

# Annual statement on research integrity 2024/25

## Section 1: Key contact information

Question	Response
1A. Name of organisation	Royal Holloway, University of London
1B. Type of organisation:	Higher Education Institution
1C. Date statement approved by governing body	30/10/2025: Research & Knowledge Exchange Committee. 25/11/2025 or 08/12/2025 TBC: Executive Board 10/02/2026 Council SER Committee
1D. Web address of organisation's research integrity page (if applicable)	<a href="https://www.royalholloway.ac.uk/research-and-teaching/research/research-environment/research-integrity/">https://www.royalholloway.ac.uk/research-and-teaching/research/research-environment/research-integrity/</a>
1E. Named senior member of staff to oversee research integrity	Name: Professor Ruth Livesey, Pro-Vice-Chancellor (Research & Innovation) Email address: ruth.livesey@rhul.ac.uk
1F. Named member of staff who will function as a first point of contact for anyone wanting more information on matters of research integrity	Name: The ex-officio points of contact are the Head of Legal Services and the Vice-Chancellor and Principal.  The named points of contact are: <ul style="list-style-type: none"> <li>• Nicola Hargreaves (as Head of Legal Services)</li> <li>• Professor Julie Sanders (as Vice-Chancellor and Principal)</li> </ul> Email address: legal@rhul.ac.uk

## Section 2: Promoting high standards of research integrity and positive research culture.

### 2A. Description of current systems and culture

- **Policies and systems**

Research Integrity at Royal Holloway University of London is supported collaboratively by a number of Professional service teams including HR, Organisational Development, Library Services, Doctoral School, Legal Services and Research and Innovation.

Our central policy for Research Integrity is the [Code of Good Practice for Research](#). The Code of Good Practice for Research was extensively revised in 2020-21 through a consultation process and our current version was reviewed and approved in January 2023.

The Code of Good Practice for Research aligns to the principles of the [Concordat to Support Research Integrity](#).

The Code of Good Practice for Research aligns to UKRI's Trusted Research and Innovation Principles. The assessment of partner suitability is examined through third-party due diligence conducted prior to any funded research or innovation collaboration. The Head of Policy and Integrity oversee this.

Trusted Research is reflected in Royal Holloway's template collaboration agreements (irrespective of whether the collaboration agreement is based on the Brunswick agreement or a Lambert agreement) and template project partner agreements. The agreements all include a clause reminding the collaborators and project partners to follow the Trusted Research guidance and a schedule which includes for an academic partner the Trusted Research checklist for academics and in the case of any other partner the Trusted Research checklist for industry

We also have a Research Policy and Integrity team within the Research and Innovation Directorate who oversee policy that relates to research integrity.

We have a research culture group that recently worked with our Head of Organisational Development to complete our successful [HR Excellence in Research](#) submission. This submission and its supporting [action plan](#) align to the principles in the Concordat to Support the Career Development of Researchers and our own internal [Enabling Success: Research Expectations document](#).

We have an [Research Misconduct Policy and Procedure](#) which sits alongside the University [Disciplinary policy and procedure](#). The Research Misconduct Policy and Procedure are owned by the Director of Research and Innovation and the Disciplinary Policy and procedure are owned by Human Resources.

We have a [Whistleblowing Policy and procedure](#) that is owned by the Director of Legal and Compliance.

- **Communications and engagement**

We integrate our institutional membership of the UK Research Integrity Office (UKRIO) into our internal training and communications for academic staff. UKRIO webinars are promoted through the Organisational Development training platform and promoted on the Research Integrity intranet site and in our regular RH in Focus newsletter.

In July 2025, we launched the UKRIO Introduction to Research Integrity and Culture module on our online training platform, making foundational integrity training accessible to all staff and PGR students. We also make use of our annual entitlement to a facilitated in-person UKRIO training session, ensuring that sector-leading expertise informs our internal development offer.

We engage with the wider sector through membership of UKRIO, UKRN and UK CORI. We hold Institutional membership of UKRIO, UKRN and COPE.

Professional service staff are encouraged to develop peernetworks, including those accessed via ARMA for which we have a group membership.

- **Culture, development, and leadership**

We have appointed a dedicated University Ethics Lead to oversee the enhancement of research ethics processes across the institution. This role was created in recognition of the need for focused academic leadership to ensure the successful delivery of the research ethics improvement project. The University Ethics Lead is managed by the Pro-Vice-Chancellor, Research and Innovation, who reports to Executive Board, ensuring that ethics governance is embedded at the highest level of institutional decision-making.

