

Research Wales Innovation Fund Strategy 2020/21 – 2022/23

Institution:	Swansea University
RWIF strategy lead:	Prof. Marcus Doel, Deputy PVC – Research & Innovation Prof. Martin Stringer, PVC – Student Experience & Civic Mission Emma Dunbar- Head of Engagement, Innovation, Employability & Enterprise, REIS
Email:	m.a.doel@swansea.ac.uk m.d.stringer@swansea.ac.uk e.j.dunbar@swansea.ac.uk
Telephone :	07860736047 (Emma Dunbar)

Section A: Overview

1. Strategic ambitions

Please provide an overview of your institution's 3 year [and beyond if longer term plans are available] approach to research and innovation activity which will be supported by RWIF. You may wish to highlight broad areas which you are targeting, and describe how RWIF funding will align with your institutional mission and internal strategies. [max 300 words]

This 3 year strategy comes at a particular moment in our history, when celebrating our centenary, we have had to come together as a community in response to the Covid-19 pandemic. We will use this opportunity to reflect on what we might achieve over the next few years that will resonate for our second century.

We are proud to belong to the City of Swansea and the wider Swansea Bay City Region (SBCR) and we celebrate that heritage. We will strengthen our position within the SBCR, as the region's major university, with the quality and scale of research and innovation to facilitate powerful strategic collaborations between universities, government funding bodies, our extensive SME network, large companies, and their supply chains; and to deliver transformational economic and social benefits both within Wales, the UK and across the rest of the world. As an innovative and entrepreneurial university, we support Swansea UNESCO Learning City status to develop an entrepreneurial culture and ecosystem, develop the regional economy, and grow social innovation and enterprise.

As we embark on our second centenary of making waves, Swansea University has identified five key pillars of our University – our civic mission, student experience, learning & teaching, research, and enterprise. Each of these is marked by our commitment to making a difference, to being socially responsible, to striving for

excellence, and to maintaining a global outlook that enables us to be a community university with international reach and reputation.

This ICDF& RWIF funding is very welcome and provides us with the opportunities to build and strengthen innovation capacity in such a way that we can close the productivity gap on the rest of the UK whilst capturing a larger share of UKRI and industrial funding.

Aligned to our institutional strategies, with this funding, we will focus and prioritise our activities in the following areas over the next 3 years:

- Secure an increased share of UKRI funding and industrial collaborative income
- Focus on strategic relationships and projects that align to our research & innovation strengths and knowledge-based clusters in order to meet Welsh, UK and global grand challenges, grow commercial driven activity, and increase collaborative research income.
- Improve the quality of management, leadership, and entrepreneurial skills and capacity in our Welsh schools, social innovation, and enterprise to help drive productivity and new business growth within the Welsh economy.
- Exploit a pipeline of commercialisation opportunities from our intellectual property (IP) portfolio and attract inward investment from global companies.
- Boost workforce development & skills, KE activities, and regional FE-HE skills partnership opportunities in response to regional need.
- Enhance our collaborative working across the HE sector creating innovation opportunities that support commercial growth in the region
- Increase scale, scope, and reach of civic and public engagement activities. This work will include working with strategic partners to respond to the need to regenerate the economy and the city centre in Swansea.
- We will also respond to Welsh and UK needs as a result of the Covid-19 pandemic, illustrated by our use of the ICDF funding and our case study.

2. Capacity Grant

Provide some narrative on how your institution plans to make use of the capacity grant included within RWIF, and the one-off Innovation Capacity Development Fund (see paragraph 14 in Circular W20/09HE for further guidance on the Capacity Grant). How will this be used to support and enhance capacity and incentivise and improve performance in knowledge exchange? [max 300 words]

We recognise the wide contribution that our University makes to society, the economy and the deeper cultural values of the nation. The success of our research & innovation activities rests upon the enabling foundations, our leadership, sustainability, capabilities and capacity that support everything we do.

With the ICDF & RWIF capacity grants, this will help us to bring stability and underpin current resources in our Department for Research Engagement and Innovation Services (REIS) in order to enable us to continue to meet business needs.

REIS is a vital component of the University’s professional services, delivering high-quality research, engagement, and innovation support. REIS provides critical, underpinning operational support, adding value and fostering the growth and quality of Swansea University’s cultural, societal and economic impact. Our services also enable the academic community to grow research income through the capture and delivery of high-value research awards and collaborative income.

We will continue to support the work in REIS with internal and external stakeholders, in facilitating further engagement and partnership development, entrepreneurial skills development for staff & students, and support the acceleration of the impact of our world-leading research.

This will also enable us to continue to support and grow IP provisions, to focus on exploiting a pipeline of commercialisation and licensing opportunities from our intellectual property (IP) portfolio, and to attract inward investment from global companies.

In addition, RWIF funding to support “commercialisation/income generating activity” will enable us to expand the team and further strengthen and grow capacity to deliver on our new activities, performance, and outcomes as outlined in our strategy. This will include a focus on supporting continuation project staff via ICDF and with RWIF capacity grant, developing new strategic relationships and projects that align to our research strengths and knowledge-based clusters, support in facilitating the capture of collaborative research income through bid development, and help in exploring and securing new Knowledge exchange and transfer partnership activities.

Section B: Specific content

3. Commercialisation / income generating activity

RWIF has been designed to incentivise and reward performance, particularly in terms of external income capture. Outline the direction of travel for the next three years which will support delivery of the KPIs outlined in 3.1. Provide details on key areas of investment and growth. Outline where RWIF will be used to add value to existing activities, or how it will support new developments. Further guidance on this section is available in Circular W20/09HE. Your response should be framed in terms of social and economic prosperity for Wales. [1000 words max]

This funding will support our ambitions as outlined in our Institutional Research & Innovation Strategy 2020 to increase our competitiveness in the research and innovation sector. As we also prepare ourselves for a post-Covid-19 and post-Brexit future, we will establish partnerships that are resilient to political and societal change, in Wales, the UK and internationally.

At Swansea, we actively engage with our business community, with over 40 companies co-located with us and a strong heritage in working with both large and

small organisations (over 3,000 businesses) that range from the likes of Rolls Royce, Tata Steel, Pfizer and Santander to smaller supply chain businesses and local SMEs. This provides knowledge transfer and services for businesses in accessing world-class academics and researchers in order to effectively achieve their objectives. For example, our partnership with Pfizer enables us to collaborate on initiatives aimed at improving health across Wales. In addition, we want to further enhance our collaborative working across the HE sector creating innovation opportunities that support commercial growth, currently reflected through joint programmes such as [AgorIP](#), [Astute](#) and [ION Leadership](#).

