



University
of Glasgow

KNOWLEDGE EXCHANGE AND INNOVATION FUND: 2025-2030 STRATEGY



SECTION A: OVERVIEW

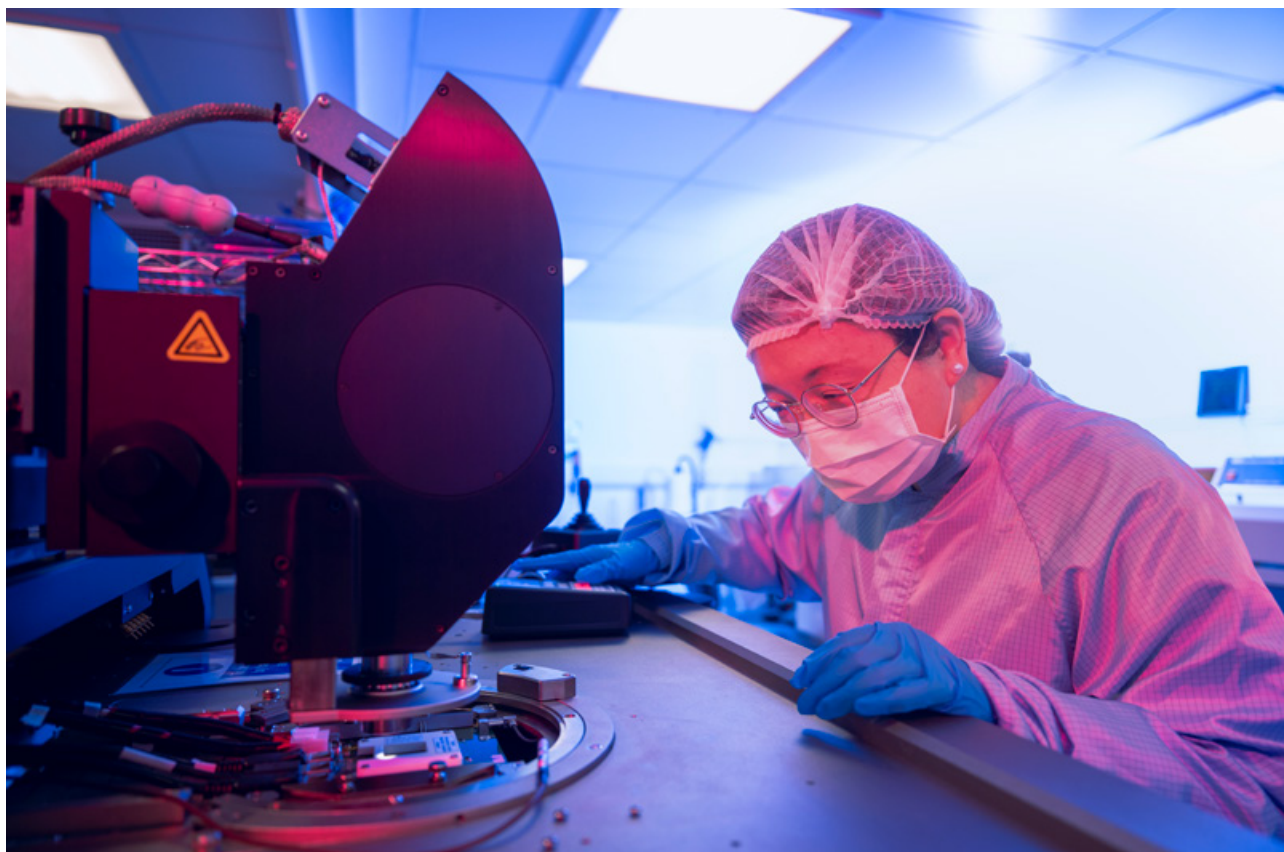
Institutional context

The University of Glasgow's 2022-2025 Innovation Strategy sets out its strategic ambition to be recognised as an entrepreneurial University by 2025, using its world-class research base to unleash world-changing innovation and create real-world economic impact.

The University is a founding partner of the Glasgow Riverside Innovation District (GRID) and aims to generate inclusive economic growth for one of Scotland's most deprived communities through its stewardship of a burgeoning local innovation ecosystem.

As a broad-based research-intensive institution the University is engaged across a broad spectrum of fields and innovation specialities and our entrepreneurial ecosystem support is being expanded to targets all staff and students who are interested in entrepreneurship and commercialisation activity along the innovation pathway, including seed funding provision through Glasgow University Holdings Limited (GUHL).

