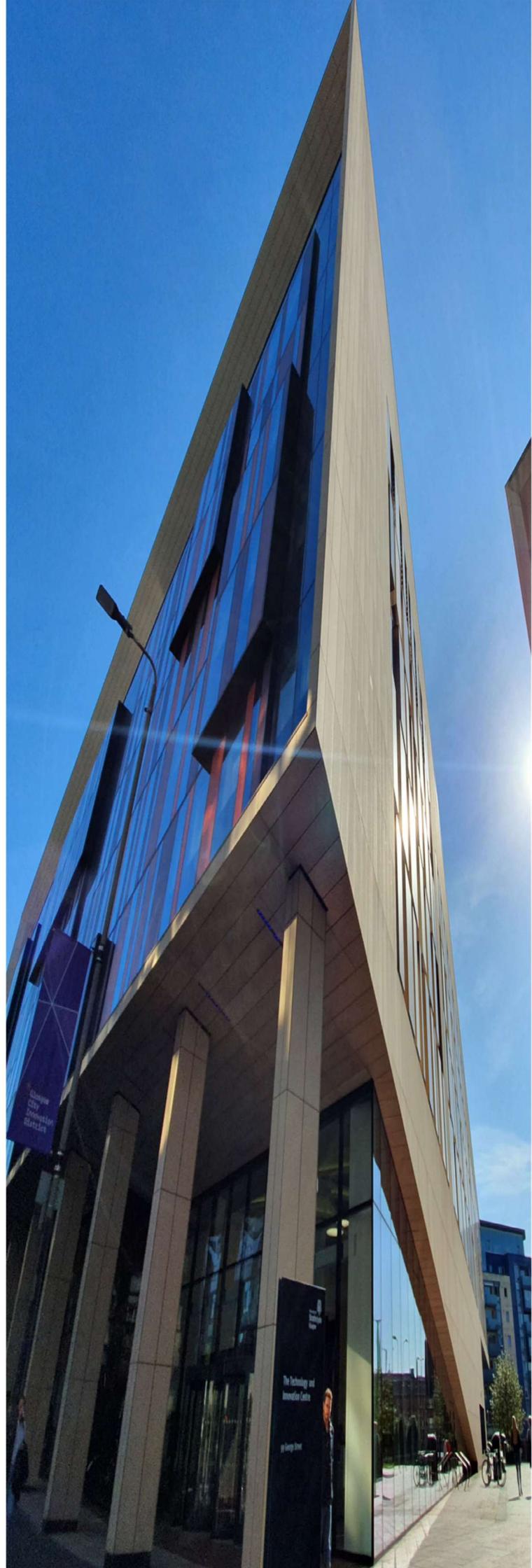


KNOWLEDGE EXCHANGE & INNOVATION FUND (KEIF)

STRATEGY 2025-2030



University of
Strathclyde
Glasgow



1. Institutional context

Founded in 1796 as ‘a place of useful learning’, today the University of Strathclyde is a Leading International Technological University that is socially progressive.

Known for its advanced innovation ecosystem, supporting industry-funded, world leading science, engineering and technology through innovation centres, catapults, industry facing centres and its triple accredited Business School, Strathclyde is the anchor institution in [National Manufacturing Institute for Scotland \(NMIS\)](#), the [Advanced Manufacturing Innovation District Scotland \(AMIDS\)](#) and the [Glasgow City Innovation District \(GCID\)](#).

Our capabilities in areas including Advanced Manufacturing, Decarbonisation, Energy and Net Zero, Health Technologies, Pharmaceuticals, Data and AI, are anchored in decades of close collaboration with industry leaders and supported by some of the UK's largest cohorts of challenge-led researchers. This experience and expertise enable Strathclyde to effectively partner with existing companies, inward-investing businesses and the creation of new companies, fostering innovation and growth. We provide industry-ready and accessible infrastructure tailored to meet the specific innovation and development needs of its partners ensuring they are equipped to thrive in a competitive landscape.

Strathclyde’s distinctive way of working resonates with the [4th Generation University model](#) with an integrated approach encompassing teaching, research and innovation with a strong focus on societal impact and regional development. The University remains relevant and responsive to the changing needs of society and the global economy. Our Social Innovation Cluster demonstrates our commitment to delivering on these strategic objectives.

