

Addressing Inequalities Steering Group (AISG)

Circulation	Members of the AISG
Date/Version	June 2014
Summary	Draft Terms of Reference for the Addressing Inequalities Steering Group
Enquiries	Ruth Lupton / Matt Sutton / James Thompson / Julian Skyrme
Action	To agree

1. Purpose of Group

The *Addressing Inequalities Steering Group* has been established to steer the implementation of the University's social responsibility Signature Programme in this area.

This Signature Programme sets out the following:

"Our research is making a difference to many of society's least advantaged groups. The Addressing Inequalities Signature programme will highlight and bring together some of Manchester's most significant research that addresses issues of equality and fairness. It will include our research, for example, on health, poverty, class, diversity, education, work, natural resources, conflict and climate change."

This Signature Programme has been agreed by the University's Senior Leadership Team and Social Responsibility Governance Group. A further steer was provided through a Visioning Session in March 2014 hosted by Professor Luke Georghiou, details of which are appended to these terms of reference.

The Steering Group will bring together a small number of key senior representatives from Faculties and the relevant areas of PSS to oversee the strategic direction, structures, funding opportunities, academic outcomes, knowledge-transfer and impact activities of the programme. It will be co-chaired by Professors Ruth Lupton and Matt Sutton who lead for the Faculties of Humanities and MHS respectively in the areas of inequalities.

2. Role of Group

- 2.1 To agree the key foci on inequalities and outcomes for the programme.
- 2.2 To align work with institutes, networks and groups internally and relevant bodies and partners outside the University.
- 2.3 To identify and agree opportunities for ways in which the theme of Addressing Inequalities can act as a driver for new research.
- 2.4 To identify and agree how the theme of Addressing Inequalities can be a driver to enhance knowledge-transfer and impact.
- 2.5 To advise on and identify opportunities for Addressing Inequalities programme to engage and partner with key external audiences, organisations and communities.

2.6 To advise on the requirement of financial and human resources needed to implement the programme successfully and submit funding proposals as appropriate.

3. Membership of Group

- Professor Matt Sutton (co-Chair, MHS)
- Professor Ruth Lupton (co-Chair, Humanities)
- Professor James Thompson (AVP for SR-designate)
- Professor Colette Fagan / Professor Claire Annesley / Dr Jared Ruff (Faculty of Humanities)
- Professor Chris Phillipson, SoSS
- Professor Damian Grimshaw, Manchester Business School
- Professor Cecilia Wong / Professor Kevin Ward / Dr Andy Karvonen (cities@manchester)
- Professor Helge Hoel / Professor Jill Rubery, FairWRC, MBS
- Dr Wendy Bottero, SoSS
- Professor Alan Dyson, MIE/SEED
- Professor Colin Talbot / Alex Waddington (Policy@Manchester)
- Dr Arpana Verma, Director, Manchester Urban Collaboration on Health
- Professor Martin Tickle, Faculty of MHS
- Rebecca Jones, Coordinator Health Sciences, MHS
- Professor Tim O'Brien or another EPS rep
- Professor Matthew Cobb or another FLS rep
- Naomi Sells, BEM MHS
- Shanta Aphale, BEM Humanities
- Julian Skyrme (Director of Social Responsibility)
- Suzanne Spicer (Secretary and Social Responsibility Manager)

4. Reporting

The Steering Group will report to the Social Responsibility Governance Group. Advice will also be sought, and progress reported, to the Research Strategy Group as appropriate.

5. Frequency & Timeframe

This will be determined by the Co-Chairs.

Re: Addressing Inequalities: Social Responsibility Signature Programme

Circulation: Social Responsibility Governance/Operations Group, Vice-President for Research and Innovation

Enquiries: Prof James Thompson, Prof Nalin Thakker, Prof Matt Sutton, Julian Skyrme

Summary: A Visioning Session for the *Addressing Inequalities* Signature Programme for social responsibility took place on Mon 24 February. This paper summarises some decisions and outcomes following discussions at the Social Responsibility Governance Groups and discussions with the Vice-President for Research and Innovation. A smaller Steering Group will take forward the issues identified in the paper.

