

# The Learned Society of Wales: 2023 – 2028 Strategy

This Strategic Plan sets out The Learned Society of Wales' strategic objectives and ambitions for the next five years.



**THE LEARNED SOCIETY OF WALES**  
**CYMDEITHAS DDYSGEDIG CYMRU**

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# Foreword

The Learned Society of Wales, formed in 2010, has established itself as Wales' national academy. Our Fellows are at the core of who we are, and our Fellowship now comprises over 600 of the most distinguished leaders and academics in their fields. They span every discipline, from academia to business to public service. They are global in location but are united in their connection to Wales and a desire to use their expertise to support Welsh society. Over the past decade, we have built strong connections with Welsh universities, HEFCW, Welsh Government and other key stakeholders to connect and promote Welsh research with UK and international partners, and we have developed our reputation as an independent, authoritative voice.

These strengths have given us a distinct identity. Combined with our established governance structures, staff team and financial position, they put us on a sustainable footing to look towards growth over the next five years, with a focus on increasing our societal contribution. Our 2023-28 strategy sets out our mission to use this national asset to make an impact. I look forward to working with our Fellows to achieve this.



Professor Hywel Thomas  
CBE FRENG MAE PLSW FRS

**President**

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This strategy has been developed at a high level to provide a framework within which existing activities can be pursued and new initiatives started. It will be supported by an activity plan and financial plan, which will be overseen by the relevant Society Committees and approved by the Society's Council. It is intended to be ambitious so that the Society can continue to take advantage of appropriate new opportunities as they arise if they support the mission and strategic priorities set out in this Strategic Plan. All activities will need to operate within the financial limitations of the Society's budget. New initiatives may require more detailed consideration and planning before implementation, including approval by Council, where appropriate.

# Our Mission

Advancing education, learning, academic study, and knowledge will contribute to scientific, cultural, social, environmental and economic development within Wales and beyond.

As Wales' National Academy, we will harness the multidisciplinary expertise, experience, and connections of our Fellowship to promote and develop Wales' research and innovation community, and to support the use of excellent and diverse research to solve the challenges faced in Wales and across the world.

## We will do this by:



### **Making an impact**

Ensure policymakers and influencers recognise the relevance of the Society, welcoming and using us, as a source of trusted, independent, evidence-informed expert advice, to find solutions to real- world challenges.



### **Fostering collaboration**

Create and strengthen multidisciplinary connections, within Wales and beyond, to realise benefits from Wales' research and innovation base, thereby helping to tackle national and global issues.



### **Growing talent**

Advocate for the diverse and vibrant culture of Welsh research and support an environment that makes Wales a great place to be a researcher, so we can help retain and grow our existing knowledge base and develop our future experts.



### **Promoting inclusivity**

Build a welcoming Society whose Fellows, and their contributions, represent the diversity of our nation; and work in partnership with others to promote inclusivity.

# Strategic Priorities

1

Contribute to major policy solutions by providing independent advice and facilitating knowledge exchange

## Continue to...

- » Be an independent, authoritative voice that informs decisions in relevant policy debates.
- » Use our connections, and work with government, industry, public sector organisations and others, to increase policymakers' understanding of the importance of excellent research, across all disciplines, in benefiting Wales.
- » Build our links with other national academies, including the Celtic Academies Alliance, as well as international partners, to ensure Wales is a key player in UK-wide initiatives and campaigns.



## Grow...

- » Our role as a convening power and knowledge broker for scrutiny and debate of complex, real-world issues. Apply these expert insights to grow the Society's role and reputation for producing trusted, independent policy advice that enables policymakers to tackle challenges at a Wales, UK, and international level.
- » Opportunities for researchers at all career stages to gain a greater understanding of policy and its impact on their work, and to contribute to policy-making.
- » Support for, and promotion of, Wales Studies: research and the dissemination of knowledge distinct and strategically important to Wales.

2

Create an environment that supports Wales' current and future experts

## Continue to...

- » Build a diverse cohort of Early Career Researchers (ECRs) in our ECR Network and provide leadership opportunities for ECRs to take an active role in its development.
- » Celebrate the value of excellent research and diverse contributions, including through supporting and delivering events and our annual medal awards.
- » Provide funding and other support to initiate interdisciplinary connections and scale-up collaborations across Wales.



## Grow...

- » The capacity of the research sector in Wales for growth, leadership, and collaboration by developing our partnership with HEFCW (and longer-term with CTER) and by working with others to become an integral part of the sector that supports researcher development.
- » The use of our Fellows to support the next generations of researchers, by promoting collaboration between researchers at all career stages and in all sectors.
- » Our support for Welsh researchers to initiate interdisciplinary collaborations outside Wales.

## 3

### Develop a more diverse and active Fellowship

#### Continue to...

- » Involve a wide range of Fellows in all aspects of the Society's work.
- » Regularly review our processes and profile to be as welcoming and inclusive as possible.
- » Improve the diversity of our Fellows by discipline and gender.



#### Grow...

Our engagement with all Fellows, with a focus on:

- » Improving Diversity, Equity, and Inclusion: ensure we are welcoming and inclusive to all and pro-actively encourage Fellows from under-represented groups to have a voice in the Society's work.
- » Fellows outside Wales: provide a valued way of strengthening their connection to Wales and use their locations as assets in delivering our mission.
- » Our Fellowship offer: raise the profile of the benefits of Fellowship to existing and potential Fellows, promoting Fellow's contributions, and creating opportunities for collaboration.

## 4

### Develop our organisation

#### Continue to...

- » Manage the Society's finances, including our investments, to deliver our strategic priorities, and support long-term sustainability beyond it.
- » Enhance and modernise our organisational systems and practices, with a particular focus on making better use of data and digital solutions to be an agile and responsive organisation.
- » Ensure we are compliant with the Charity Commission and all other relevant legislation, with oversight and guidance from a diverse range of Fellows.
- » Support the development of our staff.




#### Grow...

- » An effective and inclusive team, with a strategic approach to developing staff to deliver our strategy.
- » Our communications, focussing on the Society's activities and contributions, to raise our profile and ensure our work is understood, recognised, and celebrated.
- » Funding from a diverse range of sources to sustain our underpinning infrastructure and provide for new or specific activities.
- » A plan for a physical headquarters for LSW and a review of the Society's name.
- » The development of internal policies that position us as a responsible, ethical, and values-led organisation, including a focus on Welsh language and environmental sustainability.

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