Our [Strategy 2030](#) outlines our Goals, including [World Leading Research](#); [Transformative Innovation and Impact](#); and [Global Engagement](#).

2. Overview of strategic ambitions

Strathclyde’s approach to KE & Innovation during this 5-year period is outlined in our [Strategy 2030](#).

By 2030, we will have continued our success in attracting major investments and delivering significant economic growth. We will have created more strategic partnerships with high impact businesses and organisations from Scotland, UK and around the world. Our outward facing centres are truly world-leading in our areas of strategic focus, creating new jobs, new industries and value for society and the economy.

Distinctive features of our approach to KE&I, supported by KEIF, and which we will continue to build on over the coming 5-year period, include the following:

- The development of our two **Innovation Districts** – [Glasgow City Innovation District](#) and the Advanced Manufacturing Innovation District Scotland.
- Our **Entrepreneurship Strategy**, [Strathclyde Inspire](#) will support and encourage entrepreneurship in all forms, for students, staff and alumni at all stages through our

structured programme of funding, support, events and training; and utilising the skills and expertise of our Inspire Supporters community.

- **Net Zero / Just Transition** - Strathclyde's Centre for Sustainable Development work closely with Glasgow City Council and Sustainable Glasgow on the Advanced Net Zero Innovation Centre. Strathclyde also collaborates with the Scottish National Investment Bank on a programme to support business owners to grow their businesses responsibly.
- **Health Care Futures (HCF)** at Strathclyde takes a quadruple helix approach, working collaboratively with academia, citizens, industry, and the NHS to deliver world-leading research. HCF is developing a transformative vision with staff, NHS Scotland, the Health and Social Care system and service users to deliver a viable future.

3. Alignment to Scottish Government priorities

Strathclyde's priorities and distinctive innovation ecosystem are reflective of Scotland's National Innovation Strategy (SNIS) and NSET pillars. We recognize the benefits to partners of taking a transdisciplinary approach to support missions and sector-wide challenges. In addition to our extensive expertise in Energy / the Energy Transition, as supported by major partners, multiple research groups and industry-led centres; we have research, innovation and business development focused on clusters in Fintech, HealthTech, Industrial AI, Quantum, Space, and Next Generation Communications. Investment within this period will continue to drive the growth of these KE&I initiatives for the benefit of partners.

- **Strathclyde Inspire** provides a blueprint for us to build one of the most distinctive and comprehensive University-centred entrepreneurial and commercialisation ecosystems in Europe. Our approach to entrepreneurship maps directly onto the Scottish Government's Entrepreneurial Campus report, SNIS, as well as the NSET pillars of 'Entrepreneurship, Innovation and Productivity' and 'Investment'.
- Our development of the **Glasgow City Region ten-year Innovation Deal** to establish an ambitious, collaborative, and sustainable innovation investment plan to help accelerate the region's innovation economy, links to SNIS, the NSET pillars, and the UK Government's mission to drive inclusive economic growth by creating quality jobs and enhancing productivity in existing businesses.
- **Our Help to Grow Management Programme** and **Growth Advantage Programme** both have a successful track record having supported more than 350 businesses since 2021. The development of a new Scottish Impact Investor Readiness programme in 2024, in conjunction with the Scottish National Investment Bank (SNIB) supports senior leaders to grow their businesses responsibly, with a focus on environmental, social and governance (ESG) considerations and measurement of impact.

All of the above priorities are supported and enabled by KEIF.

4. Platform Grant

The University of Strathclyde will match fund the platform grant value of £250K by investing in our KE staff in professional services in the Innovation and Industry Engagement (IIE) directorate, and Research & Knowledge Exchange Services (RKES) as well as those employed in the KE Pathway staff category, which includes our Professors of Practice.

The KE Pathway, the first of its kind in the UK (winning the Universities HR Award 2013), provides a range of job levels from KE Assistant to Professor of Practice, and allows flexibility for staff promotion based on KE&I activities. The Pathway has grown from 38.4 FTE in 2014, to 250 FTE in 2024 reflecting significant investment in KE and demonstrating our focus on impact from research, with KE staff embedded in departments and industry centres.

