

LSTM DORA Principles Implementation Plan – January 2021

Activity	Timeline	Responsibility
1. Communicate the DORA principles and LSTM’s commitment to these via staff briefings covering: <ul style="list-style-type: none"> - An overview of DORA and LSTM’s plans to meet the principles. - The expectations and methods of assessing of the performance of academic colleagues at LSTM. - How academic outputs are scored at LSTM. 	By December 2021 Recordings to be available on an ongoing basis for those who cannot attend live sessions on LSTM Learns	DORA Lead
2. Ensure LSTM’s approach to academic contributions is available to candidates in our: <ul style="list-style-type: none"> - Recruitment process through our LSTM website. - Promotions process through our internal intranet. 	By March 2021	Senior HR Manager (OD & Engagement)
3. Review our recruitment processes to ensure DORA principles are built into the assessment of candidates.	By August 2021, in line with our new recruitment system implementation	Senior Recruitment Manager
4. Review our promotion processes to ensure that DORA principles are built into the assessment of candidates.	By June 2021	Senior HR Manager (OD & Engagement)
5. Update our Freedom to Speak Up portal to refer to the principles of DORA	By March 2021	Safeguarding Lead
6. Ensure that LSTM’s progress towards the principles is reported on our LSTM website.	Annually from January 2022	DORA Lead