Our research strengths and knowledge-based clusters provide the right environment for new and existing enterprises to thrive, and to attract inward investment from global companies. We are at the leading edge in many areas, including: advanced manufacturing and innovation in clean energy and the digital economy; nano health and the analysis of large scale health data; labour market evaluation; terrorist use of the Internet; and preserving our industrial heritage. We are exploring new ways to assess and mitigate the risks of the climate crisis and are working to protect the most vulnerable in our society and to enrich all our lives. This impacts on our culture and society as well as on our health and wellbeing, our economy and our planet, and the wellbeing of future generations. We drive policy change nationally and internationally.

Priority areas & Interventions:

We will grow and build upon successful collaborations to foster long-term strategic relationships with our SME base as well as multi-national organisations and industry that will deliver benefits, collaborative research income, and economic growth for the region. A key priority of our strategic Mission

An example of this, is the development and enhancement of our industrial strategic relationships with UKAEA and GlaxoSmithKline (GSK). We will provide support in establishing similar and significant strategic relationships to Rolls Royce and Tata Steel within the next 3 to 5 years. This fund will help bring a large number of modelling, manufacturing, and materials colleagues together to plan large UKRI grant applications. Relationship with GSK is just starting in medical engineering related AI, linking to the proposed University AI Institute and College of Engineering medical and sports centre of excellence.

- **Fund targeted at strategic priority initiatives** to build on our research and innovation strengths linked to the City Deal, Regional Economic Framework, Science & Innovation Audit, and Shared Prosperity.

New initiatives include:

- **RDNM: The generation of a best practice Regional Development Network Model.** This pilot project will identify and support the creation of a 'gold standard' for regional community and industry cooperation, using the 4theregion model as a basis. Co-designed with 4theRegion, it will respond to the Welsh Government's call that this approach be used in other regions.

- **Engaging and bringing industrial contacts and researchers in Engineering together** to explore and develop a number of Strength In Places (SIPF) and Industrial Strategy Challenge Fund (ISCF) bids, covering research strengths such as the Steel and Wales Manufacturing Alliance.
- **Development of LIFT Centre** (Lactation, Infant feeding and Translation) Established in 2019, and integral to the SBCR plans, this funding will help increase future grant/income capture and student numbers (including workforce CPD), allow for enhanced public engagement, and enable further global collaborations to be developed with community and industry partners.
- **Loneliness in the community.** A collaboration between our Centre for Innovative Ageing, Amazon, Hafod Care Homes, Accenture and Welsh Government, to co-produce with lonely people, pilot and assess the effectiveness of using Alexa and artificial intelligence (AI) as a mechanism to assist with overcoming facets of loneliness in the community. This pilot is also a response to Welsh Government's call to action to tackle Covid-19.
- **Building Strategic Partnerships to Counter Violent Extremism.** This fund will help establish a Knowledge Exchange programme to enable international policymakers and practitioners to spend time working alongside researchers at Swansea University's Cyber Threats Research Centre (CYTREC).
- **AgorBa.** Development of a 'space for innovation' that will integrate the University business networks and physical spaces, creating a regional virtual landing zone for businesses as a first call for projects and collaborations. As well as the virtual zone, we will utilise the University's planned city-centre space to provide a drop-in centre to add to our visibility.

Existing Initiatives include:

- **CISM (Centre for Integrative Semiconductor Materials)** CISM is a partnership with IQE, Newport Wafer Fab, and SPTS in addition to other key partners: OXIS Energy, Kurt J Lesker, and Zimmer & Peacock. It was established to develop next-generation semiconductor materials, processes, and devices for applications in everything from mobile phones, 5G comms, power electronics, and energy storage to Internet of Things and AI, transport (aerospace, automotive), and healthcare. Investment will be used to enhance current and new pump-prime engagement activities between Swansea and the Compound Semiconductor Cluster (CS-Connected) industry partners in Wales.
- **Extension to Accelerate.** A WEFO funded project to support Biomedical SMEs to take products to market. The funding will help explore mini and maxi projects using biomedical expertise in our Medical School with the Life Science sector in Wales. This builds on the success of Life Science projects such as CALIN, Beacon, and Accelerate to support Welsh SMEs in biomedical/biological science projects.
- **Developing the Knowledge Hub Framework** – a tool for open-source human rights investigations. This project stems from an inter-disciplinary project, "[OSR4Rights](#): Using Open-source Research to Transform the

Discovery and Documentation of Human Rights Violations.” Funding will enable us to develop this tool into a commercially viable product and enhance the Welsh higher-education sector’s reputation as a leader in technological innovation.

- **Cyber risk insurance: building resilience in Wales.** The Institute of International Shipping and Trade Law ([IISTL](#)) has a global reputation for its specialist work on maritime and commercial insurance, and for the professional training it provides to HEIs, professional, commercial, shipping, business, and insurance organisations. This project will support close engagement with businesses and will use the knowledge and insights gained to support knowledge exchange and the provision of advice that will be of benefit to businesses across Wales.

We will increase the level and value of knowledge transfer, regional and international business engagement, and direct R&D income from Industry through a combination of:

- Annual open call “Institutional Industrial strategic priority fund” to pump prime and support academics in increasing research collaborations/income and sector development opportunities aligned to Swansea’s research strengths to meet the UK Government’s Industrial Strategy. This fund will support Proof of Concept, secondments, new partnerships, and small collaborative innovation projects. By developing and improving our pipeline portfolio, this will enable further capture of industrial funding and related income. The fund will complement and enhance existing programmes at Swansea University such as Swansea University Research Grant Enabler (SURGE), EPSRC Impact Acceleration Account (IAA), and AgorIP.
- Meeting industry needs through increased KTPs, SMART Partnerships, and technology transfer activities is a priority area. Funding will help increase awareness and the benefits of KTPs, encourage/facilitate the development of longer-term strategic relationships with industry, and increase the pipeline of opportunities with SMEs. Knowledge exchange programmes or equivalent will also free up academics to spend time with companies and develop further collaborative projects.
- Management support for the above priority fund, bid development activity, and growth in establishing strategic relationships and collaborative income from UKRI (in particular INUK bids and KE activities) through bid development and Industrial Strategic Partnership posts, funded via the Capacity Grant.

We will enhance our network development & increase our international reputation:

This fund will be invested to help add value and increase engagement with local, national, and international businesses, third- and public-sector bodies, the healthcare sector, and the professions, including strategic partnerships or HEIs, to deliver impactful research, knowledge exchange, innovation, enterprise, and our alumni community, through existing activities such as the Swansea LINC Network and R&I Awards.

- Help fund the continued management of [Swansea University LINC network](#) to help knowledge exchange opportunities between the University, students, external organisations, SMEs and the community (i.e. Projects,

KTPs, and Smart partnerships) that will lead to economic growth, productivity, and prosperity for the region and beyond.

- Continue to celebrate success stories through the investment in and contribution towards delivering our strategic and high-profile [R&I Awards](#).
- We will grow our global footprint and reputation by investing into enhancing our international profile and visibility, through an international marketing campaign and collaborations, to help move up the international QS rankings year on year.

