

**The Senate, 28 June 2023**

## **President & Vice-Chancellor's Report**

### **Main Report**

#### **EXECUTIVE SUMMARY**

This Report provides summary information on current and forthcoming developments, both internal and external, for the information of Senate members. The President & Vice-Chancellor will introduce the Report at the meeting and members will have the opportunity to raise questions. This report is structured around the University Vision's four Pillars and their respective Priorities, after a section about the external environment. Where information relates to more than one Pillar or Priority it is included under the most relevant theme. The report now comprises two parts, the main report and a supplementary report with additional information and updates, available in the Reading Room.

## **1. EXTERNAL ENVIRONMENT**

### **1.1 Government to introduce restrictions on international students coming to the UK**

- The Government has [announced](#) that international students will no longer be allowed to bring dependants to the UK, unless on postgraduate research courses. The announcement also includes a ban on international students switching from a study to a work visa until their studies have been completed (a change supported by the sector), a review of the funds students must have to demonstrate they can look after themselves and their dependants, and a “clampdown” on “unscrupulous agents”. The new reforms, which will come into effect for students starting in January 2024, are due to an “unexpected rise” in the number of dependants accompanying international students to the UK, which poses a challenge for the government honouring its 2019 Manifesto commitment to bring net migration levels down. The Labour Party confirmed they do not oppose the new restrictions. The focus on international student numbers and associated policy is likely to continue as net migration figures show continuing increases.
- The [Russell Group](#) has cautioned that the measures could harm universities' diversification efforts and urged policy-makers to take international students out of net migration figures, where their stay in the UK is only temporary. The Office for National Statistics (ONS) has recently [outlined](#) two alternative methodologies for quantifying international students in net migration estimates and will consult on these approaches.
- The University will continue to make the case to the Government and Labour about the value of international students, call for students to be removed from net migration figures and will monitor the progress of the ONS consultation, contributing accordingly.

## **1.2 Free Speech Bill becomes law with new obligations expected to take effect before the 2024/25 academic year**

- The [Higher Education \(Freedom of Speech\) Bill](#) received Royal Assent on 11 May, becoming law two years after it was introduced to Parliament. The Act honours a Conservative Party Manifesto commitment to strengthen academic freedom and free speech in universities. It introduces an obligation on universities to promote, as well as protect, free speech, a new condition of registration with the Office for Students (OfS) and a right to sue universities for loss suffered as a result of free speech duty breaches.
- Professor Arif Ahmed, currently of the University of Cambridge, has been [appointed](#) as the first Director for Freedom of Speech and Academic Freedom at the OfS with responsibility for overseeing a new OfS complaints scheme, and is expected to look into whether universities' equality, diversity and inclusion policies unlawfully restrict free speech.
- It is understood that different parts of the Bill will come into force on different dates, with the new OfS complaints scheme to be a priority, but the Government has [outlined](#) that it expects all the measures contained within the Act to come into force before the 2024/25 academic year. This fits with the University's understanding that the Government will want to point to the action it has taken in advance of an expected Autumn 24 election.
- The Russell Group has urged the OfS' new Free Speech Director to work with the sector in developing the new complaints scheme and to take a risk-based and proportionate approach to the Act's regulations including monitoring information relating to overseas partnerships, with exemptions as promised during the passage of the legislation (for low-risk countries) and proportionate reporting thresholds.
- The University is continuing to prepare for the introduction of the new law and to ensure that current and future obligations with regards to freedom of speech and academic freedom are met. The Vice-President for Education is engaging with academic staff and the University Secretary is leading a review of internal policies that must take account of the University's free speech obligations, beginning with the Code of Practice. Senate will be updated as this work progresses.

## **1.3 Labour indicates its plans for changes to student loan repayments but with no additional funding for the sector**

- Bridget Phillipson MP, Labour's Shadow Secretary of State for Education, has [outlined](#) that a future Labour government would reform the "broken" tuition fees system to make it fairer and reduce the monthly repayments for every single new graduate, whilst being clear that Labour would not increase government spending in this area. This aligns with the University's understanding that any Labour policy on HE funding would be fiscally neutral. [Speaking](#) at the Times Education Summit, Phillipson also noted that a Labour government's focus in education would be on early years provision, highlighting the challenges of making the case for increased funding for the HE sector.
- These comments follow those from Labour's leader, Keir Starmer MP, who recently said that Labour is "likely to move on" from its commitment to abolish tuition fees and the current system "doesn't work for students and it doesn't work for universities". Whilst Phillipson's comments look to address the issue from the student and graduate perspective they do not address the decreasing value of the tuition fee to universities for investment in education and student experience more broadly.