The University has an Open Research working group. This working group was established by a group of academics who were committed to creating a culture for open research. The working group led the delivery of a [University statement on its commitment to Open research](#). Open Research website and intranet pages were created, and new Open Research sessions were devised and delivered within the Organisational Development and PGR training programmes.

- **Monitoring and reporting**

Research Environment is a standing item at the twice-termly University Research and Knowledge Exchange Committee: monitoring reports are tabled on Culture, Open Research and Research Integrity. Annual reports on research integrity are received by Academic Board, Executive Board and University Council Student Education and Research Subcommittee.

## **2B. Changes and developments during the period under review**

- **Policies and systems 2024/25**

In this period, we had significant policy revisions. We identified the need to revise open access publication policy and the need to create a policy position on responsible use of research metrics. Furthermore, we reviewed the Research Ethics Risk Review Framework, and **enhanced research integrity through a revised research ethics review system.**

### **Research Publications Policy (Implemented April 2025)**

Following a period of extensive consultation, Royal Holloway introduced a new Research Publications Policy in April 2025, replacing the 2010 Open Access Publications Policy. The updated policy was formally ratified in 2024 and implemented in April 2025. It reflects the University's strengthened commitment to Open Research and the principles of research integrity, ensuring that the dissemination of research outputs is transparent, accessible, and ethically governed.

The policy supports responsible authorship, encourages the use of persistent identifiers, and promotes the sharing of research in line with funder requirements and sector best practice. It also aligns with the University's broader research integrity framework by reinforcing expectations around proper attribution, responsible data sharing, and the ethical communication of research findings. By embedding open and responsible publication practices, the policy contributes to a more trustworthy and inclusive research environment.

### **UKRI Open Access Policy compliance for long form publications**

We have been actively supporting authors in navigating the requirements of UKRI's Open Access policy for long form publications. While the policy has a longer lead-in period, we already have authors progressing through the compliance process and have made our first institutional payment to support an Open Access monograph. Guidance and support are being provided to ensure researchers understand the policy, funding routes, and publication options available, with further resources planned as demand increases.

### **Responsible Research Metrics Policy (Implementation December 2025)**

In June 2024, Royal Holloway published a Responsible Research Metrics Statement, marking a key step toward embedding integrity and transparency in how research performance is assessed. This statement laid the foundation for a formal Responsible Research Metrics Policy, which is scheduled for implementation in November 2025, subject to approval by the Research and Knowledge Exchange Committee in October and Policy Review Committee in December.

The policy reflects Royal Holloway's commitment to the principles of the San Francisco Declaration on Research

Assessment (DORA) and the Concordat to Support Research Integrity, promoting fair, context-sensitive, and responsible use of metrics in evaluating research quality, impact, and career progression. It aims to reduce reliance on narrow quantitative indicators and encourage holistic, values-led approaches to assessment that recognise diverse contributions to research, including collaboration, engagement, and leadership.

By aligning research evaluation practices with integrity principles, the policy will help foster a more inclusive and ethical research culture, support responsible career development, and ensure that assessment frameworks reflect the full breadth of academic excellence. This policy will be key in the development of our REF 2029 Code of Practice.

### **Research Ethics Risk Review Framework**

As part of commitment to ensure the continued evolution of the Risk Review Framework and to meet the needs of our research community we review the Framework on an annual basis. Updates to the Framework have addressed social media use and other internet mediated research, issues concerning identified significant power relations and inclusion of the Animal Welfare and Ethical Review Body (AWERB) process.

### **Enhancing Research Integrity through a revised Ethics Review System**

In November 2024, under the leadership of the University Ethics Lead, and the Research Ethics Committee (REC) we launched a revised research ethics review system designed to improve transparency, efficiency, and quality across the research ethics approval process for all academic staff and postgraduate research (PGR) students.

The new system enables applicants to track the status of their submissions in real time, enhancing clarity and accountability throughout the review process. Reviewers benefit from a streamlined interface and improved workflow, supporting timely and consistent decision-making. All applications are now triaged by the central research ethics team, ensuring that submissions meet required standards before review and raising the overall quality of research ethics applications.

These enhancements directly support the University's commitment to research integrity by strengthening governance, improving researcher experience, and embedding good practice in ethical review from the outset of the research lifecycle.

