

Strategy 2025-2028

Elevating the science workforce



Introduction to the Science Council

The Science Council is a registered charity. We were granted a Royal Charter in 2003.

We are a collaborative interdisciplinary community of more than 30 professional bodies and learned societies across the breadth of science. We work together to inspire, develop and support scientific professionals.

We are committed to professional recognition of the diverse range of people working in all roles across the breadth of scientific disciplines and applications. We believe that, by raising standards of practice and encouraging innovation, professional registration benefits the individual, their employer and society.

We work with employers, policymakers and organisations that shape and deliver the education and training landscape for the science workforce, and other organisations that focus on science and the scientific workforce. We pursue high quality workplace learning to support scientific excellence and innovation, and the recruitment and retention of the workforce our nations need.



OUR VISION

Our vision is a diverse and growing science profession that is trusted, respected, innovative and equipped to meet regional, national and global challenges.

OUR PURPOSE

Our purpose is to connect the science professions and offer professional recognition for scientists, science technicians and science teachers.

Over the next three years our goal is to elevate the science workforce for public good in multiple ways. This includes recognising the skills and experience of science professionals and encouraging their continuing professional development through our registers; increasing awareness of careers in science through our technical pathways project and wider engagement activities; raising the quality of workplace learning for scientific roles and focusing on equity, diversity and inclusion (EDI); enhancing policy-makers' and other stakeholders' perceptions of the contributions and potential of the Science Council community; and being the 'voice of science' on matters of shared interest.

Our strategy

Over the next three years

We will help science to better serve society by promoting high professional standards and professional registration for scientists, science technicians and science teachers. We will promote increased fairness for people working in science, including supporting diversity and nurturing a sense of belonging.

We will support and grow our community by bringing our Members together for mutual benefit, collaborating with an expanding network of employers, and working with policymakers to promote and support science.

We will support this with a focus on three strategic enablers: our people, financial sustainability and improving our digital architecture.

Guiding principles

We work across the breadth of science and uphold interdisciplinary approaches, collaborating with people and organisations to advance common goals and achieve greater impact.

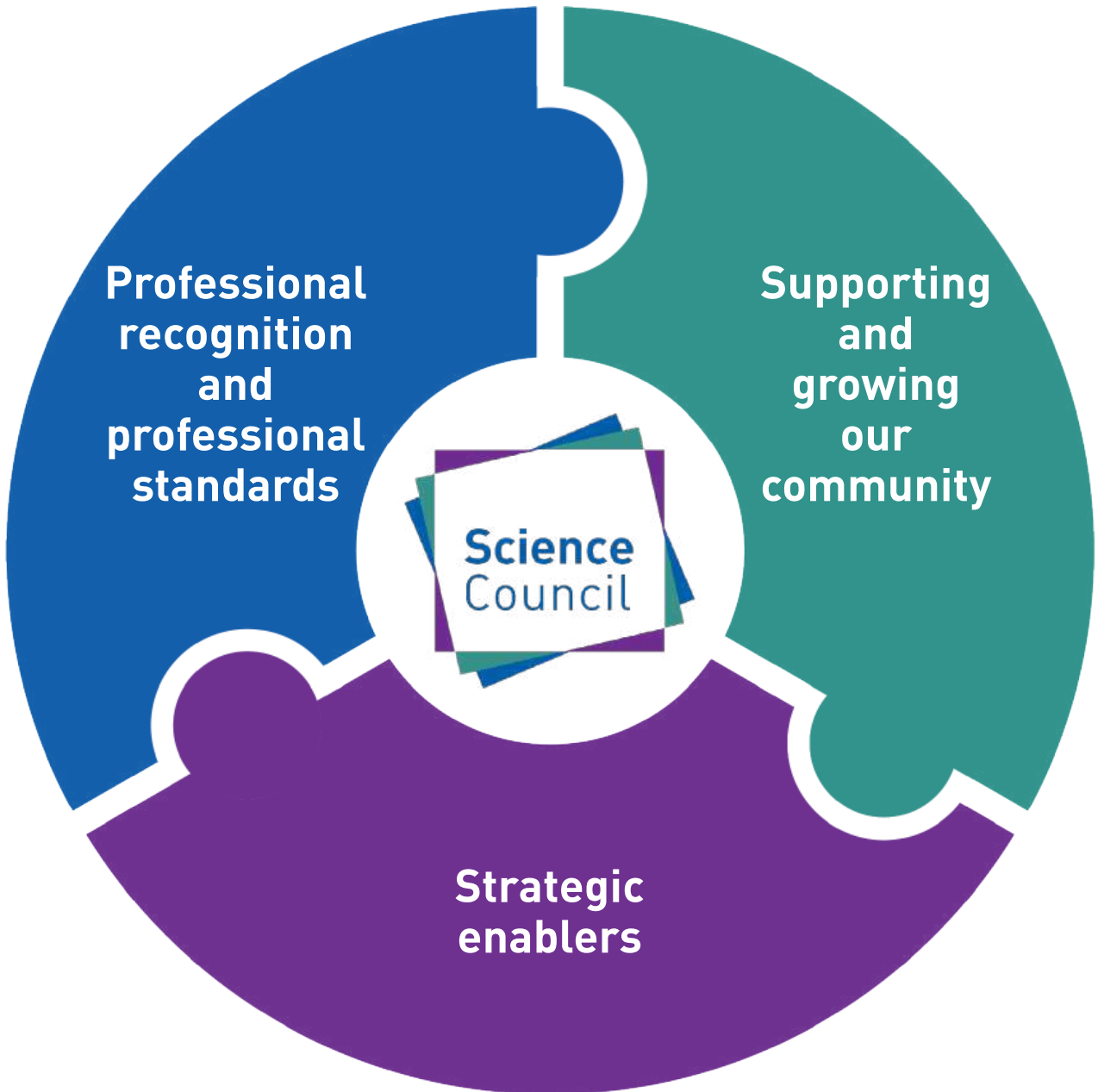
In all that we do, we aim to embed EDI principles for the benefit of everyone.

