

Appendix 19: Framework mappings, used to map the call for evidence data to the final version of the research culture framework

This appendix shows:

- The version of the framework that the call for evidence was based on;
- The version of the framework that was used during the writing of the report;
- And the ways we mapped the previous framework on to the report version of the framework.

Section code	Element code	Behaviour code	Overall code	Section	Element	Behaviour	Mapping (previous framework iteration)	Notes about mapping
1	0	0	1.0.0	<i>How research is managed and undertaken</i>	-	-	<i>How research is managed and undertaken</i>	
1	1	0	1.1.0	<i>How research is managed and undertaken</i>	<i>Effective research governance and management</i>	-	<i>Effective research governance and management</i>	
1	1	1	1.1.1	How research is managed and undertaken	Effective research governance and management	Mechanisms to ensure transparent, accountable governance	Ensuring good governance	
1	1	2	1.1.2	How research is managed and undertaken	Effective research governance and management	Implementing effective policies and processes	Implementing effective policies and processes	
1	1	3	1.1.3	How research is managed and undertaken	Effective research governance and management	Providing open, competent and effective research leadership	Providing strong capable leadership	
1	1	4	1.1.4	How research is managed and undertaken	Effective research governance and management	Providing appropriate, safe and accessible work spaces	not in old framework	

1	2	0	1.2.0	How research is managed and undertaken	Achieving the highest levels of research integrity	-	Achieving the highest levels of research integrity	
1	2	1	1.2.1	How research is managed and undertaken	Achieving the highest levels of research integrity	Upholding the highest standards of rigour and integrity	Upholding the highest standards of rigour and integrity	
1	2	2	1.2.2	How research is managed and undertaken	Achieving the highest levels of research integrity	Being accountable for all aspects of the research process	Being accountable for the research process and confident to speak out without repercussions	
1	2	3	1.2.3	How research is managed and undertaken	Achieving the highest levels of research integrity	Being transparent and honest about all aspects of the research process	Being transparent and honest about all aspects of the research process	
1	2	4	1.2.4	How research is managed and undertaken	Achieving the highest levels of research integrity	Caring and respecting the participants in and beneficiaries of research	Caring and respecting the participants in and beneficiaries of research	
1	3	0	1.3.0	How research is managed and undertaken	Actively promoting sustainability	-	Considering the sustainability of research	
1	3	1	1.3.1	How research is managed and undertaken	Actively promoting sustainability	Using sustainable approaches to research	Using sustainable approaches to research	
1	3	2	1.3.2	How research is managed and undertaken	Actively promoting sustainability	Effective use of resources to make the research system accessible to all	not in old framework	
1	3	3	1.3.3	How research is managed and undertaken	Actively promoting sustainability	Ensuring the efficient use of finances, resources and infrastructure	Ensuring the efficient use of talent, resources and infrastructure	

1	3	4	1.3.4	How research is managed and undertaken	Actively promoting sustainability	Investing appropriately in talent and sustainable employment	not in old framework	
1	3	5	1.3.5	How research is managed and undertaken	Actively promoting sustainability	Considering the impact of research on the environment and people	Considering the Impact of research on the environment and people	
2	0	0	2.0.0	How research ensures value	-	-	How research is disseminated and valued	
2	1	0	2.1.0	How research ensures value	Taking an open approach to research	-	Taking an open approach to research	Was in Section 1, now in Section 2
2	1	1	2.1.1	How research ensures value	Taking an open approach to research	Supporting open, collaborative, interdisciplinary and team science approaches to research	Using open, collaborative and interdisciplinary approaches to research	Was in Section 1, now in Section 2
2	1	2	2.1.2	How research ensures value	Taking an open approach to research	Ensuring research is understandable, explainable, reproducible and accessible	Ensuring research is understandable, explainable and reproducible	Was in Section 1, now in Section 2
2	1	3	2.1.3	How research ensures value	Taking an open approach to research	Engaging and partnering with potential beneficiaries	Involving and engaging with business	Was in Section 1, now in Section 2
2	1	4	2.1.4	How research ensures value	Taking an open approach to research	Co-creating and learning with research users and society	Engagement with research users, society	Was in Section 1, now in Section 2
2	1	5	2.1.5	How research ensures value	Taking an open approach to research	Being open, agile and responsive to new technologies and research approaches	Being open, agile and responsive to new approaches	Was in Section 1, now in Section 2