- The University continues to directly present its views on funding to politicians of both main political parties, and hosted a visit from Phillipson in April, as well as working through the Russell Group to do this. The Vice-Chancellor is a member of Universities UK's task and finish group on funding which is due to report later in the year.

#### **1.4 Government say no legal duty of care for students to be introduced, but urges universities to sign up to Mental Health Charter**

- In response to a duty of care petition [debate](#) in Parliament, the Minister for Skills, Apprenticeships and Higher Education, Robert Halfon MP, said that the Government does not plan to create a legal duty of care for students.
- Instead the Minister called on all universities to sign up to the [Student Minds Mental Health Charter Programme](#) by September 2024. Government will also commission a National Review of University Suicides and set up a separate Higher Education Mental Health Taskforce to produce a final report by May 2024. The Minister also warned he might ask the Office for Students (OfS) to look at introducing a new registration condition on mental health depending on the sector's response.
- The University of Sheffield was one of the first group of universities to sign up to the Mental Health Charter Programme and has a clear and well established [Suicide Mitigation Policy](#) in place. Following the completion of the Charter self-assessment process and an assessors' visit earlier this year, the University has received the draft assessment report. Whilst this is currently embargoed so details cannot be shared until the validation process has taken place, the report is broadly positive with areas of excellent and good practice highlighted alongside recommendations for continuous improvement.
- The University intends to publish a Mental Health Strategy Action Plan in late 2023, so it can reflect the results of the Mental Health Charter Assessment, and the results of the assessment process will be communicated across the University as soon as the embargo has been lifted.

## **2. EDUCATION**

### **2.1 DELIVERY OF THE PORTFOLIO**

#### **2.1.1 Undergraduate Admissions**

- Undergraduate home and international applications are up in comparison to this point last year. This is in contrast to the sector position which has seen a slight dip in overall application numbers. UCAS is confident that this is a realignment following a covid boost to application numbers and that the overall trend for home HE applications is still expected to rise over the coming years as the number of 18 year olds also continues to rise through to 2030. An increasing number of our courses are closing after the equal consideration deadline due to volume of applications, however most do still remain open to receive later applications throughout the year.
- We have had a good number of offer holders engaging with our conversion events throughout March and April, and the deadline for students to make their firm/insurance decisions is 8 June - applicants having already accepted our offer is also higher than at the same point last year.

- As part of our activities to support a wide range of students from diverse backgrounds to access our degree programmes, applications to the first University of Sheffield Sutton Trust summer school have now closed with offers being sent to successful students at the end of March. Following the summer school in August 2023 we will then offer continued support through our new Year13 transitions offer being developed as part of the Access Development Project.

### **2.1.2 Postgraduate Taught Admissions**

- We continue to expect fewer PGT Home applications in comparison to previous years noting that this decrease is not isolated to Sheffield and remains a sector wide issue. Home applicants typically apply over the summer months and we will continue to monitor this closely however, we do not expect this position to change significantly and this has been taken into account as part of our cohort planning activity.
- The PGT Overseas application position remains strong across all Faculties, with an overall increase of applications, offers and accepts. We continue to see encouraging growth in applications and market share from diverse markets coupled with continued growth in applications from mainland China noting that here market share remains static compared with last year.

### **2.1.3 Postgraduate Research Admissions**

- PGR Home applications are slightly down, but roughly comparable with the same point last year. PGR Overseas applications are up slightly with core PGR overseas markets still being China and India. Overall PGR study continues to be affected by funding availability and general uncertainty around future research investment nationally.

