

FBMH Social Responsibility Strategy: 2017- 2022

1. Background

Our vision for social responsibility is that we will empower people to transform their ideas in biology, medicine and health for the benefit of society in Manchester, the UK and across the globe. We will make a major contribution to the social, health and economic success of our local, national and international community by using our expertise and knowledge to address major challenges of the 21st Century. Particular emphasis will be placed on addressing health inequalities and by producing graduates who exercise leadership to effect positive change. Social responsibility will be embedded in our research and learning activities and will be recognised as a distinguishing feature of the Faculty and schools by our staff, current and prospective students alumni and other stakeholders. It will be promoted among staff and students by encouraging their engagement in a broad range of activities, collaborations and patient and public engagement.

2. Our mission

Our mission is to encourage and empower the transformation of ideas in Biology, Medicine and Health into beneficial and sustainable impacts on our local, national and global communities. This will be achieved through embedding social responsibility as a core value within our teaching, research and public engagement. Fairness, transparency and inclusiveness will drive all frontline activities of the Faculty, enabling all staff and students, irrespective of their backgrounds, to achieve excellence and effect positive change.

This document sets out the strategy for social responsibility from 2017-2022.

Detailed key performance indicators will be set annually to meet the strategic aims outlined below.

3. COMMUNICATIONS

We will support communicating all of our Social Responsibility achievements

We will:

- 3.1 Establish a high social responsibility profile for research and learning within FBMH to increase buy-in from our internal and external stakeholders, nationally and internationally
- 3.2 Showcase social responsibility achievements both internally and externally
- 3.3 Communicate the positive impact of our social responsibility activities
- 3.4 Establish and embed effective communication channels for social responsibility successes

Key Performance Indicators (KPI):

- 3.5 Achieve 10% of staff registered to receive key social responsibility communications by 2018, increasing to 25% by 2022
- 3.6 Establish a Public Contributor communications network for patients/public involved in our research and teaching, with 150 members by 2018, increasing to 450 by 2022
- 3.7 Publish 5 high impact articles (both peer reviewed academic journals and/or popular science/general media) on SR activities by 2022

4. ENGAGING OUR COMMUNITIES

We will encourage, support and partner with our communities to inspire and be inspired

We will:

- 4.1 Lead the Faculty's activities in relation to the Institutional 'Inspiring Communities' social engagement¹ and Public Engagement Plans².
- 4.2 Work in partnership with Patients and the Public, local businesses, community groups, schools and MAHSC (Manchester Academic Health Science Centre) to ensure maximum impact of the work of our Faculty, enhancing our research and learning experience
- 4.3 Ensure maximum effect of our Widening Participation (WP) and schools engagement initiatives
- 4.4 Provide multiple routes of employment entry so that we can maximise employment options for our local communities
- 4.5 Support our history and heritage, specialising in the history of science technology and medicine and the stewardship of our medical collections (through the Museum of Medicine and Health)
- 4.6 For all of the above, ensure that we evaluate the impact

Key Performance Indicators (KPI):

- 4.7 Lead three large scale collaborations (including Heritage events) with our cultural institutions and our local communities, enabling a better understanding of the devohealth agenda, impacting on > 2000 of our local communities by 2022
- 4.8 Achieve at least one shortlisted entry for awards such as the NCCPE (National Coordinating Centre for Public Engagement) Public Engagement awards by 2020
- 4.9 Exceed benchmark figures on undergraduate student numbers to impact positively on at least 4% more students from Low Participation Neighbourhoods (LPN)
- 4.10 Expand the Faculty's Widening Participation (WP) Discovery Day programme (e.g. establishing a dentistry day), which will benefit 20% more students by 2020

5. RESEARCH WITH IMPACT

We will enhance the impact of our research that is tackling society's greatest health and social care challenges

We will:

- 5.1 Work with the Vice Dean for Research, Associate Dean for Business Engagement, Research Impact Champions and MAHSC to enhance the societal impact of our research
- 5.2 Support and highlight research that is addressing the major health and environmental challenges that we face in the 21st Century (including health inequalities, impact of climate change on health etc.)
- 5.3 Support policy@manchester, specifically the Health and Social Care Theme

Key Performance Indicators (KPI):

¹ Inspiring Communities: Local community social engagement plan 2016-2019

(<http://documents.manchester.ac.uk/display.aspx?DocID=30998>)

² Share, Inspire, Involve: Public Engagement strategy 2017-2020

<http://www.engagement.manchester.ac.uk/about/Public%20Engagement%20Strategy%20FINAL.pdf>

- 5.4 Aim for 100% of the eligible grant applications to include Patient and/or Public Involvement as an integral component to the proposed project by 2021, increasing the positive impact to our research
- 5.5 Lead at least one policy@manchester event annually, focusing on major health challenges, increasing to three by 2022
- 5.6 Champion our research with high local societal impact, focusing on our role in transforming the health and wellbeing of the Greater Manchester population, providing three examples per year, with at least one example during 2018 from the Faculty signature Health Education England Peer Education project.

