

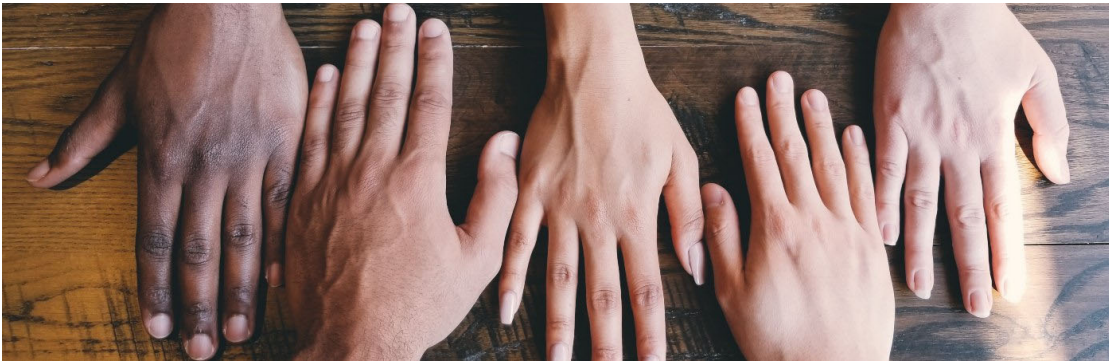


The University of Manchester

UN GLOBAL COMPACT

Communication on Engagement

MARCH 2021



1. Period of coverage

This report covers the academic years 2019/20 and 2020/21.

2. Statement of continued support by the President and Vice-Chancellor

I am pleased to confirm that The University of Manchester continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

With this Communication on Engagement, we express our continued commitment to participate in and engage with the UN Global Compact by conducting applied research and thought leadership to advance best practices. We also commit to sharing this information with our stakeholders using our primary channels of communication.

We support public accountability and transparency, and commit to reporting on our progress every two years.

A handwritten signature in black ink, reading "Nancy Rothwell". The signature is written in a cursive, flowing style.

Professor Dame Nancy Rothwell

President and Vice-Chancellor of The University of Manchester

3. Description of Actions

3.1 Human Rights

- The University of Manchester is part of a multi-ethnic, vibrant and friendly city, and we know from our history that world-class scholarship and research require the engagement and exchange of people and ideas. Our University is a very diverse community: 17% of our staff are from a black and minority ethnic background, women make up 51% of our workforce, and international staff members make up 21%. We also have more than 40,000 students, including 14,800 international students from more than 170 countries. We publish a [report](#) each year that details information on all staff and students at the University. The University has a zero-tolerance approach to any type of abuse or intolerance in our community. We have a wide range of policies to ensure non-discrimination, governed through our EDI leadership group, which oversees policy and strategy relating to this agenda and monitors progress towards achieving ambitious targets. We have a suite of policies and guidance such as our [Equality and Diversity Policy](#) which prevents discrimination based on factors such as race, gender or disabilities; our [Dignity at work policy](#) which covers harassment and discrimination and our [‘Report and Support’](#) system to address any alleged cases of bullying or harassment.
- Our [Equality, Diversity and Inclusion \(EDI\) Leadership Governance Group](#), chaired by the University’s Vice-President for Social Responsibility, is attended by a number of representatives from around the University. This group is administered by a group of 6 professional support staff in our EDI Team whose role is to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion and human rights on campus. They also work with our governing bodies, presenting annual data and information in terms of diversity of workforce.

- In November 2018, for the 70th anniversary of the adoption of the Universal Declaration of Human Rights, our Policy@Manchester team organised a [day-long programme for Kate Gilmore, UN Deputy High Commissioner for Human Rights](#). A group of academics joined Kate, Tony Lloyd MP and Debbie Abrahams MP, to discuss their work on the [On Cohesion](#) publication, which examined questions of social cohesion, violent extremism, youth engagement and counter-terrorism in Manchester. The publication was launched in 2018, and has been well-received amongst policy makers and stakeholders across the country. A range of stakeholders were invited to the panel event to hear from the academics, and Kate Gilmore spoke about the importance of cohesion within communities and the local and global impact of a united response.
- Our [Business and Human Rights \(BHR\) Catalyst](#) programme is one of the first Human Rights programmes worldwide hosted by a business school. One of the most significant developments in global governance in the past decade has been the assigning of human rights responsibilities to business. Viewing business as an actor who has a direct responsibility to respect human rights in their activities and operations notwithstanding the context in which they operate has been revolutionary. Recognizing this fundamental disruption, our Alliance Manchester Business School funded this initiative. The BHR Catalyst aims, through world-leading research and policy recommendations, to have a real impact on the rights of some of the most vulnerable people in society and to serve as a safe space for inter-disciplinary discussions between academics, policymakers and businesses on the role of the private sector in relation to fundamental rights. In December 2018, the BHR Catalyst at AMBS joined representatives from 25 business schools across Europe, Asia, the Middle East, and North America to discuss how they plan to promote the teaching of, and research on, human rights as a major element of business education.