2	2	0	2.2.0	How research ensures value	Communicating research	-	Communicating research	
2	2	1	2.2.1	How research ensures value	Communicating research	Connecting with others in accessible and inclusive language and media	Communicating in accessible and inclusive language and media	
2	2	2	2.2.2	How research ensures value	Communicating research	Inspiring curiosity and learning	Inspiring curiosity and learning	
2	2	3	2.2.3	How research ensures value	Communicating research	Sharing research, data and other outputs openly	Sharing research, data and other outputs openly	
2	2	4	2.2.4	How research ensures value	Communicating research	Acknowledging and building on the research and knowledge creation of others	Acknowledging and building on the research of others/Contributing to knowledge creation and teaching	
2	2	5	2.2.5	How research ensures value	Communicating research	Open to new forms of communication methods and spaces	Open to new forms of communication methods	
2	3	0	2.3.0	How research ensures value	Realising impact	-	Realising impact	
2	3	1	2.3.1	How research ensures value	Realising impact	Understanding what value and impact means for different stakeholders	not in old framework	
2	3	2	2.3.2	How research ensures value	Realising impact	Advancing discovery and driving innovation	Advancing discovery and driving innovation	
2	3	3	2.3.3	How research ensures value	Realising impact	Capable of translation and innovation	Capable of translation and innovation	
2	3	4	2.3.4	How research ensures value	Realising impact	Contributing to knowledge creation and teaching	not in old framework	

2	3	5	2.3.5	How research ensures value	Realising impact	Informing policy and practice	Informing policy and practice	
2	3	6	2.3.6	How research ensures value	Realising impact	Developing a highly-skilled and engaged workforce	not in old framework	
3	0	0	3.0.0	<i>How people are supported</i>	-	-	<i>How the research workforce is supported</i>	
3	1	0	3.1.0	<i>How people are supported</i>	<i>Recognition and assessment</i>	-	<i>Using appropriate assessment</i>	<i>Was in Section 2, now in Section 3</i>
3	1	1	3.1.1	How people are supported	Recognition and assessment	Valuing research wherever it is undertaken	not in old framework	Was in Section 2, now in Section 3
3	1	2	3.1.2	How people are supported	Recognition and assessment	Broadening the concept of excellence within the system research	Broadening the concept of excellence within research	Was in Section 2, now in Section 3
3	1	3	3.1.3	How people are supported	Recognition and assessment	Using appropriate qualitative and quantitative assessment methods	not in old framework	Was in Section 2, now in Section 3
3	1	4	3.1.4	How people are supported	Recognition and assessment	Valuing diverse approaches, methods and contributions	Valuing diverse approaches and methods	Was in Section 2, now in Section 3
3	1	5	3.1.5	How people are supported	Recognition and assessment	Recognising and valuing the diverse range of competencies needed for the research endeavour	Acknowledging diverse range of contributions	Was in Section 2, now in Section 3
3	1	6	3.1.6	How people are supported	Recognition and assessment	Valuing failure and risk-taking as a healthy possibility of research	Valuing failure and risk-taking	Was in Section 2, now in Section 3
3	2	0	3.2.0	<i>How people are supported</i>	<i>Employment and conditions</i>	-	<i>No mapping</i>	
3	2	1	3.2.1	How people are supported	Employment and conditions	Providing transparent, equitable and	Providing open, transparent and	

						competency-based recruitment and recognition, recognising diversity	merit-based recruitment and recognition	
3	2	2	3.2.2	How people are supported	Employment and conditions	Providing structured and varied progression routes	Creating enabling environments and effective hierarchies	This was in Section 3 of a previous framework iteration
3	2	3	3.2.3	How people are supported	Employment and conditions	Providing appropriate remuneration and employment benefits	Creating enabling environments and effective hierarchies	This was in Section 3 of a previous framework iteration
3	2	4	3.2.4	How people are supported	Employment and conditions	Ensuring healthy working conditions, accommodations and flexibility based on ongoing needs	Ensuring appropriate working conditions and other benefits	
3	2	5	3.2.5	How people are supported	Employment and conditions	Recognising wider contributions to research within job descriptions, workload models and progression criteria	Achieving equity	This was in Section 3 of a previous framework iteration
3	2	6	3.2.6	How people are supported	Employment and conditions	Valuing the full range of experiences, skills and contributions of all who contribute to the research endeavour	Valuing diverse experiences /mobility	This was in Section 3 of a previous framework iteration
3	2	7	3.2.7	How people are supported	Employment and conditions	Acknowledging and mitigating effects of career breaks and other disruptions, and inequalities	Addressing precarity of employment	This was in Section 3 of a previous framework iteration
3	3	0	3.3.0	<i>How people are supported</i>	<i>Embedding professional and career development</i>	-	<i>Supporting career progression</i>	

