

# Wellcome Sanger Institute Technician Commitment: Action Plan 2025-28

# Overview



The Wellcome Sanger Institute Technician Commitment Action Plan 2025-28 was developed collaboratively with the technical staff community at the Institute. Our Steering Group established the overall aims and ambition which in turn formed the basis for each working group to develop their aims and focus areas that aligned with the overall ambition. Feedback sessions from technical staff and leaders across the organisation captured views and priorities and these were incorporated to ensure we are delivering a bespoke action plan addressing what our technical community want and need from us.

Our overall direction and focus areas are based on the Technician Commitment pillars of visibility, recognition, career development, sustainability and evaluating impact, and these have been adapted and iterated to suit the needs of our technical staff.

We define technical staff based on job families, however we maintain a focus on inclusivity for anyone who identifies themselves as a technical staff member.

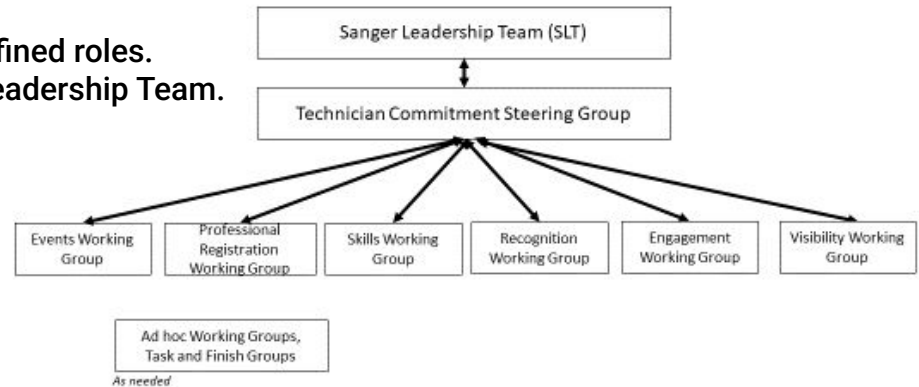
This action plan aims to build on the progress made over the last three years, with a focus on increasing and broadening engagement with Technician Commitment at the Sanger Institute.

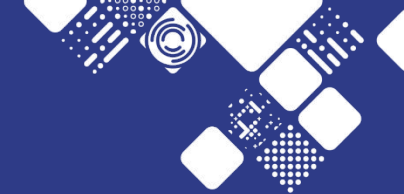
# Our Governance Structure

The Technician Commitment activities at the Sanger Institute have gone through some changes over the past year, particularly regarding our governance structure. These changes were part of an organisational review of governance and have been implemented to provide clarity around roles and responsibilities and to empower and give more autonomy to the working groups.

The key changes are:

- Our Steering Group is now smaller, with more defined roles.
- The Steering Group now reports to the Sanger Leadership Team.
- Two new working groups have been created to focus on Visibility and Engagement.
- Our working group chairs now meet regularly to discuss collaboration opportunities.





# Overall Direction & Focus Areas

Our vision

*To create an environment at the Sanger Institute where technical staff feel equitably valued, championed and empowered.*

Our principles



Build community



Visibility



Recognition



Career development



Evaluating impact

Integrate Technician Commitment values and principles into everyday work at Sanger.

Our goals

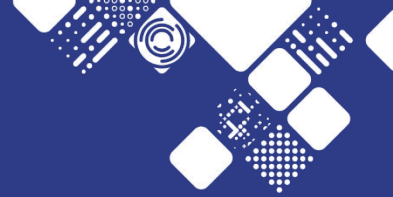
- Technical staff feel part of a vibrant professional community.
- Technical staff are proud of their role and their contribution to Sanger's success.
- Proportionate, equitable engagement across the Institute technical staff.

- Technical staff and the wider Sanger community understand, value and champion the Technician Commitment.
- Technical staff are visible and their contribution to Sanger strategy is valued, understood and articulated.

- Technical staff feel recognised for their professional contributions, both to the science and to the life and activities of the wider organisation.

- Technical staff understand and navigate career pathways.
- Technical staff feel equipped to own their personal career development.
- Technical staff are equipped with the skills needed to help deliver the Institute's strategy.

- Progress is tracked and evaluated against goals.
- Priorities flex to maintain an upward trend in impact.



# Working Group Plans

# Recognition Working Group

Our Purpose

*To improve internal and external recognition of our technical staff through award schemes.*

Our focus areas



Identifying awards

- Conduct a yearly review of the award schemes we promote.
- Conduct ad-hoc horizon scans to identify any new award schemes that we may want to promote.
- Identify award schemes targeted at specific hard-to-reach groups of technical staff and evaluate whether we should promote them.



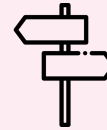
Communicating

- Regularly implement our communications plan to promote awards to all those eligible.
- Expand communications plan to reach potential nominators, managers and groups who could amplify the message.
- Collaborate with the Engagement Working Group to try to reach hard-to-reach groups of technical staff.



Celebrating success

- Collaborate with the Visibility Working Group in order to put together celebratory communications pieces when staff are nominated for, shortlisted for or successful at winning an award.
- Collaborate with the Events Working Group to identify events where successes could be shared with the community in person.



Providing support

- Conduct a yearly review of the support and guidance documents we provide regarding writing and submitted nominations, and what to expect if you are shortlisted. This should include an FAQs page.
- Provide support and guidance to shortlisted staff.



