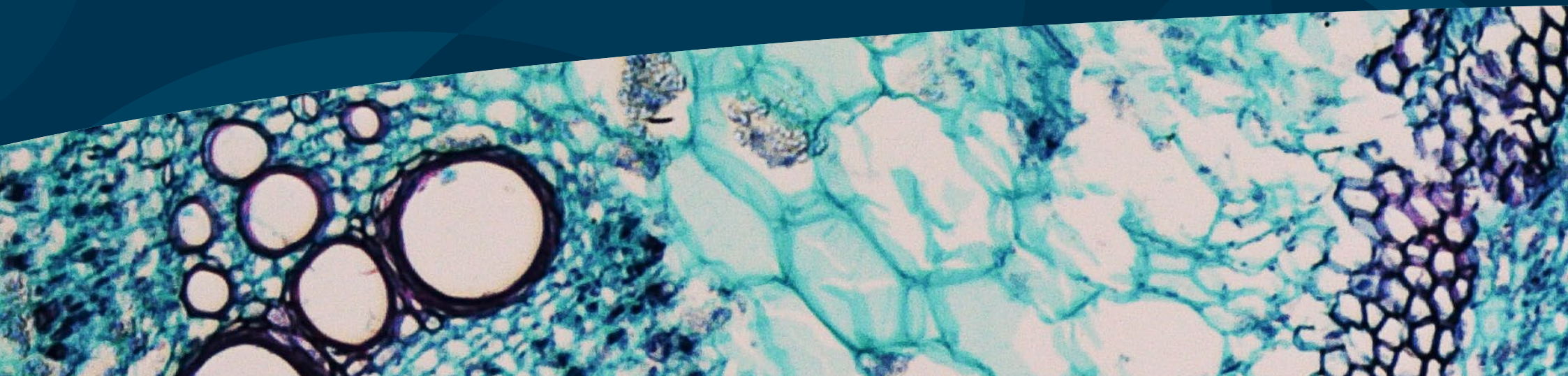


Biochemical Society and Portland Press **Strategy 2022–2025**



Biochemistry is the exploration of life at a fundamental and molecular level, providing the basis for understanding all biological processes. Founded in 1911, the Biochemical Society has been advancing molecular bioscience for over 100 years, promoting its importance as a discipline, highlighting its role in addressing societal challenges, and facilitating the sharing of expertise. Our diverse programme of scientific meetings and training events, grants and awards, publications, educational resources, policy work and public engagement delivers opportunities to share knowledge and collaborate, providing support for a broad community of molecular bioscientists across all career stages.

In a first for the organization, a Group-wide strategy is presented, covering both the Society's activities and those of our publishing arm, Portland Press, further embedding and enhancing collaborative and synergistic working opportunities.



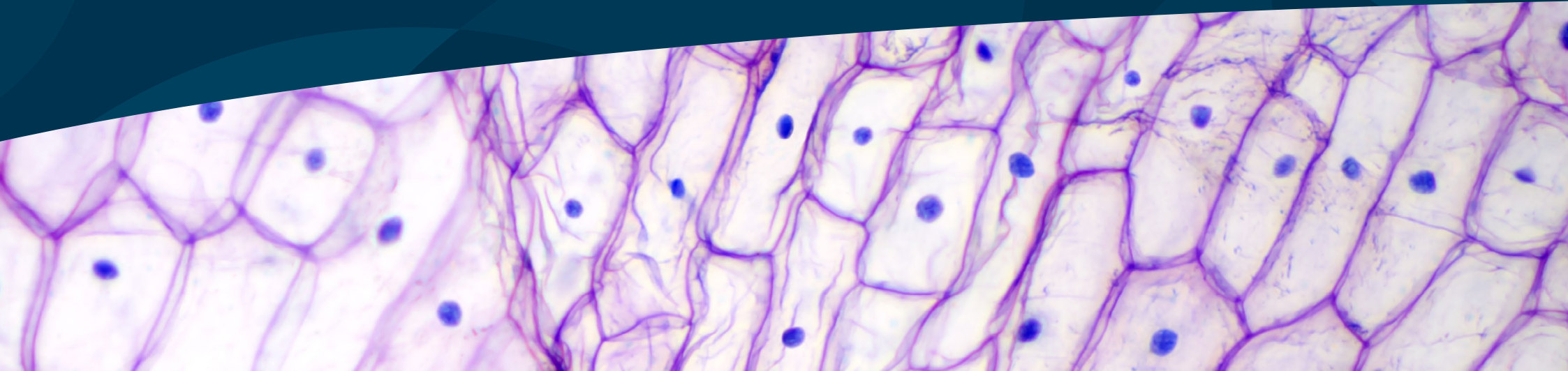
Our strategy

The past two years have seen a period of significant and ongoing change across social, political, and scholarly landscapes, and it is against this backdrop that our new strategy has been devised. Developed collaboratively by Biochemical Society Trustees, Committee, Board and Panel members, as well as staff, our goal has been to build on the progress made over the last phase of strategy. Covering both the Society's activities and those of our publishing arm, Portland Press, it looks towards broadening our reach in a way that will ensure the continued fulfilment of our mission in a rapidly evolving world.