3	3	1	3.3.1	How people are supported	Embedding professional and career development	Valuing continued professional development	Creating enabling environments and effective hierarchies	This was in Section 3 of a previous framework iteration
3	3	2	3.3.2	How people are supported	Embedding professional and career development	Addressing development needs at all career stages	Recognising development needs	
3	3	3	3.3.3	How people are supported	Embedding professional and career development	Providing a wide range of professional and career development opportunities	Providing access to professional and career development opportunities	
3	3	4	3.3.4	How people are supported	Embedding professional and career development	Engaging in regular career development reviews	Creating enabling environments and effective hierarchies	This was in Section 3 of a previous framework iteration
3	3	5	3.3.5	How people are supported	Embedding professional and career development	Enabling access to inspiring mentors and role models	No mapping	This was in Section 3 of a previous framework iteration
3	3	6	3.3.6	How people are supported	Embedding professional and career development	Recognising and awareness of diverse career opportunities	Valuing careers within and beyond academia / diverse career paths	
3	4	0	3.4.0	<i>How people are supported</i>	<i>Ensuring inclusive and healthy working environments</i>	-	<i>Ensuring inclusive, supportive and healthy environments</i>	
3	4	1	3.4.1	How people are supported	Ensuring inclusive and healthy working environments	Ensuring the research environment is accessible, inclusive and equitable for all	Accessible to all	
3	4	2	3.4.2	How people are supported	Ensuring inclusive and healthy working environments	Fostering psychological safety	No mapping	This was in Section 3 of a previous framework iteration

3	4	3	3.4.3	How people are supported	Ensuring inclusive and healthy working environments	Embracing and valuing diversity	Embracing diversity and respectful of all	
3	4	4	3.4.4	How people are supported	Ensuring inclusive and healthy working environments	Zero tolerance of and taking action against bullying and harassment	Intolerance of bullying and harassment	
3	4	5	3.4.5	How people are supported	Ensuring inclusive and healthy working environments	Supporting good mental health and wellbeing	Supports good mental health and wellbeing	
3	4	6	3.4.6	How people are supported	Ensuring inclusive and healthy working environments	Promoting balanced, flexible and achievable workloads	Promoting work life balance and achievable workloads	
4	0	0	4.0.0	How individuals engage with others	-	-	No mapping	
4	1	0	4.1.0	How individuals engage with others	Providing effective leadership and management	-	Providing effective leadership and management	
4	1	1	4.1.1	How individuals engage with others	Providing effective leadership and management	Providing responsive and empathetic line management	No mapping	
4	1	2	4.1.2	How individuals engage with others	Providing effective leadership and management	Providing honest and constructive feedback	Providing honest unbiased feedback	
4	1	3	4.1.3	How individuals engage with others	Providing effective leadership and management	Valuing and responding to differences in supporting others	No mapping	
4	1	4	4.1.4	How individuals engage with others	Providing effective leadership and management	Effective performance management	Effective performance management	
4	1	5	4.1.5	How individuals engage with others	Providing effective leadership and management	Being effective role models and mentors	Being effective role models	
4	2	0	4.2.0	How individuals engage with others	Empowering individuals	-	Empowering individuals	

4	2	1	4.2.1	How individuals engage with others	Empowering individuals	Clear lines of responsibility, accountability and autonomy	Clear lines of accountability and responsibility	
4	2	2	4.2.2	How individuals engage with others	Empowering individuals	Recognising motivations and ambitions, and facilitating professional visibility	Facilitating professional visibility	
4	2	3	4.2.3	How individuals engage with others	Empowering individuals	Encouraging a culture of reflection and learning from experience	Encouraging a culture of learning and healthy competition	
4	2	4	4.2.4	How individuals engage with others	Empowering individuals	Enabling creativity and encouraging innovative, imaginative, entrepreneurial mindset	Enabling creative autonomy and encouraging innovation	
4	2	5	4.2.5	How individuals engage with others	Empowering individuals	Generating confidence to speak out without repercussions	No mapping	
4	2	6	4.2.6	How individuals engage with others	Empowering individuals	Encouraging all to invest in their continuing professional development	No mapping	
4	3	0	4.3.0	<i>How individuals engage with others</i>	<i>Building collegiality</i>	-	<i>Building collegiality</i>	
4	3	1	4.3.1	How individuals engage with others	Building collegiality	Creating welcoming and inclusive communities for all	Creating inclusive communities	
4	3	2	4.3.2	How individuals engage with others	Building collegiality	Recognising individual and diverse contributions, advocating for others	Recognising individual and diverse contributions	

4	3	3	4.3.3	How individuals engage with others	Building collegiality	Engendering a sense of identity and belonging for all	Engendering a sense of identity and belonging	
4	3	4	4.3.4	How individuals engage with others	Building collegiality	Proving access to networks and communities	Proving access to networks and communities	
4	3	5	4.3.5	How individuals engage with others	Building collegiality	Recognising that individuals' behaviours shape cultures	No mapping	