

Department Plan 2020-21

Library, Careers and Inclusivity

Our Values	Ambitious We're not afraid to shape, challenge and tackle the big issues, to take the initiative and pave the way. To set our sights high for ourselves and our students.	Innovative We create new opportunities for the people who work and study with us. We embrace different ideas and pioneer new and better ways of doing things.	Collaborative We have strong connections locally and globally. We help people and organisations be the best they can, building trust throughout your university community and beyond.	Enterprising We instil a thirst for new knowledge, its creation and application, empowering our students and staff to demonstrate a creative questioning approach, a 'can-do' confidence, and ability to navigate uncertainty.	Inclusive We make UWE Bristol a supportive and inspiring place to learn and work – somewhere where diversity of experience and perspective is encouraged, and learning and research is shared and accessible.
UWE Strategic Priorities	Our Purpose Solving future challenges through outstanding learning, research and a culture of enterprise.		Our People Creating opportunities to thrive and flourish.	Our Place Creating an inspiring local and global gateway to the future.	
Our Department Vision	Through effective partnership working our teams deliver outstanding services, resources and projects that empower all of our students and staff to: <ul style="list-style-type: none"> • be confident and enjoy success in achieving their learning, teaching, research and professional goals • make a positive contribution to our wider community and society 				
LCI Strategic Goals	<ol style="list-style-type: none"> 1. To enable learners to become independent and confident and to achieve their full potential in respect of academic achievement and employment. Enabling our graduates to secure positive graduate destinations through their attainment and articulation of their Graduate Attributes [LCI] 2. To connect learners and researchers with content, including making UWE research outputs accessible and visible [Library] 3. To lead a whole institution approach to EDI and Health & Wellbeing for staff and students [Equality, Diversity and Inclusivity] 4. To embed an inclusive culture and practices across the university [Equality, Diversity and Inclusivity] 5. To be a catalyst for long term and sustained strategic change in the university and our region [Equality, Diversity and Inclusivity] 6. To develop and empower our people to deliver outstanding services, resources and projects [Our people, their performance and development] [LCI] 7. To deliver digitally advanced physical and virtual environments and services [Place, resources and infrastructure] [LCI] 				

Key Priorities

<p>1. To enable learners to become independent and confident and to achieve their full potential in respect of academic achievement and employment. Enabling our graduates to secure positive graduate destinations through their attainment and articulation of their Graduate Attributes [Workstreams: Learning & Teaching; Careers & Enterprise]</p> <p>1.1 Digitally enabled</p> <ul style="list-style-type: none"> • Increase use of digital learning embedded in the curriculum and supporting optional activity. • Capitalising on our learning to further develop high levels of confidence and expertise in facilitating learning and teaching online <p>1.2 Practice led</p> <ul style="list-style-type: none"> • Supporting programmes so all students can engage in work-related and practice-led learning as part of their core curriculum. • Enabling academics to embed Academic Skills & Career and Enterprise development into the curriculum through training, development, tools and effective processes. <p>1.3 Personalised and inclusive</p> <ul style="list-style-type: none"> • Creating innovative approaches to learning, teaching, student and staff support that strengthen UWE's inclusive practice initiatives • Ensure provision meets needs of customers; personalised; remove/revise provision that does not meet those needs. [Lean and scalable systems and processes. Evidence-led.] <p>1.4 People development</p> <ul style="list-style-type: none"> • Model best-practice and empower each other to develop, adapt and share our practice. • Ensuring a collaborative approach to service delivery and staff development when resourcing and supporting LCI roles in learning, teaching and student support, both online and face to face 	<p>2. To connect learners and researchers with content, including making UWE research outputs accessible and visible [Workstream : Access to information and research]</p> <p>2.1 Open Access: develop an open access culture to increase and broaden access to UWE Bristol research and to support community and business engagement</p> <p>2.2 Access: remove barriers to learning and improve breadth of access</p> <p>2.3 Systems: develop systems and processes to ensure a good user experience</p> <p>2.4 Copyright advisory provision development</p> <p>2.5 Research Data: improve engagement with research data management including data preservation</p>	<p>3. To lead a whole institution approach to EDI and Health & Wellbeing for staff and students [Workstream : Equality, Diversity and Inclusivity]</p> <p>3.1 Deliver and monitor the University strategies for EDI and Health and Wellbeing focused on priorities and using theory of change methodology</p> <p>3.2 Ensuring we are evidence based and measure impact in university strategies</p> <p>3.3 Ensure progress of plans at university, faculty and service level</p> <p>3.4 Complete external reporting of plans as required</p>
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<p>4. To embed an inclusive culture and practices across the university [Workstream : Equality, Diversity and Inclusivity]</p> <p>4.1 Co-develop, design and deliver (<i>where appropriate</i>) EDI training for the university to embed competence and confidence in inclusive behaviours and practice</p> <p>4.2 Create and disseminate tools that support and embed culture change</p> <p>4.3 Deliver internal engagement campaigns to celebrate the diversity/talent of staff and students and to showcase UWE's commitments to EDI, Health and Wellbeing agendas</p> <p>4.4 Deliver and monitor EDI staff engagement programme</p>	<p>5. To be a catalyst for long term and sustained strategic change in the university and our region [Workstream : Equality, Diversity and Inclusivity]</p> <p>5.1 Student Mental Health: improving our connectivity with the NHS (JD)</p> <p>5.2 Future Quest: reconceptualising UWE's approach to widening access (SG with HT)</p> <p>5.3 Future Quest: reconceptualising the regional landscape for widening access and positioning UWE as a leader in this space (HT with SG)</p> <p>5.4 Creating belonging and positive impact on the student journey through positive action student projects (JD)</p> <p>5.5 Identifying new funding opportunities aligned with strategic priorities and evaluating the impact of catalyst projects (JD, HT and SG)</p>	<p>6. To develop and empower our people to deliver outstanding services, resources and projects [Workstream : People, performance and development]</p> <p>6.1 To equip our people with the skills to develop our services by identifying training needs and facilitating access to continuous training and development</p> <p>6.2 To value the development and sharing of good and innovative practice</p> <p>6.3 To recognise and reward the efforts, development and achievements of our people</p> <p>6.4 To embed inclusive structure and practices across all our activities</p> <p>6.5 To ensure that our internal comms are appropriate, clear and timely</p>	<p>7. To deliver digitally advanced physical and virtual environments and services [Workstream : Place : resources and infrastructure]</p> <p>Initial priorities</p> <p>7.1 Recovery work – plan for the reopening of LCI physical spaces under social distancing constraints</p> <p>a. Identify priority LCI functions that need to return to campus e.g. digitisation</p> <p>b. Plan for phased return of office based staff</p> <p>c. Plan for phased return of students to LCI spaces</p> <p>7.2 Roadmap for Library systems development; including Library Management System future development.</p> <p>7.3 Web Transformation Project – deliver redeveloped web-access to our services and resources through the UWE website.</p> <p>7.4 Ensure IT Services authentication work provides</p>
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