### **2.1.4 Student Recruitment and Marketing**

- This year we made a strategic decision to consolidate the number of offer holder days from 8 to 4. The aim was to reduce the burden on staff, line up with the optimum timings for conversion based on application trends and create a bigger and better experience on the day for visitors. Across three offer holder days there has been an average 80% turn up rate, with 3119 prospective student visitors attending, despite coinciding with train strikes. Based on this by the end of cycle we would expect to see around 4,500 offer holders attend, which is an increase of 13% on the total numbers of prospective student visitors across the 8 events in 2021/22. Early feedback is extremely positive with 74% of attendees now intending to choose Sheffield, 87% seeing us as a high ranking University and crucially, with our focus on the city campaign work, 82% saying Sheffield the city is a great place to be a student.
- Our Sheffield Live series of events which we have continued post-pandemic is proving to be extremely popular with a total of 8370 bookings for our post-Christmas events. Feedback for these events is very positive.

### **2.1.5 Student Recruitment and Marketing Service Design Project**

- This project aims to address our student recruitment challenges and enhance our service for prospective students and staff in line with the One University pillar of the University strategic plan. The expected benefits for prospective students will include: clearer, more consistent and more personalised interactions so they receive tailored and relevant information at the right time to inform their choices.

- The project is progressing well with the high level future service approved for progression by UEB. The project is now moving forward with developing the detailed service design and future processes, as well as putting in place proposals for system or systems to support the future service.

#### **2.1.6 2024 Recruitment**

- The third phase of the Sheffield Your University City marketing campaign with Hallam and the Council has launched. Results continue to be outstanding, outstripping all benchmarks with 8.5m impressions, 38k clicks and TikTok and YouTube providing best ROI. Crucially the Brand uplift study, which monitors a control group who have not been exposed to the campaign against a group who have, showed a 95% uplift in how much you know about the city and a 63% uplift in those who would consider applying to study in Sheffield. At March UCAS Fair London, UOS hosted a bespoke Sheffield City stand alongside the UOS stand and complemented this with geotargeting in the local area, with excellent engagement levels and more than double the data capture from the previous year. The narrative from UCAS was that this was a sector leading approach.

#### **2.1.7 Annual Planning Cycle**

- Strategy and governance: The Education Strategy Delivery Plan is currently being refreshed in consultation with Faculty and Department Directors of Education and the Students' Union Education Officer, alongside a review of the Education KPIs (as agreed at October Council). These will be presented to Council in July.

#### **2.1.8 Teaching Excellence**

- Changes to the degree algorithm: A change to University regulations relating to degree algorithms, which determine the way in which a student's module results are converted into an overall degree classification, was approved by Senate on 15 March. These changes affect students on undergraduate bachelors and integrated masters degree programmes from the 2023/24 session. Student and staff engagement work is underway to support awareness of the new algorithm. Work with ITS to deliver changes to the Degree Prediction Report is scheduled to commence in summer. Further information can be found on the project [website](#).

### **3. RESEARCH**

#### **3.1 RESEARCH EXCELLENCE**

##### **3.1.1 Research Awards**

- See section 6, Finance, below.

##### **3.1.2 Research Development**

- Professor Sue Hartley gave a presentation to Senate in March on 'Trusted Research', which identifies key risks around research, particularly with international partners, including cyber security, GDPR, legislative requirements, academic freedom and other aspects. We plan to develop some baseline training for researchers as a follow on from this session, with more detailed training targeted at relevant communities.
- Research Culture is a significant focus for research funders; we have had additional 'quality related' funding from Research England (UKRI) to enhance our research culture for two years, and expect to receive this again for 2023/24. We are using the funds to

accelerate our strategic delivery and to run some small projects to test interventions. We have set up a Research Culture Steering Board, chaired by Prof John Flint (Deputy VP-Research) and are also preparing a bid to Wellcome Trust for a further c. £1M to run an institutional culture project around anti-ableism.

### **3.1.3 Innovation, Impact and Knowledge Exchange**

- Northern Gritstone has secured a £30M commitment from British Patient Capital, the commercial subsidiary of the British Bank. This is in addition to their existing £215M fundraise from May 2022.

## **4. INNOVATION**

### **4.1 INNOVATION IMPACT**

#### **4.1.1 Success and Achievement**

- Following the Spring Budget comments from University experts were shared with regional and national media, including from the Vice-Chancellor welcoming the news regarding an investment zone in South Yorkshire (see 4.2.1, below).
- News that the University is set to open the UK's first national 6G research facility featured in the Daily Mail, Yorkshire Live, the Yorkshire Post, and BBC News Sheffield.