3.2 Labour

- Our [Work and Equalities Institute](#) identifies and promotes the conditions for more inclusive and fair work and employment arrangements. Our institute's research covers 4 main themes:
 - Business Transformation and Work Futures
 - Fair Treatment at Work
 - Inequalities and the Life Course
 - Regulation and Representation

The Institute's research is used in knowledge exchange, dialogue and debate with key stakeholders and policymakers, and to make informed contributions to policy formation and the development of practice. To achieve this, the Institute draws on advice from an advisory board of policymakers and practitioners with local, national and international expertise.

- Our University has a comprehensive set of policies in place to promote Equality, Diversity and Inclusion and ensure that any allegation of discrimination is fully investigated through its [Grievance, Appeals and Complaints](#) and [Dignity at Work and Study Procedures](#). These procedures aim to ensure that no member of staff or student is treated less favourably than others due to factors such as age, disability, gender, race or religion.
- The University of Manchester has a policy commitment against forced labour, modern slavery, human trafficking and child labour. We have adopted an [Anti-Slavery and Human Trafficking Policy](#) and issue a Modern Slavery Statement annually, in line with the Modern Slavery Act 2015. Our commitment against forced labour, modern slavery, human trafficking and child labour are referenced both in our Annual Modern Slavery Statements as well as our [Annual Financial Statements](#). As part of our commitment to open and transparent reporting, our statements are visible through the Transparency in the Supply Chain Platform and all information is available from our main web-page.

3.3 Environment

- Our [Manchester Environmental Research Institute](#) (MERI) was established in 2018 to unite knowledge and expertise from across the University of Manchester to address the environmental challenges we face today. Our research helps to address the subsequent effects of environmental change on healthcare, food security, water resources and energy production.
- As one of the core Tyndall partners, our [Tyndall Manchester](#) produces world-class agenda-setting research on Energy systems, Carbon budgets and pathways, the Water energy food nexus, Communities, and Circular economy. With over a decade of experience in undertaking interdisciplinary approaches to complex policy problems, our holistic approach remains a national and international benchmark in climate change mitigation and adaptation research. Tyndall Manchester has three core aims:
 - To conduct and disseminate internationally recognised, high quality and interdisciplinary research with a focus on climate change mitigation and adaptation.
 - To provide inspirational teaching that draws on high quality research and researchers.
 - To ensure our research has an impact on policy makers, business, NGOs and other stakeholders by communicating findings in language that is amenable and attractive to wider audiences and, where appropriate, by engaging these audiences in the research process.
- The University of Manchester has contributed to local education programmes on climate change and the environment. One example is the renowned ['Take a Bite out of Climate Change'](#) - which has engaged local families, children and teachers to think about the climate impacts of their food through interactive face-to-face events and downloadable resources. The programme has produced 22 videos, with more than 5 and a half hours of content. 4033 adults, 1107 teenagers and 1147 children engaged with the 'Take a bite' exhibit at our various public engagement festivals. We published two papers

directly linked with the impact of our outreaching activities (Sustainability, Nutrition Bulletin).

- Our University informs and supports regional and local government in managing climate change monitoring through various programmes. We have developed "[Manchester-i](#)" which holds data on many aspects of climate change warnings and monitors disaster risks (e.g. flooding, heat waves and air quality). Our [RESIN cities project](#) involved working with our regional government authority, Greater Manchester Combined Authority (GMCA), to build and strengthen climate change adaptation, resilience knowledge, and planning locally, nationally and across Europe. Since 2018, we have played a leading role in the UK Government funded (BEIS) [SCATTER project](#) to support local and regional governments to understand their role in responding to climate change. The project was in collaboration with Greater Manchester Combined Authority (GMCA) and involved a close partnership and exchange of knowledge on a wide range of climate change related issues. The work by Tyndall Manchester directly supported the Greater Manchester region 5-year Environment Plan.
- We are supporting national and international development in clean energy and energy-efficient technology. Our [Dalton Nuclear Facility](#) works with the UK government to support clean energy and energy-efficient policy development. This is the UK's largest and most connected academic provider of nuclear research and development. We are also working with global governments, NGOs and the private sector on [FutureDAMS](#), the world's most significant programme on clean energy and energy-efficient technology through dams. This partnership, led by the University of Manchester, brings together governments, engineers and social scientists from across Africa and Asia to develop innovative and workable energy solutions.

3.4 Anti-corruption

- Our [Global Development Institute](#) is where critical thinking meets social justice. Researchers at the Global Development Institute are addressing some of the biggest challenges the world faces including the politics of development, growth, agrarian and urban changes, the opportunities and challenges of digital and migration, global production networks and the effectiveness of development organisations. Our [Effective States and Inclusive Development programme](#) is a global partnership that has investigated the kinds of politics that promote development, including those forms of politics where corruption has the potential to restrict democratic, economic and social development.
- We undertake a range of research and collaborations to tackle corruption. In 2018, given the increasing importance of anti-corruption compliance programs, [we worked with global law firm White & Case LLP on a research survey](#) to gauge the views of companies across industries and geographies on how their companies were faring in regards to compliance and what challenges they were facing. The study validated the importance of compliance programmes and of compliance professionals in responding to corruption risks, and highlighted opportunities for enhancing effectiveness. The results emphasised the key role of managers and employees outside of the compliance department (who are often most likely to encounter misconduct) as sources of information about the design and effectiveness of compliance programmes, and relatedly, of appropriate training programmes that help create a positive environment in which such reports can be made. The survey also revealed challenges that could undermine the effectiveness of compliance programs.