Through the last year, the University has also focused on regional leadership and collaboration, jointly funding opportunities with other institutions such as the Glasgow School of Art and the Royal Conservatoire Scotland to deliver the cross-institutional Creative Launch Fund, and in initiating programmes that are open to start-ups in the community and other universities such as the deep-tech accelerator, Infinity G which has been delivered in collaboration with STAC.



Overview of strategic ambitions

The University's strategic ambition to double its performance across its innovation portfolio requires a step change in the level of engagement with innovation activities across our community. We aim to realise this over the next five years by nurturing our emerging entrepreneurial ecosystem across four broad pillars of strategic initiatives:

Inspire: we will create self-sustaining peer support networks and communities of practice to further grow our innovation community, including an "Innovation 101" programme, the Women Researchers Enterprise Network (WREN), the RISE Founders Club, Investor Days, and the University's KE & Innovation Awards to recognise our top innovators.

Create: we will pump-prime our pipeline via targeted strategic funding sources, including the MedTech Innovation Fund, the Creative Launch Fund, the Social Innovation Fund, and a range of College-specific initiatives, including innovation audits.

Thrive: we will support our developing ventures and de-risk our innovations via structured accelerator style support, including the UofG Founders Fund, ICURe, the Infinity G Venture Builder programme (open to externals) and beLAB1407.

Invest: we will sustain our spinouts to the next stage of their commercialisation journey through targeted strategic investment in companies directly and growth in the operational capabilities of our holdings company, GUHL.

All of the above will involve strategic use of KEIF as a platform grant to fund a broad infrastructure of operational support, leveraging this foundational underpinning to secure other strategic pots of funding to sustain our entrepreneurial ecosystem and spinouts (e.g. the UK Shared Prosperity Fund).

The University is approaching the end of its own strategic cycle for KE&I and will be developing a refreshed Research and Innovation strategy in the coming year. Looking towards 2030 we will aim to be recognised as a leading UK university for translating research innovations into real-world impact and sustainable economic growth for Scotland. We will review our five year approach in light of these new strategies when available.



Alignment to Scottish Government priorities

Our approach to growing Glasgow’s entrepreneurial ecosystem is strongly aligned to the National Innovation Strategy and Scotland’s National Strategy for Economic Transformation:

National Innovation Strategy 2023-2033

The University’s Innovation Hubs are closely aligned to the Strategy’s four innovation priorities:

National Innovation Strategy priority	Aligned UofG Innovation Hub
Energy Transition	Net Zero – via the Scottish Hydrogen Innovation Centre
Health and Life Sciences	Life Science and Health – via the College of MVLS Futures Theme, Advanced Diagnostics & Therapeutics
Data and Digital Technologies	Critical Technologies – via the Quantum Hubs
Advanced Manufacturing	Critical Technologies – via the James Watt Nanofabrication Centre

Moreover, the University’s Innovation KPIs make a direct contribution to the National Strategy’s Innovation Scorecard via patents granted and academic income from business and community interactions.

Scotland’s National Strategy for Economic Transformation (NSET)

NSET recognises the importance of enhancing access to entrepreneurial support for underrepresented groups, particularly women and minority ethnic groups (section 2). UofG is contributing to these priorities through three key initiatives:

- **The Women Researchers Enterprise Network**, offering a variety of talks and training opportunities targeted exclusively at women. WREN ran five events in 2023/24 including a ‘Meet the Investors’ event, and plans to grow the network further.
- **Ignite**, an enterprise support programme for female and minority entrepreneurs across the GRID and Glasgow City Innovation District communities that will offer both training and funding. This programme will run for the first time in 2024/25 and aims to attract at least 50 participants.
- **Inclusive Innovation**, a place-based innovation programme focused on integrating and embedding social enterprises into the local economy via enhancing the inclusion and participation of marginalized groups (new for 2024/25).

