



Royal College of Music Knowledge Exchange Concordat Action Plan

July 2021

Section 1: Summary of institutional strategic objectives for knowledge exchange

Please summarise your institutional strategic objectives for knowledge exchange.

At the highest institutional level, the RCM's recently refreshed Vision Statement -2027 lays out our mission:

'The Royal College of Music provides music education and professional training at the highest international level, through commitment to the transformative power of music and its own founding principles of excellence, advocacy and access. As a natural first choice for the most talented students from around the world, RCM is consistently recognised as an international leader in developing versatile, innovative and influential creators, communicators and curators within the world of music and beyond. It embraces the ideals of an inclusive, open and just society, supporting students from diverse social, economic and ethnic backgrounds. It fulfils its obligation as a relevant, persuasive and world-leading advocate for the future of music, as an agent for positive and meaningful cultural change.'

This

collaborators and beneficiaries so that KE policies are understood and operationalised.'

The College is also committed to supporting 'Category A staff to solicit and

Entrepreneurship and innovation: The Creative Careers Centre (CCC) recently launched the RCM Accelerate Scheme to support graduating students through the challenges of starting a post-COVID performing arts career, providing financial support for innovative and sustainable music start-up businesses.

Pathways to engage in KE: Opportunities, including the internal KE Projects Fund are now being actively promoted to the hourly paid instrumental/vocal professors in a number of ways, as set out in the refreshed Learning, Teaching and Assessment Strategy.

Academic incentives: consultancy is encouraged by the distribution of a portion of such income back into a cost code earmarked for staff members undertaking consultancy, which they can use for KE and research activities.

Support for project development: The discrete KE Projects Fund annually uses £8,000 of HEIF which is managed and monitored by the Research & KE Manager (RKEM), and ensuring projects meet HEIF and equality, diversity and inclusion criteria

Outreach: the RCM Sparks learning and participation programme continues to expand and deepen relationships with partner

Section 3D: Working Transparently and Ethically

We make sure that our partners and beneficiaries understand the ethical and charitable regulatory environment in which our institution operates, including a commitment to inclusivity and equality, and we take steps to maximise the benefit to them within that context.

To what extent does your higher education provider meet this principle (1 being 'not at all' and 4 being 'entirely')

4

Please provide examples of innovative practices that demonstrate how your higher education provider meets this principle.

Example 1:

The RCM has an Equality, Diversity and Inclusion Policy, which informs all other strategies. The EDI Committee has met since February 2021 to ensure that EDI across the College is evaluated and monitored:

<https://www.rcm.ac.uk/media/RCM%20Equality%20Diversity%20and%20Inclusion%20Policy.pdf>

Example 2

The Research Ethics web page lists the RCM's processes, policies and expectations for students and staff: Staff and students engaged in research foster good practice and intellectual integrity in all professional circumstances. Principles emphasised by researchers at all levels are:

- Care and avoidance of harm

- Honesty and openness

- Accountability and appropriate documentation

- Confidentiality

- Informed consent

- Avoidance of conflicts of interest

- Compliance with the law and relevant codes of conduct

- Due acknowledgement of collaborators, informants, participants or other contributors

Example 3

A new Research Ethics Committee with accompanying Policy was formed in September 2020, which guides students and staff on ethical working practices: <https://www.rcm.ac.uk/media/RCM%20Research%20Ethics%20Policy.pdf>

Example 4

The College has documented agreements with its external partners e.g. TriBorough Music Hub, to maintain clear and transparent relationships (example agreements available upon request).

Section 3F: Recognition and Rewards

We recognise and reward the achievements of staff and students who perform high quality KE activities.

To what extent does your higher education provider meet this principle (1 being 'not at all' and 4 being 'entirely')

2

Please provide examples of innovative practices that demonstrate how your higher education provider meets this principle.

Example 1

A KE time allocation model for salaried staff has been established. This recognises KE activity on an equivalent basis to research activity.

Example 2

Section 3G: Continuous Improvement

We proactively strive to share best practice with our peers and have established processes for learning from this.

To what extent does your higher education provider meet this principle (1 being 'not at all' and 4 being 'entirely')

2

Please provide examples of innovative practices that demonstrate how your higher education provider meets this principle.

Example 1

The Conservatoires UK Research and KE Forum is an important forum for sharing of good practice between UK special performing arts institutions.

Where gaps have been identified in the self-evaluation exercise, please provide details of your improvement plan for meeting the requirements of this principle. Please indicate the resources to support the plan.

A new KE Working Group will help to define KE roles and responsibilities in the wider College. The KE Working Group, led by RKE Manager and Director of Programmes, will be essential for implementing the Action Plan.

The KE Working Group will bring together key individuals from across the College to encourage stronger collaboration and alignment between different departments. As a central point for KE planning, monitoring and evaluation, it will report to the RKE Committee and Directorate.

Priority Action 2

Description	<p>Develop the College's role as a civic conservatoire by strengthening our relationships with the local community reaching out to underrepresented groups and making a positive contribution to local regeneration.</p> <p>Activities in all of these areas should be aligned with relevant institutional strategies, using the Strategic Plan to inform KE approaches in the Artistic Strategy, Learning Teaching Strategy and Public Engagement Strategy. Consultation with a wider range of stakeholders, including the general public, should inform goal setting.</p>
Name of Responsible Party	Colin Lawson
Position	Director of the RCM
Department	Directorate
Related Principle	1. Clarity of Mission
Timescale	12-18 months

Priority Action 3

Description	Prepare students for professional life through high quality, integrated professional and entrepreneurial opportunities
Name of Responsible Party	Diana Salazar
Position	Director of Programmes
Department	Programmes
Related Principle	5. Capacity building
Timescale	12-18 months

Priority Action 4

Description	Maximise staff engagement with KE across the RCM community
Name of Responsible Party	