We will look to support our colleagues in taking up leadership and advisory roles on strategically important research and innovation funding bodies and external peer-review panels, and in developing earlier understanding and shaping of UKRI strategic intent, an area that we recognise needs development.

3.1 Provide details of your institution's strategic KPIs for commercialisation and income generating activity:

Funding our strategic approach and commercial driven activities will in turn help increase innovation opportunities and the depth and breadth of research funding coming into Wales, including UKRI income.

Successful partnerships with industry, including SMEs and the public/third sectors, will also be a key feature of Swansea's approach and ultimately Wales' success.

Through our 3 year strategy and funding approach described in the previous section, we will deliver the following KPIs:

Grow and build upon successful collaborations to foster long-term strategic relationships with SMEs as well as multi-national organisations and industry that will deliver benefits and collaborative research income, nationally and internationally

- Grow year on year new strategic partnerships and collaborations developed with industry, Year 1 with 4 new partnerships, Year 2 with 6 and year 3 with 8. Our success will be evident in the growth in the number of organisations we partner with and also the impact we have on their business and the sector.
- Increase total level of UKRI research income and research Income / FTE from collaborative research partnerships by 10% year on year based on our HEBCI performance
- 5% Increase in income from consultancy contracts, translational and licencing opportunities based on our HEBCI performance
- Secure 5 large UKRI/INUK grants/year (inc. ISCF, SIPF, CR&D, Smart...)
- Grow our Knowledge Transfer and Smart Partnerships year on year, Year 1 with 5 new partnerships, Year 2 with 9 and year three with 14.
- Develop courses for regional communities and increase income, the number of CPD days by 5% each year based on our HEBCI performance.

We will support more of our colleagues in taking up leadership and advisory roles on strategically important research and innovation funding bodies and external peer-review panels.

- Increase number of colleagues on panels by 5%

The full impact of the Covid-19 pandemic and anticipated economic downturn is still unknown and this has introduced an element of uncertainty on our projections and ability to deliver an uplift in outcomes.

However, we will continue to strive forward on our commitment to contribute to driving economic growth, productivity, and prosperity in the region, Wales, and the UK. We will deploy resources as a response to the Covid-19 pandemic, such as helping with new product advancements, tackling loneliness in the community, whilst ensuring the new resources will still be useful post-pandemic.

More than ever, institutions such as Swansea will play a critical role in the global fight-back against the virus, ensuring our innovations contribute to the rebuilding of the economy and prosperity of Wales and the UK, in a post Covid and Brexit world.

3.2 How will your strategic approach in this area align with HEFCW’s Research and Innovation: the Vision for Wales? Select the pillars supported:

- R Excellence
- R Place
- R Innovation
- R Collaboration

3.3 How do your strategic ambitions for commercialisation and income generating activity support the Vision’s goals, milestones and ambitions?

[Max 250 words]

Our ambition, to be globally recognised in research **excellence** and to change lives, is aligned to the UN Sustainable Development Goals. It impacts on our culture and society as well as on our health and wellbeing, our economy, and our planet. We drive policy change nationally and internationally.

We are at the leading edge in many areas and this is reflected by the projects that will be supported including: developments in compound semi-conductor materials and technologies, advanced manufacturing and materials, energy storage, digitalisation and decarbonisation, biomedical research, Infant Feeding and nutrition research, working to protect the most vulnerable in our society, and help to combat loneliness, as well as leading technological innovation for human rights investigations, cybersecurity, and to counter violent extremism. We will look to accelerate the commercialisation of our research and ideas from our academic community and create economic impact through applications to the AgorIP programme.

Our work will help improve population health and wellbeing, especially in deprived communities, and seek to meet the goal of raising the economic and social prosperity of Wales.

This links to the pillar of **place**. Our research, innovation, and engagement is already globally recognised but we want to seize on growing opportunities to become even stronger. We are highly visible, with strong ties to Welsh communities, people, and business clusters, and our activities and impact have benefited organisations across Wales (and the rest of the world).

Working in partnership, our **innovations and engagement activities** will enable us to transform Wales' productivity and support skills development in many priority sectors, including health professions, materials and manufacturing, and AI and digitalisation. Through new investments into Wales, such as the 1st Welsh Milk Donor Bank, this will also provide a chance to build the infrastructure and industry partnerships that will serve to lift our population's health and wellbeing alongside the connectedness of our communities.

Our Research Community is **collaborative**, outward looking, and global in perspective. We have strong international collaborations that give our research a global reach and meet grand challenges. We work with academics working in other institutions around the globe, industry partners, communities, the NHS, charities, government, and multinational agencies to protect the rights and wellbeing of citizens worldwide, and with some of the world's largest companies to drive innovation and discovery, such as the World Health organisation, the UN, Amnesty International, Unicef, GSK, and UKAEA to name a few.

We support HEFCW's goal to strengthen engagement with UKRI – ensuring Wales' voice is heard at the same time, increasing Swansea's success in securing funding. We will draw together business-focused partnerships within recognised areas of strength to attract funding from highly competitive sources, such as UKRI's Strength in Places and the Industrial Strategy Challenge Funds.

4. New business growth and skills support

Outline the support you intend to provide for new start-ups, spin-offs, and meeting the targets of schemes such as the WG's Youth Entrepreneurship Programme. Provide information on where RWIF will add value to existing activities, and where it allows you to invest in further growth. Further guidance on this section is available in Circular W20/09HE.

Your response should be framed in terms of social and economic prosperity for Wales. [1000 words max]

Strategic priorities (aligned to R&I Strategic plan, Student Entrepreneurship at Swansea University - Our strategic approach, International and Learning & Teaching strategies)

We encourage our staff and students to make the most of their ideas – we are top in Wales and top five in the UK for spin outs that survive three years and we publish more with industry than any other university in Wales.

A strategic priority and one of our five pillars, Swansea University has been supporting new business growth and entrepreneurship for more than 10 years and has fully embraced the Government's Youth Entrepreneurship Strategy, Welsh Government's Economic Action Plan, and the UK Government's 2.4% R&D target. Swansea recognises that it provides an extremely effective framework for supporting and promoting enterprise both internally within the University and with external stakeholders, on a Welsh and UK perspective.

Our approach has informed an unrelenting drive to embed entrepreneurship across Swansea University's values, policies, and practices and in creating an entrepreneurial environment with the knowledge, skills, and drive to be truly enterprising and in order to support business start-up and growth.

We are also part of a wider eco-system of partners, working with all the stakeholder groups recognised by #BeTheSpark. To share best practice and achieve economies of scale, through collaborations within the region and beyond, connections with Welsh entrepreneurs, corporates, and risk capital groups. We continue to engage the services of Big Ideas Wales to complement the University's offering, and signpost students to Business Wales and other relevant providers to support the onward journey of our entrepreneurs.

