- Investment in staff, including a full-time Knowledge Exchange and Research Coordinator post, and SRR transferal opportunities for 'teaching only' staff;
- Introduction of regular research sharing and training seminars for staff and doctoral students;

- Development of internal research resources collated on the Research Office SharePoint site, including strategies, policies, funding, PhD and ECR opportunities, publication information and internal venue booking for research;
- Creation of a 'Research' area on the Academy website (see Appendix G);
- Data tracking of current staff and doctoral student research activity;
- Provision for publication of Artistic/Practice Research through an Academy RC institutional portal;
- Promotion of external connections and research collaborations, including CUK and UoL partnerships.

The above measures have resulted in better support for staff and doctoral students, the establishment of formalised research infrastructures, and the expansion of research activity by a growing pool of employees. Academy staff members are supported to participate in a range of research activities through various mechanisms, including an internal small research grants scheme, Research Office one-to-one meetings and advice, external grant application support, doctoral supervision and presentation at termly research seminars. These opportunities are open to both 'teaching and research' and 'teaching only' staff, to encourage an exploratory and inclusive research environment for all. The Academy has consequently seen a growth in the number of external and internal research funding applications submitted, and a growth in the number of research events held institutionally, including conferences, study days and public engagement events.

Part 2: Identifying staff contracts with Significant Responsibility for Research

The Academy's 'teaching and research' (ACEMPFUN 3)¹ contracts in the HESA Staff Record comprehensively identify all staff with SRR. All of these contracts have a 'Research Activity' clause defining SRR within job descriptions. No further elaboration is required here for identifying staff contracts with SRR.

Part 3: Determining Research Independence

At the Academy all staff with SRR are on 'teaching and research' contracts, which are defined by Research Independence (RI). By default, all staff with SRR thereby have RI. The Academy does not currently use 'research only' contracts and does not employ research assistants or research associates as independent researchers where the primary employment function is 'research only' or they are employed to

¹ ACEMPFUN 3 is the HESA designation for 'teaching and research' contracts. See *REF Volume Measure Guidance* 6.0.1 ([Eligible contracts](#))

carry out another person's programme of research. No further elaboration is required here for determining RI.

Part 4: Allocating contracts to UoAs

The Academy intends to submit to one UoA, 'Main Panel D, Subpanel 33: Music, Drama, Dance, Performing Arts, Film and Screen Studies,' as in the REA 2008 and REF 2014 and 2021. The concept of allocating contracts to other UoAs does not align with the Academy's institutional context, so no formal policy has been developed in relation to this. However, if a REF eligible member of staff undertakes research that falls outside the scope of UoA 33, the Academy will review its approach to ensure equality of opportunity.

Part 5: Selecting outputs

5.1 Policies and procedures

All procedures for selecting outputs for submission have been developed by the Research Office and will be reviewed by REF decision-making bodies (see 1.1.3).

The Academy's strategy regarding its CKU submission is to select the highest quality outputs produced by eligible staff to reach the required total of 2.5 outputs per FTE contract (as specified by the REF volume measure). There must be a substantive link between each research output and the Academy. Staff will be invited to submit all of their outputs made publicly available between 1 January 2021 and 31 December 2028 for consideration by the REF CKU Outputs Selection Panel.

The Academy would normally expect a minimum submission of one output per researcher with SRR but recognises that there may be circumstances that prevent this, including maternity, shared parental or adoption leave, caring responsibilities, absence due to long-term illness, secondment or career breaks, or working on a large-scale research project where the publication date will not be within the current REF cycle. The Academy does not require staff with SRR to submit special circumstances information in order to be exempt from submitting work for output selection; rather they will be able to indicate a nil response to the invitation for sharing outputs in a confidential email to the Research Office (researchoffice@ram.ac.uk).

