

MANCHESTER  
1824

The University of Manchester



## FACULTY OF SCIENCE AND ENGINEERING

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## FACULTY STRATEGY 2024-28

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*We will continue to make significant contributions at local, national and global scales.*  
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# INTRODUCTION BY THE VICE-PRESIDENT AND DEAN



In launching this new strategy for the Faculty of Science and Engineering, we are not just sharing our vision for the future, but also setting out a detailed plan for its delivery. Our Faculty spans a broad spectrum of disciplines and capabilities, all pivotal in driving innovation and addressing the critical challenges faced by society. Through the breadth and depth of our fundamental and applied expertise, we will continue to make significant contributions at local, national and global scales.

This strategy reaffirms our collective commitment to the University of Manchester’s fundamental goals: enhancing Teaching and Learning, pioneering Research and Innovation, and championing Social Responsibility along with Equality, Diversity, Inclusion & Accessibility (EDIA). Each goal is underpinned by actions, ensuring that we overcome the barriers that challenge our ambitions. Our plan has been co-created with input from colleagues and leadership teams across each of the core goals and will help to steer our collective efforts toward meaningful and sustainable achievements.

Key to our strategy is the emphasis on community and civic engagement. We are committed to broadening those connections and embedding sustainability and inclusivity at the heart of all that we do. Science and Engineering are vital for driving discovery and crafting innovative solutions that have a lasting, positive impact. We invite all members of our Faculty community, including our external partners and stakeholders, to engage deeply with this mission. Your active participation is crucial as we advance the strategic initiatives set out in this document.

The collaboration and dedication of our outstanding academic and Professional Services (PS) colleagues, together with the efforts of our fantastic student population, provide the foundations for delivery of our strategic goals. Your hard work, commitment, and significant contributions are the drivers for our success. Together, we will continue to push the boundaries of knowledge and ensure that our Faculty remains at the forefront of teaching, learning, research and innovation at a truly international level.

Yours faithfully,

**Professor Martin Schröder**  
**Vice-President and Dean of the Faculty of Science and Engineering**



# OUR CULTURE

In striving to meet our vision, the Faculty of Science and Engineering recognises the importance of, and makes a commitment to, engendering a positive culture whereby staff, students and visitors from a diverse range of backgrounds are treated fairly and equally, irrespective of their personal characteristics.

This approach is crucial to stimulating an environment whereby all members and communities are valued for their contribution to an innovative and excellent research and teaching and learning environment.

## OUR VALUES AND BEHAVIOURS ARE THE FOUNDATION OF OUR CULTURE



### KNOWLEDGE

- Be actively responsible for our own development.
- Be aware of and adhere to/implement relevant policies and procedures, consulting with colleagues when appropriate.

### WISDOM

- Adopt a collaborative approach, being respectful of decisions made by colleagues.
- Ensure Faculty, School, Department, team and individual needs are considered.
- Encourage constructive participation and contribution to decision-making processes as appropriate and attend and contribute constructively and positively to meetings and networks.
- Recognise and learn from others' knowledge, skills and experience.
- Meet all obligations and deadlines, taking individual responsibility to inform relevant colleagues in a timely manner if a deadline may be missed.



### ACADEMIC FREEDOM

- Identify and develop opportunities, communicating to relevant parties on new ideas and fostering a culture of continuous improvement.



### HUMANITY

- Communicate effectively and respectfully to all colleagues.
- Listen to and respectfully consider the opinions of all colleagues.
- Ensure any tasks that may impact upon the work of others or upon outcomes are completed efficiently and effectively.
- Be respectful of and empathise with students and actively listen to the student voice.
- Promote a "no blame culture" acknowledging mistakes and errors are a necessary route to improvement.
- Promote equality and diversity of students and staff within an inclusive culture where we can succeed and achieve.



### COURAGE

- Take individual and collective responsibility for delivering outcomes.
- Challenge incidents of unacceptable behaviour and report any concerns to your line manager, supervisor or trusted colleague.
- Where disagreements or misunderstandings have occurred, take a professional approach to conflict resolution.
- Be actively aware of challenges to our own performance and wellbeing and seek appropriate support.