We are ambitious and want to make a difference to the lives and futures of our staff, students, and the wider community, society, and economy by actively working with:

- Students as key partners
- Colleagues in a cross-disciplinary approach to education and research
- Educational partners in other universities, colleges, and schools within the UK and globally
- Regional partnerships, stakeholders from other sectors, and business and community groups

We will build upon past successes and through this funding, grow the opportunities to connect, communicate, and access support provisions to maximize growth potential. We will also promote our successes, as entrepreneurial leaders in the UK.

Priority areas and funding interventions:

To create an enhanced entrepreneurial and learning environment across the university to harness the underlying entrepreneurial potential of all staff and students.

- Investment into the development of **College Innovation & Enterprise champions**, focused on embedding enterprise and entrepreneurship development in academic practice and Teaching & Learning development through our institute system. These champions will be a key part in our

strategy delivery, entrepreneurship education, support for business start-ups, and all entrepreneurial activities that the University wants to develop moving forward and become a catalyst for change.

- **Entrepreneurial Skills development and training**, by embedding entrepreneurship learning in curriculum, training staff to increase their knowledge of Entrepreneurship, commercialisation, and toolkits on how to embed Entrepreneurship into their subject specific areas. The fund will help to focus on working and engaging business partners in curriculum development, including access to entrepreneurial placements and internships. This will in turn improve the quality of management, leadership, and entrepreneurial skills to help drive productivity growth within the Welsh economy.

Enhance the prospects of all our students through new [student enterprise](#) programmes and incubation support, in order to deliver higher employability, graduate retention, and new business growth in the region we serve.

This fund will support new programmes, such as:

- **Delivery of the new International Tier1 Visa Graduate Start-up programme** aligned to our International strategy.
- Establishing a new **Graduate Enterprise Scheme** including Start-up fund for students and graduates, enhancing the current investment and funding opportunities for students, through programmes such as AgorIP and Santander Universities, as well as through our wider ecosystem of external stakeholders and support providers.
- The development of a **new “start-up to CEO mentorship programme”** (currently piloted) to support current student entrepreneurship with the support from our growing Alumni community.
- Investment into an **Accelerator programme with regional development groups and enterprise zones** (such as Neath Port Talbot and Swansea Council) to enable student and graduate start-ups to stay in the region.
- **Build and sustain relationships with key partners and collaborators in research, knowledge exchange, and other external facing activities**, through adding value to the existing provision and access to the enterprise team, and internal as well as external networks such as ‘Swansea University: LINC’.

RWIF will also enable further development and support to initiatives developed through the current Welsh Government Youth Entrepreneurship grant, such as:

- **Encourage greater participation, diversity, and experiential learning opportunities**, through competitions, schemes, boot camps, start-up exhibitions, and networking events to enable entrepreneurs to explore, test, and showcase their ideas.
- **Enhance current framework of training and advisory services**, in order to help support the transition for students into business start-up.

This will include access to existing internal provisions and strategic projects, such as AgorIP, as well as external programmes such as ICURE. This has already been proven to be an effective tool for some of our innovation-driven start-ups.

The University will also look to develop a longer-term sustainable financial model to support student entrepreneurial skills development and embed an entrepreneurial culture and management structure that will be supplemented by a wide variety of funding sources, including investment by external stakeholders and our growing alumni community.

We will continue to work in partnership with employers and further education colleges through the College University Skills Partnership (CUSP) to deliver an innovative programme of activities that meet the needs for higher-level skills with a particular focus on meeting skills shortages in priority sectors that depend on STEMM, management, and health-related subjects.

Growth in IP, patents, start-up firm incubators, and high-value investments into spinout companies and Growth in income from consultancy, licensing, and translational income

Industrial engagement and commercial activities are now fundamental to the business of our University. Year on year Swansea University has seen increased growth in this area, mainly with the increases in the WEFO-funded Technology Transfer Strategic project [AgorIP](#), the investment from Swansea University’s Innovation fund (managed through Swansea Innovations Ltd, a wholly-owned subsidiary) and a growing number of strategic projects with industrial engagement.

RWIF will work alongside current provisions and investment opportunities through the pan-Wales AgorIP programme, Investors and Swansea Innovations Limited in order to support the growth in commercialisation opportunities from our Intellectual Property portfolio, know-how, and research expertise. We will look to support and help accelerate the commercialisation of ideas from our early career researchers and academic community, explore market opportunities and create economic impact through applications to programmes such as the Innovation to Commercialisation of University Research (ICURE).

One of the few positives that has come from the Covid-19 pandemic is the ability for us to mobilise our commercialisation resource to rapidly move relevant products to market. This has resulted in a portfolio of protective equipment and testing systems being rapidly brought to market to meet the urgent need. We will continue to adapt and meet the needs of an ever-changing landscape.

4.1 Provide details of your institution’s strategic KPIs for new business growth and skills support

Underlying the drive to create a more entrepreneurial university is the need to understand the impact of the changes made.

RWIF funding will support and add value to our current commitment to the Welsh Government's Youth Entrepreneurship Programme over 3 years, to:

Engage students (Introduction, raising awareness and aspiration for entrepreneurship and promoting the value of entrepreneurship to create opportunities and develop young people) : 2019 (4,076) 2020 (4,076) and 2021 (4,125)

Empower Students (Providing young people with entrepreneurial learning opportunities and developing their skills, attitudes and knowledge through practical experiences): 2019 (407), 2020 (407) and 2021 (413)

Equip Students (Supporting young people to create and grow businesses and supporting the journey to start up for those who wish to do so)

- to validate and test ideas: 2019 (180), 2020 (220) and 2021 (260)
- to nurture to start: 2019 (100), 2020 (120) and 2021 (140)
- to start their business: 2019 (28). 2020 (34) and 2021 (39)

In addition, this funding will support our strategic ambitions (outlined in our R&I and Student Entrepreneurship Strategic plans) to improve the quality of management, leadership, and entrepreneurial skills to help drive productivity growth within the Welsh economy, through:

Creating an enhanced entrepreneurial and learning environment across the university to harness the underlying entrepreneurial potential of all staff and students.

- Innovation & Enterprise Champion for each college/school
- Delivery of an Entrepreneurial Skills development and training programme to 80 staff each year

Enhancing the prospects of all our students through new student enterprise programmes and incubation support.

- Increase student and graduate start-ups by at least 12% per year based on our HEBCI performance
- 10 Tier 1 Visa international graduate start-ups per year
- The development of a new "Start-up to CEO" mentorship programme
- Establishing a new Graduate Enterprise Scheme during 2020/21
- New Accelerator programme with regional development groups and enterprise zones during 2020/21

Our success will also be evident in the ways we embed entrepreneurship in our degree programmes, and in the extracurricular opportunities we offer our students to drive the number of new and growth businesses created.

