

# Empowering Impact

## CILIP's 2026–30 strategy

CILIP is uniquely able to connect, empower and champion the whole information profession, enabling every person and organisation in the sector to visibly inspire, inform and empower their service users.

# Since 1877, CILIP has existed to help library & information professionals grow their positive impact on society

- **1894** organised the world's first public examinations in librarianship
- **1898** granted a Royal Charter in recognition of its vital work benefitting the public
- **1919** co-founded first full-time HE library & information course with University College London
- **1927** co-founded International Federation of Library Associations and Institutions (IFLA) and member #1
- **1932** first two member networks form, for public and for academic librarians, still our two biggest groups
- **1937** awarded first Carnegie Medal to Arthur Ransome for Pigeon Post
- **2002** Library Association merged with Institute of Information Scientists, creating CILIP
- **2020** first Chartered Knowledge Managers recognised



# The world facing the information profession to 2030 ... and beyond

## Opportunities

- 1 Growing societal needs on issues we can uniquely help with e.g. inclusive learning, good growth, mis/disinformation, censorship, ethical AI, critical thinking etc
- 2 Trusted, inclusive and values-driven profession
- 3 Keep innovating how we support people to access information and develop the skills to use it well
- 4 Continuously update our own knowledge and skills
- 5 Keep shaping different attractive routes into the profession and celebrate its diversity
- 6 Work more strategically with partners and members
- 7 Assemble, build and leverage evidence better to show our impact with compelling stats and stories

## Threats

- 1 Low growth, productivity, and employer skills investment mean ongoing funding challenges
- 2 Global uncertainty and rapid change e.g. tech, climate, and inequalities
- 3 Outdated perceptions e.g. just buildings of books
- 4 Risk we're not seen as essential, need to keep showing our impact
- 5 Ageing workforce, must engage and welcome future generation
- 6 Perceived competition e.g. from tech and data professions, and from new tech tools
- 7 Risks our profession and messages are fragmented

# Principles underpinning our new 5-year strategy

**6.** Closer relationships with member communities and other partners to maximise impact

**2.** Involve members, listen, and communicate clearly

**1.** Take values- and evidence-informed decisions

**3.** Aim to future-proof CILIP, members and the profession

**5.** Steward our resources for the long-term to grow and sustain our visible impact

**4.** Initial focus on CILIP's digital transformation, modernisation and sustainability

# CILIP's **vision, mission and values**

## **Charter**

our charitable aims

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"The objects of the institute shall be to work for the benefit of the public to promote education and knowledge through the establishment and development of libraries and information services and to advance information science (being the science and practice of the collection, collation, evaluation and organised dissemination of information)."

## **Vision**

our ultimate destination

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Our vision is to clearly benefit every single person at each stage of their career across our sector of information, knowledge, libraries, data and related disciplines.

## **Mission**

our purpose

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Our mission is to inspire, inform, and empower people. We achieve this by visibly growing the positive impact of the whole information profession.

## **Values**

what we care about most

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We actively champion the ethical values that unite our profession including evidence-informed practice, social justice, and intellectual freedom.



# The profession's impact on society; trusted to inspire, inform and empower people

- 1 We are recognised for our uniquely valuable contributions to many of society's biggest issues e.g. learning, innovation & (green) growth, tech including AI, health & wellbeing, (digital) inclusion & cohesion, trust & democracy, intellectual freedom & human rights
- 2 We're trusted to impartially enable equitable access to the world's high-quality data, information, knowledge, research and culture
- 3 And expertly empower our service users with the capabilities to thrive through change
- 4 We deliver essential services efficiently, saving others time
- 5 We inspire people of all ages to learn, read, and develop other literacies, fostering critical thinking, digital skills and empathy
- 6 And welcome anyone to find space for pleasure, escape and connection – supporting their health and wellbeing
- 7 We hold true to our enduring ethical foundations while evolving our services to meet society's changing needs

# CILIP's impact on the profession; uniquely able to connect, empower and champion the whole sector

- 1 We unite and mobilise the whole profession with partners, across the four Nations of the UK and beyond, to persuasively advise and visibly deliver to policy, funding, employer and user priorities
- 2 Building on our strengths developed since 1877, we continuously improve how we empower our members to confidently lead change, innovate, and deliver excellent services in line with our values
- 3 By staying at the cutting-edge of theory and practice at all stages of their career, wherever they work
- 4 With opportunities to raise their profile and connect beyond their organisation, sector, profession and country
- 5 We also think long-term and big picture, driving up standards and actively strengthening the sector's diverse talent pipeline to meet changing demands

# What CILIP, our community and partners will achieve together by 2030 to visibly grow that impact

**1.** By strategically leading thinking alongside partners, raising its profile, and growing its influence, CILIP will advocate proactively and powerfully for and with each part of the profession on their key issues.

**2.** By leveraging CILIP's unique features (our enduring ethical values; whole sector remit; Professional Knowledge and Skills Base skills standard; training and qualifications; three equal career pathways including accredited HE courses, Professional Registration, and apprenticeships; Charter; experience and international reputation; and long-term steward role) we will empower every person and organisation in the profession with the expertise, platform, support, resources, recognition, and vibrant inclusive professional community they need to thrive.

