



Salters'
Institute

**SALTERS' INSTITUTE of
INDUSTRIAL CHEMISTRY**

STRATEGIC PLAN 2025 – 2030

Our Vision

Our Vision is for young people in the UK to be excited by and engaged with the opportunities that chemistry provides, and to appreciate that chemistry helps us to understand the world, protect the planet, and improve our quality of life.

Our Mission

Our mission is to bring together students, educators, researchers and industry in the UK to improve access to high-quality chemistry education and understanding of the role of industrial chemistry.

Our Approach

The Institute's approach to achieving its Vision and Mission is the promotion of the teaching and learning of chemistry, the support of young people to engage with chemistry and chemistry-related sciences, and the encouragement of young people to explore and pursue chemistry-related careers in and beyond the chemical industry.

Background and Context

The Salters' Institute of Industrial Chemistry is the flagship charity of the Salters' Company. It was set up in 1918 to support chemistry students, particularly those whose studies had been interrupted by military service, to pursue careers in the chemical and chemical engineering industries. Today, it is a respected educational charity that promotes the teaching and learning of chemistry, supports young people to engage with chemistry and chemistry-related sciences, and encourages young people to explore and pursue chemistry-related careers in and beyond the chemical industry.

The Salters' Company has committed to becoming net zero by 2040. The Institute fully supports this objective and will partner with other organisations that are themselves on a pathway to a low carbon future.

1. Outreach Programmes

1.1 Background

Over the years, the Institute has delivered a range of outreach programmes. Over the next five years, the Institute's focus on outreach programmes will be on strengthening and delivering the two for which it is currently best known: the Salters' Festivals of Chemistry and the Salters' Chemistry Club.



1.2 Salters' Festivals of Chemistry

The Institute has been running its popular Festivals of Chemistry for school students since 1991. Since 2022, Festivals have consisted of a hybrid format:

Stage 1

Discover Chemistry Careers
(online careers lessons and videos)

Stage 2

Discovery Days (day of practical chemistry in a university laboratory plus an inspirational talk by a chemistry expert and a careers panel)

The current Festivals are aimed students aged 14 – 16 years old, which brings the possibility of influencing their A-level choices. As Discovery Days are usually oversubscribed, priority for places is given to state schools, taking into consideration data such as indices or measures of multiple deprivation and percentage of students attending the school eligible for free school meals.



1.3 Salters' Chemistry Club

The Salters' Chemistry Club was created in 1991 as a handbook for teachers to develop and grow science clubs in their own schools.

In 2021, it moved to an online platform for 11 – 14-year-olds and their teachers. Every month, Chemistry Club focuses on a new scientific theme aiming to demystify chemistry and showcase the breadth and depth of the subject and the wide range of careers to which it leads.

Priorities and Objectives for Outreach Programmes

- Strengthen the Institute's outreach programmes to reach significant national and international audiences
- Recognise the importance of diversity in chemistry and chemical industry
- Increase the number of Festivals so that more students can experience the excitement of a day of practical chemistry in a well-equipped university laboratory
- Ensure the Institute's programmes remain current and exciting by featuring new developments in technology in resources and programme design
- Re-engage with universities that have not hosted Festivals in recent years
- In line with the Salters' approach, grow the number of careers-focussed resources linked with Chemistry on Chemistry Club

2. Context-led Learning: The Salters' Approach

2.1 Background

In the 1980s, the Institute recognised increasing dissatisfaction among schoolteachers and pupils alike that Chemistry as taught seemed to have no applicability to 'real life'. This led the Institute to partner with the University of York Science Education Group (UYSEG), leading to the creation of Salters' A-level Chemistry (SAC), Salters' Horners A-level Physics (SHAP) and Salters-Nuffield A-Level Biology (SNAB) courses, which were first examined in 1992. Unusually for the time, these courses were context-based and proved very popular with science teachers and pupils alike.

2.2 BEST

In 2016, the Best Evidence Science Teaching programme (BEST) was set up by UYSEG in partnership with the Salters' Institute to develop science teaching resources for pupils aged 11 – 16.

The BEST programme, now offers a large collection of context-led resources for children aged 7 – 16 years of age that can be used to test and consolidate understanding of key concepts in science.