Growing IP, patents, start-up firm incubators, and high-value investments into spinouts

- Increase the number of high value spin-outs/year by 17% each year based on our HEBCI performance
- Increase opportunities and applications to the Innovation to Commercialisation of University Research (ICURe) programme, if available

The Covid-19 pandemic has made this a particularly challenging time for business, with many not able to operate or worse, ceasing to exist, and this may in turn have an impact on our business start-ups and spin-off figures.

According to the ONS report on results from Wave 4 of the Business Impact of Coronavirus (COVID-19) Survey (BICS) of UK businesses for the period 20 April to 3 May 2020:

- 79% of businesses reported continuing to trade, while 20% reported they had temporarily closed or paused trading
- Of businesses continuing to trade, 61% of businesses reported a decrease in turnover outside of normal range in England, compared with 66% in Wales
- 44% of businesses who responded they had not permanently ceased trading, reported that their cash reserves would last less than 6 months

We will use this as an opportunity to support these businesses in adapting to changing environments, becoming more resilient and responsive, as demonstrated by our recent developments in protective equipment and testing systems coming to market.

More than ever this funding will help us in supporting these new fledging businesses as well as ensuring our more established businesses survive, continue to operate, and grow.

4.2 How will your strategic approach in this area align with HEFCW’s Research and Innovation: the Vision for Wales? Select the pillars supported:

- R Excellence
- R Place
- R Innovation
- R Collaboration

4.3 How do your strategic ambitions for new business growth and skills support the Vision’s goals, milestones and ambitions?

[Max 250 words]

At Swansea, the growth in commercialisation and spin out opportunities is a result of **the excellent quality of our Intellectual Property portfolio, know-how, and international research expertise**. Through the AgorIP project, we have focused on the areas of life science and healthcare and therefore Swansea considers these **areas to be of high importance** from a commercial perspective and supports HEFCW’s ambition to be internationally recognised leaders in this field. AgorIP also has a remit to bring all sectors together and has plans, through “AgorIP East”, to be **across the whole of Wales** and with **an international remit**

– enabling funding and resources to commercialise Welsh-derived IP across the world.

We will continue to work in **partnership with employers and further education colleges** through the College University Skills Partnership (CUSP) to deliver an **innovative programme** of activities that meet the needs for higher-level skills with a particular focus on meeting skills shortages in priority sectors **in the region** that depend on STEMM, management, and health-related subjects.

We continue to work with **regional** Enterprise zones, our alumni, and business **clusters/networks** such as 4theRegion, in order to support and encourage start-ups to invest and stay **in the region**. Through Swansea Innovations Limited, we have also established **strong links** with the investment community both in Wales and beyond resulting in a strong portfolio of companies and consultancy activity.

A strategic priority and one of our five pillars, Swansea realises that it provides an extremely effective and **innovative framework** for supporting and promoting enterprise both internally within the University and with external stakeholders, on a Welsh and UK perspective.

We recognise that at Swansea, we are also **part of a wider ecosystem of partners**, working with all **the stakeholder groups** recognised by #BeTheSpark. We share best practice and achieve economies of scale, through collaborations within the region and beyond, and connect our Welsh entrepreneurs and researchers to corporates, investors, other institutions, Government, and risk capital groups. We continue to engage the services of Big Ideas Wales, Business Wales, Development Bank of Wales and Santander, amongst others, to compliment the University's offering and onward journey of our entrepreneurs.

5. Civic Mission and Public Engagement

Outline how RWIF will support continued or new activity across your communities. Place-based civic mission is broad, incorporating a vast range of activities including support within the community to meet the skills needs of industry, HE-FE partnerships in skills, innovation and engagement, public engagement through research, and meeting societal challenges. Support for the community within university premises for e.g. events, lectures etc, would also be a means of supporting civic mission. Further guidance on this section is available in Circular W20/09HE.

Your response should be framed in terms of social and economic prosperity for Wales. [1000 words max]

Strategic priorities (aligned to R&I Strategic plan & Civic Mission strategy)

Our strategic priorities are as follows:

- Leading Place
- Increase the scale, scope, and reach of our public engagement activities
- Support economic regeneration through innovation and skills development

- Contribute to raising school standards
- Develop active citizenship
- Acting as the engine of social enterprise and innovation

The main civic mission areas which would benefit from the first round of investment through the HEFCW funding are:

- Further development of Business/HE/FE collaboration,
- “Outreach Online” as a response to Covid-19 and for promotion of Public Engagement and Civic Mission activities,
- Business engagement for Degree Apprenticeships and
- The development of a Centre for Heritage and Conservation with, and within, a disadvantaged community.

In following years, we will look to respond to the need for economic regeneration through collaboration with the City and County of Swansea’s plans for the city centre, exploring the potential for a city centre space (when it becomes available), which is anticipated to be from 2021-22 onwards. We are currently discussing a potential Joint Venture strategic partnership with a large corporate regarding a space to connect, innovate and grow.

The premises would be flexibly used for a range of activities, including (although not limited to), public engagement with our research, outreach activities, the provision of specialist advice drop-ins such as business management and pro bono legal services, and incubation space for student enterprise, encouraging graduates to locate their developing enterprises in Wales. It is considered that contributing to the redevelopment of the city centre through this investment at the right time will support the social and economic prosperity of Swansea and Wales.

As a member of the new Universities Wales’ led Civic Mission Network, we will support a coherent approach to this agenda across Wales, and ensure the sharing of best practice.

ICDF “Outreach Online” (Increase the scale, scope, and reach of our public engagement activities and contribute to raising school standards).

Swansea University is already providing a wide range of outreach online for teachers and school students through the WG Hwb. The ICDF funding will be used to pump-prime NEW outreach activities by providing support for outreach to create “Outreach Online” which fulfils one of the following public engagement/civic mission activities and will be sustainable and useful post-pandemic. The response to the Covid-19 pandemic includes developing a central portal/webpage with links to outreach, making this more accessible for potential students and community, in support of social and economic regeneration.

- Support for parents on managing home schooling and support effectively
- Activities and programmes of outreach for school aged children (to be added to those already available through Hwb)

- Access to Impartial Information, Advice and Guidance (For potential HE students- including potential mature students who may have become unemployed due to the pandemic)
- Engagement/step up activities for potential HE students- including mature students who may have become unemployed due to the pandemic)
- Opportunities to develop cultural capital -including creativity outreach for adults
- Well-being and sport
- English Language for Speakers of Other Languages- free interactive provision for Asylum Seekers, Refugees
- Skills Preparation for Higher Education
- Transition programmes for students about to go to Swansea University

ICDF Business/HE/FE Collaboration (Support economic regeneration through innovation and skills development)

Extension of funding for FE/HE Collaboration Project Manager from August 2020 until December 2020, to enable further work on the project as below:

- Online CPD for FEC staff and company employees
- Online programmes for FE students about to transition to HE or Degree Apprenticeships
- Future Skills Programme of virtual student visits to Welsh universities and regional companies, for students to learn about the opportunities in HE related to the skills in high demand in Wales and the region.
- Technology Transfer and Innovation with regional companies
- Impact studies on the above activities, within an end of project report.