**3.** We'll reinforce our foundations, investing in digital transformation to deliver a more modern, efficient and sustainable offer to members, volunteers, funders and partners. Updating CILIP's operations, systems and services will mean better experiences and clearer value to members, help us clear our deficit, grow all categories of membership, and diversify our income – to sustain our long-term impact.

“When I was in the early stages of building Childs Farm, it was vital that I understood the opportunity that was available to the business. Without access to reports and research at the British Library’s Business & IP Centre I wouldn’t have had the information I needed to make such a compelling investment case and business plan. The Business & IP Centre network are a font of knowledge and data which I tell every entrepreneur I meet about.”



Joanna Jensen,  
Founder of Childs Farm

“The Carbon Literacy for Libraries Shareable Course provides librarians with relevant, engaging training, covering core information on climate and sustainability. Developed by the National Library of Scotland and accredited by the Carbon Literacy Trust, the training celebrates how libraries can support sustainable communities and is designed to empower learners to take action.”



Laragh Quinney,  
*Programme Lead for Climate Action Plan and project lead for Carbon Literacy for Libraries Shareable Course, National Library of Scotland*

“The most exciting outcome was feeling empowered to apply for and being awarded funding for the “One Small Thing” library programme of local community workshops and events focussed on encouraging small “green” actions to bring about impactful change. This would not have happened without the catalyst of Laragh’s course.”



Eileen Vernon,  
*Course participant  
South Ayrshire Libraries*

**"Working closely with the Patient Experience and Involvement team at Kingston and Richmond NHS Foundation Trust, we've run comprehensive searches with summaries looking into the impact of patients receiving test results online. This project means patients will access their test and imaging results quickly, giving them control and involvement in their own care."**



**Helen Connor,**  
*Library and Knowledge Services Manager*



**Naoise Standing,**  
*Clinical Outreach Librarian at Stenhouse Library, Kingston and Richmond NHS Foundation Trust*

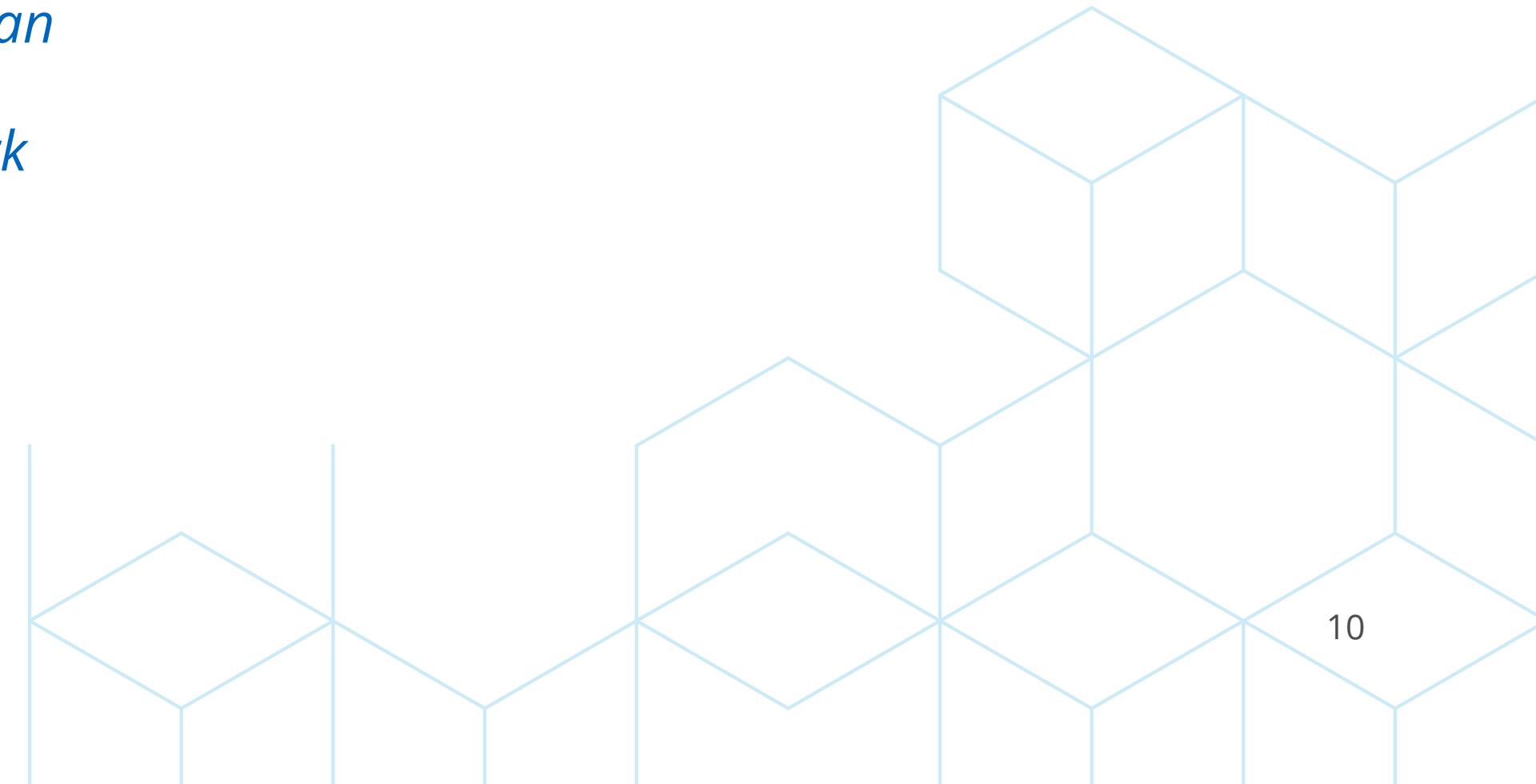
**"Return Journeys develops the digital literacy and STEM skills of young people from the Gypsy/ Traveller community, giving them access to activities and skills they are unable to access elsewhere. It is a multi-year commitment to break down barriers and build positive relationships, embedding and building on our work with this difficult to reach group."**