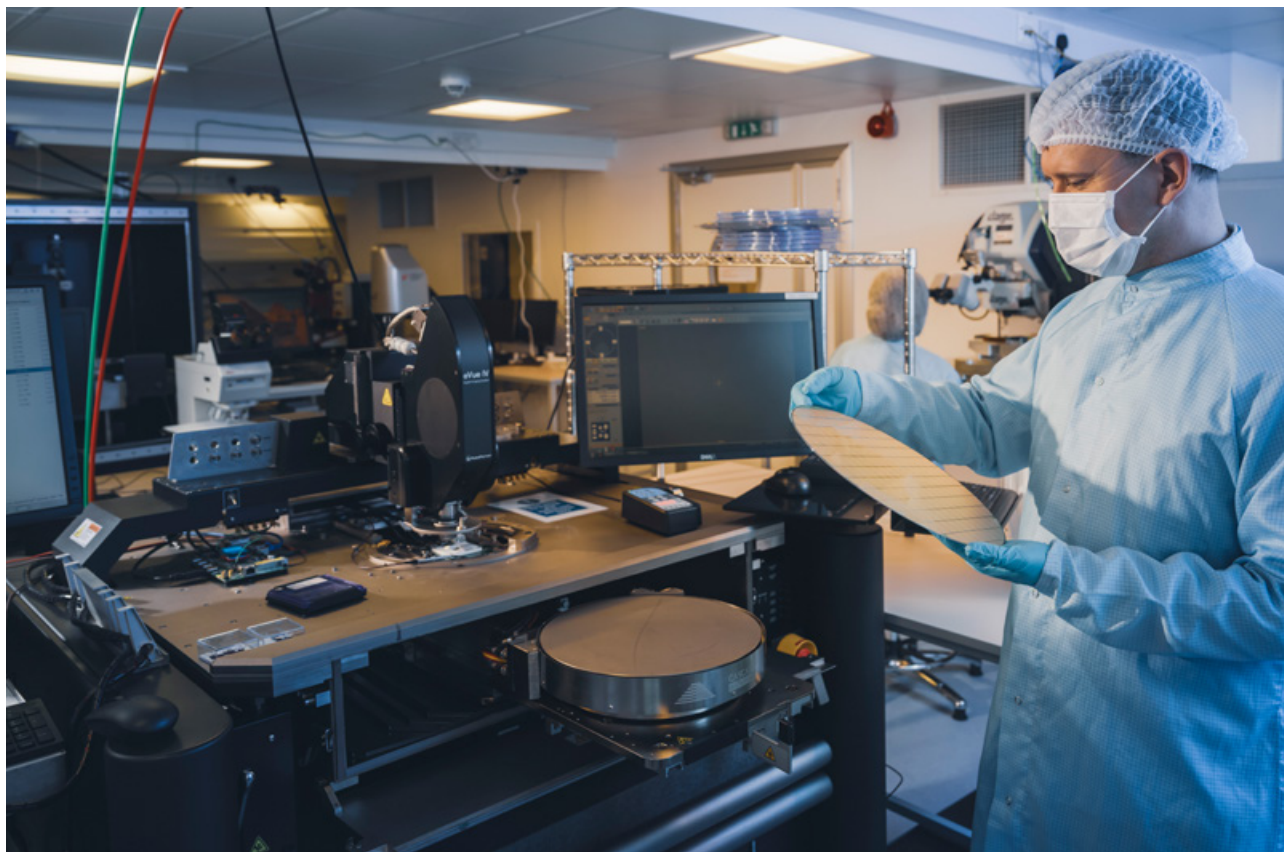
SECTION B: KE&I CAPACITY

Platform grant

The University match funds the platform grant directly via its **Glasgow Knowledge Exchange Fund (GKEF)**. GKEF supports UofG academics to deliver high-quality knowledge exchange activities and impact generation from their research; GKEF funds engagement, partnership-building and impact generation through collaboration with external beneficiary communities and stakeholders.

In the first two years of the 2021-2024 funding block (2021-2023) GKEF awarded £589,949 to UofG researchers leading 71 projects. In this period 106 new partnerships were established with non-academic organisations; 6478 people attended 64 public engagement events and 114 stakeholder workshops. The investment leveraged £712,000 of cash and in-kind contributions from partners. From the projects supported 3 patents were filed, 9 prototypes developed, 39 toolkits created and 5 policy briefing papers produced and disseminated.

2023-24 also saw the introduction of a new strand of GKEF funding, the Enabling Fund, which is open only to researchers who are early in their careers. Project applications from senior academics are often more mature or familiar and can score better in review over new partnerships or early-stage work. Additionally, ethnic minorities are represented at lower levels in higher university job grades. The Enabling Fund is a step towards redressing these factors to a degree.



Overall capacity for KE&I

KEIF funding is deployed across our four Colleges and relevant University Services teams as a platform grant within general budgets, supporting us to build capacity to respond to emerging opportunities or needs and to launch ambitious, strategic initiatives that respond to global, national and local challenges, building on established strengths.

The recruitment and resourcing of teams undertaking KE&I related activity across the institution is then a significant part of how the KEIF supports KE&I activity at the University.

