

UWE BRISTOL TECHNICIAN COMMITMENT ACTION PLAN 2021-2024

			Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution	Support technicians to gain recognition through professional registration and external awards schemes	Enable career progression opportunities for technicians through the provision of clear, documented career pathways	Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised
Action	In which years will activity be undertaken	Visibility	Recognition	Career Development	Sustainability	
Develop, consult and approve a new 3 year action plan. Promote to the technical community	1 Year 1	x	x	x	x	
Identify and support a senior faculty champion in each of the 3 faculties.	2 Year 1	x			x	
Engage with all staff with a technical aspect to their roles within professional services, to enable them to access activities aligned to the Technician Commitment e.g. Technician Conference	3 Year 1	x			x	
Review the constitution and membership of Technician Commitment Steering Group	4 Year 1	x				
Develop the TechNation team site as a portal for all things Technician Commitment related and as a collaborative, virtual meeting space	5 Year 1	x			x	
Develop a feedback process from technical representatives who attend University level groups. Use the quarterly newsletter to provide relevant updates	6 Year 1	x		x		
Continue to promote internal and external awards schemes to ensure that Technical Staff recognition is maintained and improved upon. Create an awards calendar to be shared to enable early notification for potential nominators	7 Year 1	x	x			
Develop a reporting dashboard including demographics, to inform Steering Group activities and future actions in support of our agenda on inclusivity, opportunity as well as succession planning	8 Year 1	x	x	x	x	
Identify roles for which Professional Registration is key and support ongoing CPD	9 Year 1	x	x	x	x	
Review the development week concept and application for 2021 for all 3 faculties with some sessions open to all technical staff	10 Year 1			x	x	
Raise awareness of the new Introduction to Teaching & Learning and the Academic Professional Programme (APP), amongst the technician community	11 Year 1		x	x		
Ensure all those in technical leadership and those aspiring to leadership roles have undertaken relevant leadership development	12 Year 2			x		
Review and update Technician Staff Stories on UWE Bristol website	13 Year 2	x				
Provide technical staff with access to relevant Researcher Development within the "Invest In Yourself" programme	14 Year 2		x	x		
Provide relevant technical staff with opportunities to be involved in outreach to support of the delivery of engaging student activities and promote the role of technical careers through community engagement	15 Year 2	x			x	
Consistently embed technical staff in all faculty induction processes for both new staff and students	16 Year 2	x				
Create a web presence project to showcase technical staff whilst highlighting the student offer in terms of expertise, facilities and access to resources and support	17 Year 2	x			x	
Encourage technical representation at programme management committees and student rep forums	18 Year 2	x		x		
Explore opportunities for recruiting HEA Fellowship mentors and APP tutors from the Technician community to support other members of the technician community undertaking these development	19 Year 2	x	x	x	x	
Provide all staff in the technical community with a minimum 5 days of dedicated development time annually to devote to any combination of Outreach, Science Communication, Research/Research Development, Technical Innovation or Practice	20 Year 2	x	x	x	x	
Complete a Technical Career Pathways project to support career planning for the technical community, incorporating a new technical job family, a designated intranet site providing information regarding roles, development and support information at each level, the creation of a new higher level specialist technical role and entry level development roles/apprenticeships	21 All	x	x	x	x	
Continue to deliver an Annual "All Technical (and beyond)" Event	22 All	x		x	x	
Ensure that Technical Resource Planning is aligned to Academic Resource Planning and embedded within Faculty processes	23 All	x				
Continue to develop and improve the visibility of the Technician Blog	24 All	x			x	
Ensure our technician contribution to teaching and learning is captured via our submission to HESA annually	25 All	x	x			
Liaise with relevant University level groups in relation to Athena Swan, Research Strategy and Learning and Teaching Strategy to ensure that Technical aspects are fully aligned and embedded	26 All	x				
Ensure technicians are aware of and are supported to develop their digital agility. This could be in line with their subject area and/or innovation outside their subject area.	27 All			x	x	