5.1.1 Identifying a substantive link to outputs

Substantive link

A substantive link describes the relationship between a HEI and the research, submitted in the form of an output. The HEI must have enabled the research

resulting in an output that is first made publicly available during the output eligibility period, 1 January 2021 to 31 December 2028.²

Eligible employment relationships

Eligible employment relationships are defined as a minimum of 0.2 FTE for at least 12 months continuous employment by the HEI making the submission. Continuous employment can be demonstrated by a sequence of consecutive contracts, but the role descriptor or job description must include an explicit expectation of 'research activity' within the role.³

Eligible employment relationships that occur after publication cannot constitute a substantive link. The eligible employment relationship must have been in place either at the point at which the submitted output was first made publicly available, or before the submitted output was published, when the research resulting in the output was being carried out.

Time limited period and portability

In REF 2014 a research output was taken as a whole by whichever institution a researcher was based at on the REF census date. In REF 2021 if a researcher moved to another institution partway through the research and its publication, the research output could be used by both in their submission. In REF 2029 the research output will be captured by the institution where there is a substantive link.

Therefore, if the creator of a research output is employed on an SRR contract and leaves before the submitted output is first made publicly available (between 1 January 2021 and 31 December 2028), they must have been employed for two years before the publication date to demonstrate a substantive link. For long-form/extended process outputs, the creator must have been employed during the five-year period prior to the date that the output is made publicly available, ensuring the institution enabled the research.⁴ Long-form outputs are defined as outputs of extended scale or scope and extended process outputs as substantial, discrete research endeavours.⁵

Exclusions and exceptional circumstances

Sole-authored outputs where the only substantive link to the institution is through 'teaching only' contracts, postgraduate research students, visiting or honorary staff, or individuals employed on academic or other contracts with no explicit expectation

² REF CKU Guidance 6.1 to 6.2.1 ([Substantive link](#))

³ REF CKU Guidance 6.3 ([Substantive link](#))

⁴ REF CKU Guidance 6.4 to 6.5 ([Substantive link](#))

⁵ REF CKU Guidance 6.107 to 6.10.8 ([Substantive link](#))

of research within the job role, are not eligible for submission to REF.⁶ However, in exceptional justified cases (with clearance from the REF director), outputs sole-authored by ‘teaching only’, honorary emeritus or other non-research staff may be submitted if the institution has provided extended allocated time (sabbatical) and funding to support that specific research activity.

Outputs produced by staff while on an excluded contract (‘teaching only’) may be eligible for submission if the individual subsequently moves to a ‘teaching and research’ contract during the REF period, where:

- The contracts were both held at the same institution and meet the definition of continuous employment (as defined by Section 210 of the Employment Rights Act 1996 (ERA 1996) or the Employment Rights (Northern Ireland) Order 1996);
- All other eligibility criteria for an ‘eligible employment relationship’ are met within the REF period (1 January 2021 to 31 December 2028).⁷

The above conditions may apply at the Academy where ‘teaching and research’ staff have transferred from ‘teaching only’ contracts in the current REF period through the ‘call for recognition and support of research’ process (see 1.2.1). The Research Office monitors all staff who go through the SRR transferal mechanism and will liaise directly with them, HR and the Research Management Team to determine whether the above ‘excluded contract’ criteria are met.

Eligibility criteria for output submission

Research outputs produced by staff on ‘teaching and research’ contracts with SRR with a minimum of 0.2 FTE for at least 12 months continuous will be eligible for consideration for inclusion in the Academy’s REF 2029 submission. The Academy must have enabled the research that leads to an output made publicly available between 1 January 2021 and 31 December 2028. To have appropriately enabled that research, the creator must have been employed on an SRR contract at the Academy (1) at the point when the output is first made publicly available, (2) for two years before the publication date, or (3) in the case of long-form/extended process submissions within the five-year period prior to publication.

For ‘teaching and research’ staff who have transferred from ‘teaching only’ contracts within the current REF period, research outputs produced between 1 January 2021 and 31 December 2028 – even if this was before the SRR contract was put in place – may be considered for inclusion in the Academy’s outputs pool under the REF ‘excluded contract’ criteria (see *Exclusions and exceptional circumstances* 5.1.1).