The table below outlines the staff resource supported by the KEIF, and the additionality this affords the University in combination with complementary support from other funding sources:

College / funding source	FTE
College of Arts & Humanities	4.45
IAA	2.25
KEIF	2.2
College of Medicine, Veterinary and Life Sciences	11
IAA	4
KEIF	7
Science & Engineering	4.8
EPSRC	1
IAA	3.8
Social Sciences	7
IAA	1
KEIF	6
University Services	20
KEIF	20
Total FTE (KEIF)	35.20
Total FTE (all)	47.25

There are a range of forums used to provide oversight of and discuss ongoing KE&I work. This includes the Innovational Leadership Group (ILG), comprising many of the personnel listed above, the Research Policy and Strategy Committee, comprising senior leadership, and the University Economic Development Board and its associated working groups, which features external representation from Scottish Enterprise, Glasgow City Council and CEIS.

SECTION C: OUTCOME GRANT ACTIVITIES

KE metric activity

Outreach

At the heart of our programmes is our quadruple helix model of partnership across the public sector, academia, industry and community. The first wave of our Glasgow Riverside Innovation District Civic Fund supported 28 community-based projects with funds of £850-£5000 to build capacity and create impact; our Living Lab for Precision Medicine has established a number of outreach events, bringing the subject to life for schoolchildren and communities; our Health Innovation Hub (HIH) will have space for community groups; and we are working in partnership with Glasgow Clyde College to shape an existing Life Sciences qualification to align it with the needs of the HIH tenants.

Enterprise schemes

We are engaging with Scottish Enterprise via our University Economic Development Board to enhance both support provided within the institutional ecosystem and our academics' use of regional infrastructure and funding opportunities to better prepare projects for entry to their High-Growth Spinout Programme (HGSP). Scottish Enterprise are also engaged as key stakeholders of the University's MedTech Innovation Fund with a view to leveraging grants to provide validation and preparation for entry to HGSP.

Consultancy

The University launched its Academic Consultancy Service in February, providing a comprehensive end-to-end advice and support service for UofG academic consultants for the first time, as well as an easy front-door for business and industry to engage with academic expertise, meeting Government ambitions. The new Service aims to significantly increase the level and spread of our consultancy activity, reflected in our five-year targets.

CPD

We will leverage international partnerships to expand our reach globally through Executive Education and non-accredited CPD, offering a variety of accredited and non-accredited short courses. We are also offering knowledge and impact-led Executive Education style courses internationally, most notably with the University of West Indies and the Indian Institutes of Management. The College of Social Sciences has created a new framework for CPD/Executive Education, with pilot programmes including Women in Leadership and Productivity & AI. Additionally, the Centre for Public Policy is developing an Executive Education stream for policy practitioners, aligning professional development opportunities with our policy expertise.

Licensing

The University's IP & Commercialisation team has leveraged KEIF platform spend to procure a new IP Management System, Minuet, making it much easier to strategically track and manage the University's IP and licensing activity. The team will also be recruiting a dedicated IP Manager for the School of Engineering, seen as a key growth area and reflected in the University's ambitious targets to intensify IP disclosures and licensing.

Venturing

In 2024 our spin-outs raised approximately £60m of investment and created 190 jobs across ten scalable spinouts in our ecosystem. Moreover, work is underway to transition our holdings company, GU Holdings Ltd, from a virtual entity to a fully operational investment fund in its own right. The fund is designed to de-risk high-potential spinouts, enabling them to reach the stage where they can secure external investment. This work is being led by an experienced consultant who is currently developing an operational plan that outlines the additional resourcing this increased investment activity will require.

Graduate start-ups and spin-outs/entrepreneurial support

Our Student Enterprise service's ambitions for entrepreneurial support are centred on creating a robust ecosystem that nurtures a sustainable pipeline of low-risk, high-impact start-ups, sole traders, and freelancers. Its target for new venture creation is 20-25 per annum, reflecting the 21 new ventures supported during the academic year 2023/24.

By embedding enterprise awareness across the curriculum and promoting entrepreneurship as a credible career option, Student Enterprise aims to engage more students and graduates in entrepreneurial activities and skills development programmes. The service currently engages around 2,000 students annually via numerous start-up sessions including Ideation and Design Thinking, Idea Validation, Market Research, Intellectual Property, Sales, Pitching, Finance, and AI for Business and is targeting growing this to 2,500 per annum.

The Service's Freelancer Academy targets students in disciplines where freelancing is a likely career path and those developing businesses to run alongside their salaried jobs. Its extracurricular programmes include the Summer Company Programme, Summer Workshop Programme, Start-up Factory Weekends, monthly business networking sessions, Freelancer Meet-ups, and various workshops and mentorship opportunities for incubator businesses.