### PIONEERING SPIRIT

- Pro-actively work towards stretch targets and goals, in line with the Faculty's goals.
- Be agile and respond constructively and positively to our changing environment.



## OUR STRATEGY



This strategic roadmap outlines the Faculty's key goals and priorities for the coming years. It aligns with the University vision for 'Our Future', and provides the key link between the University's aspirations and the specific ambitions of our Faculty's Schools. The strategies for each of the core goals have been developed in collaboration with key stakeholders.

## OUR VISION



As the Faculty of Science of Engineering:

- We will deliver world-leading and world-changing research, teaching and innovation to bring transformative benefit to society and the environment.
- We will enable impact at a global and national level, and make an outstanding contribution to Manchester and our region.
- We will achieve this by cultivating an inspirational, inclusive and collaborative community that will empower our students and staff to fulfil their passion and potential.

## OUR WAYS OF WORKING



The strategy builds on the University of Manchester's shared values of knowledge, wisdom, humanity, academic freedom, courage and pioneering spirit. In our implementation of the strategy, we will be:

### EMBEDDED

Working with and within structures, people and processes

### COLLABORATIVE

Working together, supporting each other, listening, understanding and being inclusive

### AMBITIOUS

To be innovative, imagine possibilities, challenge ideas and improve

### PRO-ACTIVE

Taking action to pre-empt, lead and learn through reflection

### VISION AND WAYS OF WORKING

### EVIDENCE-INFORMED

Drawing in learning, ideas and data in a critical and systematic way



## THE THREE CORE GOALS

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Aligned to the University strategy, the Faculty plan is built around three core goals: research and discovery, teaching and learning, and social responsibility. Each core goal has identified sub-areas of focus, with clear aims and objectives to allow for regular progress monitoring and sharing of best practice.





# GOAL 1: TEACHING LEARNING AND STUDENT EXPERIENCE

The ethos of the Teaching College is centred around community, with academic and professional services colleagues working in genuine partnership and the student voice championed throughout. Decision making is through the collective voice, with our communities of practice supporting delivery of our shared objectives. Our colleagues and students are actively encouraged to share their views and ideas freely, and through this spirit of openness, a sense of belonging and innovation will naturally flourish. **Professor Peter Green, Vice-Dean, Teaching, Learning and Students**

A key enabler of our Faculty Teaching, Learning and Student Experience Strategy is our Teaching College. The Teaching College is organised around six functional themed strands, each with a responsibility to deliver strategic aims. The strands are Student Experience and Graduate Outcomes; Teaching Academy; Recruitment and Intake; Digital and Flexible Learning; Curriculum Development and Delivery; Teaching Excellence.

We work within a co-designed and shared responsibility model, with academics and professional services staff working in partnership, and the student voice championed throughout.



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Through this spirit of openness, a sense of belonging and innovation will naturally flourish.”

Professor Peter Green  
Vice-Dean, Teaching,  
Learning and Students

Strand	Aim
Student Experience and Graduate Outcome	We will continuously improve the student experience throughout the entire student lifecycle, including welcome and transition, teaching and learning, development opportunities, and careers support, to ensure that we provide our students with the best possible graduate outcomes.
Teaching Academy	We will create and promote a culture of innovation and inclusivity within the teaching and learning environment, and ensure that our staff have access to effective Continuing Professional Development.
Recruitment and Intake	We will attract the very best candidates from a diverse range of backgrounds and experiences, and deliver an excellent applicant experience.
Digital and Flexible Learning	We will embed the principles of the University's Flexible Learning Strategy across the Faculty and improve the quality of our flexible and blended learning provision for our staff and students.
Curriculum Development and Delivery	We will create an environment (culture and tools) to enable agile programme creation, development, review, and closure, and which encompasses all delivery and assessment modalities.
Teaching Excellence	We will support the University's strategy and approach to the Teaching Excellence Framework, with the aim to achieve TEF Gold in 2027.





## STRAND TLSE1: STUDENT EXPERIENCE AND GRADUATE OUTCOMES

FSE will be a place where students feel they belong and have a strong sense of community. We will close awarding and graduate outcome gaps and amplify the student voice to ensure purposeful and actionable feedback. We will support students in their understanding of their own physical and mental well-being and provide support where needed.