RWIF Support for the development of [Degree Apprenticeships](#) (Support regional economic regeneration)

New post of Business Engagement Officer, funded for one year in the first instance.

To boost workforce development and skills through CPD, Work Based Learning and the development of Higher and Degree Apprenticeships (DA).

There are currently funded DA developments in Wales in Engineering and Computer Science, but we anticipate that there may be funding for DAs in Health and Social Care to support the Health and Social Care sector, as a result of Covid-19.

The new post will be located within a current successful DA programme to gain experience from successful practice, and will work across Management, Engineering, Computing and potentially Health, to engage with companies and support recruitment to DAs and WBL. This is a cost-effective approach as we have found that companies often have training needs across a range of disciplines.

- **RWIF Public Heritage and Regeneration** (Increase the scale, scope, and reach of our public engagement activities)

The College of Arts and Humanities public heritage research and community regeneration at [Hafod Morfa Copperworks](#) (HMC) has been developed in partnership with key stakeholders including CADW, Swansea Council, local

companies and local volunteers. We have received support from AHRC, Heritage Lottery Fund and Welsh Government funding since 2012.

We intend now to deepen links with the statutory heritage bodies based on excellence in our research, to become recognised as **Wales' Industrial Heritage and Building Conservation Skills Centre**. This will incorporate the further development of a suite of professional development courses; a set of heritage skills courses to be provided with Gower College; school curriculum and project development with all the schools in the Pentrahafod cluster; and a series of community volunteer projects in East Swansea.

The project will enable us also to scale up our work with Swansea Council and other partners to ensure the completion of HM Copperworks as a **'landmark site for heritage, learning, innovation and community engagement, renowned internationally'** (HMC vision statement, 2014). This will include development of the interiors of listed building engine houses, volunteer excavations, and further attraction of commercial/heritage tourism opportunities, following the current development of a visitor centre and the location of the Penderyn Whisky distillery.

We will also apply the CoAH based inter-disciplinary approaches that have proved successful at HMC to develop research and place-based community regeneration at other major regional heritage sites, with a primary initial focus on Neath Abbey Ironworks. This enlarged research capacity will enable us to pursue a range of funding opportunities. We specifically wish to build on the success of our HMC project in the first phase of the UKRI EPPE programme - one of only two projects in Wales - to demonstrate wider capacity for public engagement and successfully bid for larger funding under phase two.

RWIF funding would ensure optimal delivery of follow on activities to the UKRI Public Engagement project that would focus on expanding specific project work as well as working with local schools on long term curriculum development that embedded the history and heritage of the region into KS2 and KS3 curriculum provision. In the process we will extend our primary schools engagement programme to include all Pentrahafod cluster schools: Brynhyfryd Infant, Brynhyfryd Junior, Clwyd Primary, Cwmbwrla Primary, Gwyrosydd Primary, Hafod Primary, Manselton Primary, Plasmarl Primary, and Waun Wen Primary.

We will also be able to respond to Gower College's interest in developing a more concerted programme of conservation-based training courses at the Hafod Morfa Copperworks site. We would also be able to develop further work with volunteer groups, with a focus on developing in east Swansea a cultural heritage project around Kilvey Hill, working from the community centre at Crumlin Bog, to serve the local communities there.

Finally, we would be able to develop links with the homeless charities, Wallich and Shelter to develop place-based learning and working experiences with disadvantaged and young adults. These activities taken together would enable us to develop the scaled up public engagement organisational framework of links with schools, colleges and community groups that would put us in the very best position possible to bid for a 'phase 2' project. We will seek to enhance our role in developing the next generation of heritage expertise, grounded in principles and

practice of community place-making, conservation and construction skills, and developed through school curriculum development, FE courses and CPD courses.

5.1 Provide details of your institution's strategic KPIs for civic mission and public engagement

- Leading Place by increasing the scale, scope, and reach of our public engagement activities
- Support economic regeneration through innovation and skills development through company/HE/FE partnerships, increasing business engagement with Degree Apprenticeships and Work Based Learning and by increasing the number of CPD/CE learner days
- Contribute to raising school standards by increasing outreach
- Develop active citizenship through community involvement in research and acting as the engine of social enterprise and innovation

In addition, we will develop "Outreach Online" resources as a response to the Covid-19 pandemic, whilst ensuring the new resources will still be useful post-pandemic.

Targets for RWIF/ICDF projects

ICDF Outreach Online

Create 1 portal/webpage with links to all SU online opportunities
 Promote links through RLSP, Swansea Skills Partnership, Swansea Large Employers Forum, Careers wales, FE partners, Workways and Job Centre Plus.
 10 new outreach online opportunities- manage bid process and ensure delivery of programmes

ICDF Business/HE/FE Collaboration

Work with 5 FECs to develop virtual visits for FE students to Welsh HEIs or companies, linking skills needed in the region with where to learn them.
 4 online sessions of CPD for Welsh HE/FE staff or companies for 50 attendees
 10 online taster courses for future students
 Five activities involving local companies. Activities will be either CPD training with technology transfer, or knowledge and skills transfer to FE students as part of the Future Skills Programme for Level 3 students.
 Report with three impact case studies of the above.

RWIF Business Engagement Support for Degree Apprenticeships/Work Based Learning (one year post)

Contact c 1,000 companies through RLSP & Business Organisations to provide information about DA/WBL opportunities in SU and support Computing, Engineering and Business to recruit
 Engage with CHHS and develop business engagements to support the development of new Health and Social Care programmes
 Provide Training Needs analysis to 50 companies

RWIF Public Heritage and Regeneration

School outreach

Year 1, 1,350 learner days, years 2 & 3 c 2,000 learner days
 Gower College Swansea Collaboration
 3 FE Heritage Construction courses 675 learner days

Community engagement (Wallich, Shelter) 225 learner days
 Six Commercial courses of CPD
 Year 1 -36 learner days, year 2 -54 learner days, year 3 -81 learner days.

5.2 How will your strategic approach in this area align with HEFCW's Research and Innovation: the Vision for Wales? Select the pillars supported:

- R Excellence
- R Place
- R Innovation
- R Collaboration

5.3 How do your strategic ambitions for civic mission and public engagement support the Vision's goals, milestones and ambitions?

[Max 250 words]

The RWIF project to support skills development for companies through Degree Apprenticeships and Work based Learning has changed the university provision of skills for industry. The success of these programmes is based on the **excellence of research** in these areas which the industry sectors are keen to benefit from. The skills updating is important in terms of **place** because of the need for economic regeneration in the region and we anticipate an increased demand for these programmes post-pandemic. The design and delivery of the programmes is **innovative** and the engagement with companies ensures that programmes are relevant to employers. The project will be flexible in responding to changing demands, for example for health care, and will work in **collaboration** with FECs.