⁶ REF CKU Guidance 6.7 to 6.8 ([Substantive link](#))

⁷ REF CKU Guidance 6.9 ([Substantive link](#))

Where a member of staff is employed on fractional contracts at multiple HEIs, the Academy will follow all REF guidance in relation to joint and multiple submissions, to be published in due course.⁸

Strategic oversight

Before inviting all staff with SRR to submit their research outputs for consideration for inclusion in the Academy's submission, the Research Office will apply an 'outputs checking mechanism' to test the above eligibility criteria against the Academy's HESA Staff Record. This will function to:

- Ensure the accuracy of the HESA Staff Record data, and the Academy's volume measure;
- Flag any instances where SRR contracts may not meet the minimum 0.2 FTE for at least 12 months continuous employment.

The annual HESA Staff Record identifies staff with SRR, but the Academy's pool of researchers is small enough for the Research Office and Research Management Team to have direct oversight of the submission process to HESA in liaison with HR. A list of staff with SRR in their contract/job description is kept up to date by the Research Office and used by HR to inform the HESA Staff Record submission, checked against HR's own records regarding contract classification. The Academy's small size facilitates a symbiotic approach, where data security is upheld at all stages of collection and storage. Personal data is only ever shared with limited staff on a need-to-know basis and stored on a secure SharePoint.

At the Academy, all 'teaching and research' contracts are marked as having SRR in the HESA Staff Record. However, a very small number of Academy staff with SRR in contract may not meet REF's minimum of 0.2 FTE. The outputs checking mechanism will signal where this might be the case, so that affected staff can be contacted by the Research Office directly and do not waste time preparing material for the REF submission when they are ineligible for inclusion.

Where this situation may arise – most often for staff who have transferred from 'teaching only' to 'teaching and research', rather than for roles where research is a substantive element – the outputs checking mechanism also acts as a trigger for strategic review of SRR status. This is carried out annually with staff members and research managers, to explore whether an increase in part-time employment up to 0.2 FTE to enable inclusion of their outputs in the REF submission is desirable, as part of career advancement through research.

⁸ REF CKU Guidance 5.0.3 ([Eligible Outputs](#))

A substantive link for such staff would always be demonstrable in that all researchers with SRR at the Academy receive the same research support (including research expenses, mentoring, publication opportunities and access to financial support to bring research projects to fruition) regardless of full-time or fractional contract status.

5.1.2 Selecting outputs where the substantive link is via former staff

For the output of a former staff member to be eligible for submission to REF 2029, they must have had SRR in their contract/job description at the Academy at the time that the research was carried out. That research must have led to an output first made publicly available within the REF eligibility period, between 1 January 2021 and 31 December 2028. The former staff member must also have been employed within the two years prior to the date of the research output being made publicly available, or five years in the case of long-form/extended process outputs.

This guidance applies to cases of compulsory redundancy, voluntary redundancy, severance, retirement or the expiration of fixed-term contracts.

5.1.3 Assigning outputs to UoA/s

The Academy expects to submit only to UoA 33: Music, Drama, Dance, Performing Arts, Film and Screen Studies. It therefore takes the same approach for assigning contracts to UoA/s as for assigning outputs to UoA/s (see Section 4). No formal policy has been developed in relation to assigning outputs to other UoAs (see 1.1.1). However, if a REF eligible member of staff undertakes research that falls outside the scope of UoA 33 or participates in an interdisciplinary research project, the Academy will review its approach on a case-by-case basis to ensure equality of opportunity.

5.1.4 Procedures for supporting diversity of outputs and ensuring submissions are representative of the research undertaken within the submitting unit during the REF period

Output diversity

Staff with SRR will be invited to make available all their research outputs completed between 1 January 2021 and 31 December 2028. Until Research England publishes a full list of accepted output types, we will continue to use the Annex K list from REF 2021. All formats of research output from the Annex K list will be accepted, to be evaluated fairly and impartially by the Selection Panel according to the selection criteria (see 5.1.5).

