



**ANNUAL COMPLIANCE STATEMENT ON
RESEARCH AND ENTERPRISE INTEGRITY**

2021/22

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COMPLIANCE REQUIREMENT

It is a condition of grant for all higher education providers eligible to receive research funding administered through [Research England](#) to have in place procedures for governing good research practice, and for investigating and reporting unacceptable research conduct¹. Confirmation of compliance with [The Concordat to Support Research Integrity](#) is also required through the annual assurance return to the Office for Students. As the Research England grant includes funding for innovation, knowledge exchange and enterprise, we have extended our compliance with the Concordat to these activities.

Compliance includes adhering to the Concordat's recommendations for internal processes and guidance to ensure research and enterprise activity is conducted according to the highest standards of rigour and integrity. It also includes the production of an Annual Compliance Statement on Research and Enterprise Integrity setting out these processes, and other actions that have been undertaken to support and strengthen the integrity and rigour of research and enterprise at the University, including any investigations undertaken in relation to research misconduct.

In addition, in December 2020 the University became a signatory to the Concordat for the Career Development of Researchers, which commits the University to develop (i) an environment and culture; (ii) employment practices; (iii) professional and career development opportunities, to support research careers in higher education. Part of this commitment includes an obligation to produce an annual report to the Governing Body on progress towards the commitments set out in the Concordat. Compliance with this obligation is now integrated into this Annual Compliance Statement.

SCOPE

The scope of this Compliance Statement comprises strategy, policy, processes, guidance and activities for integrity, quality assurance, and quality improvement and enhancement relating to the conduct of research, enterprise, knowledge exchange, innovation, external stakeholder engagement activity. It includes issues of compliance with internally and externally mandated and expected standards. It also includes activities and processes to support the development of research careers in higher education.

This Compliance Statement relates to the 12-month period from 1st August 2020 to 31st July 2021.

APPROVALS

Recommended for approval to the Governing Body by Research and Enterprise Integrity Committee on **16th November 2022**.

Approved by the Governing Body on **29th November 2022**.

Received by Academic Board on **12th December 2022**.

¹ Conduct should meet the requirements set out in the Concordat to Support Research Integrity.

1. STRATEGY

The Academic Board endorsed the ***Strategic Plan for Research and Enterprise: Foundations, Features, Futures***, to run from 2018 to 2023, on 18th June 2018.

The University's [Strategic Framework 2022](#) supports our mission, inspired by our Church of England foundation:

to pursue excellence in higher education: transforming individuals, creating knowledge, enriching communities and building a sustainable future.

The ***Strategic Plan for Research and Enterprise*** reflects our mission and values. It sets out the foundations for our research and enterprise, the features that will characterise our research and enterprise, and the futures we anticipate. It provides a framework within which assurance of integrity and rigour can be provided.

Foundations

The foundations set out a wide-ranging role and contribution for research and enterprise across the Institution and affirms our values-led duty and desire to contribute, commits to providing a distinctive student experience, and reiterates our belief that research and enterprise is a core part of our University identity.

Features

Seven core features – connected, dynamic, collaborative, inspiring, valued, creative, sustainable – emphasise our values, define learning as a partnership between staff and students, and highlight the contribution of Research and Enterprise for the University identity.

Futures

Our ambitions for our future research and enterprise success highlight increasing capacity, quality, income and impact as the framework for our quality improvement and enhancement processes; with enhanced community engagement as the cross cutting and embedding criteria within the framework.

Vision 2030

In January 2022, the University began work to develop a new Strategic Framework, Vision 2030. This is expected to be approved by the Governing Body in November 2022, and will launch in January 2023. Vision 2030 will set the context for the development of a new research and enterprise strategy in 2023.

2. GOVERNANCE

The Academic Board, chaired by the Vice-Chancellor and answering to the Governing Body, oversees the academic governance of the University. Deriving its authority from the Academic Board, the Research and Enterprise Integrity Committee (REIC) has strategic oversight of integrity, quality assurance, and quality improvement and enhancement relating to the conduct of research, knowledge exchange, enterprise, innovation, and external stakeholder engagement activity, including issues of compliance with internally and externally mandated and expected standards.