Student Enterprise has an incubator space in the University's Advanced Research Centre which is currently hosting ten fixed desk businesses and six hot desk users. There is scope to build on this success and expand further via additional resource provided from KEIF in future years.

Future initiatives planned include Venture Quest, an annual hackathon to support ideation and design thinking, and Venture School, offering regular support programmes on the basics of starting and running a business. Student Enterprise will also create an online training platform with videos, blogs, and webinars. Additionally, the Service is exploring creating a Venture Fund for student enterprises to address the funding gap at the early start-up and growth stages.

The University is committed to enhancing the resource for student enterprise as part of its overall innovation and entrepreneurial strategy and will be funding new posts in this area through strategic use of KEIF. We believe that this enhancement of our student enterprise ecosystem will help to attract entrepreneurial students from around the world by providing the tools and funding to make post-education entrepreneurship within the region and within Scotland a viable pathway, reflecting the aims and ambitions of NSET.

Moreover, Student Enterprise currently engage with a variety of entrepreneurial focused curricula across the University's four Colleges, including "Business in the Biosciences", "International Business", "Applying Arts" and Theatre Studies, but the service has ambitions to do more. The team are actively working with our MBA, FinTech and Comp Sci programmes to offer a Start-up Pathway to their dissertation students; this approach could be expanded to include other programmes across the University, supporting the transformation of the curriculum and the fostering of the entrepreneurial mindset among students advocated within the Scottish Government's Entrepreneurial Campus report.

SECTION D: WIDER KE&I ACTIVITIES

Wider societal impact

The University of Glasgow is a civic institution that is committed to making an impact within our city, our country, and our global communities. As an anchor institution, we have shaped the social, cultural and economic prosperity of our city.

The University of Glasgow is the lead partner in the Glasgow Riverside Innovation District (GRID) programme. GRID is one of Scotland's largest innovation districts and is designated by the Scottish Government as Scotland's first whole-system innovation testbed. The district spans 700 acres throughout both banks of the River Clyde, forming a unique corridor of economic activity connecting the University's Gilmorehill campus to the Queen Elizabeth University Hospital in Govan, with the District's boundary extending eastwards towards the City centre and taking in the emerging creative and media centre present there. We are also increasingly looking at opportunities to work in partnership with regional partners at our Dumfries campus.

The GRID programme is a tripartite relationship between the University of Glasgow, Glasgow City Council, and Scottish Enterprise, and governed through the University Economic Development Board, which brings together key stakeholders, and includes UK Government and InnovateUK in observer roles. Our board also brings together partners from the Further Education sector, to ensure all pathways to employment through innovation are explored. Through its infrastructure, investments and supportive ecosystem, GRID is able to catalyse the translation of world-leading academic research into cutting-edge economic and commercial impact. Our GRID programme works with civic partners across key workstreams:

Enabling Investment through Infrastructure: We have continued our campus development programme, and are proud to see these new spaces being used by our community. The Byres Community Hub, based in the Clarice Pears School of Health and Wellbeing, helps to build community in the heart of the West End of Glasgow, providing vibrant spaces our communities can use free of charge, and hosting events and training courses open to the public.

We are also continuing development on both sides of the river, consulting with local communities and working with governments and investors to transform areas of vacant and derelict land through the development of brownfield sites to deliver mixed-use developments.

Innovation: Using University Innovation Funding, Shared Prosperity Funding and wider UofG funds, we have developed a series of technology and social innovation support programmes designed to grow an entrepreneurial culture. We have already developed a MedTech support programme, the Infinity G accelerator programme and have recently launched the second phase of the Founders Fund for Creatives (with participation from Glasgow School of Art and The Royal Conservatoire of Scotland). We have also established the Women Researcher's Enterprise Network (WREN) to support and champion women-led research and innovation to ensure the potential for real-life societal impacts can be fully realised.

Community & Skills: We are committed to delivering opportunities to support access to education within the area, developing opportunities for upskilling and re-skilling, and understanding what more the partners can do to address socioeconomic inequalities within Govan and the wider city. Our partnership with Glasgow Clyde College has initially focused on Life Sciences, aligned to our Living Lab Programme, with a focus on the future skills needs of the Health Innovation Hub under construction in Linthouse.

The GRID Civic Fund plays a pivotal role in delivering social, civic, and community benefits in the GRID area, and has brought the GRID team closer to community groups and the social impact opportunities within the GRID geography, as well as helping inform the UofG's forthcoming Civic Charter.