### OBJECTIVES

- 1. Eliminate the unexplained gaps in good degree outcomes and graduate outcomes between: White and Black students; White and Asian students; Disabled and non-disabled students; and Indices of Multiple Deprivation (IMD) quintile 1 and quintile 5 students (Widening Participation students).
- 2. Improve the National Student Survey score for the Student Voice.
- 3. Improve the experience of women, LGBT+, commuter students, and students who are carers. We will also consider the experiences and support needs of mature students and care leavers.

## STRAND TLSE2: TEACHING ACADEMY

We will promote a culture of teaching excellence and stimulate an inclusive learning environment with research-enhanced and pedagogically based teaching and learning. In this environment, excellent teaching will be recognised and rewarded.

### OBJECTIVES

- 1. Create a positive culture towards Continuing Professional Development (CPD) for teaching and learning professionals and build a portfolio of CPD courses that inspires and motivates teaching staff. Ensure colleagues are supported through teaching and learning updates and resources. Our new academics will receive the best training and preparation possible for a career as a Manchester Academic.
- 2. Ensure that staff have received the skills and training necessary to make the best out of our physical and virtual teaching spaces and tools. Work in partnership with staff and students to provide holistic and effective academic support systems for students of all backgrounds.
- 3. Encourage, support and champion a culture of technical and pedagogical innovation.

## STRAND TLSE3: RECRUITMENT AND INTAKE

This strand will enable wider access to higher education and diversify our student cohort. We will use market intelligence to inform the design of the Faculty’s portfolio, to meet the needs of prospective students and develop a resilient admissions service that manages demand effectively and sustainably, whilst delivering a quality applicant experience.

### OBJECTIVES

- 1. Increase applications and registrations from key widening participation and international student diversification markets, creating a more balanced cohort, reducing risk/financial uncertainty around single markets, and improving the student experience.
- 2. In anticipation of the UCAS ‘Journey to a Million’, manage demand across the Faculty and have a resilient, externally engaged Admissions service.
- 3. Inform and deliver the Faculty’s student number plans through a transparent intake management strategy.



## STRAND TLSE4: DIGITAL AND FLEXIBLE LEARNING

The University is making a substantial investment in the Flexible Learning Programme (FLP), we will ensure that the principles underlying FLP are embedded within the Faculty. We will develop new methods of use of digital learning materials, to deliver a substantial improvement in the quality of our flexible and blended learning provision for all our staff and students. We will prepare staff and students for the move to the new learning environment.

### OBJECTIVES

- 1. Identify areas where online delivery of teaching and learning could enhance the Faculty portfolio. Measure and improve the quality and consistency of flexible learning course delivery across the Faculty and ensure that digital technology is used appropriately to support teaching, learning and assessment.
- 2. Support and deliver the change of Central Learning Environment (CLE) (from Blackboard to Canvas) through leadership, high quality resources and community support networks.
- 3. Explore Artificial Intelligence (AI) in the delivery of teaching, integrating AI and Data Science into all curricula across the Faculty, to enable students to critique AI creations and make data-based decisions.

STRAND TLSE5: CURRICULUM DEVELOPMENT AND DELIVERY

We will create an environment for evaluation and review of our current programmes and their constituent course units, which will enhance the quality, accessibility and sustainability of our current programmes and their constituent course units. We will create a curriculum development environment that enables portfolio change and growth and facilitate interdisciplinary curricula.

OBJECTIVES

- 1. Implement a systematic data-driven course unit review and programme review process, ensuring clear channels for stakeholder engagement.
- 2. Deliver a Curriculum Development and Delivery toolkit to embed social responsibility, equality, diversity, inclusion and accessibility, digital skills, learning essentials, innovative teaching and assessment activities in our course units and programmes.
- 3. Refine and enhance our taught programme portfolio to ensure that we are leading and aligning with our competitors.



STRAND TLSE6: TEACHING EXCELLENCE

The Teaching Excellence strand will embed a framework for teaching excellence across FSE, based on robust data analysis, including formalised evaluation. A key focus is to maximise educational gain for all students.