### **4.2 EXTERNAL ENGAGEMENT**

#### **4.2.1 Regional Innovation**

- The University is working with other organisations in the city to enable an open, inclusive and collaborative process towards a set of City Goals and all Sheffield residents are being invited to complete a City Goals survey to help shape what the city stands for. The University is supporting the process through the rollout of communications during the consultation process.
- The South Yorkshire Mayoral Combined Authority has been chosen as one of the twelve potential locations for investment zones. These investment zones are aimed to create 'bold' partnerships that include local government working with universities and research institutes to foster 'innovation clusters' in one of five areas: digital technologies, life sciences, creative industries, green industries, and advanced manufacturing. The areas will receive £80 million over five years to be used flexibly between spending and tax incentives. The University is engaged with regional partners in the discussions around a South Yorkshire Investment Zone.

#### **4.2.2 Partnerships and Knowledge Exchange**

- The University has been awarded a total of £1,125,000 to enhance the translation of its social science research from the Economic and Social Research Council (ESRC's) Impact Acceleration Account fund (IAA). The funding award will be used to generate greater benefits from social sciences research and the University is one of 32 organisations to receive an award from the £40 million pound investment from the UK Research and Innovation (UKRI) investment fund.
- The United Kingdom Atomic Energy Authority (UKAEA) and the University of Sheffield have entered into a partnership set to drive the development of fusion technology and the UK's future fusion industry. The collaboration will appoint two UK Chairs in fusion technology and materials at Sheffield and build on UKAEA's existing facilities to make the

region a centre of excellence in fusion R&D. The partnership will help make fusion energy commercially viable and develop a pipeline of talent for the UK's fusion industry.

## **5. ONE UNIVERSITY**

### **5.1 DIVERSITY AND INCLUSION**

#### **5.1.1 LGBT Strategy Launch**

- 80 people attended an in-person launch event in Inox Dine on 28 February (tickets sold out in a day) and an additional 120 members of staff attended the online webinar which live-streamed the speeches and presentations. A good balance of professional services and academic staff across all levels attended in-person, as well as SU officers and representatives from LGBT+ student committees and societies. The event had a great atmosphere, energy and tangible enthusiasm from the attendees framed by strong presentations from those leading on the work and valuable discussions (see below for quotes). Jane Whalen, Associate Director of Membership Engagement, Students' Union, fed back that the event was very positively received by the students in attendance.
- Post event follow up communications are planned for June, (part of the Pride communications campaign) to include the video recording of the speeches and presentations, summary of feedback, updates on actions underway, next steps and a short pulse survey to set a baseline position relating to the actions contained in the Strategy.
- Further details are available in the Supplementary report

#### **5.1.2 International Women's Day**

- On 8 March we hosted an event for international women's day based around this year's theme of 'embracing equity'. We welcomed around 100 attendees to the event (despite the weather), which was hosted both in person and virtually, heard from the Chairs of both Equality, Diversity and Inclusion Committee and the Gender Equality Committee on the work being undertaken to improve equity and went on to use the event to engage with our community looking at some of the key themes that emerged from the staff survey last year. This has given us some rich information on the subjects of wellbeing and support, respect and recognition and development and progression which will heavily feed into our narrative and subsequent action plan for our Athena Swan institutional silver renewal this year.

### **5.2 PHILANTHOPHY**

#### **5.2.1 Milestones and Significant Developments**

- Campaign launch: Work is underway to plan for a public launch of the University's fundraising and engagement campaign in 2024. Amongst other areas, the launch will showcase the impact of philanthropy on students' access to university and the student experience at Sheffield.