**Gavin Johnstone,**  
*Digital Services Librarian and project officer for Return Journeys, Falkirk Council Libraries*

**"Article 12 partnered with the Return Journeys project hoping for open doors and understanding, but what we got far surpassed that. I cannot praise this programme enough and the team at Falkirk are simply exceptional."**

**Laura Flanagan,**  
*Young Travellers Learning and Development, Article 12*



**"With Higher Education Funding Council for Wales Race Equality funding we hired a cataloguer to determine the extent of language, representation, and inclusivity issues within subject headings in the Cardiff University library catalogue and identify solutions to create a more inclusive and accessible catalogue. By disseminating the project processes and outcomes, and sharing our practice, we have helped enable other institutions to embark on similar work."**



Dr Karen Pierce,  
*Cataloguing Librarian,*  
*oversaw the project to*  
*create an anti-racist and*  
*inclusive catalogue,*  
*Cardiff University*

**"Following participation in the GenAISiS project, our pupils demonstrated improved digital literacy skills; greater awareness of the ethical and environmental implications of GenAI; strengthened critical-thinking skills; and increased confidence in dealing with complex information thus highlighting the pivotal contribution of school librarians in fostering responsible engagement with technology."**



Emma Grey,  
*School Librarian,*  
*Forfar Academy*

**"I was excited to take part in this project because it's a fascinating topic which I'd never been taught anything about before. I enjoyed being creative with my learning and having some control over what we were doing. I feel much more educated about GenAI now and I feel able to use it responsibly."**



Raia Florence, 14,  
*Forfar Academy*

**"Blackburn with Darwen Library and Information Service proudly supports work experience and placement students who recognise public libraries as the heart of our communities and an excellent place to gain meaningful, valuable experience. Through rich, real-world opportunities, they build confidence, shape professional skills, and develop a deep understanding of how libraries enrich wellbeing and transform lives."**



*Suzanne Wilson,  
Principal Library Officer,  
Blackburn with Darwen  
Borough Council*

**"I had a lot of different health professionals who really empathised with me as I told them the importance of the library and its role in social prescribing. I'm really glad that I got to volunteer with Darwen Library, and I genuinely felt like I learnt so much."**

*Medical Student  
Undertaking work experience  
within the community as part  
of their medical degree*

**"Through partnering with North Belfast Jobs and Benefits Office, the library offers a welcoming, neutral space for the Work Coach to meet with clients. By offering this supportive environment, participants have been able to benefit from valuable employability guidance, improved digital literacy skills and increased confidence as they prepare for the world of work. This demonstrates how partnerships can support users of both services and strengthen the library's role as a hub for lifelong learning."**



*Siân Cairns,  
Senior Services Manager,  
Belfast Central Library*

**“Sadat Januzi, a Prison Librarian at HMP Brixton, noticed a prisoner was spending an unusual amount of time in the library and appeared distressed. Sadat, who spoke the prisoner’s home language, was able to discover that the man was isolated due to his lack of English, family circumstances and having a difficult cell mate. He was suicidal and Sadat went above and beyond to get him transferred to a different Wing, where there were a few prisoners who came from the same country and who Sadat had asked to support the man if he was transferred. The prisoner was transferred shortly after, and due to the change in his circumstances and Sadat’s help became a completely different person. He was no longer suicidal and could not thank Sadat enough for his outstanding duty of care.”**



**Abibat Olulode,**  
*Development Librarian Literacy,  
Skills, Employment and Business  
and Sadat's line manager,  
London Borough of Lambeth*



**Sadat Januzi,**  
*Prison Librarian  
at HMP Brixton*

**“The Good Information Toolkit produced by the House of Commons Library helps lawmakers understand the importance of accurate, well sourced information. Its success rests on the Library’s unrivalled reputation with MPs and the public for impartiality and accuracy and is just the latest way in which are ensuring information and analysis is at the heart of our parliamentary democracy.”**



**Anne-Lise Harding,**  
*Strategic Training Lead,  
House of Commons Library*