

The Francis Crick Institute - Community Engagement Plan

Edition 3 Incorporating Amendments 1 and 2 (August 2019)

Overview

This Community Engagement Plan sets out the measures the Crick has and is taking 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. The Plan also seeks to implement objectives from the Crick's overarching strategy: 'Discovery without Boundaries: Strategy 2013'.

The Plan is a living document that seeks to ensure that the science outputs and discoveries are communicated to the local community, in addition to providing a wide range of opportunities that benefit local people. To this end, it reflects a commitment far in excess of that originally envisaged at the time that the S106 was drafted.

This document highlights our work so far and gives examples of our current activities. However, those programmes will continue to be responsive to local demand, evolving to meet the needs of local people.

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. Following the commencement of the Crick's community engagement activities in 2014, long before the completion of the building itself, the Crick published its first Community Engagement Plan. This was subsequently amended in July 2016 and this document represents the 3rd Edition of that Plan which incorporates Amendment 1, and now Amendment 2. This second amendment has been prepared against the backdrop of Clause xxx to the Deed of Variation dated xxxxxx 2019.

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."

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 school's 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)

See Appendix A for the existing Public Engagement team structure.

As outlined in this Plan, the Crick appointed a Public Engagement Team of no less than four full-time/FTE staff to deliver the objectives of this plan. This team includes:

- A Community Engagement Manager; and,
- an Education & Outreach Manager.

The team works together to deliver both the Community Engagement and Discovery Laboratory requirements of the S.106 Agreement. They are based at the Francis Crick Institute, where they are ideally located to enable close engagement with the local community, schools 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".

The delivery of this commitment has evolved significantly since the first edition of this Plan was approved by the Council, and today we are committed to the following permanent initiatives in addition to ad-hoc events that go beyond these:

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

Local school children

The Education programme aims to grow and diversify the community of young people studying and aspiring to work in science and STEM, and who feel like the Crick is “for them”.

The target audience for our formal programme is primarily young people aged 5-18 attending state schools in the London borough of Camden, their teachers and families. We seek to engage every child, every year.

It is well known within the sector that one-off interventions have little impact on young people’s aspirations for a STEM career and whilst there is no single solution for all situations, the usefulness of engaging children whilst they’re still young, in a sustained way, is becoming increasingly apparent. Therefore, the Crick’s approach is one of repeated engagement throughout young people’s time in formal education, with a range of imaginative, age-appropriate activities, using a mix of direct and indirect methods.

By building a long-term relationship that reaches young people through their schools and families, we view our outreach programme as a local pipeline; inspiring young people in Camden to aspire from a young age to work at places like the Crick, whilst helping them gain the skills, knowledge and experience that will allow them to succeed. At the same time, we hope that the feeling that the Crick is “for them” will translate into a wider appreciation of the role of science in their lives.

Our programme currently includes:

1. Practical science workshops in schools
2. School visits for practical science in the Weston Discovery Lab
3. Work Experience and mentoring
4. Professional development for teachers
5. Auditorium science shows
6. In-school practical projects and competitions
7. Crick staff visiting schools for careers events
8. Loans and donations of equipment
9. Support for external events that align with our strategy.

Local adults

Since 2009 the Crick has become a valued and trusted part of our local community. We seek to engage people through open and joint exploration of our research, and to actively support and benefit the local area.

The local community are one of our primary audiences. Through our public events and community engagement programmes we aim to grow and diversify the community of people who feel that Crick research (and science in general) is interesting, important and relevant to them.

We do this by creating opportunities that bring Crick researchers together with people to discover and discuss biomedical research and why it matters to our health, the economy, and society.

Our vibrant programme currently includes:

- Meet a Scientist events
- Science on Screen film festival
- Art-science workshops for families and community groups
- Crick Late
- Family Discovery Day
- Discussion events and interactive installations, such as the genome editing 'listening' project 2020
- Special events and activities at local and national festivals
- We also support researchers to develop and deliver their own engagement activities such as the local Pint of Science festival

We also hold other events to engage local people in careers with the Crick. We work closely with Somers Town Job Hub, based at the Living Centre, to support local people into work at the institute. Local residents have joined teams across the Crick, from Laboratory Support, Glass Wash and our Biological Research Facility, to Front of House, Housekeeping and Health, Safety and Sustainability. The Education Outreach team also actively promotes and supports young people in Camden education settings to apply for the Crick's entry-level roles e.g. apprenticeships.