During 2021/22, the REIC delegated its responsibilities as follows:

- to the Enterprise and Engagement Board (EEB), authority for the operational oversight of the University's enterprise, innovation, and business, community and public sector engagement activities, including monitoring quality improvement initiatives to increase the scale, volume, value, influence and impact of activities.
- to the Research Quality Enhancement and Excellence Group (RQEEG), authority for the operational oversight of policies and procedures to improve and enhance the quality of research outputs, impact, funding applications and the research environment. The RQEEG will also operationalise and monitor quality improvement initiatives and targets for research and knowledge exchange, including those supporting Research Excellence Framework outcomes.
- to Faculty Research and Enterprise Committees (FRECs), authority for the operational oversight within faculties of integrity, quality assurance, and quality improvement and enhancement relating to the conduct of research, knowledge exchange, enterprise, innovation, and external stakeholder engagement activity, including issues of compliance with internally and externally mandated and expected standards.
- to the University Ethics Panel (UEP), review, development and implementation (when appropriate) of ethics and governance related policies, processes and guidance relating to research, knowledge exchange, enterprise, innovation, and external stakeholder engagement activity across the University for staff and Postgraduate Research students.
- to Faculty Ethics Panels (FEPs), implementation of policy and procedures for ethical scrutiny of proposals initiatives or projects relating to research, knowledge exchange, enterprise, innovation, and external stakeholder engagement activity within faculties for staff and Postgraduate Research students.

3. POLICIES, PROCESSES AND GUIDANCE

3.1 Research and Enterprise Integrity Framework

The University's [Research & Enterprise Integrity Framework](#) is the way in which the University meets Research England's compliance requirement to ensure research and enterprise is conducted according to the highest standards of integrity. It is the overarching framework within which all policies, procedures and codes of practice in relation to research and enterprise sit. It integrates research, enterprise, knowledge exchange, external engagement and scholarship of practice.

The framework is accompanied by an annually reviewed work plan prioritising necessary changes to supporting policies, procedures and guidance, and the development of further policies. Policies and procedures due for review or drafting in 2022/23 include Conflict of Interest Policy, Research Data Policy, Contract Review Procedure and Partner Assurance Toolkit.

3.1.1. Research and Enterprise Misconduct Policy

The University expects the highest standards of quality and integrity in the conduct of research and enterprise undertaken on its behalf. It is responsible for monitoring all research and enterprise activity and investigating any alleged misconduct. As part of the development of the [Research & Enterprise Integrity Framework](#) the *Policy for Responding to Allegations of Research Misconduct* was identified as a priority for review/updating which was carried out during 20/21. The University is committed to using transparent, timely, robust and fair processes to deal with allegations of research and enterprise misconduct when they arise. This Policy was approved in 21/22 and published in January 2022, it will ensure that any such investigation will be carried out promptly, fairly and independently.

3.1.2 Bid Development Policy

The Bid Development Policy (10 Steps to Submit a Bid for External Funding) was reviewed and approved during 2021/22. All applications and negotiations for external funding at the University follow the Bid Development Policy. The revisions include making it clear that all bids must be registered on and administered via Research Space, providing clarity to existing steps and re-formatting steps 8 to 10 to highlight the need for a contract to be in place prior to research beginning.

3.1.3 Enterprise Escalator

The Enterprise Escalator was developed as part of the strategic aim to diversify income, and sets out a step-by-step approach to generating and supporting commercial ideas. The aim is to encourage new ideas with commercial potential and includes provision of one-to-one support to help in nurturing these ideas. The procedure was approved and published in 2021/22.

3.2 Research and Enterprise Quality Improvement and Enhancement (REQIE)

Research and Enterprise Quality Improvement and Enhancement (REQIE) integrates a range of previously disparate monitoring and reporting processes within a context driven by quality improvement and enhancement.

REQIE focusses on four areas of quality improvement and enhancement as set out in the futures section of the Strategic Plan: Capacity (staff; research students), Quality (staff; students), Income and Impact. Faculties produce a Faculty Research & Enterprise Portfolio Plan (FREPP) in which Part A sets out substantive strengths and priority areas within the context of a vision for the next three years, and Part B sets out plans for the implementation of that vision in the coming year. FREPPs are considered and scrutinised via REQIE, and at the conclusion of the process are received by Research & Enterprise Integrity Committee and endorsed by Academic Strategy Committee.

