The Francis Crick Institute – Community Engagement Plan

Incorporating Amendment 1 (July 2016)

Overview

This Community Engagement Plan sets out the measures the Crick will take to meet the requirements of Clause 4.10 in respect to the Community Engagement Commitment and to Schedule 5 (Community Engagement Plan) of the Section 106 Agreement to Planning Permission 2010/4721/P dated 10 March 2011

It crystallises the work which the Crick has already completed, that which is on-going and the wider scale engagement that has been undertaken within the Council, local community, with schools and students, to produce a Plan that will carry this early activity forward. The Plan also seeks to implement objectives from the Crick's overarching strategy: 'Discovery without Boundaries: Strategy 2013'.

This plan sets out the activities and actions that the Crick have already commenced and delivered. It sets out the activities which they are developing now and the longer term vision. It reflects a commitment far in excess of that originally envisaged at the time that the S106 was drafted and the realities and capabilities that the Crick can deliver alongside what will be the leading global research and development institute in its field.

Part 1 - Introduction

One of the Crick's strategic priorities is to engage and inspire the public ('Discovery without Boundaries', Appendices 1 and 2). The development of this strategy has been informed by the Crick's community and public engagement commitments under the terms of the S106 agreement.

The strategy states:

> *"The Crick has an opportunity to become a valued part of the local community through effective and genuine engagement with local people. Our aspirations for our local engagement activity reflect our ambitions for the Institute, and we aim to be recognised as a leader in community engagement. We will achieve this by working in partnership with the community, by embedding engagement activity in our culture, and by providing opportunities for our staff to work with the community.*
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> *We will take account of the community's needs and aspirations in developing our engagement strategy. Our 'Living Centre', a purpose-built space within the Crick developed and run in partnership with the community, will be important for this. It will help improve health and wellbeing in St Pancras and Somers Town (one of the most deprived wards in London), by offering services such as health checks, advocacy, exercise classes, and adult and community education. In addition, the Living Centre will offer opportunities for the Crick to collaborate with local residents, our founders, and other partners on innovative community and health projects.*
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> *Our local engagement programme will also incorporate:*

- *a schools outreach programme with a strong local focus;*

- *opportunities for local groups to use the Crick's facilities for community events;*
- *a teaching laboratory;*
- *training and employment opportunities;*
- *promoting improvements to local open spaces and community policing and safety measures;*
- *health and arts projects co-produced with the community; and*
- *staff volunteering schemes."*

Part 2 - Community Engagement Element

1. Public Engagement Team

(Schedule 5, Part 2, clause 1)

As part of this Plan, the Crick will appoint a Public Engagement Team of no less than four full-time/FTE staff to deliver the objectives of this plan. This will include a Community Engagement Manager (appointed January 2011) and, in accordance with the requirements of the Teaching Lab Operational Plan, an Education & Outreach Manager (appointed December 2011).

The team will work together to deliver both the Community Engagement and Teaching Laboratory requirements. They will be based initially at the Crick's Offices at the Wellcome Trust on the Euston Road and will, once the Francis Crick Institute opens, move to the institute. Both locations are ideally located to enable close engagement with the local community and the Council.

2. A programme of initiatives and events

(Schedule 5, Part 2, clause 2)

The Crick is required to establish "a programme of initiatives and events accessible to the local community, both at the Development and under an outreach scheme related to the work of the Development".

What are we doing now?

We believe that before the Crick opens in 2015 it is important to identify and build audiences through the delivery of Science, Technology, Engineering and Maths (STEM) enrichment activities, in collaboration with its founding partners. The Crick has therefore already produced and is now implementing an Education Strategy, which has been informed by numerous stakeholder groups including teachers, education staff at partner institutes, and Camden Council.

The appointment of an Education and Outreach Manager at this early stage of programme development has ensured that education is embedded in the Crick's culture from the start, and that engagement activities will be supported and celebrated across the Institute. By the time the Crick is fully operational in 2015/16, it will already be providing a programme of both formal and informal learning opportunities for a wide range of audiences.

The Teaching Lab Operational Plan seeks to provide the following objectives and, in many of these we have already started our engagement activities:

(a) on and off-site education activities and events for local primary school children and adults

Scientists from the Crick's partner organisations are already undertaking outreach activities in local schools or at Crick-led education events. For example, our scientists have delivered sessions in local primary schools to celebrate the 60th anniversary of the discovery of the structure of DNA, and earlier this year we piloted a project in Camden primary schools that gave over 3,000 4-11 year olds the chance to use microscopes.