The Public Heritage and Regeneration RWIF project demonstrates **Excellence** through high quality research base, inter-disciplinary teams, with strong impacts for economic and social prosperity and wellbeing, essential to regeneration of Swansea as a **Place**. It enhances SU role in civic mission and community engagement, playing a big role in some of the most deprived areas in the UK in Swansea East. Strong potential to draw in UKRI and Strength in Places funding, and ensure research benefits education at all levels. The project is **Innovative** in the development of partnerships with FE, public sector and third sector, including charities for the homeless. It is also innovative in the approach to community engagement and participation in research. As a **Collaboration** the project is based on strong partnership development, building public trust and meeting the aims of the WBSG Act 2015 to develop strong inclusive societies.

Section C: Alignment to policy and priorities

6. Wales and UK Policy

Describe how your RWIF strategy aligns with relevant place based regional, Welsh, and UK policies such as e.g. local city region / regional growth deals; WG's Prosperity for All: economic action plan; UK Industrial Strategy; Public Services Boards; UPP Civic University Foundation; Youth Entrepreneurship Strategy; Science for Wales; Regional Economic Frameworks etc.

[500 words max]

Swansea's strategy aligns naturally with UK and Welsh Government Policies, building upon the foundations laid by the SBCR City Deal. The Deal, through its integrated programme and portfolio of projects, delivers against the UK Government Industrial Strategy and associated Sector Deals/Strategies, which recognises the importance of developing key institutions and promoting excellence within the regions to drive key priority sectors building on existing clusters.

Swansea University was founded by industry, for industry, and continues to keep industry at the heart of its research and innovation strategy. We achieve this through specific approaches, which are gaining widespread attention and traction:

- Our model of Co-location of business and academia – exemplified by the Science and Innovation Bay Campus (and the Institute of Life Sciences) – where industry and researchers innovate together, enabling rapid feedback loops and a quicker transition to market.

- Our model for commercialisation of research, is now being scaled up to deliver commercialisation activity across the whole of Wales through the AgorIP (Open IP) project. This is pan-Wales and drawing on IP from academia and the NHS – a model that is focussed on pipeline and deal flow to maximise economic potential. This is particularly relevant in tackling our current response to Covid-19.

These approaches have been the underpinning of the university support of the Swansea Bay region City Deal, which has succeeded in drawing in £1.3bn to the region by using the power of public-sector investment to create a demand-pull for new technologies and innovation in the area of buildings as power stations, Steel Science, Internet 5G Test-bed, Health and Wellbeing, Factory of the Future, and Next Generation Services for example. Such investment and alignment with our 3 year strategy, will help increase skilled jobs, business opportunities, and accelerate enterprise, much needed to support the region making Swansea a more desirable area for student-business start-ups, retaining skilled graduates in the area along with attracting more students to study at Swansea

On a regional level, Swansea University will work closely with the Welsh Government to align our industrial strategy vision with the Welsh Government's strategic aspirations for economic development and innovation. This is particularly important given the considerable reliance on EU structural funding within Wales to support the innovation agenda.

Aligned to the Welsh Government's Prosperity for All-Economic Action Plan, we continue to work in partnership with employers and further education colleges through the College University Skills Partnership (CUSP) to deliver innovative courses and extra curriculum activities that meet the needs for higher-level skills with a particular focus on meeting skills shortages in priority sectors that depend on STEM, management, and health related subjects.

In the wider strategic context for Wales, we are fully committed to the Welsh Government's Well-being of Future Generations Act 2015, and the "Be the Spark" Movement which actively encourages Innovation-driven entrepreneurship.

Swansea University has fully embraced its commitment to the Welsh Government's Youth Entrepreneurship Strategy recognising that it provides an extremely effective framework for supporting and promoting enterprise within the University and with external stakeholders on a domestic and national level. In a changing world, need and demand for entrepreneurship, and particularly entrepreneurial students, as a fundamental requirement for development and growth, was recently emphasised in eight separate government and policy documents, including the Welsh Government's "Prosperity for All"¹ (EAP), UK Government's Industrial Strategy, Graduate Outcomes consultation and the Diamond Review.

Lord Kerslake, Chair of the UPP Foundation's Civic University Commission, said, "The importance of continuous learning and developing new skills seems greater than ever." The provision of opportunities for adults to enter or re-enter Higher Education will be focused on those who have lost their jobs due to the Covid-19 pandemic, in order to enable them to gain new skills or change career to regain employment. We will provide access for adults to our foundation programmes through our contextual admissions policy, as a response to the identified post-pandemic needs of our region.

7. Meeting the requirements of the UK Knowledge Exchange Concordat

Institutions in Wales must demonstrate through their RWIF strategies commitment and alignment to the principles of the UK Knowledge Exchange Concordat. A development stage will take place during 2020-21 to implement a Welsh model.

For this initial stage we are asking institutions to confirm, through their strategies, that they are aware of the KEC principles which were outlined as part of the initial consultation, and that they are committed to alignment through the Welsh model for engagement. Revised RWIF strategies can be submitted annually as part of the monitoring procedure, and this process will be utilised to demonstrate full KEC commitment following the development year.

[500 words]

Swansea University is fully committed to Knowledge Exchange Concordat to help respond to challenges set by the Government's Industrial Strategy and the 2.4% R&D target. We will demonstrate our diverse strengths and successes in working with business and community partners to generate real economic and societal

impact and look to analyse our comparative performance to a list of appropriate cluster group institutions to benchmark our performance and focus future improvements.

By growing and evolving our role and developing practices relevant to our strengths, we will continue to provide innovation, leadership, and high-quality support in a wide range of Knowledge Exchange activities, as outlined in our strategy, that will enhance the communities and organisations we work with.

Our 3 year strategy and institutional approach supports the eight guiding principles and best practices that underlie high performance, as provided by the Concordat.

- (1) **Mission-** Knowledge Exchange is part of our Institutional strategic plan
- (2) **Policies and processes-** We have a number of policies in place to support KE including IP & Commercialisation policies and procedures
- (3) **Engagement-** Our proposal provides clear engagement and dissemination mechanism. We have also developed an external facing network "Swansea LINC", internal business engagement forum and CRM system to capture and manage external engagement activities. Swansea University has developed and is piloting a new section of our Customer Relationship Management (CRM) system. The new section is designed to capture all civic mission and public engagement activities. This will enable us to accurately map, evaluate and prioritise our civic mission and public engagement activities. The new CRM for Engagement was demonstrated at a recent conference for all HEIs in Wales and created great interest.
- (4) **Working transparently and ethically-** We make sure that our partners and beneficiaries understand the ethical and charitable regulatory environments in which our institution operates.
- (5) **Capacity building-** Our proposal will help to ensure that our staff, students and research users are able to contribute to and benefit from KE activities, as well as trained appropriately to understand and undertake their roles and responsibilities in the delivery of successful Knowledge Exchange, including KE qualifications, attending conferences and training programmes to share best practice.
- (6) **Recognition and rewards-** We recognise the achievements of staff and students who perform high-quality KE activities through annual PDR, career progression, our enhanced Innovation & Engagement Academic Career Pathway, and our prestigious Research and Innovation Awards.
- (7) **Continuous improvement-** We proactively strive to share best practice with our peers and have established processes for learning from this
- (8) **Evaluating success-** We will undertake a review of how our strategy has impacted on KE to inform the development and execution of a programme of continuous improvement. Each year Swansea assesses its performance in the HE-BCI return against other Welsh institutions and endeavours to improve performance in under-represented areas. This year we have undertaken a significant review of our CPD activities and processes, which has in turn improved performance. We have also developed an active 5-year strategy to improve our KTP pipeline, which should show improvement over the coming months.