Strathclyde remains focussed on our commitment as stated in our KE Concordat submission:

- A clear and evidenced approach to ensuring the professional standard of staff members within professional KE teams, e.g. through accreditation, peer review and staff exchange;
- A commitment to, and evidence of, continuous development of KE staff at all levels of their career through formal training, mentoring, sharing best practice and engagement in relevant networks and communities;
- Regular review of performance, including feedback from external partners.

A further 96 FTEs are employed in professional services roles in the IIE and RKES Directorates.

5. Overall capacity for KE&I

There are 250 FTEs working in the KE staff category alone, and a further 96 FTEs in the professional services directorates.

Of the 250 roles, these include:

- Directors of Centres (such as Advanced Nuclear Research Centre, Children and Young People's Centre for Justice, Fraser of Allander, Institute for Inspiring Children's Futures, Institute of Photonics, NMIS, PNDC).
- Professors of Practice / Global Practitioners
- KE Directors in departments
- Vice Deans KE and Associate Deans KE

6. KE metric activity

The University of Strathclyde's strategic ambitions in relation to KE and Innovation are outlined in detail throughout and the metrics provided in the attached document demonstrate how our policies and processes will aid this growth.

Spin out and graduate start up survival rates may go down as well as up. However, it should be noted that these metrics do not include spin outs which have been acquired, which may be a logical step to develop the commercial opportunity. Similarly for Venturing and Licensing metrics, there can be significant variation due to the actual year in which the income is received, which is demonstrated in the last two years data.

The new Strategy for Strathclyde Inspire (commercialisation and enterprise strategy) will have more detailed targets and strategic aims when it is released later in 2025, that will support growth trends.

7. Graduate start-ups and spin-outs/Entrepreneurial Support

[Strathclyde Inspire](#) is a statement of our ongoing commitment to drive economic and social benefits through innovation, entrepreneurship and commercialisation. It is driving transformational change through a sector-leading proposition that unlocks the entrepreneurial aspirations of all Strathclyde innovators and entrepreneurs and creates an environment in which venture creation and growth multiplies and thrives.

This approach distinguishes Strathclyde by its delivery of a research-informed package of activities that provide **Entrepreneurship for All**. It offers access to entrepreneurial education and experiences on a significant scale, providing opportunities for all Strathclyde students and staff to explore and develop an entrepreneurial mind-set and acquire the skills demanded by employers and recognised as critical to finding innovative solutions to local problems and global challenges.

Strathclyde Inspire is delivering a step change in our commercialisation activities. Through provision of access to an expanded range of commercialisation services, including a competitive package of financial and advisory support and high-quality training, the innovations of Strathclyde staff, students and alumni are being fully supported from their discovery through to their commercialisation and impact. This is helping to create more sustainable, profitable ventures, build a strong pipeline for our expanded investment activity and generate fresh income from licenses and company exits.

Strathclyde Inspire is having a transformative impact on entrepreneurs and their ventures and is commanding a central position within Scotland's thriving innovation, entrepreneurial and technology ecosystems anchored in both Glasgow City Innovation District (GCID) and the Advanced Manufacturing Innovation District (AMID).

8. Wider Societal Impact

Alongside the Technology-focused Clusters mentioned above, Strathclyde has established a Social Innovation Cluster. The intention is to grow the Cluster and use it as a vehicle to showcase our distinctive approach to innovation and its socially progressive values. The Cluster will focus on making an impact on the communities and citizens that surround and interact with the University and will address a number of “grand challenges” including sustainability, fair work, citizenship, inequalities and mental health. The Cluster will adopt a quadruple helix approach – working with academics, industry, third sector/citizens and government (local and national).

The Social Innovation Cluster is taking a distinctively disruptive approach - seeking to challenge the system dynamics that created the problems in the first place. This will be undertaken by adopting the following methods:

- i **Collaborate** across the quadruple helix
- ii **Aggregate** social innovation activity across the Institution and GCID
- iii **Support, connect & engage** existing practitioners and new partners
- iv **Incubate** new concepts, ideas and initiatives
- v **Amplify** via impactful storytelling - both internally and external

Social Innovation is a key priority embedded across the institution and throughout the Glasgow City Innovation District (GCID). The University has several research centres and institutes focussed on tackling societal challenges that could be supported by working together within the Cluster. There are significant opportunities for collaboration, cross-pollination, knowledge exchange and shared learning that will be facilitated by the Cluster.