4. Measurement of Outcomes

4.1 Human Rights

- The University of Manchester has ranked [first in the UK](#) for two years in a row in the Times Higher Education Impact Rankings. These global rankings assess our University's actions to tackle the United Nation's Sustainable Development Goals (SDGs), which encompass a variety of human rights issues, particularly those related to SDG5 Gender Equality; SDG10 Reduced Inequalities; SDG16 Peace, Justice and Strong Institutions. Further details are available in our [full impact report](#).
- We have produced [4,525 research publications](#) linked to human rights.
- We presented to the UN High Level Political Forum alongside the Association of Commonwealth Universities, the Agence Universitaire de la Francophonie (AUF) and the International Association of Universities in New York in 2019 to champion the importance of higher education for the SDGs and call for partnerships within and beyond the sector to achieve the goals.
- Our research led to [Jenny Dakosta Van Mputu, a political activist from the Democratic Republic of the Congo \(DRC\), being granted asylum after 15 year wait](#). In DRC the government carries out widespread repression and human rights violations against opposition leaders and supporters, pro-democracy and human rights activists, journalists and peaceful protesters. Jenny's struggle was picked up by Cathleen Miller, the bestselling author who was documenting the stories of asylum seekers in the UK as part of her Fulbright Scholarship at The University of Manchester. She interviewed him about his story, and this led to an in-depth article being published by news organisation Al Jazeera. She also worked with her academic colleagues and Blue Shoes Productions – a company made up of graduates from The University of Manchester - to create a documentary about Jenny's life, his work and his struggle to stay in the UK. This work was achieved due to

funding from the University's School of Arts, Languages and Cultures' Social Responsibility programme.

4.2 Labour

- We have achieved [15 Charter Marks](#) for Gender Equality, we are one of the few universities in the UK to hold a Charter Mark for Race Equality, and we are rated by Stonewall as a top employer for LGBT inclusion in the workplace.
- We have committed to being an accredited Living Wage employer, raising [pay for the lowest paid workers](#) significantly above the legal minimum thresholds.
- We're the first university in the UK to use [The Social Value Portal](#) for measuring impact through our supply chain. The Social Value Portal is on-line solution that allows organisations to measure and manage the contribution that their organisation and supply chain makes to society, according to the principles laid out within the Public Services (Social Value) Act 2012.

4.3 Environment

- Our Tyndall Centre's [online resource allows any local area in the UK to produce a carbon budget](#). Their carbon budget approach down-scales the global carbon budget calculated by the Intergovernmental Panel on Climate Change to local areas showing a local area share of the remaining amount of carbon dioxide that can be released by human activities. Most CO2 emissions in cities and towns are from energy use, so a local carbon budget helps people to understand how to tackle climate change through local action to reduce energy use and move away from fossil fuels, setting policies and actions to help communities stay within a carbon budget. By 2019, 27 local

authorities including Manchester, Sheffield and Leeds were actively using the online tool to drive climate goals based on research.

- Our scientific research led directly to the creation of a [zero carbon pathway for Greater Manchester](#). Through our research, and by committing to and sharing our own Climate Action Plan (Adaptations and Responses to Climate Change) with local stakeholders across our regional government, local community groups and campaigners on climate change, we ensured that Manchester adopted the following targets:
 - i. Only emit a maximum of 15m tonnes CO₂ during the period 2018-2100 (our 'carbon budget')
 - ii. Reduce CO₂ emissions by 13%-year-on-year, starting from 2018,
 - iii. Become a zero carbon city by 2038.

This is one of the most ambitious plans of any major city in Europe and our knowledge, research and action is central to this.

- We have committed to becoming a [Zero Carbon University by 2038](#) and as such we are divesting from fossil fuels and other carbon intensive investments. Part of our pledge includes ensuring 100% of the University's electricity consumption will be backed with Renewable Energy Guarantees of Origin, which means that for every megawatt of electricity the University consumes, the equivalent volume of electricity is generated from renewable sources. We have ambitions to agree a Power Purchase Agreement with a renewables generator to create additional volume equal to the University's electricity commitment, this has been included in the contract with our supplier.

4.4 Anti-corruption

- We publish the [University's principles and commitments on organized crime, corruption & bribery](#). We have introduced policies and procedures to ensure that we conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to

act professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption. We uphold all laws relevant to countering corruption in all the jurisdictions in which we operate.

- As part of our commitment to being open and transparent in our operations, we publish university financial data. Our full [Financial Statements are published](#) annually, and accessible to the public. This information is also accessible as [open data](#) as we publish the raw underpinning spreadsheets that comprise our key financial information in Excel format.
- We have produced [303 publications](#) linked to anti-corruption and [117 publications](#) linked to bribery.