The Francis Crick Institute – Community Engagement Plan Update

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.*

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:

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)

[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.

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)

Auditorium
We are currently developing a plan for the use and management of the auditorium. This will include public lectures and events, for example the Crick scientific symposia and seminars will take place here on a regular basis. (These are currently taking place in alternative venues until the Crick opens.)

There will be a series of other public events, lectures and presentations which will be developed in due course - http://crick.ac.uk/news/events/

We will ensure that the auditorium is available for 7 days per year and 14 evenings per year as a bookable facility by community organisations free of charge. We propose that this is for local organisations from the St Pancras and Somers Town ward only.

The auditorium will be a highly specified and well equipped facility, offering presentation, collaboration, conferencing and capture facilities. The room is designed to act 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.

The auditorium will have a dual display system which will consist 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. This is to be fixed to a mounting board/panel and finished with a brushed aluminium trim detail and controlled by a custom Future Automation fold out mechanism to enable the screen to sit flush against the wall when not in use.

Other facilities available will include:

- Video Conferencing System
- PTZ Camera Inputs
- Video Capture & Streaming
- Audio Conferencing System
- Autocue System
- Simultaneous Source Control
- Induction Loops.

Teaching Laboratory
The Teaching Lab will offer a range of practical and dialogue-based activities and will be suitably equipped for up to 30 students, including high specification public address, 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 Teaching Lab and/or Satellite Teaching Lab.

We are still to confirm how the booking system will be managed, but it is likely that we will work with schools and Camden council to develop a model that is acceptable to all.

However, the Teaching Lab will only be one component of our education programme which has the overall aims of increasing participation in STEM and improving science literacy in Camden. Our specific objectives will be developed alongside the Council, schools and other stakeholders, and are likely to include promoting greater interest in science, increasing the number of pupils locally taking STEM qualifications and the number of Camden Schools that achieve the 'Primary Science Quality Mark' standard.

To do this we envisage that 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 raising 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 2016/17. To achieve this we will engage with the Council and local teachers.

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. The activities likely to feature, by year group, could include:

- Year 1: Visits to schools to deliver, e.g. a colour science workshop (1700 pupils per year, p/y), plus whole school assembly (10 000 p/y).
- Year 3: Interactive competition that involves Crick sending out equipment/STEM ambassadors to schools, e.g. akin to current microscopy competition (1700 p/y).
- Year 5/6:
    - Workshops in the TL, e.g. "Really Reactive", a microscopy and chemistry workshop suitable for 8-11 year olds (1700 p/y).
    - Involvement in Camden's primary careers conference and follow-up schools visits.
- Year 7: Interactive science competition, as above or online (1700 p/y).
- Year 8: STEM ambassador visits to schools, e.g. for drop-down/enrichment days (1700 p/y).
- Year 9: 'Careers days' promoting GCSE triple science, and show-casing many Crick careers; in the auditorium, exhibition space and teaching lab (1700 p/y).
- Year 10: STEM ambassador visits to schools, e.g. microscopy workshops for drop-down/enrichment days (1700 p/y).
- Year 11: "Careers days" promoting STEM A-levels, but show-casing other Crick careers; in the auditorium, exhibition space and teaching lab (1700 p/y).
- Year 12/13: Work experience (A-level biology, and relevant BTEC students).

- Lab-based work experience, to include participants from, for example: Nuffield, SMF, In2science (10-20 p/y)[2].
- Workshops in TL, e.g. genetic engineering, malaria etc, (800 p/y tbc).
- Lecture series from Crick scientists (2400 p/y).
- "Ask a Nobel Scientist" question and answer event (400 p/y).
- STEM ambassador careers talks/guidance and mentoring, support for EPQ[3] projects.

Exhibition Space

An operational plan for the exhibition space is in progress. We will hold up to two exhibitions a year, plus exhibitions/displays by local schools, colleges and community groups.

Exhibitions will be open to the public for a minimum of five days per month (averaged out over a year) and will focus on subjects relevant to the Crick, in particular science and health. We are in the process of developing the first exhibition, which will focus on the heritage, history and scientific achievements of the Institutes that are coming together to form the Crick, as well as the history of the local area and Francis Crick himself.

There will also be opportunities to involve schoolchildren in the development of exhibitions.

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

There may be occasions when the auditorium, exhibition space and Teaching 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 will be developed prior to Occupation Date.

In due course we will develop a plan to outline how we intend to manage the booking of events and visits as well as publication and advertisement of the facilities. This will also include how we will monitor attendance and will be available for the Council to review on an annual basis.

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.

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[2] The Nuffield Foundation, the Social Mobility Foundation (SMF), and In2science are all examples of third party organizations who can assist in recruiting work experience candidates. Different organizations prioritize different types of candidate, e.g. highly academic, those on free-school meals, those lacking a family history of higher education, and we will look to work with several such organization to recruit a breadth of students for our placements.

[3] The Extended Project Qualification (EPQ) is a UK qualification recognized by UCAS as being worth the equivalent of an AS level. Unlike traditional post-16 courses, it is a single piece of work requiring a high degree of planning, preparation, research and autonomous working, that can help students to develop and demonstrate a range of valuable skills through pursuing their interests and investigating topics in more depth.

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.