This Social Innovation Cluster acts as the connective tissue between our existing industrial clusters, University Faculties, Institutes and Centres. Building on our approach to developing, managing and supporting our strategic industry, business and RTO partnerships, to further enhance the tangible benefits for them, the Cluster has an inward facing element in supporting collaboration within the University as well as bringing ‘social mission partners’ - third sector and public sector organisations - closer to the University to collaborate on key societal challenges. This development takes account of the strategic importance of these relationships to the University and the different ways in which these partners engage with us. To date the University has developed partnerships with 3 social mission partners including the [Glasgow Science Centre](#), and is working on several more to compliment the work of the Cluster.

These activities are complimented by our development of a pipeline of social enterprises. The University has formal launched its first fully locked Community Interest Company (Climate Change Legal Initiative – [C2LI](#)) with colleagues in our Law School and the pipeline contains two additional potential social enterprise spin-outs from our Engineering and Science faculties. The University is fully committed to growing this strand of our spin-out pipeline over the coming five years in collaboration with all four faculties.

Strathclyde has a strong track record, and ambition to continue delivering key public engagement events through several key programmes including [Engage with Strathclyde](#), [Images of Research](#),

and our involvement in the annual EU-funded and multi-partner event of [Explorathon](#). These events benefit from strategic funding which is enabled by the KE & Innovation Fund (KEIF).

9. Collaboration

Collaboration is one of Strathclyde's core [values](#) that it continually demonstrates through its approach to teaching, research, KE and innovation, as it seeks to deliver real world impacts locally, regionally, nationally and beyond. It is therefore an underpinning dimension of Strathclyde's KE&I strategy. We recognise the support from SFC funded innovation infrastructure and their potential role in helping us delivery this strategy.

- Strathclyde will continue to have strong engagement with **Innovation Centres** through the five-year KEIF strategy and beyond, working closely with each to continue to deepen these partnerships and support towards building impactful relationships with industry, delivering a demonstrable increase in R&D, jobs, and company formation.
- Strathclyde hosts **IBioIC** and are a partner on the MSc in Industrial Biotechnology, supporting PhDs through the Ready for Industry bespoke training programme, and a key partner in R&D projects with businesses.
- Strathclyde hosts the **Digital Health and Care Innovation Centre (DHI)** and works with them to maximise capabilities in the innovation landscape through partnerships to develop high impact digital health and care innovations that can integrate as part of a connected ecosystem.
- Strategically over the next 5 years **The Data Lab** and Strathclyde will continue to collaborate on MSc scholarships, R&D and externally funded projects, with previous large-scale projects in sectors including Health and Manufacturing (£4.5m via Horizon Europe – [AICE Pathway Programme](#), and £54m via the [Made Smarter Innovation Fund](#)).
- Strathclyde has developed a strong working partnership with **BE-ST**, collaborating on proposals to expand innovation activity in the areas of low carbon and retrofitting of buildings. University expertise and assets in the areas of the built environment, energy utilisation and advanced manufacturing, will leverage investment from industry in the construction sector.
- In addition to our proactive engagement with SFC funded Innovation Centres, Strathclyde hosts six **Catapult partnerships** that are bringing major RD&I investments into Scotland alongside industry.
- Strathclyde will continue our significant collaboration with **Interface** by responding to a high number of enquiries leading to projects funded by Innovation Vouchers, the Inward Investment Catalyst Fund, and Advanced Innovation Vouchers, and tap into Interface's network to support our ECRs. Our regular communication with Interface ensures we are closely aligned to strategic changes which will deliver on the objectives of Scottish Government.

- **Converge:** We have been actively building our portfolio of co-locating strategic ecosystem partners as part of our commitment to enhancing Strathclyde’s regional innovation ecosystem. It is hosted by Heriot-Watt University and has, since the start of 2022, expanded its service to include regional advisors (Enterprise Executives). The West of Scotland Enterprise Executive has been employed by Strathclyde since January 2023.
- In response to the recommendations included in Scotland’s National Innovation Strategy, which recognises gaps in the funding landscape for spin-outs and start-ups, Strathclyde, together with Edinburgh and Glasgow Universities are currently exploring the establishment of a **Scottish University Venture Fund** that will provide both seed and Series A funding to support early-stage spin out companies.