We have also run a number of art/science projects, including the Tree of Life with children and parents from 10 Camden primary schools and an annual Winter Workshop. We co-produced a Science Week at Edith Neville Primary School, and students from Argyll Primary School have appeared with the Crick's Director, Sir Paul Nurse, on Radio 4's Today programme. Other early public engagement activities include an Olympic Science Busking programme.

In addition, in response to community feedback, we now hold science sessions at our twice-yearly community updates. In July, one of Cancer Research UK's top research scientists, Dr Caroline Hill, came along to talk about the science that would go on inside the Crick and her research.

We are also planning a pilot science discussion event for late autumn 2014, which will take place in Somers Town and give local people the chance to learn more about a research/health issue from a world-leading expert.

Our Teaching Lab Operational Plan will ensure that stimulating and exciting opportunities such as these, for both adults and children on- and off-site, continue once the Crick opens.

Lastly, we have established a Community Chest scheme which provides funding of up to £3k to local resident groups and community organisations wishing to run projects that help improve health and wellbeing in Somers Town. Since 2011, the Community Chest fund has enabled 14 community groups to run creative, educational and physical activities for local people to enjoy. With support from this fund, Coram Life Education parked its Lifebus, a mobile classroom, outside Edith Neville School for two days in January 2014. Around 200 children aged 4 to 11 years enjoyed interactive sessions covering skills, knowledge and attitudes to health, and drug education.

The Community Chest is in addition to our commitments under the S106 agreement.

(b) collaboration with other local science institutes in outreach and education support

Our partner organisations have active outreach programmes, and we already work with them wherever possible to offer their activities to local Camden schools. For example, we took a group of students from Richard Cobden School to the National Institute for Medical Research, one of the Crick's founding institutes.

We have also begun to deliver education events in partnership with other local institutions such as the British Library and Royal Vet College (eg science lectures and annual Camden Master Class events for sixth-formers).

We will continue to collaborate in this way with local science and other key institutions up to and beyond the opening of the Crick in 2015.

(c) encouraging local schools to engage with the Development, to attend the events and activities and make use of the Teaching Laboratory

As part of this Plan, the Crick will engage directly with local schools and students to develop the Crick's educational spaces and its education programme. To do this we will build on the successful links we have already established with local schools and students.

These include a teacher-scientist partnership through which local teachers from Regent High School (formerly South Camden Community School), William Ellis School, Westminster Kingsway College, Maria Fidelis and UCL Academy worked with our scientists to develop activities and resources that can be used both in our Teaching Lab and in the classroom. In addition, 40 BTEC Science students from Westminster Kingsway College have been working with us to come up with ideas for the Crick's Teaching Lab.

These initiatives will be continued under this Plan and will inform the development of our longer term programme, enabling us to pilot new and innovative approaches and activities, and to seek feedback from participants, to ensure that our offer meets the needs and aspirations of local schools and students and fulfils our overarching Strategy.

(d) local education liaison, volunteering and mentoring schemes

We have established close links with Camden schools, including all primary and secondary schools in the St Pancras and Somers Town ward.

Dr James Briscoe, a senior scientist from one of the Crick's founding institutes, is now a governor at Regent High School, whilst the Crick's Chief Executive, Sir Paul Nurse, is a patron of Edith Neville Primary School. We expect to increase the number of such roles once the Crick opens in 2015 and will take steps to ensure that staff are made aware of similar opportunities and supported in their desire to take them up (eg allowing reasonable absence from work to attend meetings).

We are also establishing a second Crick teaching laboratory at Regent High School, located close to the Crick. This 'Satellite Lab' is in addition to our commitment through the S106 agreement to set up and maintain a Teaching Lab within the Crick itself.

The Satellite Lab will provide further space for our scientists to deliver outreach activities and interactive demonstrations, in a more formal school environment. We will pilot a range of activities at the Regent High lab prior to the Crick's opening and further develop these from 2015 in both the Regent High and Crick Teaching Labs.

A volunteering and mentoring strategy and policy for Crick staff is in development, which both the Education & Outreach Manager and HR team are working on. We will also seek input from Camden's Volunteering team on the development of these schemes.

(e) development of learning materials and active online materials

We already have a number of online resources, including films that will support teachers wishing to plan a Science Week at their school. As we develop and pilot our education materials, these will be made available online.