1. CONTEXT

1.1 One of the six new Signature Programmes agreed by the University's Board of Governors and Senior Leadership Team for the University's new social responsibility strategy was 'Addressing Inequalities'. This outlines that:

"Our research is making a difference to many of the world's least advantaged groups. The Addressing Inequalities Signature Programme will highlight and bring together some of Manchester's most significant research that addresses issues of equality and fairness. It will include our research, for example, on health, poverty, class, diversity, education, natural resources, conflict and climate change."

1.2 A Visioning Session for the *Addressing Inequalities* Signature Programme for social responsibility took place on Mon 24 February, hosted by Professor Luke Georghiou. A list of attendees and are included as **Appendix B**.

2. THEMES

2.1 Four themes were identified as the focus for the session:

- a) How can we make the theme of 'Addressing Inequalities' a driver for new research?
- b) How can the 'Addressing Inequalities' theme be a driver for our research impact?
- c) How can 'Addressing Inequalities' be used to engage external audiences and create a public face for the University's work in this area?
- d) What would success look like in terms of i) inputs/activities and ii) outputs/outcomes. How should it be led and supported in Faculties and the PSS?

2.2 Summarised notes, issues and ideas against each of these four themes are included in **Appendix A**.

2.3 A significant amount of enthusiasm was noted on this topic area. The theme of addressing inequalities was acknowledged as having scope to bring an additional focus to the University's wealth of high quality, but often disparate, research undertaken across different parts of the University. It was clear the theme had the potential to be a driver for new research, enhanced research impact and also support the University's goal of research addressing issues of major societal importance.

2.4 There was broad agreement around the following themes and ideas:

- **Web presence** Create a coordinated web presence signposting Manchester's most significant research addressing inequalities under agreed thematic headings.
- **Focus** There was a recognition that a focus on a smaller number of inequality themes would be required. It was acknowledged these would largely be in Humanities and MHS, although there are particular aspects in EPS, and to a lesser extent FLS, that would also play in. There was also a desire to focus locally in Greater Manchester, as well as nationally and internationally.
- **Communication and engagement channels** The opportunity to 'badge' and embed the theme of 'Addressing Inequalities' within existing mechanisms such as policy@manchester, MAHSC, cities@manchester, MICRA, CODE etc. This would avoid duplication of resource, but at the same time add value in identifying this overarching theme across different research initiatives.
- **Collaborative events (internally focused)** Organise events internally to bring researchers together on particular inequality themes across different discipline areas to drive new research collaborations.
- **Collaborative events (externally focused)** There was also agreement that we should work in partnership partner with external agencies on events so that key issues of inequality could be identified and addressed.
- **Funding** It was acknowledged that there was a need to access specific resources via UMRI, IAA, SIRF etc.
- **Sustainability** - this theme would need to be resourced on a sustainable basis in order to create impact.
- **Other areas of inequality across the University** Whilst this themes focuses specifically on the role of research in addressing inequalities, it was acknowledged that additional attention could be focused on known equality challenges in many universities e.g. with regard to widening participation and fair access, equality and diversity, pay and work conditions etc.

2.4 The rest of this paper identifies a smaller number of key items that have been raised following the Visioning Session. around:

- Leadership and governance
- Academic-related support for enhancing impact
- Initial Launch
- 'Home' for the theme
- Funding

3. LEADERSHIP & GOVERNANCE

3.1 In order to progress many of the other opportunities and issues identified in the Visioning Session, some leadership and governance structures need establishing. The Faculty of MHS already have a leader of this theme in the form of their new Faculty lead for Health Inequalities, Professor Matt Sutton.

Item i. The Faculty of Humanities has since identified Professor Ruth Lupton to be a 'co-leaders' for this theme alongside Professor Matt Sutton.

Item ii. To take forward the planning and steering of the programme following the visioning session, a smaller Steering Group is being established, co-chaired by Professors Lupton and Sutton.

4. ACADEMIC-RELATED SUPPORT FOR ENHANCING IMPACT

4.1 To create significant and tangible external impact in this agenda it was recognised that models of excellent practice internally and externally would need to be considered. There was appetite to model academic related support on the LSE model of a 'Knowledge Brokers', with a specific focus on addressing inequalities. Knowledge Brokers are academic support roles (often people with PhDs in a related area) who are skilled at working with academic staff to shadow-write and translate work into blogs, popular articles, developing engaging presentations and thought-pieces and with

significant knowledge of external groups, thinks-tanks, political parties, civil servants etc.