With the emergence of the COVID-19 pandemic, the delivery of our previous strategy was impacted in ways we could not have foreseen, causing significant and far-reaching change across the community, and hastening technological advances and opportunities for greater international connection. The impact on those working across the molecular biosciences has been extensive, with the ability to maintain research outputs, adapt teaching methods, pursue career progression, and balance personal lives putting a huge strain on the sector. But the past two years have

also demonstrated the importance of our discipline and the vital need for the expertise contained within it, which has helped navigate a course through incredibly challenging circumstances. This phase of strategy looks to embrace the opportunities created by such change, committing the Society to adapting and transforming the ways in which we serve our increasingly global, interconnected, diverse, and multidisciplinary community.

Like many other organizations, the pandemic radically altered our working practices at the start of 2020. An initially enforced 'working from home' period subsequently evolved to a hybrid model that now facilitates remote working for those who wish to maintain this setup, while providing office space in accordance with employees' location and preference. Embracing this change has served to provide flexibility for our staff and has increased the talent pool of prospective employees at the point of recruitment. This next phase of strategy represents an opportunity to develop our practices at the forefront of agile working models, providing an inclusive and flexible working environment for our staff that also ensures support for our community.





The molecular bioscience community is central to what we do, with the core purpose of our work being support of and investment in that community. Returning all publishing-related profits to the Society means we can carry out our charitable activities – our publishing activities also being fundamentally *for* the community in terms of both financial investment and the fulfilment of our goal to share knowledge and ideas. Recognizing that such endeavours do not work in isolation, we are committed to embedding a collaborative and synergistic working approach across the different facets of our organization, helping to form a better provision for our Members and the community as a whole. The principles of equality, diversity and inclusion will be essential to our efforts as we work towards ensuring our provision and activities are open, transparent, and available to all.

A more open science ethos is being embraced across the sector, and the Society continues to champion its own transition to open practices, not just in relation to open access but across all our initiatives. While a number of policies are in place across the community, particularly in relation to open access (e.g. Plan S), this phase of strategy maintains the Society's transition to open (established in 2017), with emphasis on this being in a fair and sustainable manner.

We could not continue to deliver our activities without the ongoing support and dedication of our Members, Trustees, Committee, Board and Panel members, Local Ambassadors, and journal Editorial Boards, Reviewers, and Authors. Our thanks go to these individuals, to our staff members, who alongside all those working across the community have shown considerable resolve and adaptability, and to the various organizations and learned societies with whom we work together closely. Huge thanks also go to the Society's outgoing President, Professor Sir Pete Downes, who should be incredibly proud of all that has been achieved over his term of office, from furthering the Society's journey to open scholarship to the resilience and response of the organization to the COVID-19 pandemic – to name but a few of the key developments driven under his stewardship.

We look forward to working with you all over the next three-year period, harnessing and championing the expertise employed throughout our sector, and seeing in the new phase of strategy at a dynamic and exciting point in the Society's 110-year history.



**Professor Dame
Julia Goodfellow**
President
Biochemical Society



Kate Baillie
Chief Executive
Biochemical Society
Managing Director
Portland Press Ltd

Equality, diversity and inclusion

We are committed to placing equality, diversity and inclusion (EDI) considerations at the heart of all that we do and will continue to embed strong EDI principles as we move forward through this new strategic period. This strategy will support the establishment of flexible engagement methods to create a more accessible community for all as we work to ensure our activities and resources are as inclusive and open as possible, with diverse identities involved at all levels. Our Manifesto for Change will provide the key principles that will be applied throughout:

- **Awareness:** Ensuring our community has an appreciation of EDI and knows what EDI means to us.
- **Action:** Creating processes, procedures, and tools to implement 'EDI best practices' into the success and growth of the Society and our Members.
- **Accountability:** Reviewing and amending our work to ensure transparency and demonstrate how our plans are being put into action.