As part of the launch of the new system, we updated the internal research ethics website. The site now provides clearer guidance for staff and PGR students. Researchers are now able to easily access information to support ethical review, this includes step by step video guides, frequently asked questions, and tips for a successful application. We updated the associated research ethics guidance for researchers and reviewers. We also revised the Safeguarding in Research Guidance and created a guide for the use of social media.

- **Communications and engagement 2024/25**

#### Festival of Research- June 2025

Royal Holloway's second Annual Festival of Research took place over four days in June 2025, celebrating the University's vibrant research community and commitment to a positive, inclusive research culture. The programme featured talks, workshops, training, and networking opportunities, with each day themed to spotlight different aspects of research excellence and integrity.

- Day 1: Early-Career Researchers – Recognised over 20 supervisors for completing training and hosted workshops on enhancing the PGR experience, reinforcing responsible supervision and researcher development. Gave a platform for over 40 PhD researchers to highlight their projects with a social purpose across the university and reinforced their sense of community.
- Day 2: Innovation in Action – Displayed cutting-edge research in robotics and autonomous systems, alongside practical sessions on grant writing and research support, promoting integrity in project design and funding.
- Day 3: Campus Connections – Included an open meeting with senior leaders and lab tours, fostering transparency and cross-campus dialogue around responsible research practices. As part of this session, we ran a workshop on sector negotiations being led by JISC to deliver more financially sustainable open access.
- Day 4: AI & Education Futures – Explored ethical engagement with schools and young people, culminating in a keynote by Geoff Barton CBE on education and policy.

The Research Engagement Awards celebrated impactful, collaborative, and community-focused research, with winners exemplifying research integrity through interdisciplinary work, mentoring, and global partnerships.

The Festival was featured on the University's relaunched research integrity webpages, enhancing external visibility of Royal Holloway's commitment to responsible research and reinforcing strategic priorities around transparency, accountability, and inclusive practice.

Registrations this year were up by almost 200%, which converted to 94% attendance. Feedback from the 2025 Festival of Research was overwhelmingly positive, reflecting strong engagement and enthusiasm across the academic community. Attendees particularly valued the diversity and quality of sessions, highlighting opportunities for cross-disciplinary collaboration and learning about research from across the university. Most participants felt that the length and format of sessions were "just right," and 100% of respondents indicated they were or highly likely to attend future Festivals. Comments praised the inclusive and inspiring atmosphere, while suggestions for future development included offering more sessions led by early career researchers and research networks and exploring additional opportunities for collaboration and public engagement.

#### Website Redevelopment to Support Research Integrity - July 2025

In July 2025, the University undertook a comprehensive revision and relaunch of its internal and external research integrity webpages.

This work aimed to improve accessibility, clarity, and visibility of key policies, procedures, and support mechanisms related to responsible research conduct. The updated [internal research integrity website](#) provides clearer guidance for staff and students on how to raise concerns, access training, and understand expectations around research integrity.

Importantly, the [external-facing research integrity webpages](#) were also redesigned to enhance public visibility of the University's commitment to research integrity. These updates ensure that external stakeholders — including collaborators, funders, and prospective students — can easily access information about Royal Holloway's principles, governance structures, and alignment with national frameworks such as the Concordat to Support Research Integrity. This contributes to greater transparency and reinforces the University's reputation as a responsible and values-led research institution.

- **Culture, development, and leadership 2024/25**

The University has developed its new strategy, RH2030s in this period. In November 2024, as part of work developing the RH2030s vision of inclusive, excellent research we appointed three colleagues to new University-wide leadership roles. These roles all drive projects that improve and develop areas of our research culture. The roles are:

- Early Careers Researcher (ECR) Academy Chair - whose role it is to represent ECR voices at University-level, shape Royal Holloway's strategy from the ECR perspective, and organise events to connect ECRs with one another.
- Two Senior University Research Leads - who are leading projects that advance best practice in research culture and act as champions of good research practice. One project focuses on research expectations by career stage and identifying and sharing areas of best practice: another project on removing barriers to international research with a focus on global mobility, risk, reward, equity, and compliance.

The University appointed a research culture development manager in 2023, this role was created to lead the delivery of the University's Research Culture Action Plan, enhance research training provision, and promote engagement across the research community. Based in Organisational Development and working in close partnership with Research and Innovation, the post was strategically extended in July 2025 for a further academic year to ensure continuity in driving cultural change and embedding best practice.