Item iii: A strong appetite has been displayed to create a Knowledge Broker / Knowledge Transfer Officer dedicated specifically to the theme of addressing inequalities.

Some initial resources have been identified through both UMRI and the Office for Social Responsibility from 2014/15. These will need to be supplemented by additional support and bids into channels such as ESRC IAA, Humanities SIF and other sources.

5. INITIAL LAUNCH

5.1 Policy@Manchester week is happening 3-7 November 2014 and its theme is on Inequalities.

Item iv: It has been agreed that policy@manchester will provide the formal 'launch' of the theme. Alongside this 'launch', it is envisaged there would be a website and programme of continuing events badged as part of the Addressing Inequalities theme.

6. 'HOME' FOR ADDRESSING INEQUALITIES

6.1 Inequalities cuts across all areas of the University, but two Faculties have significant expertise in this theme – Humanities and MHS. It has been suggested policy@manchester provides the most suitable organisational base.

Item v: Whilst the University's breadth of work in addressing inequalities would need to be documented through a specific web-site, much of the *engagement* (events, blogs etc) would best sit under the Policy@Manchester to capitalise on its existing engagement channels and infrastructure. The theme could be an additional 'Policy Network' (there are four such networks already – cities, comparative public policy, Whitehall, new researchers). A knowledge broker/transfer officer would also likely join this team.

7. FUNDING

7.1 The Office for Social Responsibility and Vice-President for Research and Innovation via UMRI have already some modest initial funding from 2014/15. This would need supplementing through areas such as ESRC Impact Accelerator Accounts, Humanities SIFs and other potential sources.

Addressing Inequalities: Visioning Session Summary of roundtable discussions

Table 1: How can we make the theme of 'Addressing Inequalities' a driver for new research?

- **Focusing on specific themes around inequality** Do we know what the problems are that are effecting local and/or global communities – there is a need to identify and agree a sub-set of 'big problems' / themes around inequality e.g. fuel poverty, food poverty, fairness in work, ageing, health etc. and organise our research around these opportunities. These issues need 'Championing' internally and externally. Some good examples had been developed around urban health and the Greater Manchester Poverty Action Group. With defined themes, we could look for funding opportunities around these.
- **Communications and events** There is an issue of knowing what other research is going on across the University so that areas for collaboration can be identified. More effective use of internal communication was needed. Identifying potential ways of working across faculties and disseminating to relevant colleagues. For example we might choose to focus internally around particular themes in Year 1. There could also be focused events on particular themes – internal events are perhaps our initial priority, but there could also be external input on the big themes.
- **Funding** Existing seed funds had been used to good effect already: SIRF funding in Humanities to support GM Poverty Action Group; ESRC Impact Accelerator Account (IAA). The theme of Addressing Inequalities can therefore be used to provide focus for particular internal bids and partnerships with external bodies.

Table 2: How can the 'Addressing Inequalities' theme be a driver for our research impact?

- **Definitions** Important how we define impact in this area. Cannot simply be in REF terms.
- **Focus** What do we want to change? Need to identify a smaller number of key areas of inequality where we know there is a critical mass of expertise and focus more energy on these.
- **Knowledge Brokering** We could have much smarter mechanisms for translating research into impact through a more joined up mechanisms on this theme. For example, LSE have '*Knowledge Brokers*' – academic support staff with track records in research who are skilled at working with academics to translate this into blogs, popular articles and thought-pieces, who could help support academic staff to reach wider audiences on the theme of inequality. There was strong support for employing such practice on this particular theme given that it has been accorded priority within the social responsibility strategy.
- **Training of ethics of research impact** – supporting academics staff to understand potential opportunities and pitfalls in these areas
- **Public audiences and research subjects** Knowledge exchange in this area will need to consider people affected by inequalities and how we engage with them.

Table 3: How can 'Addressing Inequalities' be used to engage external audiences and create a public face for the University's work in this area.

- **Single portal** A huge amount of disparate work is undertaken in this area. A quick win would be a single portal for the wide breadth of research around inequalities.