The first wave garnered substantial interest, as evidenced by the 71 applications received (63 for the GRID Civic Grant Fund and 8 for the Micro Fund). The funding demand significantly exceeded expectations, with requests totalling over £262,000, nearly five times the amount available. Out of these submissions, 25 projects were awarded funding: a total of £68,000 has been awarded to date. This fund has supported a wide range of projects, including organisations tackling child poverty, social isolation and sustainability issues.

The second phase of the GRID Civic Fund launched in May 2025.

The University has also developed The Centre for Public Policy, a commitment to play our part in working with the policy community – locally, nationally and internationally – to access expertise and evidence and to devise the right tools to find solutions to the challenges they face. The centre builds collaboration between the research and policy community, by sharing evidence, nurturing skills, creating space for fresh thinking and preparing the next generation of policymakers.



Collaboration

The University of Glasgow is committed to playing a leadership role in advancing Scotland's innovation ecosystem. KEIF funding is a vital enabler, allowing us not only to bolster our internal KE&I capacity but also to spearhead and support collaborative initiatives like the regional ICURe Discover programme and the Creative Launch Fund (see below) thereby sharing expertise and resources for the benefit of the wider sector.

The University regularly engages with the West of Scotland KTP Centre and has initiated monthly engagement sessions to enable access and support for increasing the University pipeline of KTPs. The University has a current portfolio of 4 KTP projects, with 8 of the last 19 projects graded A (outstanding).

This year the University has delivered industry innovation events including a Med Tech Industry Day and a Living Lab: Health Innovation Summit to explore new industry and business collaborations. A KTP with the Crichton Trust received nominations for the Scottish Knowledge Exchange Awards 2024 and the Innovate UK Knowledge Transfer Partnership Awards, recognized by industry partners like SPEN and SGN. We plan to further utilise the KTP framework to increase engagement with Scottish businesses over the five-year strategic period. This engagement will drive and deliver increases to regional innovation and impact.

The University is also in advanced talks with Innovate UK to deliver an ICURe Discover programme for the Glasgow region, open to all institutions. The proposal is for an eight-week programme to form a pre- Scottish Enterprise High Growth Spinout Programme qualification phase, targeting academics with innovative technologies but a less developed understanding of their market and value proposition. The programme would conclude with a roundtable with various representatives from industry and investors and could act as a feeder for the University's own venture builder (Infinity G) as well as other accelerator programmes in the region, providing further opportunity qualification and derisking.

The University also works with partners from across the Glasgow City Region to put on large-scale KE&I events across the course of the year, making use of our world-leading, publicly accessible facilities (including the Advanced Research Centre). Public **ARC events** showcase the research and innovation activity undertaken at the University, allowing members of the public to engage with the science in interesting and innovative ways.

The **Glasgow Science Festival (GSF)** has grown to be one of the largest science festivals in the UK. GSF takes memorable events to non-traditional venues across the city where we engage with around 100,000 people, from all ages and backgrounds, through the June festival and tens of thousands more through our community projects.

These public engagement events form a central pillar of our long-term approach to KE&I and is complemented by activity outlined in sections 6 and 8 – including community engagement work as part of GRID, the civic fund, the Health Innovation Hub, and associated community partnerships.

Regional approaches

The University recognises the value of a regional approach to leverage our combined innovation assets. We are committed to three key initiatives with a regional dimension:

- We are in advanced discussions with Innovate UK to convene a place-based ICURe for the Glasgow City Region, co-funded from our KEIF allocation. The programme would be open to projects from all HEIs in the region and would eliminate some of the barriers to participation from smaller institutions, i.e. prohibitive time and travel costs.
- The Glasgow Riverside Innovation District and the Glasgow City Innovation District are partnering to deliver two enterprise support programmes: Ignite, focused on increasing participation of minority ethnic and females in entrepreneurship, and The Inclusive Innovation Playbook, a place-based innovation programme focused on integrating and embedding social enterprises into the local economy. These initiatives would be open to community stakeholders across the region.
- The Creative Launch Fund (CLF) is a cross-city partnership with the Glasgow School of Art and Royal Conservatoire Scotland to pump-prime innovation within the city region's burgeoning creative and cultural cluster. Projects from all three institutions are supported in their project's commercialisation journey by the UofG's own dedicated IP Manager for Arts & Humanities (a KEIF enabled post) creating an exemplar model for the sharing of services and resources across the region. CLF has attracted praise from both City and Scottish Government officials, and we would be keen to explore the potential to further grow CLF's impact by expanding the scheme to other creative and cultural institutions within the region for round 3 onwards.