3.3. Researcher Development Concordat

Canterbury Christ Church University became a signatory to the Concordat to Support the Career Development of Researchers in December 2020. The Concordat, developed by Vitae, is an agreement between research organisations, funders, researchers and managers of researchers to improve the employment and support for researchers and researcher careers. The Concordat sets out a series of principles and commitments for these stakeholder groups in three key areas: Research Environment and Culture, Employment, and Professional and Career Development. The commitment to the Concordat requires the University to design and deliver an annual action plan to take work forward in the four key areas. A working group, led by the Senior Pro Vice-Chancellor (Research, Enterprise and Business Development), and a membership comprising research and research management stakeholders across the university, as well as representation from HR, takes this work forward. The group reports to the University's Research and Integrity Committee (REIC) as the oversight group. The Concordat working group will be ongoing and tasked in setting an annual work plan, collaborating with others on improving the career and development prospects of researchers in the University.

During the academic year 2021-2022, the Working Group delivered on the first year's plan as follows.

- It designed a gap analysis, which explored how CCCU institutional policies and practice related to research mapped onto the principles laid out in the Concordat
- Areas of policy and practice already well developed to meet Concordat requirements were identified through the Gap analysis, as well as areas for review and development. A series of actions were agreed to address the next focus of development.
- A report on the Gap Analysis for Vitae was completed.
- The working group drafted and agreed a survey questionnaire about the Research Culture in CCCU, designed to explore views on current research policies and practice, key areas of the Concordat, and the proposed action plans. More than 300 research-involved CCCU staff will be invited to participate and respond.

3.4. Knowledge Exchange Concordat

In 2020/21 the University signed up to the [Knowledge Exchange Concordat](#) as part of our ongoing commitment to developing its knowledge exchange activities. The Concordat provides

the University with a framework to help build capacity in key areas and ensure that our internal infrastructure and resources are appropriate and aligned to meet our KE ambitions. The University has also become a member of the [Universities Policy Engagement Network](#) a community of UK universities committed to increasing the impact of research on policy. Furthermore, the University continues to maximise opportunities to work with businesses and stakeholders through our Customer Relationship Management system (Salesforce) and through initiatives such as consultancy and the promotion of Knowledge Transfer Partnerships in the region and beyond.

4. ACTIVITIES

4.1 New Structure to Support Research and Enterprise

In early 2022, three separate departments were established in the Directorate of the Senior Pro Vice-Chancellor (Research, Enterprise & Business Development), superseding the Department of Employability, Enterprise and Research Development. Their establishment reflects the growth in importance of each of the areas they support and serve.

4.1.1. Department of Research Development

The Department oversees research and research development institutionally in line with the University's values, its regulations and strategies and priorities. It contributes to the continuous development of the research agenda in collaboration with academic faculties and other internal and external stakeholders.

The Research and Innovation Funding Unit (RIFU) sits within the Department and is responsible for the institutional process of bid development for external funding, supporting development of high-quality bids, ensuring institutional compliance. The Department supports the set-up of contracts of awarded funding, including guiding negotiations with funders.

The Department leads on the institutional progress of research excellence agenda and goals, develops approaches to improving the impact of CCCU research further and enabling the successful future REF submissions. It oversees the Research and Enterprise Integrity Framework, updating, monitoring and ensuring compliance with policies and providing guidance. This includes the University's ethics processes. The Department manages researcher development for academic staff, developing the offer for training and personal development across the University, taking initiatives forward and collaborating with others.

Research Development comprises teams of specialists in research management, research contracts, research impact, governance and ethics, and researcher development.

4.1.2. Department of Enterprise and Engagement

The Department of Enterprise and Engagement provides leadership to support the achievement of the University's strategic goals and KPIs in relation to enterprise, knowledge exchange and income diversification. This includes promoting the University's full offer to businesses and stakeholders, supporting regional and national economic development opportunities and leading on all aspects of external engagement, public, community and commercial. Included within this engagement, the Department of Enterprise and Engagement is responsible for proactive market engagement to promote the University's apprenticeships offer, and its offer to potential UK Academic Partners.

Unitemps, the University's in-house recruitment agency for internships, temporary and permanent fulfilment, sits within this department.

4.1.3. Department of Graduate Futures

Graduate Futures brings together the three areas that contribute either directly or indirectly to student and graduate success, through a careers and enterprise service, alumni relations activities, and philanthropic fundraising. It also includes GradForce – an Office for Students funded project to support students to gain employment in small and medium-sized enterprises (SMEs) in Kent and Medway.