OBJECTIVES

- 1. Promote teaching excellence within the Faculty and externally, by introducing funding opportunities to support staff to host or attend conferences or workshops, and to share knowledge.
- 2. Work with the university Teaching Excellence Framework (TEF) Group to provide a University-wide solution to the accessibility of teaching, learning and student experience metrics and data analysis, to inform all aspects of teaching, learning and student experience activity.
- 3. Define, measure, and evaluate 'educational gain'. Evidence the impact of our activities and ensure that impact is measurable through student partnership and appropriate costed staff resource.

TEACHING, LEARNING AND STUDENT EXPERIENCE SUCCESS MEASURES

Strand 1: Student Experience and Graduate Outcomes	<ul style="list-style-type: none"><li>• To be determined by Faculty depending on Faculty level Access and Participation Plan (APP) targets.</li><li>• Embed monitoring of Discipline feedback mechanisms between Discipline with School and Faculty with progress update meetings once per semester (2024/25).</li><li>• Complete 16 focus groups across APP target areas to develop informed action points to improve belonging (2023/24).</li></ul>
Strand 2: Teaching Academy	<ul style="list-style-type: none"><li>• Support the transition of CLE with a full range of resources and support opportunities for all Faculty Staff, to show that 80% of academic staff have engaged in these resources.</li><li>• Update the existing portfolio of CPD courses to be aligned with FLP principles and models of delivery by September 2025.</li><li>• Support Opportunities for external CPD for Academics with a specific focus on Leadership and/or Academic Excellence, at least four candidates per year.</li></ul>
Strand 3: Recruitment and Intake	<ul style="list-style-type: none"><li>• We will evidence an increase in the market-share of non-China domiciles (+3% in 2025), balancing the international cohort, in line with our International Student Diversification targets. Awaiting APP targets from the upcoming plan, we will put clear benchmarking in place to track progress.</li><li>• We will deliver an effective service that meets the needs of applicants. Course Portfolios Reviews will be delivered to ensure that our offering is appropriate and attractive for the market. Detailed competitor analysis will inform the annual planning cycle. Points of review will be triggered by tracking course application trends – where there is +/- 5% differentiation to the Faculty average, or a significant change against sector averages, we will request additional insight, which will inform further review.</li><li>• We will deliver a clear intake forecasting framework to accurately track progress to targets with greater accuracy to meet student number planning targets across UG/PGT, to a total intake of 5103 by 2029 (+4%). Points of risk will be identified through intake forecasting.</li></ul>
Strand 4: Digital and Flexible Learning	<ul style="list-style-type: none"><li>• All taught course units to be successfully transferred to Canvas before Sept 2025.</li><li>• Three on-campus and distance learning twins by 2026.</li><li>• An increase in the feedback score of online materials in Unit Evaluation Questionnaires year on year.</li></ul>
Strand 5: Curriculum Development and Delivery	<ul style="list-style-type: none"><li>• Production and implementation of a Course Unit Review (CUR) process and dashboard – pilot in 2024-2025.</li><li>• Production of a toolkit of resources for CUR- need to revisit/summarise output of CUR task and finish group during 2024-2025.</li><li>• Development of a programme level evaluation framework – by end of academic year 2024-2025, implemented and piloted during 2025-2026. Number of programmes to be evaluated to be confirmed following the development and implementation of the programme evaluation framework.</li></ul>
Strand 6: Teaching Excellence	<ul style="list-style-type: none"><li>• Annual increase in Teaching Excellence Development Fund awards to 15 per year in 2025/26 and 20-25 by 2028/29, with corresponding annual increases in teaching excellence case studies and resources on Teaching College website.</li><li>• Facilitate programme teams, disciplines and Schools with user friendly dashboards of accurate and up-to-date data to inform programme review and decision making.</li><li>• Definition of Educational Gain within an FSE context, co-created with students and with processes to measure it, expected 2025.</li></ul>



# GOAL 2: RESEARCH AND INNOVATION

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*"We will deliver world-leading and world-changing research, teaching and innovation to bring transformative benefit to society and the environment. We will enable impact at a global and national level and make an outstanding contribution to Manchester and our region. Our history of research and engineering is internationally recognised but does not define us. What we choose to do next will."* **Professor Richard Curry, Vice Dean Research and Innovation**

We will support our people to follow their curiosity, framed within a clarity of focus that draws us towards delivering collective change from a local to global scale. We will maintain a world-leading research environment where talent is attracted and developed, ambition and risk-taking rewarded, and transformative outcomes are delivered. Our research will shape the lives of all who engage with us and become the legacy we create.