SECTION E: EQUALITY, DIVERSITY AND INCLUSION

Embedding and promoting EDI

The University strongly supports measures designed to increase the participation rate of female and minority ethnic entrepreneurs in innovation activity. We are advancing EDI within the entrepreneurial ecosystem through three key initiatives:

- The Women Researchers Enterprise Network (WREN) is dedicated to promoting and supporting women-led research and innovation. WREN aims to inspire members through speakers and success stories, fostering communication via networking events and digital platforms, and providing support through skill development opportunities. Growing WREN and its counterpart Founders Network, RISE, is a key priority within the cultural theme of the UofG Innovation Strategy.
- The Inclusive Innovation Playbook is a place-based collaborative initiative between GRID and the Glasgow City Innovation District (GCID) focused on integrating and embedding social enterprises into the local economy, enhancing inclusion and participation of marginalized groups for the creation of new businesses in the Glasgow City Region.
- Ignite is an enterprise support programme for female and minority entrepreneurs across the GRID and Glasgow City Innovation District communities that will offer both training and funding. As with The Inclusive Innovation Playbook, Ignite is a collaboration between GRID and GCID which is new for 2024/25.

NSET notes that Scotland has a greater than expected total-rate of early stage entrepreneurial activity (TEA) for minority ethnic entrepreneurs and a lower than expected TEA for women. The University supports the TEA as an already broadly understood and measurable indicator of entrepreneurial participation and would propose that the sector use these to evidence progress in future.

An equality impact assessment for our Knowledge Exchange and Innovation Strategy is available on request. Please contact innovation@glasgow.ac.uk

SECTION F: KE&I CULTURE

Promoting positive KE&I culture

Our current 2022-2025 Innovation Strategy identifies changing mindsets around the importance of KE&I as a key theme, and this will continue to be an important focus of our work in the years ahead.

A central strand of this activity is our RISE (Research, Innovation, Spin-out/Start-up, Entrepreneurship) Entrepreneurs Network, launched in Nov 2024. RISE is led by a steering group of UofG entrepreneurs who are tasked with making strategic recommendations to better embed an entrepreneurial culture across UofG. We intend to leverage our vast alumni base to grow RISE into an international network of Glasgow affiliated entrepreneurs, VCs and supporters – encouraging alumni to give back to the University in time, connections and expertise rather than just money and inspiring future generations of UofG entrepreneurs with visible role models and success stories.

Nov 2024 also saw our inaugural KE & Innovation Awards, recognising everything from emerging talent to lifetime achievement; the event was a sell-out success and we intend to make this an annual KEIF-funded event to celebrate our burgeoning KE&I culture. We consider the number of unique academics engaging with our services (e.g. via workshop attendance, casework, invention disclosures) to be an appropriate proxy of a healthy KE&I culture and will track this moving forwards.

The University is a committed signatory of the KE Concordat and is committed to upholding and implementing its principles across all of its knowledge exchange and innovation activities.

Further Information

For further information on our Knowledge Exchange and Information Strategy, please contact innovation@glasgow.ac.uk

EQUALITY IMPACT ASSESSMENT

Owner of Strategy

Uzma Khan, VP (Economic Development and Impact)

Overview

The University of Glasgow KE and Innovation Strategy 2025-26 to 2029-30 sets out the ambitions for the University’s KE and Innovation activities over the next five years, with specific reference to activities enabled and supported by the University’s allocation of SFC KE and Innovation Funding (KEIF). The aim of the document is to provide broad confidence to the sector around the University’s ambitions for developing and growing the University’s KE and Innovation activity to deliver on strategic and Governmental priorities, particularly those outlined in the Entrepreneurial Campus report and the National Strategy for Economic Transformation. Both documents recognise that there are underrepresented groups in the entrepreneurial space and suggest strategic approaches to tackle this.

Coverage

The KE and Innovation Strategy document aligns with the aims and activities of the University’s own Innovation Strategy 2022-2025 and as such it potentially has implications for all staff and students.

Summary of characteristics affected		
Protected Characteristics	Tick ✓	Notes
Age	✓	Scotland-wide data shows higher representation of those aged 18 – 24 across entrepreneurship activity compared to those in older age groups, and especially those in the 55 – 64 age bracket.
Race	✓	There is historic underrepresentation of minority ethnic staff in entrepreneurship activity
Sex	✓	There is historic underrepresentation of female staff in entrepreneurship activity.
Disability (including BSL users)		
Gender Reassignment (including Gender Neutral Language)		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Religion or Belief		
Sexual Orientation		

Considerations

Since all staff and students are within scope of this strategy, there is the potential for implications to impact a number of groups that share one or more protected characteristics. This assessment focuses on the key protected characteristic groups about which there are clearly identified disparities in relation to representation in innovation and entrepreneurship activities. These are laid out in Scotland's National Strategy for Economic Transformation (NSET) as well as observed, anecdotally, across internal UofG innovation strands, and include: Sex, Age, and Race.