We will promote the many different forms of Knowledge Exchange and business partnerships that are flourishing at Swansea, in an increasingly diverse HE sector.

8. Well-being of Future Generations Act 2015

Provide specific information on the RWIF strategy will support the seven goals, and five ways of working in the Well-being of Future Generations Act 2015:

[250 words max]

Research and innovation at Swansea embodies the Well-being of Future Generations (Wales) Act 2015 and makes a vital contribution to the economy, whilst also improving Wales' social, environmental, and cultural well-being. It changes lives and is aligned to the UN Sustainable Development Goals.

Through our strategy, we address the seven well-being goals of prosperity (through economic growth), resilience (via a robust and diverse product range in a variety of global markets and enterprises), equality (through wealth generation across socio-economic groups); health (via development of new technologies e.g. AI to help loneliness, milk donor bank, Point of Care diagnostics); Cohesiveness (e.g. CS-Connected has integrated all semiconductor industry and HEs within South Wales and is now linking with schools and the public); Vibrant culture and language (through our Welsh Language initiatives); and Global responsibility (through projects in energy efficient devices, steel, security, and health and AI).

Our strategy represents a **long-term, integrated model**, with a community and industry-driven agenda supported by innovative, **collaborative** R&D, Knowledge Transfer **involving** all sectors and helping the public sector and government **prevent** problems, including using smart technologies.

Through our strategic approach, Swansea wants to use its research and innovation to also help staff and graduates raise levels of productivity, build a stronger and more resilient economy, encourage enterprise, and ensure the well-being of future generations.

The university continues to build on our partnerships with regional organisations so that we can collaborate effectively to improve the wellbeing of people in the city and region and wider society. As an innovative and entrepreneurial university, we support Swansea UNESCO Learning City (led by the City and County of Swansea) to develop an entrepreneurial culture and ecosystem, develop the regional economy, and grow social innovation and enterprise.

Swansea University's civic mission references and aligns with the Wellbeing of Future Generations (Wales) Act 2015. The civic mission echoes, reaffirms and re-energises the University's original place-based mission and puts this into a modern context, including our response to the Covid-19 pandemic.

9. Impact on Welsh Language

Outline the positive impact RWIF investment will have on opportunities to use and support the Welsh language. Where appropriate you may wish to refer to the themes in the Cymraeg 2050 action plan.

[250 words max]

At Swansea we are fully committed to actively supporting, promoting, and enriching Welsh culture and the Welsh language, and providing an inclusive and supportive working and learning environment for all.

We provide opportunities for all members of the University who can, to use the Welsh language and so strengthen the University's image in Wales and beyond as a bilingual institution.

The Welsh Language Scheme is at the heart of the University's ambition to become a truly bilingual institution. All of our materials (online and hard copy) are bilingual. One of Swansea University's strategic goals 2020 is to enhance the culture of bilingualism within the University and promote the Welsh Language Scheme. The Scheme sets out how we will take forward this ambition detailing plans, policies, targets, and methods of monitoring progress.

This Scheme reflects the University's increasing commitment to the Welsh language, how it encourages its use, and promotes opportunities for its use. The University is also committed to promoting the uptake of the Welsh language services that it offers. The Welsh Language Scheme demonstrates the same commitment by providing high-quality bilingual services to the members of public that come in contact with the University. By treating Welsh and English 'on the basis of equality' the University continues to ensure that the public have the choice to communicate with the University using either English or Welsh and to receive a service in their chosen language.

Through our strategy delivery, we will seek to develop as many resources as possible, KE activities, and dissemination of information to communities and stakeholders bilingually, including CPD training, seminars, workshops, and social media.

We will also follow the Cymraeg2050 action plan's goal to lead by example by embracing the Welsh language and culture and ensuring these are incorporated into our collaborations with international partners where possible and appropriate.

More details on the University's Welsh Language Policy can be found at:
<http://www.swansea.ac.uk/media/Swansea%20University%20Welsh%20Language%20Scheme.pdf>

Section D: financial assurance**10. Use of Research Wales Innovation Funding**

How is your RWIF allocation 2020/21 being used to deliver the strategy set out in Section B, and what are your anticipated priorities for the use of RWIF funds in future years? [250 words max – or append a table outlining broad investment areas]

We have allocated the funds for each theme based on a combination of the grant weighting to incentivise and reward, alongside Swansea strategic priorities.

ICDF & RWIF (2019/21) £2,424,335	ALLOCATION (£)	DETAILS
BUILD CAPACITY	250,000	To help us provide stability and underpin current resources in REIS as well as increasing capacity in order to meet strategic ambitions.
THEME1- COMMERCIAL DRIVEN ACTIVITY (62%)	1,329,439	£859K targeted at strategic and sector priority initiatives £340K invested in pump priming and increase level/value of KT, regional & international business engagement and income capture. £130K to enhance our network development & increase our international reputation
THEME2- NEW BUSINESS GROWTH & SUPPORT (20%)	446,000	£250K to create an enhanced entrepreneurial and learning environment across the university for staff and students £186K to develop new student enterprise programmes, incubation support and graduate investment fund £10K to support our IP & Commercialisation strategy
THEME 3- CIVIC MISSION & PUBLIC ENGAGEMENT (18%)	398,896	£153K to support Public Heritage and Community Regeneration £58K to support Degree Apprenticeships £123K to support civic mission activities £63K to support Business/HE/FE collaborations

We will review performance against anticipated outcomes at the end of each year in order to ensure that the fund supports our strategic ambitions and rewards and recognises good performance.

Section E: Regulatory Requirements <i>NB: HEFCW may request further information / clarification on any of these areas</i>	
i) Welsh Language Standards (2018) <i>[Use the drop down menu]</i>	This strategy complies with Welsh Language Standards 2018
ii) Equality Impact Assessment <i>[Use the drop down menu]</i>	This strategy has been Equality Impact Assessed
iii) Well-being of Future Generations Act (2015) <i>[Use the drop down menu]</i>	This strategy will contribute towards the aims of the WFG Act 2015
Signature: Vice Chancellor	
Date	11/08/2020