- **Audiences** Any communications vehicles need to understand who our audiences are – the scope includes many different audiences who need to be communicated with and addressed separately.
- **Two-way communication** Need to ensure communication is two-way and listen to those audiences. Use workshops to engage with and listen to external audiences more proactively. Need to think about the suitability of the types of communication that can facilitate two-way communication. Not just a website for external and workshops for internal. Both websites and workshops could include internal and external both audiences.
- **Channels** Need to think about appropriate channels for appropriate audiences – e.g. web based might not be right for members of the public. Established ‘brands’ of *cities@manchester*, *policy@manchester* etc could be used as channels through which to badge activities and initiatives that address inequality.
- **Language:** need to consider how work on inequalities translates into external agendas e.g. a focus on ‘growth’ would be received well
- **Sustainable commitment** This needs to be a long-term commitment as research interventions will take a long time to take affect.
- **Controversy and contestation** Need to understand that we shouldn’t just take the easy route. This topic can be controversial and contested by some people. There is a need for commitment – stakeholder groups don’t just want the issues to be *addressed* they want them *resolved*.
- **Autonomy for academics** Despite this theme having institutional support, it is important that the same freedoms and autonomy are afforded any research into this area since it will raise controversial issues. Easily get into controversial areas of inequality.

<p>Table 4: What would success look like in terms of i) inputs/activities and ii) outputs/outcomes. How should it be led and supported in Faculties and the PSS?</p>

- **Regional/civic engagement** Success in our relationships with the city/city-region e.g. more enabling relationships with the City Council.
- **Partnerships/Collaborations** Serious look at what collaborative and ethical research with partners actually means – so that we have exemplar models. Should have good examples of how we work ethically with partners that we carry out research with. With each identified theme we may wish to ensure we seek external partners.
- **Channels** The Addressing Inequalities theme can be badged, embedded and supported through existing internal mechanisms like *policy@manchester*, *cities@manchester* etc. With a clear communications strategy which identified this theme, a range of existing facilitation/communications mechanisms could be identified to enable us to carry out this work and make it easier to communicate internally and externally.
- **Policy** Informing policy/policy-makers in tangible and measurable ways and changing opinion.
- **Methodological focus** Research characterised by working with people rather than ‘looking at people’
- **Focus** Deciding whether success means a handful of areas where we are making a big impact or ‘100 changes’ the University of Manchester has made. Preference for being more focused.
- **Outcome** – the University being recognised for addressing inequalities through research and scholarships with tangible impact

- **Inputs and activities**

- strike a deal with a journal around a specific set of themes or questions
- reach a wider audience via sponsored/pro-active work with the media
- explore who the audiences are
- potential links to internal agendas such as our own E&D or WO agendas.

- **Leadership and coordination (academic)** MHS had identified clear academic leadership (Professor Matt Sutton) to the theme of health inequalities. Humanities would need to consider how it would respond e.g. would it create a similar lead role or roles? With a similar lead role in Humanities there was seen to be a ready made 'co-leaders' for this theme.

- **Coordination (academic-related)** Some good models with regard to PSS support for policy@manchester had been established to enhance coordination and impact. Consideration would need to be given to creating a 'Knowledge Broker' / 'Impact Officer' for this theme and where they might sit.

Other key issues

Need to look at how the University addresses inequalities for staff, pay, promotions. A need to 'get our house in order' if we are to talk about addressing inequalities outside of the University.

This might create the possibility of negative bounce-back. Once we state we are addressing inequalities people may point out the University is an unequal place.