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

Our Education outreach programme is informed by our advisory panel, made up of representatives from our founders and Camden Learning, who help set our overall direction as well as being involved in individual activities. Each of our activities undergoes formative evaluation by our audiences, and the programme will be externally evaluated against our outcomes.

We collaborate with a number of local science institutes to develop and deliver activities in the borough. For example, our Year 3 in-school workshop uses resources that were co-developed with the Royal Vet College, and we host the local networks of Heads of Science (secondary) and Science Leads (primary) meetings in partnership with Wellcome.

Our Community Engagement programme is launching a new initiative in partnership with the Somers Town Job Hub, the Institute of Physics, and the Knowledge Quarter - a project focusing on 'hidden jobs' within the KQ. Together with the KQ, we're creating a local employment charter for KQ members; to spell out the benefits of local recruitment and increasing diversity, and use the Crick model of local employment that highlights entry-level jobs and apprenticeships that can often exclude local job seekers, that seem confusing or 'not for them'. A tangible way for KQ members to benefit from recruiting local talent and make a difference locally.

This project is being led by the Crick and the Somers Town Job Hub, who have been working together successfully for the last few years on a smaller-scale pilot, with the aim of recruiting people from the local community.

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

We believe that it is important for people to actually come into the Crick and we host a variety of visits.

These currently include:

- Year 5 classes visit the Weston Discovery Lab for a day of practical science.
- Year 8 students visit for the “Cracking Crick” science show.
- Year 9-13 students visit the gallery to see the exhibition and hear about careers.
- Year 10-13 students have work-experience placements.
- Year 12/13 A-level biology and BTEC science students visit the Weston Discovery Lab for a day of Genetic Engineering with our scientists (a workshop developed in partnership with Maria Fidelis School and Westminster Kingsway College).
- Primary school teacher CPD in the Weston Discovery Lab.
- Heads of Science meetings in the Weston Discovery Lab.
- Secondary school teacher CPD using electron microscopes in our labs.
- We promote the Crick’s wider public engagement programme through schools to encourage attendance by local families.

(c) local education liaison, volunteering and mentoring schemes

We have established links with over 95% of Camden mainstream schools; work with the PRUs, hospital schools and special schools; and are responsive to requests from parents who home-school.

The Crick’s Chief Executive, Sir Paul Nurse, is a patron of Edith Neville Primary School.

We train and support staff from across the institute to volunteer and take part in our Education Outreach. We encourage them to see the value of meaningful engagement with young people, and maintain that ethos in their future careers. We provide regular training opportunities for our Education volunteers to enhance skills and confidence when engaging young people and children.

We run an extensive work experience programme for 14 to 19-year olds living and/or studying in Camden. The placements highlight the variety of careers available, from world-leading laboratory research to the supporting business services. During placements, students are involved in a range of activities supervised by an experienced member of staff. We are able to offer approximately 50 placements per annum.

We are also piloting a scheme for Crick scientists and operations staff to mentor local young people. We are working with the Social Mobility Foundation, a charity that aims to make a practical improvement in social mobility for young people from low-income backgrounds.

(d) development of learning materials and active online materials

Whilst direct engagement with learners is our preferred model, we recognize there are times when indirect engagement through their teachers or online is appropriate.

Our current activities include practical investigations for KS3 learners, in which we provide the materials and training (to teachers and technicians) but the activities are

delivered in-school by teachers. We also have online resources highlighting paths into a variety of careers at Crick.

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

We want every child in Camden state schools to benefit from the Crick's resources and we actively and relentlessly seek to engage those schools that don't already work with us through our Engagement Team. Using this approach, we have achieved over 95% coverage of the borough's state schools, with virtually 100% retention to our programme.

Last academic year we engaged with approximately 15,000 learners, including:

- Over 1,400 Year 5 pupils spent the day in the Discovery Lab, investigating chemistry and electronics.
- Over 3,000 Year 7/8 pupils took part in our practical investigations into the protective effects of sun-cream against UV light.

We remain committed to providing access and support to Camden's schools in STEM subjects through practical, hand-on, instruction, participation in our projects and through engagement with our Scientists and researchers; many of whom represent the best at a global scale. It is the Crick's Chief Executive, Sir Paul Nurse, vision that we should inspire young people for the future.