We aim for and expect to find integrity, professionalism, ethical decision-making, respect and kindness within the high standards we set for ourselves and seek in other people.

We aim to use resources (such as people's time and expertise, environmental resources, and money) as effectively and efficiently as possible.

We aim to be, and to help others to be, innovative and adaptive for changing contexts, both predictable and unpredictable.

Our priorities



Professional recognition and professional standards

We will provide scientists, science technicians and science teachers with professional registration that is attractive, accessible, and trusted by employers and the public.

We will promote high professional standards and innovation across the science community through

- our professional registers;
- our events;
- our focus on equity, diversity and inclusion;
- our engagement with employers and registrants; and
- our work in support of technical education pathways for scientific careers.



We will

Review the qualifying standards for our professional registers (CSci, RSci, RSciTech and CSciTeach) to ensure they inspire registrants and align with current and future professional, commercial and social needs.

Increase our monitoring of the diversity of our registrants and volunteers and respond to what that tells us about the need for change.

Emphasise to all relevant stakeholders the benefits of registration for early career scientists, science technicians and science teachers, including those entering science professions via apprenticeships, T Levels or other technical qualifications.

Work with more employers, foregrounding professional registration as a tool to help them recruit, develop and retain the best talent and address their skills gaps, thereby strengthening the workforce for innovation and growth.

Upgrade our website and streamline our administrative processes to improve the experiences of professionals joining and remaining on our registers.

Highlight and celebrate the diversity of our registrants and how professional registration benefits them and their employers.

Supporting and growing our community

We will support and connect our Members, amplifying their contributions and views in areas of common interest. We will welcome new Members and work with organisations that could become Members. Additionally, we will identify and collaborate with external organisations whose work is complementary to ours, working together to achieve greater impact.

We will develop more active relationships with employers, relevant policymakers and delivery agencies. We will connect Members with these stakeholders in mutually beneficial ways.

We aim to increase the numbers and diversity of both registrants and volunteers, and to enhance their sense of belonging to our community. We will provide registrants with more volunteering opportunities that help them continue their professional development. We will celebrate registrants and their achievements, and the contributions of volunteers.



We will

Bring our Members together through networks, forums, workshops and other events and work with them to strengthen the workforce and promote the success of interdisciplinary science, membership of learned societies and professional bodies, and professional registration.

Develop relationships with potential members and employers and invite them into our community.

Support an increasing number of our Members to make measurable progress using our Diversity and Inclusion Progression Framework.

Champion apprenticeships, T Levels and other technical qualifications as important routes into science careers and towards a more diverse workforce.

When and where appropriate, be 'the voice of science'.

Strategic enablers

We will

- support our people
- focus on financial sustainability
- improve our digital architecture.



People

We will foster a shared commitment to our purpose by providing a flexible and rewarding environment for our staff and volunteers. We will make sure that the environment they work and volunteer in is welcoming, supportive and nurtures a sense of belonging. We will help them to develop their knowledge, skills and effectiveness. We will expect and support them to include a diverse range of people in our work by promoting and implementing equitable practices.

Financial sustainability

Increasing the number of Members, Licensed Bodies and Registrants will remain core to our business model. We will actively seek out new Members and support more organisations to offer professional registration.

We will develop new streams of income, including through relationships with a wider range of employers.

Digital architecture

We will review our digital architecture and prioritise investments that improve efficiency and support positive experiences for Registrants and Members. This will include improving our website, examining ways to increase automation and exploring digital registration certificates.