The University renewed its commitment to research integrity and culture by reappointing the University Ethics Lead for a further three-year term. This role is pivotal not only in upholding ethical standards and providing expert guidance on research conduct, but also in shaping a culture of integrity across the institution. By embedding ethical awareness into training, policy development, and researcher engagement, the role contributes to a research environment where responsible practice is both expected and supported.

- **Training in 2024/25**

Royal Holloway delivers a comprehensive and evolving programme of training that supports researchers at all career stages in developing the knowledge, skills, and behaviours required to uphold the highest standards of

research integrity. Modules on this course are mandatory and monitored annual through the annual performance development review cycle. This provision is aligned with the Concordat to Support Research Integrity, particularly its commitments to:

- Providing appropriate training and development opportunities.
- Promoting positive research culture.
- Supporting researchers to act with rigour, transparency, and responsibility.

### **Core integrity training in 2024/25**

#### Research Integrity and Culture (June–July 2025)

Introduction to Research Integrity and culture workshop (June 2025): Delivered by James Parry, former Chief Innovation Officer at UKRIO, this interactive session explored the complexities of ethical research practice and the influence of research culture. Attended by researchers and professional services staff across career stages, the session fostered reflection on institutional behaviours and systems that support integrity.

Attendees: 28

#### UKRIO Introduction to Research Integrity Online Course (Launched July 2025)

A four-module Moodle-based course now available to all academic staff, researchers, and PGRs. It provides foundational knowledge of research integrity principles and practical guidance for everyday research practice.

#### Breaking Barriers -co-designing actions to support the research career development of Black and Global Majority Colleagues.

This consultative group has recommended the development of a reciprocal mentoring scheme to build on our commitment to transparency and a learning culture across all groups of researchers and leaders in the University in development for 2026.

#### Researcher Development Programme (RDP)

The RDP supports doctoral researchers in developing transferable skills and professional capabilities. In 2024/25, the programme delivered workshops across six thematic areas:

1. Research Skills and Methodology
2. Academic Writing and Publishing
3. Research Integrity and Ethics
4. Professional and Career Development
5. Wellbeing and Personal Effectiveness
6. Digital Tools and Innovation

The programme plays a key role in embedding a culture of integrity by equipping researchers with the tools to conduct responsible and impactful research.

Attendees: a total of 918 attendances were recorded of doctoral researchers participating in RDP sessions.

#### Early Career Researcher (ECR) Academy

The ECR Academy provides structured support for researchers at the beginning of their careers. In 2024/25, activities included:

- Workshops on promotion criteria, productivity and work-life balance, best teaching practices, and impact.
- Hands-on grant writing and career development support.
- Peer networking and mentoring to foster inclusive research culture.

The Academy embeds integrity principles from the outset of researchers' careers and supports their development as responsible leaders.

Attendees: 174 ECRs participated in sessions or engaged overall.

#### Honing Your Purpose – Mid-Career Programme (May 2025)

This new initiative supports mid-career academics (Senior Lecturer/Reader level) in reflecting on their career trajectory, values, and long-term goals. It addresses a recognised gap in development provision and promotes sustainable, values-driven research leadership. We discuss this further in section 2.d as our case study of good practice in 2024.25.

Attendees: 15

**Thematic/ responsive training in 2024/25.**

Following needs identified in the research planning cycle we target two additional areas for research integrity training this year. One around trusted research and one on research integrity for research leaders.

Research Integrity and Culture: leadership in practice (May 2025)

This was a bespoke session delivered by James Parry, former Chief Innovation Officer at UKRI, this session explored a series of case studies with our research leads aimed at improving their understanding of research integrity and their role in supporting good research practice and identifying areas of research misconduct.

Attendees: 25

The session was delivered by James Parry, with Department Research Leads and Vice-Deans (Research and Knowledge Exchange) invited to participate. The workshop underscored the vital role that research leaders play in upholding and promoting the highest standards of research ethics and integrity across the institution. Participants were encouraged to continue engaging their teams in open discussions about responsible research conduct and to model best practices in their everyday work. It was highly encouraging to see such active participation and commitment from our community of research leaders.