Priorities and Objectives for Context-led Learning

- Champion the Salters' approach to A-Level Chemistry and other science subjects at Key Stages 1 – 4 through the BEST programme
- Work with partners to help shape the 2025 National Curriculum for chemistry and to update the teaching resources for Salters' A-levels once its provisions become known
- Consider how the Institute can help support non-specialist teachers to teach chemistry confidently

3. Awards and Alumni

3.1 Background

The Institute offers a suite of awards to individuals and teams for excellence in the teaching or learning of chemistry, as well as several opportunities for young people to become associated with the Company and contribute to the Institute's programmes.

3.2 Awards to School Students and Staff

Each year, the Institute offers **A-Level Awards** to the top examinees in each of the three Salters' science A-levels. The annual **Technicians' Award** has been offered since 2002 for secondary school science laboratory technicians who support and inspire pupils in the laboratory.

3.3 Awards to University Undergraduates and Graduates

The Porter Prize, established by the generosity of the Porter family in memory of Past Master Lord Porter OM FRS FRSE and Salter Dr Andy Porter, is for a first- or second-year undergraduate to undertake a summer research project with a strong chemistry focus. It was first awarded in 2024.

Up to five university-nominated **graduate awards** in chemistry and up to five in chemical engineering are awarded each year. Recently, the Company has funded two substantial Fellowships for UK Chemistry (including Chemical Engineering and Biochemistry) graduates from historically excluded backgrounds to undertake a one-year Master's degree in a complementary subject.

CONTEXT
-LED
RESOURCES



3.4 Salters' Alumni

Salters' Alumni are recruited from Institute prize and award winners. This creates a pool of diverse and talented people who support the aims of the Institute and provides a pipeline of potential Redemption candidates for the Company and the Apprenticeship scheme, as well as providing them with valuable networking and mentoring opportunities. Some Alumni serve as members of Awards Panels.

3.5 Salters' Apprentices

The Salters' Apprenticeship Programme offers an opportunity for Alumni aged between 18 – 25 to join the Company under the guidance of an Apprentice Master who is a Member of the Company and acts as a mentor to the Apprentice.

3.6 Salters' Outreach Ambassadors

Salters' Outreach Ambassadors are current undergraduate students studying chemistry or related subjects anywhere across the UK. They are accredited representatives of the Institute and contribute their passion and knowledge of chemistry to the Institute's educational activities and wider outreach work.

Priorities and Objectives for Awards and Alumni

- In collaboration with the Development team, increase the number and diversity of applicants/candidates for awards
- Encourage the Institute and the Salters' Charitable Foundation in joined-up thinking
- Encourage Award holders, Alumni, Apprentices and Ambassadors to promote the Institute's Vision and Mission and, in due course, to engage more fully with the Company
- Facilitate dialogue with Alumni, Apprentices and Ambassadors to inform the Institute of real-world progress, challenges and opportunities in chemical education and the chemical industry

**TALENT
POOL**
DIVERSE

4. Working in Partnership

4.1 Background

As a relatively small organisation, the Salters' Institute of Industrial Chemistry has long recognised the importance of working in partnership with others to achieve its aims by increasing its reach and introducing young people to the opportunities presented by chemistry and the many careers within the industrial chemical and related industries.

4.2 Industry

Historically the Institute has had good connections with industrial/business partners. There is currently a purposeful attempt to re-engage with industry, including joining the Chemical Industry Association (CIA) as an Associate Member in 2023 and has since formed mutually beneficial links with several member companies.

4.3 Academia

The Institute has a long history of partnering with academia to support education in chemistry and encourage children to study chemistry and explore opportunities for a career with chemistry at its heart.

4.4 Other Collaborations

The Institute has historically worked with a number of other organisations with related aims. The Institute has also used its convening powers to bring organisations together in Salters' Hall to discuss issues related to chemistry education and careers in chemistry.

The Salters' Company is a founding members of the 'STEM Group of Livery Companies', formed in 2024, and have a specific partnership with the Horners' Company, which co-funded the development of the Salters' Horners A-level physics course.

NEW INITIATIVE 2025

Priorities and Objectives for Working in Partnership

- Develop and maintain partnerships that support the Institute's Vision and Mission
- Play a significant role in developing the 'STEM Group of Livery Companies' to enhance STEM education initiatives
- Promote BEST resources and the Institute's involvement in their development, and explore the potential for future involvement in the context of the new National Curriculum

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