A diversity of output types is embedded within the Academy's strategic approach to research (see 1.2.3). Separate procedures for supporting a diversity of outputs have not been developed specifically for the REF exercise but rather form part of the Academy's holistic research and Belonging strategies (see 1.2.3).

Decoupling and representativeness

Researchers and their outputs are ‘decoupled’ for REF 2029. This means that the Academy is not required to submit outputs from every single member of staff who is included in our volume measure. At the same time, institutions are required to demonstrate the ‘representativeness’ of their output submissions, including addressing instances where more than five outputs are associated with a single substantive link.

‘Representativeness’ for REF means a distribution of outputs that reflect the range and variety of research activities within a UoA during the REF 2029 cycle. Representativeness relates to output diversity within a unit, not to people or demography. The Academy may therefore choose to submit research outputs from staff who are not part of the volume measure to improve representativeness (see 5.1.1 *Exclusions and exceptional circumstances*).

The Research Office will use its internal database of current research activity to benchmark representativeness for our submission, balanced against the principle of quality. It will be made available to the Selection Panel to ensure awareness of all staff outputs, regardless of what staff may volunteer for consideration. The Academy encourages all staff who meet REF eligibility requirements to submit all of their research outputs for consideration by the Selection Panel, whose remit is to choose the highest quality outputs that reflect the activities of the research environment as a whole.

Research objectives and support are agreed in an annual research planning meeting with research managers for staff with SRR (see 1.2.3). These are not REF focused discussions but do represent an opportunity to mentor and support staff in producing high quality research outputs. Through all of these measures, the Academy will ensure its REF output submission represents the breadth of its research activities.

5.1.5 Policies, procedures and RRA practice

The Academy will establish a Selection Panel to undertake the work of selecting outputs on behalf of Research Committee. Research staff will be invited to submit outputs for consideration, together with optional 300-word contextual statements, in early 2028. The Research Office will anonymise each output and identify its author by a numerical marker, preparing all materials for the Selection Panel to review over the spring of 2028.

Approach

Equal consideration will be given to each output submitted by all eligible members of staff. Because the Academy has a high number of fractional contracts within its volume measure, the total number of required outputs (2.5 outputs per FTE contract

in the volume measure) typically looks like a small figure relative to the number of researchers at the Academy. (If all staff with SRR were on full-time contracts, the volume measure calculation would produce a far larger figure of required outputs for submission).

It is the responsibility of the Selection Panel to conduct a rigorous review process to assess the quality of eligible outputs from the submission pool. Each output will be scored with reference to published criteria in the *CKU Guidance*. The same procedures will be followed in consideration of each piece of work from the submission pool. Each decision and its rationale will be recorded by the Clerk of the Selection Panel.

As REF assesses institutions, not individual researchers, the selection of outputs (or not) bears no relation to the status of the researcher. The selection process will be based on strategic decisions in relation to the REF exercise and does not necessarily reflect the position of the Selection Panel on the value of submitted outputs in a broader sense.

AI will not be used as a substitute for human expertise during output evaluation by the Selection Panel.

Principles

The Selection Panel will consider in their decision-making:

- Whether the submission meets REF's definition of research;
- Whether the submission, where relevant, meets REF's open access criteria;
- The quality of the output in terms of originality, significance and rigour;
- Whether the output is eligible for double weighting (institutions may request that outputs of extended scale and scope be double-weighted, i.e. count as two outputs, in the assessment).

Appeals

There will be no appeals process for staff who disagree with the Selection Panel's academic judgement. However, appeals against the decision of the Selection Panel may be considered where the criteria for selection were not applied in accordance with this CoP or where there was a material error affecting the Selection Panel's assessment.