Attendees: 47

Trusted Research (March 2025)

A series of bespoke sessions were delivered by the Research Collaboration Advice Team (RCAT) to raise awareness of research security and the responsibilities of researchers and professional services staff in identifying and managing risk. The sessions were structured as follows:

- Senior Research Leadership Team: Training on managing risk in partnerships, with a focus on the national security agenda and the role of risk owners. Attendees: 22
  
- School of Engineering, Physical and Mathematical Sciences: Session for academics on managing risk in international research partnerships, particularly in high-risk applied research areas subject to export control. Attendees: 21
  
- Professional Services Colleagues: Tabletop exercise using case studies of high risk projects, alongside skills training in due diligence and partnership assessment. Attendees: 15

These sessions supported the development of institutional capability in managing research security risks and reinforced the importance of integrity in international collaboration.

- **Monitoring and reporting 2024/25.**

There is a standing report to the university's Research and Knowledge Exchange Committee on Research Environment, where reports are tabled on Culture, Open Research and Research Integrity.

Embedding Integrity in Strategic Planning

In November 2024, Royal Holloway successfully launched a new Research Planning Cycle, requiring all Departments and Schools to report on and highlight examples of positive research culture and good practice in relation to research integrity. This initiative marked a significant step in embedding integrity into strategic planning and departmental reflection.

As part of the process, Vice Deans Research and Knowledge Exchange led the collection and sharing of best practice in open research culture, supported by the Research and Innovation Directorate. Integrity was explicitly assessed, helping to establish a baseline understanding across the institution.

Insights gathered through this cycle directly informed the design and delivery of thematic training and outreach activities for 2024/25 and 2025/26, including sessions on trusted research, integrity, and research culture.

## 2C. Reflections on progress and plans for future developments

- **Policies and systems in 2025/26**

The Research Misconduct Policy and Research Ethics Policy will be updated in 2025, reflecting best practice guidance from UKRIO.

The Code of Good Practice for Research is scheduled for revision in Spring 2026. The Code of Good Practice for Research will be supplemented with two emerging areas of guidance: Principles for the Use of Generative AI in Research and Principles for Responsible Knowledge Exchange, Impact, and Innovation. To support the development of the AI principles, the University has established an interdisciplinary working group chaired by the Executive Director of Business and People Services. Draft principles have been developed and will shortly undergo consultation with the wider academic and research community. These additions will ensure our research governance framework remains responsive to technological change and evolving expectations around responsible innovation.

We will continue to support and develop the research ethics system for PGR students and staff. We will also provide guidance to improve the quality of research ethics applications and empower supervisors to support students ensuring the applications are ready for submission.

As part of the implementation of the new Research Publications Policy, our Head of Library Research Support delivered a series of briefing workshops for academic colleagues to support its initial rollout. The policy is currently being introduced as a pilot, with author rights retention as a key feature. A formal review of feedback from the pilot will be undertaken during 2025/26 to inform future implementation plans.

- **Culture development and leadership in 2025/26**

### **Research Festival**

Plans for the third Festival of Research are underway, taking place in the summer term. Lessons learned will be implemented, including engaging academics and professional staff with a listening exercise to establish the kinds of training sessions that would be welcomed.

### **Doctoral Researcher Conference**

Plans are underway for annual doctoral researcher conference which will take place on 07 November 2025. This interdisciplinary conference aims to provide a platform for emerging scholars to present their cutting-edge research, engage in meaningful academic discussions, network with peers and experienced academics, and build lasting connections within the academic community.

### **Research Culture group.**

The Research Culture Group meets once per term and brings together representatives from across academic career stages, the Doctoral School, Library, Research & Innovation, and Organisational Development. The Group is chaired by the Pro-Vice-Chancellor (Research & Innovation) and plays a central role in shaping and advancing the University's research culture in consultation with the research community. The Group provides strategic oversight and coordination for all aspects of the research culture, ensuring alignment with the University's research strategy and values of being open, innovative, respectful, and daring. Key responsibilities include: providing oversight of all factors influencing research culture; recommending priorities, actions, and KPIs to enhance the staff research environment; and acting as a consultation forum for new or revised research-related policies. Through these activities, the Research Culture Group fosters a collaborative, reflective, and forward-thinking research environment that supports excellence and integrity across the institution.

### **Research Culture Tracker**

The Research Culture Tracker builds on the five key aims established through the Research Culture Group's earlier work to develop the University's research culture principles. It serves as a central tool that brings together action plans and initiatives from across the institution, providing an integrated view of ongoing activity. The Tracker supports monitoring of progress, identifies gaps, and helps assess implementation and impact, ensuring a coordinated and transparent approach to strengthening the University's research culture.