Strand	Aim
Research for the Future	We will build on our strengths in Fundamental and Interdisciplinary research to deliver leadership and transformative solutions to key issues in Artificial Intelligence, Health, Sustainability, Quantum and Digital, Advanced Materials, and Discovery science and engineering.
Community	We will invest in our people to build a vibrant, collaborative, and supportive PGR and Researcher community.
Partnership	We will build effective and sustainable partnerships with international institutions and UK and international industry, facilitating the translation of knowledge to drive innovation.



“  
We will deliver world-leading and world-changing research, teaching and innovation to bring transformative benefit.  
”

**Professor Richard Curry**  
Vice-Dean, Research and Innovation

## STRAND RI1: RESEARCH FOR THE FUTURE

Our activities and opportunities are defined in relation to our local, national, and global environments. The Faculty is able to directly respond to changes in the Research funding landscape, with UK Government and funding body focus on STEM subjects that directly address the most critical local, national, and global policy issues. The objectives that we will deliver to achieve this aim allow us to respond to these opportunities in an agile and competitive way, building on our strength and depth of research expertise to strongly position ourselves to attract the funding that will enable us to deliver world-leading and world-changing research.

### OBJECTIVES

1. Schools will co-invest in priority research area themes through their Departments. These research themes will be reviewed regularly to ensure that they reflect societal challenges and the funding landscape.
  2. Through investment and support for staff at all career stages, we will continue to encourage fundamental research to deliver discovery research that is transformative across disciplines.
  3. Strengthen our School priority thematic areas through identifying and nurturing current and future interdisciplinary leaders and resourcing community-defined activities that will lead to new research programmes and collaborations.
  4. Increase the quality of our research outputs through targeted training for researchers and attracting the best PGR candidates.
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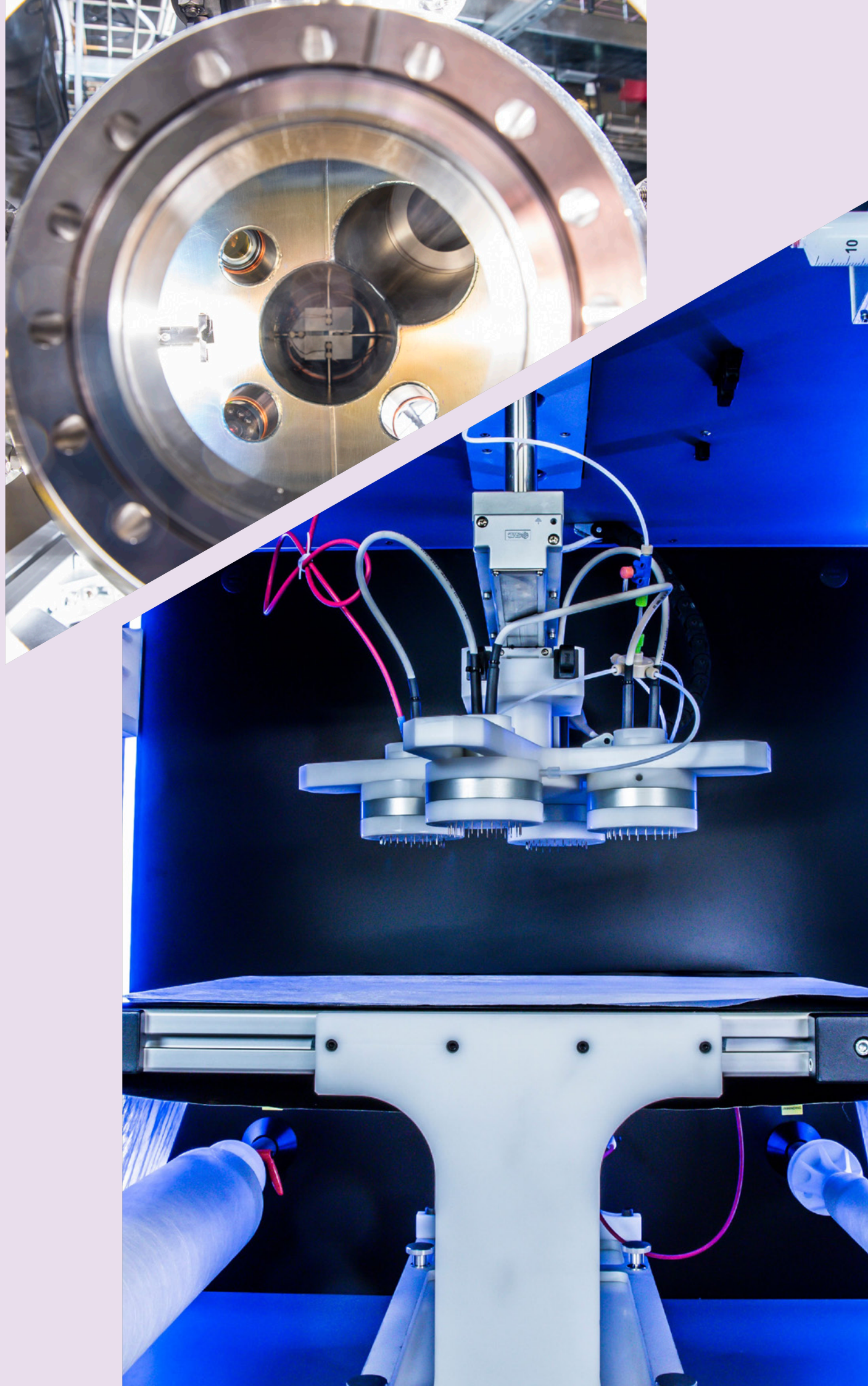
## STRAND RI2: COMMUNITY