## **6. FINANCE**

### **6.1 RESEARCH**

#### **6.1.1 Research Awards**

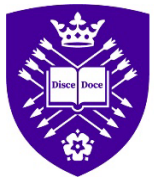
- The total value of new awards for the last 12 months to the end of February 2023 now stand at £170m. This is a decrease of £7.3m (4.1%) on the £177.3m in February 2022.
- There has been an increase in the total number of awards opened. For the last 12 months to the end of February 2023, the number of new awards opened stood at 928 compared to 913 as at February 2022. The biggest increase in the numbers of awards is RCUK which has risen by 51 to 24, UK Government awards have also increased by 17 to 282. The number of Industry awards have fallen by 18 to 73, whilst the number of Charity awards has fallen by 19 to 172 which is the lowest 12 month figure since May 2020.
- The value of new awards for the 12 months to February 2023 has increased in RCUK and UK Heath Authorities which have grown by £15.1m and £1m respectively. The biggest falls are in UK Government and EU Framework awards of £11.6m and £6m respectively.
- There was £53.6m of awards, not included in the above figures, as at February 2023 where we had received notification of being successful compared to £66.7m in February 2022.
- In the 2 months since the last report, there has been 6 new awards for over £1m, the largest of these was for £2.4m awarded by EPSRC to the Faculty of Engineering.
- The value of the Research Net Contribution is £43.2m for the 12 months to February 2023 compared to £42.6m for the 12 months to February 2022 an increase of £0.6m (1.4%)
- As of February 2023, research grants work in progress (research order book) which excludes capital projects, stands at £335.6m which is a decrease of £6.4m on the work in progress figure of 342m recorded in February 2022.

## **7. LEGAL AND REGULATORY MATTERS**

### **7.1 REPORTABLE EVENTS**

Since the previous report to Senate was circulated there have been no reportable events notified to the OfS.





**The Senate, 28 June 2023**

## **President & Vice-Chancellor's Report**

### **Supplementary Report**

#### **EXECUTIVE SUMMARY**

This Report provides summary information on current and forthcoming developments, both internal and external, for the information of Senate members. The President & Vice-Chancellor will introduce the Report at the meeting and members will have the opportunity to raise questions. This report is structured around the University Vision's four Pillars and their respective Priorities, after a section about the external environment. Where information relates to more than one Pillar or Priority it is included under the most relevant theme. The report now comprises two parts, the main report and a supplementary report with additional information and updates, available in the Reading Room.

#### **1. EXTERNAL ENVIRONMENT**

##### **1.1 Horizon Europe Guarantee Scheme extended to 30 September 2023 as UK-EU negotiations continue**

- An extension to the Horizon Europe Guarantee scheme has been [announced](#) to 30 September 2023 meaning researchers continue to be funded by UKRI for their part in the EU's €95.5 billion research programme. The announcement comes alongside ongoing UK-EU negotiations with the Government reiterating that association to Horizon Europe remains its preference. The Government is keen to renegotiate the 'correction mechanism' provided for in the Trade and Cooperation Agreement, through which the amount UK researchers can receive in awards under the programme is capped. This is understood to be driven by the recent dip in application rates from UK researchers. The University continues to make the case, particularly through the Russell Group, that whilst application rates are down, due to the uncertainty of the UK's medium term place in the programme, success rates are not, and certainty on Horizon association, with clear communications, would remedy any fall in application rates.
- Through its lobbying efforts the University is promoting the importance of association to Horizon and Euratom, emphasising the influence it gives UK researchers over the EU research agenda, as well as improved collaboration and the platform it provides for work with international partners beyond Europe. In a recent House of Commons [debate](#) on Horizon Europe and R&D funding, Paul Blomfield, the MP for Sheffield Central, led discussions and encouraged the Government to secure association. Using contributions made by the University, Blomfield cited examples of the benefits of UK involvement in previous EU research and innovation programmes, including for Sheffield toolmaker SME [Footprint](#) and the University's [Gene Therapy Innovation and Manufacturing Centre](#).

## 1.2 Lifelong Learning Bill to be debated in the House of Lords after passing through the Commons without any amendments

- The [Lifelong Learning \(Higher Education Fee Limits\) Bill](#) will be considered in the House of Lords, having passed the first stages of scrutiny in the House of Commons without any amendments since its introduction. The Bill will facilitate the Lifelong Loan Entitlement (LLE) that will be implemented from 2025/26 and will change the student funding system through providing individuals with a loan entitlement equivalent to four years of post-18 education to use up to the age of 60. The Bishop of Sheffield will make his first speech as a member of the House of Lords during the debate on the Bill, for which the University has provided him with a briefing.
- The Bill has been criticised by Labour for its lack of policy detail. The impact on the University is expected to be minimal, though more will be understood about this once the government publishes detail on the scheme.