3. A commitment by the Owners

(Schedule 5, Part 2, clauses 3-6)

Clause 3

(a) to encourage local schools to use the facilities of the Development and to take up visits to the Development in a structured manner through the school year, in particular targeting local public sector schools

The liaison and development work we are now doing with Camden state schools (see especially 2(a) and (b) above) means that by the time the Crick opens in 2015 we will have

created interest, excitement and a sense of ownership about the Crick, and have a readymade audience for our education and outreach activities.

The advantages of this approach, for teachers will be:

- Quality school trip destination.
- Quality outreach provider for school visits.
- Assistance in achieving the Primary Science Quality Mark[1].
- Equipment loans, e.g. microscopes.
- Hosting of Camden's Science Leads and Heads of Science meetings in collaboration with schools, Camden council and Wellcome Trust.
- CPD in the form of lectures/workshops.

(b) to work with the Council, local schools and local community groups to plan events and exhibitions to promote science and health alongside community cohesion

The Crick is currently developing plans for the fit-out and programming of its exhibition space. As this process gathers pace we will involve both the local community (through the Community Liaison Group) and Camden Council (Crick staff have already been in touch with Camden's Arts and Tourism team).

Our first exhibition will focus on the history and heritage of the Crick, including its Somers Town location. We are now beginning to plan the exhibition and are considering how best to work with the local community on the development of this strand of the exhibition.

We will also involve local stakeholders in the development and planning of further exhibitions through the Community Liaison Group.

(c) to encourage the local community to attend lectures, events and activities which are planned as part of the programme of events

Through our community engagement, education, and public engagement activities, we are already ensuring that the development of the Crick is well communicated and well understood in the local community. For example, our Visitor Centre, our quarterly community engagement newsletter, and our Science and Story project all provide a wealth of opportunities for local people to hear about and engage with the Crick and its work.

We will continue to use a wide range of communication channels to engage the local community and involve them in the development of our programming (eg through our twice yearly Community Update, formerly the Community Liaison Group), to ensure that our events programme is of interest and value to local people.

(d) to provide a range of science-related activities to stimulate and interest the local community...

As detailed above, we already support both formal and informal science learners through our education and public engagement programmes. This will continue to expand ahead of 2015.

In accordance with the terms of our S106 agreement, our public engagement programme will incorporate:

[1] The Primary Science Quality Mark is a national award scheme to develop and celebrate the quality of science teaching and learning in primary schools. Schools can achieve bronze, silver or gold awards.

i. **insight visits** to the Crick, providing opportunities for the public to visit the Teaching Lab and meet our researchers
ii. **prearranged school visits**, to include a focus on specific topics (eg biochemistry lectures for A Level students)
iii. **monthly public events** in our Teaching Lab, auditorium or exhibition space, such as demonstrations or lectures
iv. **the development of additional formal and online learning materials**
v. **up to three public exhibitions a year**, including displays by local schools, colleges and community groups
vi. **outreach activities in local schools and colleges.**

Clause 4
We will continue to encourage staff throughout the Crick to participate in local education liaison (eg through science events in schools and the development of materials for schools), and to volunteer and mentor students and young people. We will support staff by for example allowing reasonable absence from work to attend meetings.

Clause 5
We appointed a full-time, permanent Education Liaison Resource (an Education Outreach Manager) in November 2011, well ahead of the required date of September 2014. She works closely with the Council's education team, including Education Advisers Julia Leewood and Rob Rickard.

The Education Outreach Manager has established excellent relationships with many of the Crick's local schools, and is working closely with a number of local teachers and scientists from our partner organisations to develop practical activities and resources that can be used both in classrooms and in the Crick's Teaching Lab once it opens. Local teachers have also been consulted throughout the development of the Crick's education strategy.

As detailed above, Crick scientists frequently undertake outreach activities in local schools or at Crick-led education events. For example, our scientists present at an annual 'Ask a Nobel Scientist event', which attracts over 150 local sixth form students (see http://www.youtube.com/watch?v=Ihn7eTttWGE) and we have begun to deliver education events in partnership with other local institutions.

We are working closely with Regent High, Westminster Kingsway College, and Maria Fidelis on a teacher-scientist partnership project that will bring together local teachers with our scientists to develop and pilot activities for the Crick's education programme. We have worked closely with local primary schools including Edith Neville and St Aloysius to provide activities and support for their science lessons.