(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

Council

The Crick works extensively with key stakeholders in the local education sector, including Camden Council, to understand how our resources can encourage young people to engage with science-related careers.

Of note, the Crick has signed Camden Council's 21st Century Talent Pledge (STEAM pledge), and liaises with Camden Learning and teachers from the STEAM hub to ensure our education outreach offer is delivering against this pledge.

Local schools

Our work with local schools is outlined above.

Local community groups

We have been working to engage our local community for more than 10 years. The community engagement programme aims to have a positive impact on our local area, and seeks to:

- Grow and diversify the community of people connecting with the Crick and its science
- Help to reduce health inequalities in the local area

Our dynamic and diverse community engagement programme has been developed in collaboration with local residents, community organisations and partners, and includes:

Regular, diverse opportunities for coproduction with the local community: we are always looking for opportunities to reflect the communities' many different voices within our work. For example, in 2017 we collaborated with a group of young people from Camden to create a short film inspired by our research, and featured in our Deconstructing Patterns exhibition.

Summer Youth Project: We run our Summer Youth Project for 14-18 year olds living and/or studying in Camden. It's a special work experience placement focusing on creating and planning an event for teens, as part of the Crick's annual film festival, Science on Screen.

Local festivals: since 2009 we've brought new and exciting hands-on science activities to local festival goers, including START and Bloomsbury.

Art-Science workshops: running since 2011, these free workshops are designed to explore our research. Each year we hold special sessions with local organisations; this year we're working with Women @ the Well, New Horizons Youth Centre, Origin Housing and the Calthorpe Project.

Community garden: we worked with local people and Camley Street Natural Park to create a wildlife-friendly garden in Somers Town. Together with London Wildlife Trust, we run a volunteer community gardening group to help maintain the garden.

Community tours: the Crick is an unfamiliar and, to some, intimidating building to enter. In addition, a critical part of building and maintaining trust is being transparent. In response, we will give local people the opportunity to take a look inside the Crick and answer their questions through monthly tours.

Crick Community Chest: a clear demonstration of our commitment to supporting community-led action and improving wellbeing locally. We established a Community Chest scheme in 2011, 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 Crick has enabled >60 community groups to run creative, educational and physical activities for the benefit of local people, reaching >4,000 residents.

Under this Plan the Crick intends to maintain these types of activity working with our neighbours and through our Engagement Team. Over the past 10-years we have evolved our engagement activities under this commitment in consultation with, and following suggestions from, our community neighbours. We will maintain this momentum going forwards.

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

An important way to build trust, listen and respond, we will continue to use a range of communication channels we know work well:

- Local engagement network including residents, local community partners and

organisations, tenants' and residents' associations (TRAs), local sports teams, young people's groups, older people's groups, GPs, faith leaders, local business leaders, nurseries etc

- Community newsletter (electronic and print)
- Website
- Social media
- Press
- Ad hoc print marketing
- Membership of local groups, such as our continued membership of the Somers Town Neighbourhood Forum and Big Local
- Frequent meetings with residents, local organisations and businesses
- Community tours of the Crick
- Attending public consultations and meetings locally

We provide access to local communities and individuals to a range of appropriate lectures, activities and events using various means of communications and outreach. We work with these groups to ensure that details and the information are circulated to interested bodies, stakeholders and individuals in the most effective way possible. To achieve this, we use a mixture of electronic (social-media, website and email), print and verbal means. A strategy we will continue.

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

As detailed above, we support both formal and informal science learners through our education and public engagement programmes. This forms part of our corporate strategy and will continue.

Clause 4

We 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.

Clause 5

In November 2011, we appointed a full-time, permanent Education Liaison Resource (an Education Outreach Manager) as required by the S.106 Agreement. This was well ahead of the required date of September 2014, and along with the rest of the education team, has enabled excellent relationships with the vast majority of Camden stakeholders. We are required, and are committed to, maintaining this resource specifically for this purpose.

The education team work to maximize the number, range and depth of opportunities offered to Camden learners, involving Crick researchers where appropriate. The team work closely with local teachers to ensure that the offer meets the needs of local schools, in particular by engaging with key staff through the borough's 'Heads of Science' and 'Science Leads' networks. The team regularly engage with representatives of Camden Learning to update them on the offer and identify other areas for engagement.