Sex:

The 2024 FTSE Women Leaders Review found that women were represented in only 33.5% of leadership roles in the FTSE 350. Moreover, the Federation of Small Businesses' report Supporting Women's Enterprise in the UK: The Economic Case found that women-owned businesses account for just 20% of the business base in Scotland.

As outlined in NSET, *Total Early-stage entrepreneurial activity (TEA) for women in Scotland, sits at 5.3%, consistently below that of men, which was 9.3% in 2020.*

Anecdotally, female R&T colleagues at UofG are underrepresented in start-up and other entrepreneurial activities compared to male counterparts. As at 2023/24, the split across the R&T job family shows a near even distribution by sex: 49%F: 51%M¹.

Approximately 60% of all Undergraduate (UG) student entrants in 2023/24 were female².

Age:

In Scotland, the 18–24-year-olds group has highest TEA with 13.3% of the age group engaging in early-stage enterprise in 2021. In contrast, an estimated 6.6% of late-career Scots in the 55-64 bracket, were actively involved in start-up activity in 2021 (Global Entrepreneurship Monitor: Scotland Report 2021/2022 (strath.ac.uk)).

At UofG those aged 25 or younger only represent 4.9% of total R&T staff group, with those in the older age groups of 56-66 comprising c.15% of the R&T job family.

Approximately, 79% of all UG students at UofG were aged 18 – 24 upon entry in 2023/24.

Race:

As outlined in NSET: *The TEA for ethnic minorities, at 12.3%, is significantly higher than that of the general population.*

Anecdotally, minority ethnic R&T colleagues at UofG are underrepresented in start-up and other entrepreneurial activities compared to white counterparts. As at 2023/24 colleagues from minority ethnic backgrounds comprise nearly a quarter (23.5%) of overall R&T job family.

¹ All references to UofG staff data are drawn from the University's Annual Equality Monitoring Report 2023/24, unless otherwise stated.

² All references to UofG student data are drawn from the University's Student Headcount Trend Data for 2023/24, unless otherwise stated.

Benefits

Strategic KE and Innovation activities that have the potential to generate positive impact for the groups identified. The University strongly supports measures designed to increase the participation rate of female and minority ethnic entrepreneurs in innovation activity. We are advancing EDI within the entrepreneurial ecosystem through three key initiatives:

- The Women Researchers Enterprise Network (WREN) is dedicated to promoting and supporting women-led research and innovation. WREN aims to inspire members through speakers and success stories, fostering communication via networking events and digital platforms, and providing support through skill development opportunities. Growing WREN and its counterpart Founders Network, RISE, is a key priority within the cultural theme of the UofG Innovation Strategy.
- The Inclusive Innovation playbook is a place-based collaborative initiative between GRID and GCID focused on integrating and embedding social enterprises into the local economy, enhancing inclusion and participation of marginalized groups for the creation of new businesses in the Glasgow City Region.
- Ignite is an enterprise support programme for female and minority entrepreneurs across the GRID and Glasgow City Innovation District communities that will offer both training and funding. As with Inclusive Innovation, Ignite is a collaboration between GRID and GCID which is new for 2024/25.

These initiatives should also support those who fall within higher age brackets, e.g. R&T staff, as well as those marginalised group members participating in new business creation. They complement the robust support offered by Student Enterprise at the University, which ensures support for all students, thus more likely ensuring support for those most likely to be engaged in TEA (i.e. those within 18- 24 age bracket).

Negative impacts

No negative impacts were identified.

Publication and sharing of best practice

The University will continue to share best practice connected to strategic activities with key stakeholders and sectors, including through SFC reporting mechanisms and in future mainstreaming reports.

Once discussed and approved as part of strategic reporting cycle to SFC, this EIA will be published by EDU.

Review process

Plans will be devised to collect and monitor engagement with events/initiatives amongst the underrepresented groups identified above. In the first instance, this will include steps to gather and review engagement by Sex, given the focus on addressing the gender gap within entrepreneurship.

Any findings will be considered as part of the evaluation and assessment of KE and innovation activities that contribute to the evolution and development of future iterations of the University KE&I Strategy.

Enquiries

Any enquiries or requests for further information related to this equality impact assessment should be directed to innovation@glasgow.ac.uk