4.2 Outcome of the Research Excellence Framework (REF) 2021

The results of the Research Excellence Framework (REF) 2021 exercise, which assessed the quality of UK universities' research in the preceding seven years, were published on 12 May 2021. These found that Canterbury Christ Church University had more than doubled its proportion of world-leading (4*) research and quadrupled its proportion of world-leading (4*) impact since 2014. In addition, the volume of research produced has also increased, with 50% more staff contributing their research to the assessment than in 2014.

The assessment showed that, for the first time, the university sits in the third quartile of UK higher education institutions for research, moving up from its previous place in the fourth quartile. The university moved up to 92nd out of 129 institutions. Significantly, the university was ranked 74th for research impact, moving up 20 places and reflecting our core mission to transform lives, enrich communities and build a sustainable future. Examples of this impact include:

- Policy changes that supported 1.1 million UK schoolchildren to become newly physically active.
- New curricula in Church of England schools supporting the education of 1.3 million young people.
- UK clinical guidelines and training for pre-/post-natal care supporting 1.5 million health professionals.
- New training for UK early-years carers, improving development and wellbeing for 1.7 million babies aged 0-2yrs.
- Framework for registered firearms control adopted by all 43 English Police Forces, safeguarding the public.
- Mental health research interventions that reduced repeat offending and pressure on acute NHS services.
- Use of Justice Support Dogs commissioned by criminal justice systems in UK, Canada and all 52 US States.
- Arts and dance interventions that improved health outcomes for 30,000 UK dementia patients.
- New legislation developed in Uganda to combat 'legal' organ trafficking.
- Functional disability assessments that allowed the inclusion of Intellectual Disability athletes in the Paralympics.

In August 2022, Research England announced the funding allocations associated with the REF 2021 results, which showed that Canterbury Christ Church University had achieved an increase in funding of 49%.

The Future Research Assessment Programme (FRAP), led by the four UK higher education funding bodies, has been established to explore possible approaches to the future assessment of UK higher education research performance. The university responded to its various consultations and has taken part in accompanying evaluation activities, for example a cost evaluation exercise. The FRAP is due to report on its findings and plans in early 2023.

4.3 Outcome of the second Knowledge Exchange Framework (KEF2)

UK Research and Innovation published the headline results of the second [Knowledge Exchange Framework](#) (KEF2) for English Universities in September 2022. The metrics provide public information across seven key areas, highlighting the rich and diverse ways English universities continue to engage with society, their local communities, and the economy, locally, nationally, and internationally.

The outcome shows Canterbury Christ Church University is in the top 40% of English Universities for the majority of the measures, and in the top 20% for Working with the Public and Third Sectors. The top-ranking areas for the University were:

- Working with the Public and Third Sectors – Top 20%
- Local and Regional Regeneration – Top 40%
- Continuing Professional Development and Graduate Start-Ups – Top 40%
- Public and Community Engagement – Top 40%

The results recognise and endorse Canterbury Christ Church University's commitment and contribution to our local communities and our region, as well as our work to support and enhance local groups, charities, businesses and public services.

Key areas of work by Canterbury Christ Church that demonstrate the breadth and depth of its knowledge exchange activity include:

- multi-million-pound government funding for the development of the Engineering, Design, Growth & Enterprise (EDGE Hub), as well as a continued partnership with Discovery Park to supercharge regional growth of STEM skills and attract inwards investment
- award winning Inspiring Minds outreach programme that has engaged with hundreds of local students over the last five years, and encouraged and supported them to explore higher education and study STEM subjects, leading to an improvement in attainment levels
- over the last four years students and staff have given just under 26,000 hours of volunteering to over 119 registered charities across Kent & Medway
- delivering a diverse range of knowledge exchange projects in response to Covid-19, such as providing 3D printing templates for personal protective equipment and research by our National Institute for Christian Education Research investigating the impact of Covid-19 related losses on Year 7 pupils
- the Hi3 Network, a £6m Research, Development, and Innovation project part-funded by the European Regional Development Fund that is supporting SMEs in the creative industries to build collaborative partnerships and adopt new immersive technologies
- supporting lifelong learning and workforce development needs through the provision of over 100 courses for CPD, ranging from short leadership programmes such as Business Lab (in partnership with Locate in Kent) to modules in health and social care such as Dementia Care.