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)

During the course of each year, there is a programme of activities within our publicly accessible spaces that enables public accessibility to the building. The programme includes:

Space	Activity	Frequency
Gallery	Exhibitions in the Gallery, open to the public at the following times: <ul style="list-style-type: none">Wednesday 10:00-20:00Thursday - Saturday 10:00-16:00	~160 days per year ~36 evenings per year
Gallery	Meet A Scientist - an opportunity to meet our scientists, technicians and engineers as they pop into the gallery to share insights into how they make science happen	~36 times per year
All ground floor publicly accessible space (Gallery, Auditorium, Discovery Lab and Seminar rooms)	Discovery Day -family day, to meet our friendly scientists and technicians and get hands on with fun activities for all the family.	1 Saturday per year (June)
All ground floor publicly accessible space (Gallery, Auditorium, Discovery Lab and Seminar rooms)	Crick Late - evening event with talks, hands on activities and food and drink	1 evening per year
Gallery	Art-Science Workshops - family workshops exploring science through arts and crafts	10 daytime workshops per year
Gallery	Genome editing listening project - interactive installation for the public	2-3 evening events per year
Auditorium and Gallery	Science on Screen - a film festival presenting a series of compelling dramas with a science twist, with discussion afterwards	4-5 evening events per year 1-2 daytime events
Auditorium, Gallery, Seminar rooms	Collaborative events with community partners and neighbours eg Camden Giving live crowdfunding event (October 2018)	1-2 events per year

Auditorium	Large scale public events including lectures and panel discussions eg BBC World Service event; lectures providing insights into Crick research; wellbeing talks; high profile lectures from Crick/external speakers	1-3 daytime/evening events per year
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The full and future programme is published here: www.crick.ac.uk/whats-on/public-events

Like every other aspect of this Plan, we exceed the S106 requirement for publicly-accessible activities. The trend is for even more, rather than less.

In addition to the above, and as set out in the S106, the auditorium remains 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. We regularly remind relevant community groups and organisations of this entitlement and assist those interested in using the facilities to make the most of what is available to them.

The Discovery Lab

Education outreach activities at the Crick are booked by teachers/schools from across Camden through the Crick's education team. As set out above, the Crick has direct engagement with more than 95% of Camden schools and is working to encourage the participation of the remaining small number.

Sessions in the Weston Discovery Lab are typically bookable Wednesday-Friday each week of term, (with in-school workshops being available throughout the week).

Gallery (Manby Gallery)

The Gallery is open to the public on a drop-in basis 4 days a week, c40 weeks per year (plus one late night opening per week), a total of approx 140-160 days per year (and c36 evenings per year).

The Gallery displays temporary exhibitions on broad themes relating to the Crick (eg Craft & Graft: Making Science Happen, www.crick.ac.uk/whats-on/exhibitions/craft-and-graft). We seek to include community and patient voices through consultation and co-created exhibition elements, when appropriate (eg. young filmmakers partnered with Crick scientist Nate Goehring and his team from our Polarity and Patterning Networks lab - and created a cinematic quality short film inspired by their research, which then featured in the exhibition, www.crick.ac.uk/whats-on/exhibitions/deconstructing-patterns).

Ancillary services, such as refreshments, are provided for the public visiting the exhibition area; a facility not part of the S106 requirement.

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

Institute

There is a programme of supervised tours for community groups to visit the institute. This includes groups like the U3A, WI etc.

Part 4 - Community Engagement and Access Policies

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

Access to the Institute is via Reception and is security controlled. Our public events programme is free, as is access to the Gallery to see exhibitions and use of the Discovery Lab by Camden schools. There is 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 advertise this in advance and our Facilities Team, in consultation with the Engagement and Education Teams, are required to keep this to the absolute minimum period of time necessary to carry out the work. We encourage routine maintenance etc to take place in the evenings or at weekends, when the building is closed to public access.

Appendices

Appendix A - Public Engagement team structure

Record of Updates, Revisions and Amendments

DATE	ACTION	APPROVED
20 June 2013	Draft Plan submitted to LB Camden	-
22 September 2014	Plan submitted for approval (Edition 1)	July 2015
11 July 2016	Amendment 1 Submitted (Edition 2)	August 2016
9 August 2019	Amendment 2 Submitted (Edition 3)	This version

Public Engagement & Communications