## New Senior Research Leads

Building on the success of the initial cohort, we are preparing to recruit a new round of Senior Research Leads. These roles are designed to lead strategic projects that enhance the research environment, promote a positive and inclusive research culture, and champion the principles of research integrity and good research practice. The new cohort will play a key role in embedding institutional values across disciplines and supporting the delivery of RH2030 strategic priorities.

- **Training for 2025/26**

### Core training

A new **Moodle-based course on Trusted Research** is planned for launch in **January 2026**. This will provide an accessible introduction to trusted research principles, relevant legislation, and national security considerations.

Royal Holloway is working with **UKRIO** to pilot and implement their new **Introduction to Research Ethics** course, which will be hosted on Moodle. This will provide foundational ethics training for researchers across disciplines.

We will continue to support engagement with the UKRIO Introduction to Research Integrity Online Course and explore making this and the above courses mandatory for 2026/27.

## Career-Stage Development Programmes

### Researcher Development Programme (RDP) Review

The Researcher Development Programme is being restructured to enhance the accessibility, relevance, and visibility of development opportunities for academic staff. The initiative responds to feedback indicating a need for clearer access to resources and activities aligned with different career stages, including Early Career Researchers, Mid-Career Researchers, and senior academics. A new Academic Development Hub will serve as a central point for professional growth and resource discovery. It will be structured by career stage, with each section presenting the most relevant opportunities, events, and resources while maintaining access to the full range of development activities across the University. An initial mapping of career cohorts has been completed, identifying key characteristics and development needs. Feedback from the academic community is being gathered before further progression. The Hub will link to relevant internal resources to provide a clear and connected view of professional development across the institution.

By improving visibility and accessibility of integrity-focused development opportunities, this initiative strengthens Royal Holloway's commitment to embedding research integrity across the academic lifecycle. It also aligns with the principles of the Concordat to Support Research Integrity, ensuring that all researchers are equipped to uphold the highest standards of rigour, transparency, and ethical conduct.

### Thematic/ responsive training

- The **Research Misconduct Policy** will be updated in **2025**, reflecting best practice guidance from UKRIO. In **Summer 2026**, targeted training for Heads of Department will be delivered by UKRIO on misconduct handling including on conducting informal investigations.
- A **practitioner-focused trusted research training** offer is being developed for a scholarly peer review group within the School of Engineering Physical and Mathematical Sciences (EPMS). This group will be trained to identify and assess risks related to **national security, export control, and dual-use technologies** in grant applications, ensuring robust oversight of sensitive research proposal developments.
- The University will continue to evaluate training needs around emerging ethical considerations. For 2025/26, three priority areas have been identified:
  - **Supporting the Researcher** – focusing on ethical supervision and mentoring.
  - **De-risking Your Research Project** – helping researchers identify and mitigate ethical and reputational risks.
  - **Communication Skills: Translating Your Research** – equipping researchers to communicate ethically and effectively with diverse audiences.

With the support of members of the Research Ethics Committee we aim to produce a series on videos on the topic of 'why research ethics matters'

- **Monitoring and reporting in 2025/26**

### Research Planning Cycle (November 2026)

The research planning cycle will continue for a second cycle to serve as a mechanism for identifying needs, celebrating good practice, and shaping future research integrity training provision.

### HR Excellence in Research Action plan

We will continue to deliver to the actions agreed in our HR Excellence in Research Action plan which are:

1. Ensure researchers act in accordance with employer and funder policies related to research integrity.
  - Continue with the development of Ethics and integrity training, using UKRIO and other external experts as appropriate.
  - Update and promote Code of Good Practice for Research.
  - Develop role of Policy and Integrity team in R&I including new Research Compliance role.
  - Embed into new grant award communication direct links to relevant policies.
  - Develop a training programme on Trusted Research and roll out training events in 2024/25.
2. Ensure researchers use available mechanisms to report staff who fail to meet the expected standards of behaviour in relation to research misconduct.
3. Ensure researchers and their managers are aware of, and act in accordance with, the highest standards of research integrity and professional conduct.
  - Continue with the development of Ethics and integrity training, using UKRIO and other external experts as appropriate.
  - Update and promote Code of Good Practice for Research.
  - Develop role of Policy and Integrity team in R&I Include leadership of initiatives in relation to research integrity.
  - Training and development for managers on Research Misconduct policy and processes.
4. Ensure managers' report and address incidents of poor research integrity.
  - Training and development for managers on Research Misconduct policy and processes