Our research ambitions will be led by our people and values, and delivered by their engagement with colleagues, partners and stakeholders with Faculty support. Schools will co-invest in priority research area themes through their Departments that align stakeholder interest with identified, or targeted, research strength. World-leading fundamental research will remain supported as an underpinning long-term investment across all career stages. Delivery of impact and translation activities will be supported by targeted interventions in partnership with other University of Manchester (UoM) bodies and industry partners.

### OBJECTIVES

1. Increase the proportion of our researchers submitting and obtaining external funding to scale their research and diversify our sources of income, through providing support for bid-writing and taking a holistic consideration of workload to provide more time for research.
2. Improve the equality, diversity, inclusion and accessibility profile of our academic and researcher base.
3. Develop research leadership capacity and capability through training, networking, targeted grant writing support, and development of succession planning processes.
4. Invest in and maintain infrastructure and equipment to provide a leading research environment.





## STRAND RI3: PARTNERSHIP

Our research impact will be delivered in partnership with those directly facing the challenges being addressed. From a global perspective, this means that our researchers will be prepared to deliver internationally engaging research in a changing world, through a collaborations and alumni base that spans the globe. Our researchers will be highly innovative and be supported to commercialise project outcomes for the benefit of society, the economy and our innovation partners. Our industrial partners are critical in supporting the translation of our research, creating a culture and environment that supports creativity and mobility between academia and industry to enhance impact and knowledge transfer.

### OBJECTIVES

1. Identify, develop and expand strategic international partnerships with Institutions focused in global areas of strategic importance, for example through the expansion of dual award PhD programmes with key partners.
2. Engage with ID Manchester to fully exploit the opportunities it brings. ensuring Manchester is seen as a strategic place for industry and commercial investment.
3. Increase awareness and capability amongst our academic and research staff on how to engage with and meet opportunities presented by Industry and International collaboration.
4. Continue to develop and improve our externally facing Industrial engagement to build industry networks and connections, fostering collaboration and partnership opportunities for our academics and researchers.

## RESEARCH AND INNOVATION SUCCESS MEASURES

### Strand 1: Research for the Future

- £5M funding secured by 2027 from bidding into flagship Hubs/Centres based at University of Manchester.
- Winning one major tender (>£10M+) from emerging new initiatives from Government departments with increased Research and Development budgets (e.g. Advanced Research and Invention Agency, Department for Science, Innovation and Technology). Underpinned by suite of funding intelligence provided by Research Development and Innovation team.

### Strand 2: Community

- Increase in the number of Fellowships won by academics from a 2022/23 baseline figure.

