Annual Action Plan 2021-22

Strategic theme 2019-22	Description	Related services	Developments in 2020-2021	Aims for 2021-22
Inspiring and developing our staff	Our aim is to provide a range of opportunities to enable members to maximise staff potential.	• cpd25 programme • cpd25 Task Groups • Virtual Learning and Development resources • Annual Conference attendance • Opportunities to present at the Annual Conference • Staff Development Awards • Directors' Briefings	• We adapted to provide an online programme of cpd25 events and a virtual conference. • The Virtual Learning and Development resources in the Members' area was launched in 2020 providing access to cpd tools and resources for staff at a time that suits them. • The conference was held virtually on the theme 'The Future of Libraries'. The conference continues to provide opportunities for staff at all levels of their career to present a paper.	• The cpd25 programme will move toward a hybrid offering of online and face to face events. • We will continue to build the resources available to members in the Virtual Learning and Development area. • We will explore opportunities for Library staff who are studying or carrying out research to present their work. This will form part of our initiative to engage with and support early career library staff.
Connecting and collaborating through our network	Our aim is to provide a regional network whose members offer multiple perspectives which can inform decision making and facilitate opportunities for	• Steering Group • cpd25 Task Groups • Task and Finish groups • Mailing lists • Networking event • Annual Conference • cpd25 events • SpeedMeet • Access25	• The impact of Covid-19 made networking challenging in 2020-21, however, we provided an informal Members' Quiz in place of the networking event. • We identified a gap in the opportunities available for non-director level staff members to discuss common issues relating to the impact of Covid-19. In response to this, cpd25 launched monthly virtual sessions to encourage	• Work with peer organisations to explore opportunities to expand cpd25's reach. • The shadowing scheme was not able to go ahead in 2020 because of Covid-19. This idea will be developed further in 2021-22.

	networking and joint working on shared issues.		informal discussions and provide support for staff during the pandemic. • A Task and Finish Group was set up to oversee the decommissioning of Search25 by the end of July 2021. The group held a knowledge exchange session to provide support and information for members interested in transitioning to Jisc's Library Hub. The group also introduced a buddying scheme to facilitate cross-institutional support and advice. • The M25 SpeedMeet was launched in 2020, enabling individual members of staff from member libraries to use the website as a platform to introduce themselves to the membership. We encourage members of staff at all levels of their career to engage with our activities, and we endeavour to showcase a variety of institutions, experience and areas of library work. • The M25 monthly newsletter was launched in 2020 and provides regular updates to members on M25 activity.	• We will consider mentoring opportunities for non-director level members of staff. • M25 specialist library members will be invited to a round table meeting to agree the direction of travel for raising their profile and increasing specialist library membership. • The Consortium will explore developing a Library Curators' Network. • Post-Covid-19 we will re-introduce face to face networking opportunities. • We will set up a Task and Finish Group to review and update the business continuity resources. The group will focus on the lessons learned during Covid-19. • Grow our work with LIS schools and students.
Celebrating diversity through our collections and services	Our aim is to ensure that the Consortium reflects the richness and diversity of our membership and	• Task and Finish Groups • Annual Report • Resource Discovery • cpd25 Task Groups and training	• The Task and Finish Groups on Wellbeing and Diversity continue their work during 2020-21, with some delays due to Covid-19. The Wellbeing Group has produced a significant number of online resources and a Wellbeing	• The Diversity Task and Finish Group will continue their work, and outputs will be shared on the website.

the communities they serve		blog. The Diversity Group has published two case studies about Diversity in Academic Libraries and are encouraging other member libraries to contribute their experiences in this area. All resources are available to M25 members and the wider public. • The 2020 Annual Report highlighted Digital Projects from across the region. The aim was to share knowledge of the diverse collections on offer, and where possible increase access to these unique collections across the region. • As noted above, the Search25 Task and Finish Group have been working to ensure all members of the M25 Consortium have access to a resource discovery tool when Search25 is retired in 2021. The group have made best efforts to encourage members to transition to the NBK platform which will increase regional collections exposure on a national level. The Consortium liaised with Jisc to guarantee the eligibility of all M25 members to join the NBK. • cpd25 Task Group for Quality Standards and Legal Frameworks are hosting several events aimed at accessibility for users and staff in libraries, including deaf awareness training and a Tech Demo Day for Disability Advisers and others who support disabled students.	• The Consortium will work with members to showcase decolonisation activity across the sector. • We will work with specialist member libraries to ensure M25 activities are meeting the needs of our diverse membership. • We aim to grow M25 membership to include a broader group of specialist and HEI libraries in the region.