6. SOCIALLY RESPONSIBLE GRADUATES

We will ensure that our graduates are able to act as informed, thoughtful and critical citizens and future leaders

We will:

- 6.1 Work with the Vice Dean for Teaching and Learning and the Directorate for Student Experience to empower our students to Make a Difference to local, national and international communities
- 6.2 Lead health related student volunteering programmes locally, nationally and globally, addressing areas such as educational needs, healthy living and healthcare needs in post conflict areas, enabling a measurable, positive impact through Stellify
- 6.3 Lead the Ethical Grand Challenges health related signature programme (specifically 'Workplace Ethics'), enabling our students to tackle key questions facing society in the 21st Century

Key Performance Indicators (KPI):

- 6.4 Support local and national student volunteering, with 3 biology, medicine and health projects by 2019, increasing to 6 by 2022
- 6.5 Build on our previous success of student attendance across all of the Ethical Grand Challenges
- 6.6 Enable 250 undergraduate students the opportunity to gain Community Engagement experience by 2022
- 6.7 Engage 250 students annually through our flagship 'SR in the curriculum' initiative

7. EQUALITY, DIVERSITY AND INCLUSION

We will embed equality, diversity and inclusion into our culture, reflecting the diverse community that we serve.

We will:

- 7.1 Champion and advance equality, diversity and inclusion in all of our activities, including staff employment and advancement, through fair and responsible processes.
- 7.2 Receive external independent validation for our work towards Equality and Diversity through the Equality Challenge Unit's (ECU) Athena SWAN and the Race Equality Charter Mark (RECM)
- 7.3 Engage and work with major research funders to help address existing inequalities
- 7.4 Better understand the potential impact of Faculty functions on certain groups by providing an inclusive environment that improves disclosure rates for disability, religion or belief (including lack of belief) and sexual orientation

Key Performance Indicators (KPI):

- 7.5 All three schools to hold Silver Athena Swan awards by 2020

- 7.6 Annual International Women's Day event attended by at least 10% of staff
- 7.7 Senior positions (Grade 8 and above) for PSS and Academic Staff are reflective of the diversity of the population that they represent in junior positions (Grades 6 & 7) by 2022
- 7.8 A 10% increase in the number of staff from minority groups who understand the promotions process and are clear about the criteria (currently 51% staff from previous staff survey) by 2022
- 7.9 Achieve key milestones in Diversity and Inclusion Student Ambassador programme
- 7.10 Hold networking events with external grant advisors (e.g. Wellcome Trust) aiming to increase grant success rates particularly in the under-represented groups (at least 1 event per year)

8. ENVIRONMENTAL SUSTAINABILITY

We will promote the efficient use of resources by staff and students to enable us to lead the way to a truly sustainable world.

We will:

- 8.1 Showcase the positive impact of our research that is addressing sustainability
- 8.2 Equip our students with the knowledge and experience to positively contribute to our world as professionals, leaders and citizens of tomorrow
- 8.3 Lead on Faculty Living Campus projects, empowering our staff, students and alumni to embed a culture of environmental sustainability, partnering with people and organisations in pursuit of shared environmental sustainability goals

Key Performance Indicators (KPI):

- 8.4 Launch the Faculty Living Labs project, with 10% year on year increase in number of staff/students/public engaging
- 8.5 An increase in the number of Green Impact teams with key indicators set in annual operational priorities and >40% of staff engaged with key Environmental Sustainability initiatives (e.g. 10,000 actions) by 2022

9. SUCCESSION PLANNING

We will ensure succession planning for future Social Responsibility leadership

We will:

- 9.1 Equip our staff with the knowledge and expertise for future Social Responsibility leadership, through training, mentorship and clear organisational structure and responsibilities

Key Performance Indicators (KPI):

- 9.2 Senior social responsibility positions, knowledge and expertise identified through networks and performance/contribution schemes
- 9.3 Eighteen individuals (1 per division) supported/mentored in key areas of social responsibility
- 9.4 Contribution to social responsibility to be taken in to account during promotion decisions for staff (academic and PSS)
- 9.5 Support teaching sabbaticals to enable staff to undertake key SR projects (e.g. large scale initiatives)