### Strand 3: Partnership

- Two new flagship collaborative awards by 2027 with non-UK and EU partners, drawing on bi/multilateral funding arrangements.
- Increase in Innovate UK awards to 10 per annum including theme-specific calls, bilateral calls, and standard calls.





# GOAL 3: SOCIAL RESPONSIBILITY AND EQUALITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY

*"The Social Responsibility and Equality, Diversity, Inclusion and Accessibility (SREDIA) strategy brings together our ambitions in one overarching approach that applies across our student and staff community. Making a real difference will rely on each and every one of us taking personal and group responsibility and embracing the vision for a whole-Faculty and embedded approach."*

*As a Faculty we have made significant progress already, yet we know there is more to do. This strategy is our collective way to guide thinking and action over the next five years. We invite everyone to be part of this SREDIA vision."*

**Professor Lynne Bianchi, Vice-Dean Social Responsibility, Equality, Diversity, Inclusion and Accessibility**

We are a large and vibrant Faculty, encompassing Schools, Institutes, Departments, Disciplines, Student Societies, networks and groups across science and engineering research and education. Change at scale can be complicated. By using a four-strand approach, we can tackle our needs with focus and intent. Our ways of working will guide our steps by championing collaborative, pro-active, embedded, ambitious and evidence-informed approaches. We will focus on how the strands work together, finding the links and opportunities to weave together engagement, EDIA and environmental sustainability agendas. We recognise that time is precious, and we will continue to find examples of where SREDIA is an integral part of what we do, rather than a bolt-on. By showcasing such practice, we can reflect and learn with each other and better understand how we can support embedded practice in its truest sense.

We have taken a collaborative approach in developing this strategy. We have ensured we are aligned to the various central strategies and are working closely with the Vice Deans for Teaching, Learning and Student Experience and Research and Innovation and cross-Faculty groups to achieve a holistic approach. We recognise however that further connections and conversations need to take place. This strategy is our way to guide our thinking and action over the next five years.



Strand	Aim
Enabling Impact	We will enhance operational processes and governance to improve access to data to measure and communicate impact across SREDIA, celebrating and disseminating at local, national and international level.
Environmental Sustainability	We will build a culture that empowers students and staff to take personal and collective responsibility for improving the quality and sustainability of our environment within and beyond the Faculty.
EDIA	We will create an inclusive Faculty community of students and staff by removing barriers to equality and accessibility, embracing diversity, and fostering a sense of belonging for all.
Engagement	We will facilitate inspired and confident staff and student groups by informing, equipping and empowering them to engage with young people and communities to meet shared needs, enhancing environmental sustainability, social inclusion and science and engineering capital.



## STRAND SREDIA1: ENABLING IMPACT

We will enhance operational processes and governance to improve access to data to measure and communicate impact across SREDIA, celebrating and disseminating at local, national and international level.

### OBJECTIVES

1. Ensure the Faculty has robust planning, governance, and evaluation processes in place to assess the impact of social responsibility and EDIA initiatives.
  2. Empower all staff and students to understand and apply SREDIA principles across their teaching, learning, research, groups and processes.
  3. Harness our passion and expertise on SREDIA, celebrating and disseminating this knowledge to increase the profile and impact of SREDIA at a Faculty, institutional, local, national and international level.
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## STRAND SREDIA2: ENVIRONMENTAL SUSTAINABILITY

We will build a culture that empowers students and staff to take personal and collective responsibility for improving the quality and sustainability of our environment within and beyond the Faculty.

### OBJECTIVES

1. Offer all students an equitable entitlement to learning experiences that upskill them in knowledge and skills for environmental sustainability.
2. Maximise the opportunities for Faculty research to align with environmental sustainability themes, practices and issues.
3. Use our research to lead best practice and provide training opportunities in the responsible use of resources and materials within and beyond the University.

## STRAND SREDIA3: EDIA

We will create an inclusive Faculty community of students and staff by removing barriers to equality and accessibility, embracing diversity, and fostering a sense of belonging for all.

### OBJECTIVES

1. Foster and sustain a dignified, respectful, and welcoming environment for our community.
  2. Embed fairness, diversity, and equitability as a Faculty-community across everything we do and implement.
  3. Improve the pipeline for our staff and student recruitment and progression that rewards all people and all work.
- .....