10. Regional approaches

Strathclyde is at the heart of several recent infrastructure developments designed to enhance the regional KE and innovation ecosystem. Expanding our “triple helix” approach to collaboration to encompass “communities”, lies at the heart of this success and remains a key focus of our Strategy 2030.

Our innovation districts are home to many successful, innovative organisations, from start-ups to multi-nationals, and a growing spirit of creativity and entrepreneurialism with GCID home to the UK’s only Fraunhofer Institute, UK Catapults and Scottish Innovation Centres. GCID and Strathclyde are working with Glasgow City Council on the Glasgow City Region Deal and 10-year innovation plan.

We are working collaboratively with Scottish Enterprise and Scottish Government on a DeepTech Super Cluster, which recognises that Scotland needs a network of sites to enable small-scale manufacture for start-ups and provide a shared team with world-class process and supply-chain expertise. The first phase focuses on expertise and infrastructure from Strathclyde and AMIDS, and learning shared with partners for the subsequent phases in East and Northeast Scotland.

We have leveraged KEIF funding to access place-based funding from the UK Government / UKRI to grow the regional activity at Strathclyde. The EPSRC Place Based Impact Accelerator Account funded Photonics and Quantum Accelerator (PQA) exemplifies collaboration in support of our regional economy, with Strathclyde hosting a Technology Exploitation Director to stimulate economic activity and societal benefit within the central belt of Scotland. Additionally, Strathclyde Glasgow are leading on a STEM engagement programme alongside Glasgow Science Centre.

11. Embedding and promoting EDI

As a socially progressive institution with a core value of being people-centric, EDI is embedded in our Strategy with sector-leading cross-cutting initiatives, including:

- Safe 360
- Race Equality Working Group: working toward the Advance HE Race Equality Charter and the LGBT Youth Scotland Gold Charter Award
- Neurodiversity Positioning Statement
- Executive level appointment: Associate Principal for Social Inclusion
- Hosting the Anti Racist Observatory for Scotland (AROS)

As part of our commitment to the University's EDI principles and in-support of our KEIF 5-year strategy, we will identify and grow initiatives that address EDI challenges and issues, starting with barriers to engagement and inclusion in KE&I. The following are examples of this commitment:

Strathclyde is a **Pathways Forward Pledge Partner** and is committed to fulfilling this pledge to reduce barriers to entrepreneurship for underrepresented groups. This includes: raising awareness of entrepreneurship-related EDI issues; ensuring diversity on all decision-making/selection processes, from developing entrepreneurial mindsets through to supporting growth business via investment and training; and capturing, analysing and sharing anonymised and aggregated diversity data relating to our investment portfolio, educating and supporting portfolio companies, to ensure greater diversity at decision making level.

GCID has been funded by GCC to design, develop, establish and deliver Glasgow's first **Venture Studio** within Glasgow City, to grow Glasgow's tech, digital, engineering and creative ecosystem. The GCID Venture Studio, launched in July 2024, supports the development of new ideas, products, and business models for high-growth companies. Working with key partners it empowers businesses and individuals, including focused engagement with underrepresented groups, to develop, launch, and scale their companies and products. Our **Ignite** programme supported 30 entrepreneurs, primarily women, from ethnic minorities and our **Inclusive Innovation** programme will provide a playbook to support purpose driven organisation in Glasgow.

12. EIA

An EIA has been undertaken and is submitted with the KEIF strategy.

13. Promoting positive KE&I culture

The University of Strathclyde is moving beyond a “research culture” to a co-ordinated systems approach that considers the interplay between education, research, KE and innovation as partnership working is embedded in so much of our activity and ecosystem. Optimising opportunities for collaboration of all Strathclyders is key to our RKE&I culture enhancement. The recent award from Wellcome to explore: “Cultures of Collaboration in a Socially Progressive Technological University” will enhance the way we work with partners including industry.

This broadening of “research Culture” to include KE&I has been informed by two internal consultations: as part of the development of Strathclyde Inspire strategy 2030 (significant engagement across the University and with key Innovation Partners including our Strathclyde Entrepreneurial Fellows); and Knowledge Exchange staff consultations, recognising data captured in identifying enablers and barriers to engagement in Knowledge Exchange.