## 1.3 House of Lords Industry and Regulators Committee inquiry into the Office for Students continues

- The House of Lords Industry and Regulators Committee has continued to receive evidence from sector representative groups, universities, the OfS and Ministers as part of its inquiry into whether the Office for Students is performing as intended. Those who have given evidence have offered qualified support for the work of the regulator, whilst noting wider concerns about underinvestment in the sector, regulatory burden, cost and independence and the inclusion of the student voice in the regulator's work. A written report outlining the findings of the inquiry will be produced in the coming months.

## 2. EDUCATION

### 2.1 DELIVERY OF THE PORTFOLIO

#### 2.1.1 2024 Recruitment

- Bookings for our June and July pre-application open days opened on Monday 27th February and the latest booking data (refreshed every 4 hours) is available to view on the events dashboard.
- Centrally we have been using a chatbot and live chat to manage enquiries more efficiently. The bot 'Roary' is answering an average of 500 queries for us every month now and we continue to add more content.

#### 2.1.2 Annual Planning Cycle

- Planning Cycle: As part of the new, streamlined approach to strategic planning, during May and June all academic and professional services departments, faculties and groups will review progress against their 2022/23 action plan and write their 2023/24 action plan during May and June.

Faculties and Groups will sign off academic and professional services department action plans respectively. Faculty and Group plans will be signed off by UEB in July. Progress toward 5 year plans is measured through performance against the 5 year targets.

Improvements to the process have been made following an external PwC audit, which include a reduction in the recommended number of actions, increased visibility of plans to improve transparency and align resources / focus, and improved version control.

## **2.2 EMPLOYABILITY**

### **2.2.1 Careers**

- Virtual Reality Careers Sessions: The Careers Service is providing an opportunity for students to practise their interview skills using new VR headsets alongside an interview simulator package called 'Bodyswaps'. Students can have a go at interview questions, see how they respond and receive feedback on their performance. Modules cover topics such as managing interview anxiety; identifying and talking about your qualities; answering different types of questions; and interview simulation.
- Inspiring Student Workers Awards 2023: Student and employer nominations for the awards, which recognise the impact students can make working part time in roles both on and off campus, have now closed. An evening of celebration for both nominees and nominators will take place on 15th May 2023 in INOX. The winners of each category will be announced on the night.

## **2.3 DIGITAL EXPERIENCE**

### **2.3.1 ChatGPT**

- We have formed a task and finish group to look at Chat GPT and generative AI more generally. The group includes representatives from across the University, including disciplines that commonly assess using long-form writing. The work of this group dovetails with that being carried out by the Russell Group, which is looking to have agreed principles in place by July.
- As part of this work, we are looking at setting up a student panel to help us explore the pedagogic value of generative AIs, and how students are using these tools. We need to consider how we can identify and embrace the opportunities these developing technologies present. If we think about the challenges students can face in structuring their work, for example, and in self-study activities, Chat GPT can provide a valuable scaffold that has pedagogic value.
- The working group is looking at both assessment and pedagogy. We are also looking at unfair means, but separately from the ChatGPT work, as these are separate issues.

## **3. RESEARCH**

No supplementary information.

## **4. INNOVATION**

### **4.1 INNOVATION IMPACT**

#### **4.1.1 Success and Achievement**

- New research by Professor Vik Dhillon, from the Department of Physics and Astronomy, which discovered a new ring system in our Solar System which calls into question how we believe ring systems are formed, was covered by The Guardian, Forbes, The Wall Street Journal, The Times, and other national publications.
- Research from the University's Institute for Sustainable Food, which discovered a mechanism behind how plants can develop long-term immunity to stress, was covered by The Sun, The Independent, and The Daily Mail.