Appendix B – invited and confirmed attendees

Attending?	Name	Role	School/Institute	Faculty
y	Professor Luke Georghiou	Vice-President	MBS	Humanities
y	Professor James Thompson	Associate Dean	Music and Drama	Humanities
y	Professor Colette Fagan	Deputy Dean	Deputy Dean	Humanities
y	Professor Colin Talbot	Director of Policy@Manchester	Politics	Humanities
n	Professor James Nazroo	Director of CCSR, CODE and MICRA	Sociology	Humanities
y	Professor Chris Phillipson	Professor Sociology & Social Gerontology	Sociology	Humanities
n	Professor Ruth Boaden	Director of the National Institute for Health Research (NIHR) Collaboration for Leadership in Applied Health Research and Care (CLAHRC)	MBS	Humanities
y	Professor Tarani Chandola	Professor of Medical Sociology	Cathie Marsh Centre for Census and Survey Research[CCSR]	Humanities
y	Professor Claire Annesley	Professor of Politics	Politics	Humanities
y	Dr Wendy Bottero	Senior Lecturer	Sociology	Humanities
y	Professor Cecilia Wong	Professor of Spatial Planning	SED	Humanities
y	Professor Ruth Lupton	Professor of Education	MIE/SED	Humanities
y	Professor Erica Burman	Professor of Education	MIE/SED	Humanities
n	Professor Uma Kothari	Professor of Migration and Postcolonial Studies	SED	Humanities
y	Dr Jenny Hughes	Senior Lecturer	SALC	Humanities
n	Professor Diana Mitlin	Director of Global Urban Research Centre and Associate Director BWPI		Humanities
y	Melanie Lombard	Global Urban Research Centre	SEED	Humanities
n	Professor Kevin Ward	Director of Cities@Manchester	SED	Humanities
y	Mr Alex Waddington	Engagement and Editorial Manager	Policy@Manchester	Humanities
y	Ms Claire Lloyd	Faculty of Humanities Administration	Faculty Administration	Humanities
y	Dr Shanta Aphale	Business Engagement	RBESS	Humanities
n	Dr Jared Ruff	Senior Research Manager	Faculty Administration	Humanities
n	Professor Stephanie Barrientos	Professor	BWPI/SED	Humanities
y	Professor Yaron Matras	Professor of Linguistics	ALC	Humanities
n	Professor Helge Hoel	Professor	MBS	Humanities
n	Professor Damian Grimshaw	Professor and Director of the European Work and Employment Research Centre		Humanities
n	Professor Jill Rubery	Professor / Deputy Director for Human Resources		Humanities
n	Dr Eileen Dewhurst	Lecturer in Employment Law	Law	
y	Professor Aneez Esmail	Associate Vice-President	Institute of Population Health	Medical and Human Sciences
y	Professor Nalin Thakkar	Associate Vice-President	MRI Histopathology/Clinical	Medical and Human Sciences

			Sciences	
y	Professor Matt Sutton	Academic Lead in MHS for Health Inequalities	Institute of Population Health	Medical and Human Sciences
y	Miss Rebecca Jones	Coordinator Health Sciences	Research Office	Medical and Human Sciences
n	Professor Martin Tickle	Director of Research	Dentistry	Medical and Human Sciences
n	Professor Iain Pretty	Professor of Public Health Dentistry	Dentistry	Medical and Human Sciences
n	Professor Rachel Calam	Professor of Child and Family Psychology	SPS	Medical and Human Sciences
n	Dr Neil Pendleton	Reader	Institute of Brain, Behaviour and Mental Health	Medical and Human Sciences
n	Professor Peter Clayton	Centre for Paediatrics and Child Health	Institute of Human Development	Medical and Human Sciences
n	Professor Iain Buchan	Professor of Health Economics	Institute of Population Health	Medical and Human Sciences
y	Dr Arpana Verma	Director, Manchester Urban Collaboration on Health		Medical and Human Sciences
y	Professor Ray Agius	Professor of Occupational and Environmental Medicine	Institute of Population Health	Medical and Human Sciences
n	Professor Tina Lavender	Professor of Midwifery	Nursing and Midwifery	Medical and Human Sciences
y	Professor Chris Cutts	Associate Dean	Pharmacy	Medical and Human Sciences
n	Roy Daley	Research and Development Coordinator, Global Health	MAHSC	Medical and Human Sciences
y	Dr Dawn Edge	Lecturer	SPS	Medical and Human Sciences
y	Dr Kath Checkland	Reader, Clinical Senior Lecturer	Institute of Population Health	Medical and Human Sciences
y	Dr Caroline Sanders	Senior Lecturer in Medical Sociology	Institute of Population Health	Medical and Human Sciences
y	Naomi Sells	BE Officer, MHS	RBESS	PSS
n	Professor Tim O'Brien	Associate Dean	Physics and Astronomy	Engineering & Physical Sciences
y	Professor Kevin Anderson	Professor	Tyndall Centre	Engineering & Physical Sciences
y	Professor Matthew Cobb	Associate Dean	Life Sciences	Life Sciences
y	Julian Skyrme	Director of Social Responsibility	OSR	PSS
n	Suzanne Spicer	Social Responsibility Manager	OSR	PSS
y	Lisa Govey	Social Responsibility Communications and Engagement Manager		PSS
y	Andrew Walsh	Director of Research and Business Engagement Support Services	RBESS	PSS