4.4. Research & Enterprise Income

The Research and Innovation Funding Unit (RIFU) continues to work with Faculties to maximise Research and Enterprise income through targeted external bidding activity, aimed at maximising the likelihood of success, and increasing the effectiveness and efficiency of the process.

Data shows a (13%) growth in income in 2021/22 comprising (56%) growth in income from Knowledge Exchange and Consultancy (KE&C), and a continuing good performance in Research Grants and Contracts (RG&C) income. This income growth is largely derived from previous successful bidding activity in 2020/21.

In October 2020, 4 key Strategic Development Priorities were identified to grow income. These priorities were endorsed by Academic Strategy Committee and recommended for implementation in Faculties. They have been reviewed at 6, 12, 18 and now 24 months post-implementation. The priorities are:

- Maximise in-year income through KE&C activity
- Increase success rates and reduce opportunity costs
- Increase bidding efficiency by focusing on quality improvement
- Increase bidding effectiveness by increasing the value of bids

There is good progress against the first three of the four Strategic Development Priorities:

- **KE&C income** is growing, largely linked to new strands of activity rather than restarting activity linked to pre-COVID networks and business.
- **Success rates** are holding steady at more than 1 in 3, and there are early indications that the opportunity costs of pursuing weak bids, or bids of low strategic value, are being more fully considered.
- **Quality improvements** continue to be made through the process of peer review and funder alignment, and the quality of bids is improving as a result of the changes and improvements they stimulate.

The major issue for future income relates to the fourth Strategic Development Priority:

- **The value of bids** has not increased. Consequently, while success rates have remained high, and the number of bids submitted has increased, our bidding efficiency (income per submitted bid) has fallen. This is a direct result of submitting bids of lower value, or of negotiating only very small proportions (<10%) of jointly submitted bids.

To support this fourth priority, faculties will be supported to evolve their strategies to focus on pro-actively supporting and developing high-quality high-value bids from teams or individuals with a good or emerging track record of success, in areas that align with funder priorities, and to wrap support around those people to maximise the chances of success. This is an important consideration as we move forward in 2022/23 and implement the Faculty Research and Enterprise Portfolio Plans (Part B), which have been developed as part of Research & Enterprise Quality Improvement and Enhancement (REQIE).

4.5 Researcher Development

During 2021/22, support for researcher development, among both staff and students, included:

- Through our annual Researcher and Knowledge Exchange Internship competition, 13 Internships were awarded in 2021/2022. Staff from all three faculties and across a range of disciplines applied to employ a student intern to support a small and time limited Research or Knowledge Exchange project. Awards were made through a selection panel which assessed the quality of the proposed project. A specific criteria is the requirement to demonstrate an explicit trajectory towards building larger, externally funded RKE projects on the basis of the project, preferably in collaboration with external partners. The project awarded provided an excellent opportunity for a student to experience and contribute to work on a RKE project, learning about RKE and developing skills in this area. As a new initiative, Early Career Researcher were invited to apply for an award to work with an intern on a project. Arrangements were in place to provide additional support for this
- Two new cross faculty seed funding competitions were run in early 2022 for awards to conduct small scale projects on Sustainability and on Participatory Research respectively. Shortlisted Sustainability project ideas were brought together in a Sandpit to identify common interests, exchange ideas and bring projects together. These multi-disciplinary projects were awarded funding and delivered over the remaining academic year. The Participatory Research Project competition focused on engaging end users of the research more directly in the development of research ideas and design, and/or actively contribute to the shaping of the projects. Funding was awarded to a range of projects from different disciplines and academic areas, resulting in an interesting collection of experiences and plans for further development.
- Our Researcher Development Programme (RDP) for postgraduate research students and staff, continues to be offered in blended learning mode. It offers sessions on a wide range of research methods and approaches, along with research skills such as half day workshops understanding the funding landscape, how to develop and scope research ideas into funding applications and how to plan academic careers.
- Grant Writing Support Groups. Three cohorts of academic staff participated in the Grant Writing Groups, a format of research skill learning, where small communities of practice come together to support each other in a structured work programme around bid writing skills. The groups are aimed at academic colleagues wishing to develop knowledge and writing skills for proposal bidding in a peer environment. Supported by a handbook developed for this purpose by academic research leads, groups participated in a 10-12 week programme of activities. They were facilitated by Academic Leads for Researcher Development.
- We continued to deliver a series of bespoke workshops for faculty based academic groups and supported peer-led cross faculty research networks such as the Interdisciplinary Research Network. These have continued to grow, offering monthly seminars and research networking and project development support.
- Graduate College in collaboration with the Department of Research Development finalised plans for the new Academic Professional Apprenticeship (Research). A designated academic post for supporting delivery and further development was created. Preparation for the first cohort of intake in September 2022 are complete.
- A number of additional training opportunities were offered over the second half of the academic year. They included additional training workshops in research