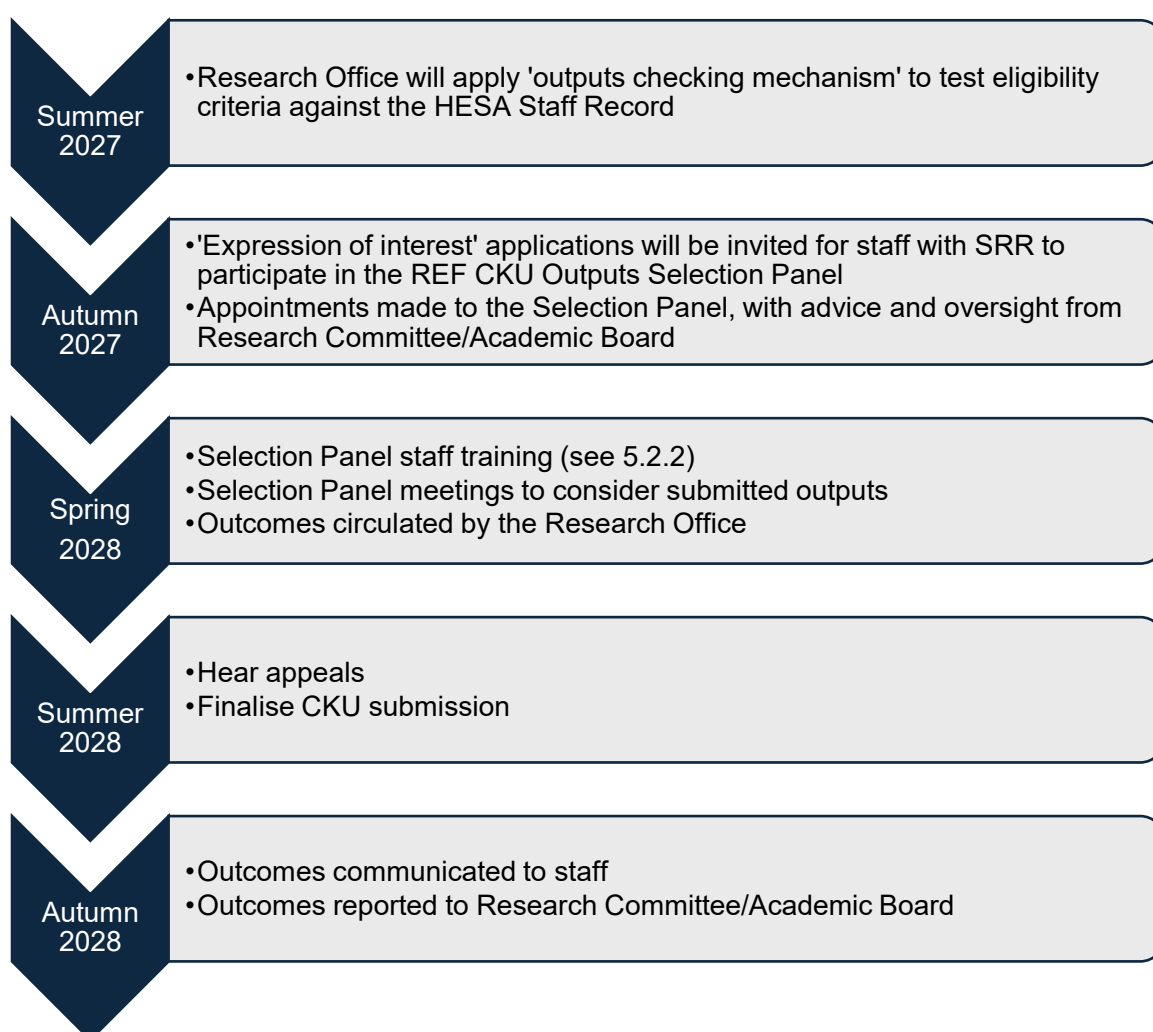
Communicating decisions

In autumn 2028 the Chair of the Selection Panel will inform the Research Office which submissions have been selected. The Research Office will communicate these outcomes to research staff, including those who left the Academy during the REF cycle, along with the rationale recorded by the Clerk of the Selection Panel.