We regularly meet with the Council's curriculum consultants, and attend Council led 'Heads of Science' meetings to update teachers on opportunities and activities that are available with the Crick. The Council's education team have been involved in the early development of the teaching laboratory plans, and will continue to input to our wider education offer. For example, we have worked with the Council's work experience coordinator to offer work experience placements in the Crick in 2013.

We are currently developing our own work placement scheme, which will go live in 2016.

We already have an education strategy in place. In the coming year, we will pilot a work experience scheme for both A-Level and BTEC students from non-traditional backgrounds, highlighting the range of careers available within science (e.g. not just research or medicine). Our education programme will offer opportunities for pupils at all stages of their academic careers.

The Education & Outreach Manager will continue to develop relationships with the Council's Education team and local schools and colleges. When operational, the Crick will offer curriculum-linked activities and opportunities for Camden pupils in its Teaching Lab and other settings. We will also continue to work with local teachers to ensure these activities are useful, engaging, and a highlight of the academic calendar.

All of these activities, and the engagement network which has been established, will be continued and where possible enhanced under this Plan.

Clause 6
We will continue to use a range of communications channels to ensure that the local community is aware of the Crick's public engagement activity. These will include a quarterly community newsletter, our website, Twitter, an e-newsletter, publicity in the local media, and through local community organisations and Camden Council.

Part 3 - Community access

(Schedule 5, Part 3, clauses 1-8)
(Amendment 1 – July 2016)

Auditorium
During the course of each year, there will be a programme of activities within the publicly-accessible spaces. The programme will include:

Space	Activity	Frequency
Auditorium	Scientific seminars	Average of 1 per month, 12 months per year = 12 daytime events (likely to increase considerably once the Crick's seminar programme is fully established)
Auditorium	Crick scientific symposia	Average of 3 daytime events per year
Auditorium	Large scale public events including lectures and panel discussions eg BBC World Service event; lectures providing insights into Crick research, how science is done (eg microscopy, big data etc), high profile lectures from Crick/external speakers	3 daytime/evening events per year
Auditorium	Collaborative events with partners and neighbours eg. Wellcome Trust, British Library, UAL/CSM	2 evening events per year
Gallery	Crick Chats (discussion-based events on biomedical research for the general public)	5 evening events per year
Gallery	Exhibitions in the Gallery open to the public on a drop in basis 3-4 days a week and one late night per week.	135-180 days per year Approx 45 evenings per year

	Exhibitions will include: - small scale 'spotlights on research' co-produced with our scientists - larger scale exhibitions on broad themes relating to the Crick (eg The Story of the Crick); temporary exhibitions co-produced with the community - temporary exhibitions co-created by the community	
All ground floor publicly-accessible space, including the Discovery Lab	'Lates' style events with talks, hands on activities and food and drink	2-3 evening events per year

This programme, within the publicly accessible spaces will comprise, as a minimum, at least 68 discrete events (day/evening) plus 135-180 days and up to 45 evening openings per year.

The full and future programme will be published at http://crick.ac.uk/news/events/

The above programme and community access arrangements to both the Auditorium and Gallery exceeds the S106 requirement of publicly-accessible activities in the Auditorium alone of 18 days per year and 36 evenings per year.

In addition to the above, and as set out in the S106, the auditorium will be available for up to 7 days per year and 14 evenings per year as a bookable facility, based upon a first come first served booking arrangement, by community organisations, from the St Pancras and Somers Town ward, free of charge.

The auditorium is a highly specified and well equipped facility, offering presentation, collaboration, conferencing and capture facilities. The room is designed to act as a large single space (with 450 seats) and also as 2 smaller rooms as needed. The room can be divided by a motorised Skyfold partition. The auditorium will have a dedicated control room with a flexible control infrastructure designed to cater for the differing room configurations.

In addition, the auditorium has a dual display system consisting of two high-end HD (high definition) projectors (cinema quality). When the rooms are combined, both projectors will be used (either to display the same or different images). Alternatively, when the auditorium is split each room uses a custom 220" 16:9 projection screen.

Other facilities available include:
• Video Conferencing System
• PTZ Camera Inputs
• Video Capture & Streaming

• Audio Conferencing System
• Autocue System
• Simultaneous Source Control
• Induction Loops.