- Promotion of research from Professor Guillaume Hautbergue from the University's Neuroscience Institute, which developed a nasal spray which can prevent the death of nerve cells in the most common genetic forms of MND and dementia. The research received national coverage, including from the Daily Express, the Daily Mirror, and The i.
- Details of a new archaeological find, of a Lady anchoress, were shared with national and regional media. The story featured on Digging for Britain, and was covered by BBC News, the Daily Mirror, The Yorkshire Post and Radio Sheffield.
- One year on from the Russian invasion of Ukraine, Dr Baris Celik (Politics and International Relations) provided analysis of the war so far, and how the EU and NATO have responded to Russian aggression. Baris wrote a piece for The Conversation and was on Radio Sheffield, and also worked on a Twitter thread to share his expertise on the one year anniversary.
- The University launched two new Ukrainian language courses, one of which is a first in the UK. The news was covered in The Guardian, TimeOut Magazine, BBC News Sheffield, and led to both courses being oversubscribed.
- Dr Jill Edmondson (Institute for Sustainable Food) wrote a piece for The Conversation on the fruit and vegetable shortages which have been seen in supermarkets across the UK.
- In collaboration with the Students' Union we promoted the return of Varsity to students, and also captured content to share on social media throughout the tournament.

## **4.2 EXTERNAL ENGAGEMENT**

### **4.2.1 Regional Innovation**

- The University and Sheffield Hallam University have launched the Innovation Network South Yorkshire, welcoming academics, thought leaders, organisations and businesses from across the region to meet and discuss ideas for economic growth and productivity. Formerly the Managing Directors' Club, more than 150 delegates attended the first free peer-to-peer networking event and future events are planned to take the network wider into South Yorkshire with the next one arranged for Doncaster.

### **4.2.2 Partnerships and Knowledge Exchange**

- The University has continued to develop its partnership with the National Technical University of Ukraine Igor Sikorsky Kyiv Polytechnic Institute (KPI) and have been awarded a £144,500 UKRI Research England's UK-Ukraine Research and Innovation twinning grant to support a collaborative programme between the Management School and Sikorsky Challenge Ukraine. The 'Building back better: transforming the post-war entrepreneurial ecosystem in Ukraine' project will run over the next six months and will involve promising startups in Ukraine visiting Sheffield to learn and speak with investors.
- The School of Education hosted a visit by a delegation from the Jakarta regional government, Indonesia. There is interest in the MakerFutures approach to learning to support the national agenda of developing creativity in a very young population in a rapidly developing country.
- Faculty of Engineering with AMRC hosted a visit from the University of Washington led by the Vice Dean for Research in the College of Engineering. This focused on digital manufacturing with several joint grant proposals in development. Future collaboration

will broaden into quantum, batteries and digital health bringing in the Faculties of Science and Medicine Dentistry and Health.

- The Graduate Schools of the Faculties of Engineering, Social Sciences and Science worked alongside Global Engagement's in-country team in Malaysia to submit a successful bid to the BMKG agency of the Indonesian Government to be included in a major national PhD funding programme. The call for proposals, which was via the British Council in Indonesia, sought to create agreements with universities for the placing of 500 PhD students in cross-disciplinary areas relating to meteorology, climatology, and geophysics between now and 2030.

## **5. ONE UNIVERSITY**

### **5.1 COLLABORATIVE AND SUPPORTIVE CULTURE**

#### **5.1.1 People Development**

- Departmental Directors of Education Training: A new development programme for Departmental Directors of Education (DDEs) has been developed by HR. The programme provides a mix of core and optional modules, peer learning, and coaching. It aims to support DDEs with their development, both individually and as leaders across the University. There will initially be two cohorts with up to 18 DDEs on each. The offer will be expanded in due course.

### **5.2 SENIOR APPOINTMENTS**

#### **5.2.1 Senior appointments**

- Professor Xin Zhang has been appointed as a Chair in Control and Power Systems in Automatic Control & Systems Engineering with effect from 1 March 2023. Professor Zhang was previously a Senior Lecturer in Electronic & Electrical Engineering at Brunel University.
- Professor Nicholas Turner has been appointed as a Professor of Bioanalytical Chemistry in the Department of Chemistry with effect from 1 March 2023. Professor Turner was previously a Professor in Biometric & Bioanalytical Chemistry at De Montfort University.
- Mrs Louise Morgan has been appointed as Head of Student Product in IT Services with effect from 1 March 2023. Mrs Morgan was previously Assistant Director of IT (Digital) at the University of York.
- Professor Ian Kellar has been appointed as a Professor in Psychology in the Department of Psychology with effect from 1 March 2023. Professor Kellar was previously an Associate Professor of Health Psychology at the University of Leeds.

