



M25 Consortium of Academic Libraries Strategy 2023-2026

Introduction

This Strategy 2023-2026 sets out the direction and strategic aims of the M25 Consortium for the next three years. The M25 exists to support the work of member institutions in the South East of England. As one of the largest regional consortia in the UK with a broad membership encompassing academic and scholarly libraries the M25 is committed to enhancing the experience of all those working within our member libraries. This strategy places a strong emphasis on how we will support our diverse membership over the next three years.

This strategy has been created by the Steering Group of the M25 Consortium, using feedback from a consultation with members, and was presented for approval by the membership at the 2023 AGM.

Vision

To inspire and transform the working lives of all members and member libraries whilst respecting their diversity. We act as the voice of academic and scholarly libraries in the M25 region supporting all members in their personal, professional and institutional development through cooperative and collaborative endeavours.

Mission

The M25 Consortium of Academic Libraries and its cpd25 professional development programme provide development opportunities for all library staff working in M25 member institutions. The M25 Consortium is dedicated to providing a positive, inclusive and equitable environment for all. We actively encourage all staff to make our events welcoming and respectful to all participants. We strive to make all our discussions open, inclusive and respectful of all and are mindful in our use of language and images and of how our behaviours may be perceived by others.

The M25 Consortium seeks to provide a safe environment in which diversity is respected and where all participants may learn, connect, and share experience with colleagues in mutual recognition. We acknowledge that it is our shared responsibility to create and nurture this environment for the benefit of all.

Our Values

- Equity, diversity and inclusion
- Collaboration, community and shared purpose
- Social justice, mutual trust and respect
- Sustainability and environmental protection
- Academic freedom
- Equality of access to information
- Integrity, professionalism and professional ethics

Strategic themes

Our strategy is based around 4 themes that are important to the Consortium and to our membership:

- People
- Collaboration
- Diversity
- Sustainability

People: Inspiring and developing our staff

People are at the heart of the Consortium and our member libraries. We recognise that supporting all staff to achieve their potential is key to the success for our members. We will provide a range of opportunities to enable members to maximise staff potential by:

1. Delivering a professional development programme which is responsive to the needs of all staff in our member libraries throughout their careers;
2. Providing opportunities and encouraging participation from staff at all levels in our programmes, activities and governance to support the direction of the Consortium;
3. Providing a mentoring scheme to support all staff in our member libraries in their personal and professional development;
4. Providing opportunities for staff to develop themselves and to develop future leaders within our member libraries;
5. Supporting and being inspired by the diversity of staff within our member libraries.

Collaboration: Connecting and collaborating through our membership

Collaboration across and within the Consortium is essential to the mission of the Consortium and our members. Our diverse membership enables us to work together at scale to address the problems and concerns of all our libraries. We will provide a regional network whose members offer multiple perspectives which can inform decision making and facilitate opportunities for networking and joint working on shared issues by:

1. Facilitating formal and informal opportunities for knowledge, information and experience sharing, benchmarking and collaborative working;
2. Working across our membership to enable collaborative working between academic and scholarly libraries that promotes the interests of all members;
3. Developing innovative and collaborative solutions to shared issues and concerns and producing useful resources;
4. Delivering new shared initiatives of benefit to our members;
5. Collaborating with other regional and national consortia across the UK in areas that support and promote the work of the consortium and our members libraries.

Diversity: Celebrating diversity in our institutions and our staff

Recognising and championing the diversity of all staff within our member libraries and the diversity of our institutions is essential to our success. The diversity of individuals and our membership helps us thrive and develop for the benefit of all our libraries. We will ensure that the consortium reflects the richness and diversity of our membership and the communities they serve by:

1. Celebrating the diversity of our membership and our member libraries in achieving success for all, particularly under-represented groups;

2. Ensuring that all our events, resources and services are accessible and available to all our members;
3. Promoting inclusivity in all our activities, increasing engagement, particularly from under-represented user groups;
4. Nurturing and developing the diverse skills and strengths of all staff within our libraries and the Consortium;
5. Proactively supporting and championing the development of a diverse leadership within our libraries and membership.

Sustainability: Acting sustainably

The climate crisis is an imperative upon which the Consortium and our membership must take action. Our member libraries have a vital role to play in addressing the ecological crisis that we all face. We will promote and support sustainable action by our members to ensure that we act in accordance with economic, environmental and social sustainability concerns by:

1. Recognising that the climate crisis is a pressing concern to which the consortium and our members need to respond;
2. Acknowledging the relationship between climate justice and social justice and promote initiatives that support both within our membership;
3. Highlighting best practice in support of the sustainability objectives of our members;
4. Providing opportunities for staff to disseminate and communicate sustainability measures within their libraries;
5. Modelling and demonstrating best practice in our activities within the Consortium and our member libraries by acting in support of environmental sustainability.

Strategy implementation

The activities of the M25 Consortium over the next three years will be aligned with each of the themes in order to deliver on the aims and objectives. The aims and objectives outlined in this strategy will be delivered through our working groups and task and finish groups, already in existence or to be established, that address each of the key themes. They will also establish key performance indicators to assess progress against this strategy. The achievements against the strategic objectives of the Consortium will be monitored by the Steering Group on a regular basis and will be reported back to the membership at future AGMs.