Evaluating impact

- Maintain our database of nominations, with an aim to maintain or increase the number over time.
- Periodically review the database to identify trends or gaps in the people being nominated or those who are writing the nominations.
- Collaborate with the Engagement Working Group to gather feedback about the impact of this group.

# Professional Registration Working Group

Our Purpose

*To support the professional recognition and career development of technical staff through accredited pathways and mentorship.*

Our focus areas



Mentorship



Engagement



Recognition



Evaluating impact

Our goals

- Continue to deliver annual mentoring cycles to support staff through their professional registration applications.
- Provide training and support to upskill mentors.
- Explore ways to support larger numbers of staff to complete their applications, without requiring more time from mentors.

- Continue to build an understanding of what professional registration is across the organisation.
- Explore ways to improve understanding among line managers and encourage them to support their staff with applications.
- Explore ways to increase engagement with professional registration.

- Support wider recognition of professional registration across the organisation.
- Collaborate with the Events working group to put on an annual celebration event for those who have successfully applied for professional registration that year.

- Maintain a database of the level of interest in professional registration, the number of people going through the mentoring scheme or participating in workshops and who these people are in relation to departments and job families.



# Skills Working Group

Our Purpose

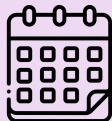
*To facilitate skills building opportunities for technical staff.*

Our focus areas



Activity Promotion

- Identifying and promoting skills building opportunities which are available for technical staff, either through external sources or through internal routes.
- Sharing any feedback regarding skills building opportunities with the relevant people to ensure technical staff are being given what they need/want.



Activity Organisation

- Identify gaps in the skill building opportunities available.
- Fill some of the gaps, either by organising training led by the group members or by facilitating someone else to deliver the training/opportunity.



Forming Connections

- Facilitating connections between staff who may want to build certain skills with those who are able to support them to do so.
- Building a database of skills building opportunities and/or those who can provide them, in order to be able to signpost people in future.



Evaluating impact

- Request feedback regularly from those delivering and those attending skills building opportunities.
- Track the number and type of opportunities facilitated and compare against goals.

Our goals

# Events Working Group

Our Purpose

*To foster a sense of community, enhance collaboration, and provide opportunities for networking and knowledge exchange among technical staff, through events.*

Our focus areas



Networking

- Organise regular networking opportunities for technical staff, ensuring a variety of formats and groups of staff are involved.



Community building

- Organise regular community building events which encourage the coming together of technical staff.
- Collaborate with the engagement working group to bring more technical staff from 'hard to reach' groups into the Sanger Technician Commitment community.
- Promote a sense of pride around being a technical staff member.



Big events

- Organise big, one-off events once or twice a year which bring together larger groups of technical staff, such as career development days.
- Collaborate with all other working groups as necessary to include their focus areas in big events.



Evaluating impact

- Track the number and type (e.g. job family or department) of people attending different types of events and compare this against goals.
- Regularly request feedback at the end of events.

Our goals

# Visibility Working Group

Our Purpose

*To increase awareness and understanding of technical staff contributions and the Technician's Commitment.*

Our focus areas



Staff Visibility



TC Visibility



Evaluating impact

Our goals

- Explore ways to acknowledge the individual technical staff in wider Sanger community for their consistent support in delivering impactful research.
- Explore ways to increase awareness and understanding of different technical roles.
- Collaborate with the recognition working group to celebrate the successes of our technical staff.

- Encouraging all staff to integrate Technician Commitment values into their daily Sanger work life.
- Promote and communicate the value of Technician Commitment at Sanger and across the wider community.

- Ensure visibility is included in regular staff surveys and compare responses over time with the aim of seeing an upward trend in the awareness and understanding of both technical staff and Technician Commitment.

# Engagement Working Group

Our Purpose

*To promote active participation among technical staff at the Sanger Institute and to review the impact of Technician Commitment.*

Our focus areas



Internal Engagement

- Encourage all technical staff to engage with Technician Commitment at Sanger.
- Analyse available data to identify gaps in engagement and focus efforts on these more 'hard to reach' groups.



External Engagement

- Explore ways to get more technical staff involved in public engagement activities.
- Work with Connecting Science to ensure young people are provided with ample opportunities to experience technical roles and careers to ensure we have a strong technical workforce in future.



Feedback

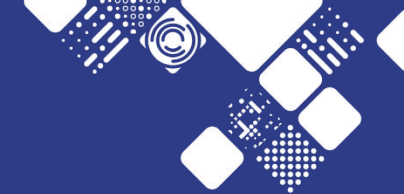
- Utilise various feedback mechanisms in order to increase our understanding of the impact of Technician Commitment at Sanger and what we could do to improve, both for technical staff in general and for those involved in our working groups.



Evaluating impact

- Track the demographic data (including job family and department) of those engaging with Technician Commitment activities and compare against goals.
- Maintain a database of feedback received about Technician Commitment and it's status.

Our goals



# Next Steps

# Next Steps



In order to successfully implement our action plan, our key next steps will be:

- Each of our working groups will create action plans for how they will achieve their goals.
- We will continue to facilitate collaboration between working groups in order to identify and maximise new opportunities and the impact they can have.
- We will continue to focus on empowering technical staff to design, own and implement the action plan. Our Technician Commitment team will be here to support them to do so and to develop their own skills in the process.
- We will regularly review and track success measures and adapt to any new emerging needs of the community.
- We will continue to collaborate with other Technician Commitment signatories in order to maximise the broader impact that Technician Commitment can have on the wider technical community.