"The formation of the Society's EDI Advisory Panel in 2020 represented an important and much-needed step towards ensuring the principles of equality, diversity, and inclusion become all the more deeply embedded across our activities. In its brief term to date, the Panel's work has been to engage the scientific community on these matters, establishing meaningful dialogue and channels of feedback that help us better understand the people we serve, alongside highlighting gaps and barriers we can work to address. The advancement of the molecular biosciences necessitates a diverse and representative space where everyone feels welcome. Together with our community, we will continue to focus on cultivating a sense of belonging that affords opportunity to all."



Professor Sheila Graham
Chair
Biochemical Society



Promoting and sharing knowledge

The opportunity for scientists to share research and ideas with each other is vital to the progress of the molecular biosciences. Centred on the principles of openness and inclusion, we will continue to facilitate the circulation of knowledge and understanding, using our platforms to create meaningful connections and outreach, and at all times communicating the impact of our community's work on broader societal issues.

Our focus will be to:

- **Promote** the importance of our discipline to all relevant audiences, championing a representative cross-section of all those working across the community.
- **Maximize** collaborative, interdepartmental content opportunities for our activities and resources, embedding synergistic working across the organization.
- **Harness** the Society's publishing activities, events programme, and outreach activities to disseminate knowledge, build our international reputation, and grow content.
- **Reinforce** our commitment to an open research landscape that supports global scientific advancement.



Supporting career development and lifelong engagement

The advancement of our discipline is dependent on meeting the needs of those working across the sector and ensuring the successful alignment of talent, skills, and job functions. For many individuals working within or alongside the molecular biosciences, their career journey will include a variety of roles. We recognize the need to support bioscientists entering the field and the need to maintain this support throughout the entirety of their careers. We will continue to provide opportunities and development for current and future molecular bioscientists, contributing to a fully engaged and representative community.

Our focus will be to:

- **Develop** support across all career stages and transitions, working alongside key stakeholders to align our resources and activities with the evolving needs of the community.
- **Support** and engage early career molecular bioscientists across all academic and vocational pathways.
- **Provide** training and opportunity for our communities to deliver Society activities, enhancing professional development for these groups.
- **Collaborate** with external partners and specialist organizations to serve allied cohorts beyond our primary remit.
- **Ensure** our grants, bursaries, and awards reflect the needs of the entire molecular bioscience community, facilitating development and engagement opportunities for all representative groups.



Bringing together molecular bioscientists and encouraging wider dialogue

The importance of sharing and promoting work involves the collaboration of individuals and the combining of expertise and experience. We will foster opportunities to connect individuals from shared and cross-disciplinary backgrounds, giving voice to all representative views to influence a positive science culture that supports the well-being of everyone working within it.

Our focus will be to:

- **Provide** learning and networking opportunities across the breadth of the molecular biosciences, ensuring all cohorts are represented.
- **Assess** the value of Society membership against the changing scientific landscape to develop a well-defined future offering.
- **Harness** our international links and networks for the purposes of collaboration and knowledge exchange.
- **Build** on and increase industry involvement across all our activities, providing a platform for collaboration, facilitating innovation, and supporting links across sectors.
- **Engage** our community on key policy issues relating to science and science education, channelling a diverse model of opinion and experience into our policy activities and those of partner organizations.



Developing and transforming our working practices and business model

The working world has changed immeasurably and continues to change apace as new practices emerge and become fully established. As technological integrations have been hastened by broader factors, opportunity lies in the ability to adopt and develop models that embed inclusive, flexible, and agile working methods. Strong financial and governance frameworks remain key to delivering our objectives and we will look to maintain and reinforce these as we pursue sustainable and ethically minded business models, safeguarding support for our staff and community well into the future.

Our focus will be to:

- **Embrace** the opportunities of digital transformation, maintaining a forward-thinking, innovative approach to the delivery and fulfilment of our initiatives, resources, and activities.
- **Identify** a financially sustainable route to transition to full open access publishing.
- **Establish** a commitment to environmentally sustainable working practices, developing a clear framework for full accountability.
- **Champion** agile working for staff, governance meetings, conferences, and training.
- **Maintain** appropriate infrastructure and frameworks for finance and governance functions.



What we do

Membership

Welcoming members from all over the world, we offer a range of tailored membership categories to support lifelong learning at every career stage.

Grants and bursaries

Each year, we provide over £250,000 to support research and professional development, attendance at scientific meetings, and the organization and hosting of events and activities through sponsorship.

Events

From scientific meetings and training courses to our wide-ranging webinar series, we bring together leading bioscientists from across the sector to share knowledge and enhance their skills.

Portland Press

Independently owned by the Biochemical Society, we publish world-leading research and reviews across seven journals, returning all profits to the molecular bioscience community in support of our charitable activities.

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