Individual output scores will not be shared, because (1) scoring is subjective and a means of assessing quality for the context of REF only, which has specific criteria on what constitutes a high quality output in a given research area by international standards, and (2) REF assesses the performance of organisations in supporting research excellence, not individual research staff.

All decisions of the Selection Panel will be reported to Research Committee at its autumn term meeting 2028.

Timeline and process summary



RRA practice

RRA is embedded within the Academy's strategic approach to research (see 1.3.3). Its principles are applied to output selection through a process of qualitative review which places emphasis on the content and substance of the research rather than its outlet, publication platform, citation counts or a researcher's publication volume. Such quantitative or metric-driven measures are not appropriate due to the

disciplinary focus, size and scale of the Academy as a research unit. The Selection Panel will use the best available evidence when assessing the quality of outputs, including the significance, rigour and innovativeness of the research, its design, impact, integrity and visibility, and the roles within or contributions to the research output.

In line with RRA, the Academy affirms that research outputs submitted in British Sign Language (BSL) will be considered equally with all other outputs in spoken or written languages. All outputs will be assessed against the REF criteria of originality, significance and rigour. BSL submissions will not be treated less favourably to other outputs during review or selection. The Academy will ensure that any BSL outputs submitted are reviewed by appropriately qualified assessors in their original format, not translated into written English as a mediated interpretation, and internal advice will be sought through Belonging Committee and ongoing EIA processes. Where necessary, external expertise may be drawn upon to maintain equitable assessment and for quality assurance, given the size and scale of the Academy as a research unit.

5.2 Staff, Committees and Training

5.2.1 Roles and responsibilities

The Academy staff and committees involved in output selection are:

- REF CKU Outputs Selection Panel [decision-making]
- Research Committee [decision-making]
- Academic Board [decision-making]
- Research Office [advisory]

The REF CKU Outputs Selection Panel will lead decision-making in relation to output selection. Membership of the Selection Panel will be inclusive by containing a wide range of SRR staff with research expertise in different sub-disciplines, research managers, and staff at varying stages of their research careers, whose demographics reflect those of the Academy's research cohort as a whole.

An 'expression of interest' application to sit on the Selection Panel will be circulated to research staff in autumn 2027 to gauge a sense of capacity for involvement, and to enable a varied and representative group to be convened.

The Selection Panel will be made up of a minimum of five staff members. The Chair of the Selection Panel will be the Deputy Principal, Director of Research.

Appointments to the Selection Panel will be made by the Chair, who will play a full role in the Selection Panel's decision-making processes, with advice and oversight from Research Committee and with consideration given to all Academy Belonging

policies and procedures. Two members of staff with SRR, at least one with managerial responsibilities for research, will be appointed by Research Committee from among its members. Two members of staff with SRR who do not sit on Research Committee will be appointed by Academic Board from a pool of nominees who responded to the call for expressions of interest. The Clerk of the Panel, who will keep a record of decision-making, will be the Research Manager.

All members of the panel must be available for all meetings but will recuse themselves when their own research is discussed.

The Research Office and HR will not take part in the Selection Panel's decision-making processes but will advise on EDI or research governance issues that may arise. The Research Office will support the Selection Panel's work administratively, undertaking anonymisation of output submissions.

5.2.2 Training

Once the Selection Panel convenes but before its first meeting, the Research Office will deliver a training session on the *CKU Guidance* for selection of outputs, bias in research assessment, this CoP and how it sits in relation to the Academy's EDI policies, and how the selection criteria and methodology underpin values of robustness, transparency, equity and inclusion. This training will be informed by the NTO workshop led by Hidden REF (see 1.2.3) and HR will be consulted on its design. The Director of HR will be in attendance.

REF output selection training will complement the wider Research Office training offering on topics specific to research and the REF exercise, integrated within its ongoing termly seminar series for research staff and doctoral students (see 1.2.3).

5.3 Equality Impact Assessment

The Academy's overall approach to EIAs for the REF exercise is to submit policies, procedures and reports for an EIA to inform whether any changes are necessary prior to their implementation and as an ongoing review mechanism (see Appendix 3).