The Discovery Laboratory
The Discovery (Teaching) Lab offers a range of practical and dialogue-based activities and is equipped for up to 30 students, including scientific display and other technical equipment. We will offer all Camden year 5 classes the chance to book a day-long, free of charge, science workshop in this facility. We will also offer all Camden A-level biology and relevant BTEC classes sessions in our Discovery Lab and/or Satellite Teaching Lab.

The Discovery Lab is only one component of our education programme which has the overall aims of increasing participation in STEM and improving science literacy in Camden.

We will continue to work with the Council, schools and other stakeholders, to promote a greater interest in science, and with the objective of increasing the number of pupils locally taking STEM qualifications

To do this our education programme will provide activities for young people throughout their school life; beginning by capturing the imagination of young children and making science accessible, to ultimately aiming to raise the numbers of those entering STEM careers and feeling confident about engaging with the science around them.

We are already piloting activities in the borough, and plan to continue piloting further activities for the next few years. As each activity completes its evaluation and refining stages we would seek to introduce it to our bookable programme of education activities, with the majority of these being fully available during the academic year immediately following the Crick becoming fully operational.

Camden Schools will be able to book to use the Discovery Lab in accordance with the provisions of this Plan through the Public Engagement office at the Crick.

The success of the activities will be evaluated as part of the annual report against our strategic aim of engaging and inspiring the public.

If we are able to achieve our vision, our support to Camden schools would increase significantly beyond the S106 requirement. Each activity would be on offer to all young people within the year group that it was designed for (we are currently assuming approximately 1700 pupils per year group from Year 1-11). The exception to this being work experience, where we have the capacity to offer 50-100 placements per year. The activities likely to feature in our programme include:

- Years 1, 2, 3, 4 and 6: Visits of Crick staff to schools to deliver interactive workshops such as those we have developed with local teachers on topics including the senses, germs, skeletons, sound and microscopy.

- Year 5:
    - Workshops in the Discovery Lab, e.g. “Really Reactive”, a microscopy and chemistry workshop suitable for KS2.
    - Involvement in Camden’s primary careers conference and follow-up schools visits.
    - Science competitions delivered in partnership with Regent High School.

- Years 7-11:
    - Interactive science competitions.
    - STEM ambassador visits to schools, e.g. for careers talks.
    - Delivery of drop-down/enrichment days.
    - Careers events at Crick promoting STEM GCSEs and/or A-levels/BTECs, but also showcasing other Crick careers.
    - Non-lab-based work experience placements.

- Year 12/13: Mostly focussing on A-level biology, and relevant BTEC students.

    - Lab- and non-lab based work experience placements; mentoring and support for EPQ projects (25-50 pupils pa).
    - Workshops in the Discovery Lab or Zone, e.g. Genetic Engineering for Beginners, our popular molecular biology session.
    - Lecture series from Crick scientists and staff.
    - "Ask a Nobel Scientist" question and answer discussion event.
    - STEM ambassador careers talks and other events.

- Resources for teachers
    - Equipment loans and donations.
    - Subject-specific CPD.
    - Support for local science teacher networks.
    - Prizes for in-school science competitions.

Exhibition Space (Manby Gallery)
The Gallery will be open to the public on a drop in basis 3-4 days a week, c45 weeks per year (plus one late night opening per week), a total of approx 135-180 days per year (and c45 evenings per year).

Exhibition details are set out above.

Ancillary services, such as refreshments, will be provided for the public visiting the exhibition area.

There may be occasions when the Auditorium, Gallery and Discovery Lab may be booked together for bigger events.

There will be a programme of supervised visits for the public to visit the working laboratories of the Crick and other suitable facilities, with priority given to schools from Camden. This programme is in development and tours will be offered from 2017.

Part 4 - Community Engagement and Access Policies

(Schedule 5, Part 4, clauses 1-8)

Access to the Institute will be via Reception and will be security controlled. We do not envisage that there will be any charge for visits to or use of the Teaching Lab, the exhibition space and the auditorium. There may be a modest charge for refreshments.

Should we need to close any part of the Property which is open to the public in accordance with the Community Engagement Plan for the purpose of repair, maintenance or refurbishment, we

will seek the prior written consent of the Council, first agreeing with the Council the period of closure, and will use all reasonable endeavours to minimise the period of closure.

Record of Updates, Revisions and Amendments

DATE	ACTION	APPROVED
20 June 2013	Draft Plan submitted to LB Camden	-
22 September 2014	Updated Plan submitted for approval	21 July 2015
11 July 2016	Amendment 1 Submitted – Revision to Part 3	