Strathclyde aims to enhance the existing positive KE&I culture over the period of this strategy by building on the plans and actions outlined in the KE Concordat as follows:

- Talking about a Research & Innovation culture (a distinctive approach)
- Working on measures/metrics which fit with KPIs in this area
- The KE Staff category legitimises KE roles and culture within Strathclyde. This is enhanced by the inclusion of KE in the Annual Development Review process for all academic staff, and also emphasises the links between research, teaching and KE.
- Link to information in Researcher Development Concordat and KE Concordat

Following the Research Culture approach, over the coming year we will identify a suite of measures that consider engagement with, and outcomes from, interventions that seek to remove barriers to engaging in KE or innovation activity and more widely promote identified enablers.

In recognition of Strathclyde’s commitment to employee development, inclusivity and workplace culture, as well as core values being exemplified, the University has been awarded [Scottish Top Employer of the Year](#) in the Herald Top Employer Awards 2024.

14. Knowledge Exchange Concordat principles

The University of Strathclyde is fully committed to the principles of the KE Concordat, and was one of the first Scottish universities to sign up to, and submit in 2021.

Equality Impact Assessment Tool (Events and Activities)

A: Why do we conduct Equality Impact Assessments?

B: When do we conduct Equality Impact Assessments?

<u>C: Events/activities title and outline</u>	<u>D: Who will be affected?</u>	<u>E: Who has been consulted?</u>
This EIA relates to KEIF 5-year Strategy, which will be submitted to SFC in January 2025.	Staff and external stakeholders.	Building on the wide-reaching consultation for Strathclyde 2030 during the AY 23/24, this has been complemented with engagement with the University's Chief Commercial Office, the Associate Principals and Deputy Associate Principals, the Vice Deans KE and dedicated KE Sub Committee. As part of the approval process of the KEIF Strategy by University Court, formal consultation has taken place with the University's Executive Team.

F: What equality and related evidence has been considered?

<p>Equality profile data was considered in staff and student equality monitoring reports: https://www.strath.ac.uk/professionalservices/accessequalityinclusion/service/equalitydiversity/reports/</p> <p>Equality considerations for the University's KE is in line with all other areas. Specifically, this is outlined in Section E of the KEIF Strategy.</p>
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G: Are there any potential equality impacts?

<u>Equality consideration</u>	<u>Impact category</u> (neutral/positive/negative)	<u>Details of impact</u>
Eliminate discrimination, victimisation and harassment	Neutral	The KEIF relies on the University's main policies to address discrimination, victimisation and harassment. There is no specific provision in KEIF for this, but the KEIF will not exacerbate practices. KEIF also will be delivered in the context of Strathclyde 2030 and this supports a positive, inclusive and sustainable wellbeing culture in which everyone is enabled and motivated to play their part, and an explicit reference to an anti-racist approach.

G: Are there any potential equality impacts?

<u>Equality consideration</u>	<u>Impact category</u> (neutral/positive/negative)	<u>Details of impact</u>
Advance equality of opportunity between different groups	Positive	The KEIF has specific provision to advance equality of opportunity in our KE activity. This can be found in sections 11 and 12 (Equality, Diversity and Inclusion; and Positive KE & I Culture respectively).
Foster good relations between different groups	Neutral	The KEIF relies on the University's main policies to foster good relations between different groups. There is no specific provision in KEIF for this, but the KEIF will not exacerbate practices. KEIF also will be delivered in the context of Strathclyde 2030 and this supports a positive, inclusive and sustainable wellbeing culture in which everyone is enabled and motivated to play their part, and an explicit reference to an anti-racist approach.

Age	<p>It is expected that KEIF will support staff and students of all ages to participate in KE activity successfully. The KE Strategy sits alongside our People Strategy which also commits us to progressing our Public Sector Equality Duties which includes duties relating to age.</p> <p>There is no explicit reference to age in the KEIF document.</p>
Disability	<p>It is expected that the KEIF Strategy will support staff and students regardless of disability status to participate in KE activity. The KE Strategy sits alongside our People Strategy which also commits us to progressing our Public Sector Equality Duties which includes duties relating to disability status.</p> <p>The Disabled and Neurodiverse Staff Network were consulted as part of the development of Strathclyde 2030.</p> <p>There is no explicit reference to disability in the KEIF document.</p>
Gender reassignment	<p>It is expected that the KEIF Strategy will support staff and students regardless of gender reassignment status to participate in KE activities. The KE Strategy sits alongside our People Strategy which also commits us to progressing our Public Sector Equality Duties which includes duties relating to gender reassignment status.</p> <p>The Strathpride Staff Network were consulted as part of the development of Strathclyde 2030.</p> <p>There is no explicit reference to gender reassignment in the KEIF Strategy document.</p>