The Academy's approach to EIAs for output submission in particular is to wait until a meaningful dataset can be obtained before any reporting is submitted for an EIA. This CoP will be submitted to the May 2026 window, at which point the Academy will not have any data on the outputs submission pool.

The CoP can however anticipate adverse impacts in relation to output submission for staff with special circumstances, and design mitigations into our processes for those:

- On maternity, shared parental or adoption leave;
- With caring responsibilities;
- Absent due to long-term illness, secondment or career breaks;

- Working on a large-scale project where the publication will not be within the current REF cycle.

The Academy encourages eligible staff with SRR to submit all their outputs for consideration by the Selection Panel. Staff with SRR are not required to submit special circumstances information in order to be exempt from submitting work for output selection (see 5.1). The following table considers how the Academy will ensure that staff with protected characteristics or special circumstances are not *less likely* to submit their work:

Process design	Impacted constituencies	Mitigations
Single deadlines (for output submission, Selection Panel expressions of interest, etc.)	Those on maternity, shared parental or adoption leave; with caring responsibilities; absent due to long-term illness, secondment or career breaks	Termly calls for output submission so the opportunity to participate is not missed; information-sharing by line managers as part of keeping-in-touch communications
Predominantly electronic modes of communication	Those on maternity, shared parental or adoption leave; with caring responsibilities; absent due to long-term illness, secondment or career breaks	Information-sharing by line managers as part of keeping-in-touch communications
Training dates and variable availability	Those on maternity, shared parental or adoption leave; with caring responsibilities; absent due to long-term illness, secondment or career breaks	Consider recording of training sessions to share with those who are unable to attend due to their personal circumstances

Part 6: Appendices

6.1 Equality Impact Assessment

Appendix 1 – Call for recognition and support of research EIA report

[Call for Recognition and Support of Research EIA report \(Nov 2025\)](#)

Appendix 2 – REF 2029 Code of Practice EIA report

[REF Code of Practice EIA report \(May 2026\)](#)

Appendix 3 – Academy EIA reports webpage

[Equality monitoring | Royal Academy of Music](#)

6.2 Referenced material in the CoP

Appendix A – UKRI guidance on generative AI in application and assessment policy

[Generative artificial intelligence in application and assessment policy – UKRI](#)

Appendix B – Academy REF 2029 timeline

January 2021	REF outputs eligibility window opens
September 2022	REF 2021 analysis by Working Group of Research Committee
April 2023	Research Office set up
June 2023	Updated Research Strategy published
January 2025	Volume measure analysis by Research Office
May 2025	SRR clause added to job descriptions by HR/Research Office
July 2025	CoP Working Group meeting 1
September 2025	REF ministerial pause, CoP drafting by Research Office
October 2025	SRR transferal mechanism put before Research Committee and Belonging Committee, and then becomes operational
December 2025	REF unpaused
January 2026	CoP draft 1 completed, feedback invited, EIA
February 2026	CoP Working Group meeting 2
March 2026	CoP draft 2 and EIA
April 2026	CoP Working Group meeting 3, Committee responses to CoP, EIA
May 2026	CoP submission to Research England

Appendix C – Academy Research Strategy

[Academy Research Strategy](#)

Appendix D – Academy Strategic Plan (2023-2026)

[Academy Strategic Plan](#)

Appendix E – Research on the Academy website

[Research | Royal Academy of Music](#)

Appendix F – Hidden REF

[Home - The Hidden REF](#)

Appendix G – Academy Staff Research Projects

[Research Staff Projects | Royal Academy of Music](#)

Appendix H – Academy Research Catalogue Portal

[Research Catalogue - an international database for artistic research](#)

Appendix I – Academy Equality, Diversity and Inclusion

[Equality, Diversity and Inclusion | Royal Academy of Music](#)

Appendix J – UKRIO Self-Assessment Tool

[Self-Assessment Tool for the Concordat to Support Research Integrity](#)