methods, enterprise, mentorship and impact development, commissioned from and delivered by external providers

4.6. Research Space: Research Management

Research Space is the University's integrated research management system. Through a common user interface, it links research outputs (Repository), Research Ethics (Ethics), Research Funding (Funding) and the management of the postgraduate research journey in Graduate College (Research Degree Manager). The platform interface is designed for regular use by student and staff end-users, who can enter different areas of Research Space from an individual landing page and process work on requisite modules, track development of their activities and projects, and interact with different stakeholders. Academic schools and faculties can track progress of their PG research students, research outputs, and the status and outcomes of research ethics applications and funding bids. For administrative staff and specialists working in each area, Research Space allows real time data management, procedural oversight and record keeping, increasing effectiveness and efficiencies in managing associated University processes in a transparent way.

The latest addition to Research Space is the funding module, which was developed and tested during 2020/21 and launched in October 2021. The Funding Module supports externally funding bids and negotiated projects. Workflows have been developed that will allow the capture of funding bids, other projects and SMT strategic initiatives in one space, thus getting the best value from the system. The module is delivering efficiency savings across all areas through synergised costing processes for all projects using the bespoke Costing Tool, developed by Management Accounts. Improved recording and reporting functions allow access to bidding data, further supporting strategic decision making and planning for future research and enterprise income generation.

5. ETHICS MONITORING AND AUDIT

The Research and Enterprise Integrity Committee review policies and procedures within the Research and Enterprise Integrity Framework annually to ensure they remain 'fit for purpose' and continue to strive for excellence.

5.1 Ethical Review Statistics

For 2021/22 all ethics applications submitted by staff and postgraduate research (PGR) students were processed via **Research Space: Ethics and Governance**.

Approvals via Research Space: Ethics & Governance Monitor

This data includes all approved applications from staff and PGR students via Research Space from 1st August 2020 to 31st July.

Headlines:

- **168** 'Approved' ethics applications
 - 63 'Approved' Staff applications
 - 105 'Approved' PGR student applications
- **24** 'Approved' ethics amendment applications in total
- **3** ethics applications 'Not Approved'
- **0** 'Adverse events' reported

Number of approved ethics applications by Faculty, Panel and applicant category

Faculty of Arts, Humanities and Education	43
<i>Staff</i>	<i>13</i>
<i>Postgraduate Research Students</i>	<i>30</i>
Faculty of Medicine, Health and Social Care	19
<i>Staff</i>	<i>15</i>
<i>Postgraduate Research Students</i>	<i>4</i>
Faculty of Social and Applied Sciences	106
Faculty of Science, Engineering and Social Sciences Ethics Panel	59
<i>Staff</i>	<i>34</i>
<i>Postgraduate Research Students</i>	<i>25</i>
Salomons Institute for Applied Psychology Ethics Panel	47
<i>Staff</i>	<i>1</i>
<i>Postgraduate Research Students</i>	<i>46</i>
Grand Total	168

5.2 Research Misconduct

No allegations of research misconduct were received or investigated during 2021/22. There were no cases of suspended or cancelled ethics approvals.

6. STATEMENT OF COMPLIANCE

The committees that have considered and approved this report are satisfied that the University:

- (a) meets Research England's compliance requirement with the Concordat to Support Research Integrity – that is to have in place processes and guidance to ensure research and enterprise activities at Canterbury Christ Church University are conducted according to the highest standards of integrity and rigour.
- (b) has made sufficient progress towards the commitments of the Concordat for the Career Development of Researchers to develop an environment and culture, employment practices, and professional and career development opportunities, to support research careers in higher education

They endorse this report as the basis for providing assurance of compliance to the Office for Students in the University's annual assurance return.