## STRAND SREDIA4: ENGAGEMENT

We will facilitate inspired and confident staff and student groups by informing, equipping and empowering them to engage with young people and communities to meet shared needs, enhancing environmental sustainability, social inclusion and science and engineering capital.

### OBJECTIVES

1. Achieve consistent practices in design, delivery, and evaluation of high-quality outreach, public and civic engagement linked to Faculty research, teaching and/or facilities.
2. Stimulate and sustain meaningful impact with our local and wider community including schools, civic community groups and with policy makers, using staff and students' skills or our unique facilities to support communities through a Faculty civic and public engagement programme.





# SOCIAL RESPONSIBILITY AND EQUALITY, DIVERSITY AND INCLUSION SUCCESS MEASURES

**Strand 1:  
Enabling Impact**

- 80% of objectives in the strategy completed to deadline.
- SREDIA projects and initiatives are consistently monitored and reported on throughout the academic year within cross-School and Faculty Leadership.
- PowerBI dashboards support >10 key SREDIA metrics to inform monitoring and impact reporting.

**Strand 2:  
Environmental  
Sustainability**

- To have annually reported metrics to understand the landscape associated with single use consumables across the Faculty.
- 100% of labs have achieved a LEAF Bronze award or equivalent.
- Travel targets remain at 50% of pre-COVID levels.

**Strand 3:  
Equality,  
Diversity,  
Inclusion &  
Accessibility  
(EDIA)**

- Our Culture survey reports consistent improvement in staff belonging across sociodemographic strands.
- At least 80% of Faculty leadership, staff and students have undertaken EDIA training within the last 5 years.
- Schools’ Athena Swan submissions are completed and resubmitted to deadline, maintaining or improving Chartermark Status.

**Strand 4:  
Engagement**

- >75% of Faculty staff consistently and accurately reporting engagement activity (within PURE or equivalent).
- 75% of Faculty staff and students who take part in public, civic or school engagement activity have accessed appropriate support, training and resources.
- Faculty pre-16 schools outreach activities either consistently achieve above national average for number of WP participants, or include more than 50% of participants from identified priority groups.





# HOW WE WILL DELIVER THE STRATEGY



The strategy will be delivered through strong partnership working between our Schools, Research Institutes, Faculty partners, academics, researchers, and professional services teams. This will be underpinned by our cross-cutting teams and activity, embedded within areas such as International, Doctoral Academy and Faculty Office, to provide additional connectivity between our three core goals. Together we will use a variety of approaches to achieve our agreed objectives:

- **Policy:** influencing and leveraging local policies to shape behaviour and outcomes aligned with our aims and objectives.
- **Projects:** proactively identifying and leading the delivery of specific activity to ensure the successful operationalisation of the strategy.
- **Advice:** using our broad expertise to assist the Faculty to achieve our aims and objectives by sharing our knowledge and showcasing best practice.
- **Advocacy:** amplifying the visibility of our causes to inspire people to take action.

The success of the strategy will rely on the effective engagement of our people within the Faculty, as well as those beyond it within the University and civic spaces. It will be essential to regularly seek their views, listen and respond to their ideas and needs. By harnessing our collective voice, and drawing on group and individual expertise, we will apply an evidence-based approach to achieving change.

## CORE GOAL LEADERSHIP

Each Core Goal will be owned by the respective Vice-Dean and associated Leadership Team and co-delivered with School and Institute Leaders. We recognise the important role collaboration will play in the successful implementation of the strategy, between our academic and professional services, within and across the Faculty, Schools and Institutes. Collective oversight and monitoring will be owned by the Faculty Leadership Team.

## GOVERNANCE

The Faculty Leadership Team (FLT) is responsible for monitoring progress against the strategy's key performance indicators and periodically monitoring the performance of the individual Core Goal strategies. Periodic updates on each Core Goal strategy will be discussed at FLT meetings, with quarterly interim reports provided to the FLT and an annual, more detailed summary of progress against KPIs.

Connections between established networks, groups, committees and leadership teams will be reviewed regularly to ensure effective communication and reporting mechanisms throughout the Faculty's structure.

## CONTACT



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The University of Manchester