## 2D. Case study on good practice in 2024/25 (optional)

### Honing Your Purpose – Supporting Research Integrity Through Mid-Career Development

In May 2025, Royal Holloway launched Honing Your Purpose, a tailored development programme designed to support mid-career academic and research staff in reflecting on their career trajectory, values, and long-term goals. The initiative responds to a recognised gap in development opportunities for colleagues in Senior Lecturer or Reader roles, who often face increasing demands and complex expectations without targeted support.

The programme directly supports the University's commitment to research integrity by fostering reflective practice, ethical leadership, and values-led career planning. Through a series of structured workshops, coaching sessions, and action learning sets, participants were encouraged to explore how their personal purpose aligns with their professional responsibilities, including the conduct and leadership of research.

#### Programme Objectives:

- **Build Leadership Capacity:** Strengthening confidence in leading research, securing funding, and fostering responsible research environments.
- **Clarify Career Goals:** Supporting participants to identify barriers and enablers to progression, including those related to ethical decision-making and research governance.
- **Promote Healthy Boundaries and Agency:** Encouraging sustainable working practices that support integrity and wellbeing.
- **Foster Collaboration:** Building cross-disciplinary networks that promote open dialogue, peer support, and shared responsibility for research culture.

**Programme Format:**

The five-day programme included sessions on career reflection, boundary setting, research partnerships, and future planning. Participants also receive three one-to-one coaching sessions and engage in Action Learning Sets to collaboratively address real-world challenges.

**Outcomes:**

By the end of the programme, our participants reported:

- A clearer sense of career direction and purpose.
- Increased confidence in research leadership and ethical decision-making.
- Stronger internal networks and peer support.
- Practical tools for resilience and boundary-setting.
- A renewed commitment to contributing to a positive and integrity-led research culture.

This initiative exemplifies Royal Holloway's strategic investment in staff development and its commitment to embedding integrity across all stages of the academic career lifecycle.

## Section 3: Addressing research misconduct.

### 3A. Statement on processes that the organisation has in place for dealing with allegations of misconduct.

Royal Holloway has established a comprehensive framework for addressing allegations of misconduct in both research and academic contexts.

For staff engaged in research, the [Research Misconduct Policy and Procedure](#) sets out the principles and processes for investigating concerns related to research integrity. This is supported by the University's [Whistleblowing Policy](#) and [Disciplinary Procedures](#), ensuring a robust and transparent approach to upholding research standards. These policies apply to all academic and research staff undertaking research at the University.

In addition, the University's [Regulations on Academic Misconduct](#), which is embedded within the [Student Regulations](#), govern the handling of assessment-related misconduct. This applies to all students, including postgraduate research students, and covers a range of academic offences such as plagiarism, duplication, falsification of data, collusion, unauthorised use of AI and commissioning. Allegations are investigated through a formal process which may include academic misconduct panels, and outcomes are determined in accordance with the severity and nature of the offence.

Section 3B of this report will provide data on investigations into research misconduct involving all academic and research staff conducting research at Royal Holloway. This report will also include any investigations of academic misconduct offences relating to the research assessments completed by postgraduate research students for completeness.

### 3B. Information on investigations of research misconduct that have been undertaken in 2024/25

Type of allegation	Number of allegations			
	Number of allegations reported to the organisation	Number of formal investigations	Number upheld in part after formal investigation	Number upheld in full after formal investigation
Fabrication	0	0	0	0
Falsification	0	0	0	0
Plagiarism	0	0	0	0
Failure to meet legal, ethical, and professional obligations	0	0	0	0
Misrepresentation (e.g. data; involvement; interests; qualification; and/or publication history)	0	0	0	0
Improper dealing with allegations of misconduct	0	0	0	0
Multiple areas of concern (when received in a single allegation)	0	0	0	0
<i>Other*</i>	0	0	0	0
<b>Total:</b>	0	0	0	0

The University completed no formal investigations of research misconduct during the 2024/25 academic year. This is consistent with records held on the UKRI Misconduct register.

Additionally, the University completed no investigations of academic misconduct relating to research assessments completed by postgraduate research students during the same period.