### **5.3 DIVERSITY AND INCLUSION**

#### **5.3.1 LGBT Strategy Launch**

- We collected rich and insightful feedback on the key themes of Belonging, Active Allyship and Mental Health Support through the facilitated table discussions, and also in writing from those online. The HR EDI team and Delivery Group are looking to map these into underpinning activities needed to progress actions.

- Feedback headlines:
  - To address the lack of city-wide inclusion and safety as well as applying more attention to off campus life and supporting the wider culture of inclusion and LGBT+ safety (the city of Sheffield does not reflect the LGBT+ inclusive environment of the University).
  - A clearer process for addressing anti-LGBT+ views in the classroom and protecting staff and students (i.e. where students have recently arrived in the UK from countries that are not LGBT+ inclusive or hold anti-LGBT+ views).
  - There is a need for improvements based on some previous experiences around teaching about inclusivity which have been poorly organised and even offensive.
  - Better promotion of LGBT+ accommodation in the Halls of Residences.
  - There are mixed views on pronouns usage with a need for clearer guidance for departments around this. "LGBT staff network makes it clear that this needs to be handled carefully" (i.e. making this optional and not mandatory).
  - Having clearer policies around faith and LGBT+ inclusion (people that use 'faith' as a reason for expressing anti-LGBT+ sentiments).
  - Empowering leaders and managers to promote allyship and lead from the front by bringing the Action Plan to life.
  - An allyship issue of colleagues going from 'zero' to 'hero', for example from being a bit clueless and even mildly offensive, to putting themselves at the vanguard of LGBT+ inclusion which can result in causing issues where they never existed due to lack of understanding, nuance or sensitivity.
  - A better understanding of trauma informed support in terms of supporting staff and students with their mental health.
  - Ensuring Learning Support Plans are used to support students with mental health conditions.

## 5.4 PHILANTHROPY

### 5.4.1 Alumni Engagement and Volunteering

	Volunteer hrs (target)	Total hrs to date	Campaign Target
Financial Year	2022/2023		
Volunteer hrs**	12,943 (13,000)	64,843	80,000
Volunteer hrs (students) ***	17,441 (20,000)	107,841	120,000
	<b>30,384 (33,000)</b>	<b>172,684</b>	<b>200,000</b>

\*\* Figures include hours contributed by Alumni and friends. 'Friends' are defined as non-alumni who are not University of Sheffield staff.

\*\*\* Data on student volunteer hours covers the period 01.08.18 – 31.03.23.

- London City Connections, delivered together with the Faculty of Social Sciences, took place in mid-March. 40 students from widening participation backgrounds visited 21 alumni in London for business visits and a networking event.
- Coach Cafe online networking events have been delivered successfully as part of the £2.85M donor-funded Law Family Ambition Programme. The first events connected 120 Engineering and Science students with 50 alumni from a range of sectors. The final event this academic year saw 53 students from the Faculties of Arts & Humanities and Social Sciences meet 24 alumni from a range of industries.
- ~230 alumni took part in the spring e-mentoring programme, supporting their mentees with online conversations. Meanwhile, the alumni engagement element of the Sheffield Connect platform is currently being piloted with over 70 alumni volunteers from around the world. This is ahead of a wider launch of Sheffield Connect in the autumn. The platform is designed to support networking between alumni graduates and alumni-student e-mentoring.
- 33 International alumni have volunteered their time for the Sheffield Live Alumni Panels supporting international student recruitment. The events give prospective students the opportunity to engage with alumni and find out more about university life as an international student.
- Our early Bright Minds webinars, a series showcasing Sheffield's PhD students and their research, continue to attract interest from our global alumni community. The virtual event in March, featuring students from Music and Psychology, had a confirmed live attendance of 240. In June, 120 alumni attended a Bright Minds webinar exploring what choice in music says about your cultural identity and emotions.

## **6. FINANCE**

No supplementary information.

## **7. LEGAL AND REGULATORY MATTERS**

No supplementary information.