

Biology Changing the World – Strategic Plan 2019-2021 - Summary

The 2018 – 2021 strategic plan set out an ambition to #inspire, #influence #support and #evolve, with an increased focus on #biosciencesforall. Much was achieved despite the impact of the COVID-19 pandemic from the mid-point of the plan. Events were moved on-line, operations shifted to home-based working and new ways of engaging the membership and wider stakeholders developed. The direction set by the plan, and further innovation along the way, has placed the Society in a strong position for the next three year period allowing trustees, staff and volunteers to further build on success to date, aiming to grow impact through improved services, high standards and a bigger membership.

<p>Inspire</p>	<ul style="list-style-type: none"> • Increase the number of events for people to get involved with during Biology week by 50%, reaching 150 Biology Week events worldwide by 2021. • Develop a programme celebrating RSB's 10th anniversary and the 40th anniversary of our Royal Charter with a lasting impact for science, running from Oct 2019 to Sept 2020. • Increase the number of new readers visiting The Biologist online by 50% by 2020, helping inspire greater interest in the breadth of biology and the work of the RSB. 	<ul style="list-style-type: none"> • Over 150 virtual events were successfully delivered in 2021, however the Biology Week target was not met due to the pandemic. • A programme of activity was developed and the highlight was a 300 guest Gala Dinner with Sir David Attenborough held in March 2020. • Growth in online readership of the Biologist exceeded expectations and new and expanded content covering pandemic research and beyond helped to build the audience for its contents.
<p>Influence</p>	<ul style="list-style-type: none"> • By 2020 publish a curriculum framework to support a biology curriculum for ages 5-19. • Develop a formal process to help measure the impact of science policy activity across the life sciences by 2020. • Strengthen links to our MOs, ensuring they can effectively contribute to RSB's work and broadening our influence. 	<ul style="list-style-type: none"> • A comprehensive curriculum framework <i>Evolving 5-19 Biology</i> was published in November 2021, with an online launch event and supporting material. • A questionnaire and reporting exercise has contributed to an internal impact report, and impact summary for publication, to be shared in 2022. • This work is ongoing and is further supported by the appointment of a new senior membership officer in February 2022, dedicated to building relationships with Member Organisations.

<p>Support</p>	<ul style="list-style-type: none"> • Create a new package of support for early career biologists by 2020, to help support our members' progression throughout each career stage. • Support the delivery of quality higher education in the UK by ensuring 75% of UK institutions achieve accreditation for bioscience based degree programmes by 2021. • Support life science students through an extensive series of bioscience 'primer' textbooks with at least five titles in 2019 and a further ten by late 2020. • Develop ten new online courses by 2021, helping to ensure better access to training for bioscientists who cannot easily attend courses where they are physically delivered. 	<ul style="list-style-type: none"> • Following delivery of a new membership strategy in 2021, this will be further explored with colleagues in other teams. • Despite delays caused by COVID-19, assessment to support the accreditation programme continued online. At the end of the strategy period 62% of institutions offering bioscience based degree programmes had received some form of accreditation. • The Oxford Biology Primers series published by OUP has expanded steadily with fifteen titles available by the end of 2021 and many more in development. • Following a review of our training portfolio a number of generic training programmes have been withdrawn, leaving 7 online programmes.
<p>Evolve</p>	<ul style="list-style-type: none"> • Grow as a community of biologists by achieving a total membership of at least 21,000 and ensuring retention rates of 90% or above across all professional membership grades by 2021. • Increase visibility and access to our services by developing a new website by the end of 2020. • Sign up 100 RSB ambassadors by 2020, strengthening our connection to industrial and academic organisations across the UK. • Recruit new MOs to ensure established and emerging specialisms are all represented. 	<ul style="list-style-type: none"> • Retention levels for FRSB and MRSB members is well above 90% - however AMRSB retention is well below, due in part to a significant proportion of free memberships given to accreditation students. Retention is now on the rise with increased engagement and follow-up, although uncertainty due to the pandemic has hampered new member recruitment. • A new website is in late-stage development. • Due to pandemic impact and the increased prevalence of home working in universities and industry progress on this has been slower than anticipated. A review of the scheme is a priority for 2022. • Following delays due to the pandemic, the newly appointed senior membership officer for Member Organisations will prioritise this area of activity.

**Biosciences
for all**

- **Inspire:** The Society will continue to create inclusive and accessible activities.
- **Influence:** The Society will encourage and advance inclusion and accessibility in its practices and across the biosciences, including by championing, communicating and connecting.
- **Support:** The Society will continue to work towards ensuring that the membership reflects the diversity of the wider biosciences community, and to identify communities who are underrepresented in the Society's membership.
- **Evolve:** The Society will continue reporting on key diversity and inclusion work to the RSB Council.

- **Inspire:** Event development and participation guides were created, used and shared.
- **Influence:** Through membership of sector groups and through responses to inquiries we presented evidence and recommendations for positive change.
- **Support:** Select external campaigns supporting underrepresented groups were amplified through the use of our platform, and sponsorship was provided for a number of conferences targeted to increase inclusivity. Our new D&I network and working group helped to share best practice.
- **Evolve:** Annual reports to Council and participation in Science Council audits have assessed the development of our practice across all areas.