

# Vision and Strategy 2023-2030

School of Sociology and Social Policy







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# Our Vision

Together, we will shape a future where knowledge serves humanity, and education empowers change.

At the School of Sociology and Social Policy (SSP), our vision is to be a globally recognised centre of excellence in critical, engaged research and transformative education.

We will lead with purpose, compassion, and integrity – addressing the most urgent social challenges of our time through research and scholarship that is inclusive, impactful, and future-focused.

We value a vibrant academic community where students, staff, and partners collaborate to create knowledge that matters locally and globally.

Our commitment is to empower students not only to understand the world but actively to shape it. Through rigorous academic training, ethical awareness, and practical engagement, we prepare graduates to thrive in an era of complexity, inequality, and rapid change.





# Our Promise to Students

At SSP, we believe in education that empowers you to make a difference. Our vision is to be a leading centre for critical thinking, social justice, and real-world impact – where students are at the heart of everything we do.

We're here to help you to understand the world and give you the tools to change it. Through inclusive teaching, hands-on learning, and a supportive community, we'll help you grow into a confident, socially aware graduate ready to tackle global challenges.





# Our Promise to Students

Our strategy is built around seven key areas that shape your experience:

## Student Education

You'll get a transformative learning journey, with diverse assessments, personalised support, and opportunities to co-design your curriculum.

## Research and Innovation

You'll be part of a vibrant research culture that explores the big issues – locally and globally – and creates opportunities for you to contribute.

## Scholarship

We're constantly improving how we teach, making learning inclusive, engaging, and relevant to your future.

## Internationalisation

Whether through online programmes or international partnerships, we're expanding your opportunities to learn and connect worldwide.

## People and Culture

We're building a compassionate, values-led environment where staff and students feel respected, supported, and heard.

## Equity, Diversity and Inclusion

We're committed to creating a safe, inclusive space where everyone can thrive – whoever you are and whoever you wish to become.

## Sustainability

We're embedding climate-conscious thinking and action into everything we do, aiming to be a net-zero School by 2030.

At SSP, your voice matters. Your journey matters. And together, we can help to shape a better future.



# Our Strategy in More Detail

## Student Education

We will deliver a transformative learning experience that fosters socially conscious, reflexive graduates. Our programmes will be inclusive, intellectually challenging, and responsive to student voices, equipping learners with the skills and confidence to make meaningful contributions in diverse professional and civic contexts.

### Our commitments include:

- Enhanced academic personal tutoring and pastoral care.
- Inclusive induction and academic literacy programmes.
- Diversified assessments and final-year project options.
- Stronger alumni engagement and employability support.
- Amplifying the student voice through forums and curriculum co-design





# Our Strategy in More Detail

## Research and Innovation

We will cultivate a dynamic, interdisciplinary research culture that is globally visible and locally relevant. Our research will be bold, collaborative, and committed to social justice, supported by robust infrastructure and mentoring networks that enable world-leading outputs and public engagement.

### Our commitments include:

- Supportive peer-review and mentoring networks.
- Increased visibility through digital media and public engagement.
- Purposeful infrastructure to support grant capture and world-leading outputs.
- Enhanced support for postgraduate researchers and early career academics.





# Our Strategy in More Detail

## Scholarship

We will lead pedagogical innovation in sociology and social policy, delivering an inclusive curriculum and developing employment-ready skills. Our teaching will reflect the diversity of our community and the complexity of the world we study.

### Our commitments include:

- Establishing a Scholarship Network and leadership roles.
- Promoting innovative teaching and inclusive curriculum development.
- Supporting staff through funding, mentoring, and professional development.





# Our Strategy in More Detail

## Internationalisation

We will build a globally connected academic environment that welcomes diverse perspectives and fosters international collaboration. Through online programmes, global partnerships, and inclusive pedagogy, we will extend our reach and deepen our impact across borders.

### Our commitments include:

- Launching online programmes to attract diverse international students.
- Enhancing global curriculum relevance and inclusive pedagogy.
- Expanding international partnerships and academic exchanges.
- Supporting international students through tailored induction and career services.





# Our Strategy in More Detail

## People and Culture

We will nurture a values-led, compassionate workplace where all staff can flourish. Our culture will be defined by transparency, equity, and mutual respect, with clear pathways for career progression and leadership development.

### Our commitments include:

- Investing in staff development and mentoring.
- Promoting transparent communication and workload equity.
- Enhancing leadership capacity and career progression pathways.
- Embedding University values in all employment practices.



# Our Strategy in More Detail

## Equity, Diversity and Inclusion (EDI)

We will embed EDI in every aspect of our work, creating a safe, respectful, and opportunity-rich environment across all aspects of research and teaching. Our commitment to inclusive research, scholarship and pedagogy will be unwavering.

### Our commitments include:

- Promoting an inclusive working culture in our school and beyond.
- Embedding EDI in all School processes and leadership roles.
- Promoting inclusive pedagogy and accessibility in learning environments.
- Establishing clear expectations for professional behaviour and support mechanisms.





# Our Strategy in More Detail

## Sustainability

We will lead by example in addressing the climate crisis, aiming to become a net-zero School by 2030. Sustainability will be embedded in our curricula, operations, and decision-making, reflecting our responsibility to future generations.

### Our commitments include:

- Collaborating with the University's Sustainability Services via the Blueprint programme to develop a School-level climate action plan.
- Embedding sustainability in curricula and operational practices.
- Promoting sustainable travel and climate-conscious decision-making.





# Implementation and Monitoring

The Vision and Strategy 2023-2030 will guide the work of leadership teams and be monitored through regular meetings with key leadership roles and an Annual Strategic Review.

A linked SSP Strategy Tracker will be available to all staff via SharePoint to assess progress against School and Faculty objectives





# Looking Ahead

This vision is not static – it is a living commitment to continuous improvement, reflection, and renewal.

By 2027, we will evaluate our progress and set new goals for the next strategic cycle, ensuring that SSP remains flexible, ambitious, and aligned with the evolving landscape of higher education.

Together, we will shape a future where knowledge serves humanity, and education empowers change.