<p>Marriage and civil partnership</p>	<p>It is expected that the KEIF Strategy will support staff and students regardless of marriage and civil partnership status to participate in KE activity. Our People Strategy also commits us to progressing our Public Sector Equality Duties which includes duties relating to marriage or civil partnership status.</p> <p>There is no explicit reference to marriage or civil partnership status in the KEIF Strategy document.</p>
<p>Pregnancy and maternity</p>	<p>It is expected that KEIF Strategy will support staff and students regardless of pregnancy and maternity status to participate in KE activities. Our People Strategy also commits us to progressing our Public Sector Equality Duties which includes duties relating to pregnancy and maternity.</p> <p>The Gender Equality Steering Group, Carers Staff Network, and Women in Science and Engineering Committee were consulted as part of the development of Strathclyde 2030.</p> <p>There is no explicit reference to pregnancy and maternity status in the KEIF Strategy document.</p>
<p>Race</p>	<p>It is expected that Strathclyde 2030 will support staff and students regardless of race or perceived race to work and study with the University successfully. Our People Strategy also commits us to progressing our Public Sector Equality Duties which includes duties relating to race.</p> <p>The Race Equality Steering Group was consulted as part of the development of Strathclyde 2030.</p> <p>There is also an explicit reference to our active anti-racist approach in Strathclyde 2030:</p> <p>There is no explicit reference to race in the KEIF document.</p>
<p>Religion or belief</p>	<p>It is expected that the KEIF Strategy will support staff and students regardless of religion or perceived religion to participate in KE activities. Our People Strategy also commits us to progressing our Public Sector Equality Duties which includes duties relating to religion.</p> <p>There is no explicit reference to religion in the KEIF Strategy document.</p>
<p>Sex</p>	<p>It is expected that KEIF Strategy will support staff and students regardless of Sex or Gender to participate in KE activities. Our People Strategy also commits us to progressing our Public Sector Equality Duties which includes duties relating to sex.</p> <p>The Gender Equality Steering Group, Strathpride Staff Network, and Women in Science and Engineering Committee were consulted as part of the development of Strathclyde 2030.</p>

	<p>One example of how Strathclyde is addressing the balance in terms of female entrepreneurship, is by becoming a Pathways Forward Pledge Partner which aims to reduce barriers to entrepreneurship for underrepresented groups.</p>
<p>Sexual Orientation</p>	<p>It is expected that the KEIF Strategy will support staff and students regardless of Sexual Orientation to participate in KE activity. Our People Strategy also commits us to progressing our Public Sector Equality Duties which includes duties relating to sexual orientation.</p> <p>The Strathpride Staff Network was consulted as part of the development of Strathclyde 2030.</p> <p>There is no explicit reference to sexual orientation in the KEIF Strategy document.</p>
<p>Care experience and socio-economic disadvantage</p>	<p>It is expected that the KEIF Strategy will support staff and students regardless of care experience and socio economic disadvantage to work and study with the University successfully. We have specific policies in place to support students who are care experienced and/or from the most deprived areas to access our education programmes. Our socially progressive approach extends to our staff and supporting those on the lower income brackets to succeed.</p> <p>StrathUnion was consulted as part of the development of Strathclyde 2030 with a particular view to supporting students from the most deprived backgrounds. The Widening Access Team also contributed.</p> <p>There is no explicit reference to care experience and socio economic disadvantage in the KEIF Strategy document.</p>

H: Summary of outcome	I: Action to be taken
<p>The KEIF Strategy and its implementation is designed to enable a supportive and socially progressive culture for both Staff and Students.</p> <p>Delivering greater equity, inclusion and diversity, with success for all, is a key outcome from the KEIF Strategy.</p> <p>The impact of the KEIF Strategy should be positive for all groups.</p> <p>Monitoring of performance, committee overview, and feedback from our staff networks will help identify any unintended consequences from implementation.</p>	<p>Existing mechanisms for monitoring progress and collecting feedback will provide assurance of progress being made.</p>

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