



Middlesex  
University  
London



# PRINCIPLES FOR RESPONSIBLE MANAGEMENT 2020





**“ I AM COMMITTED TO BUILDING ON OUR REPUTATION FOR INNOVATION AND CREATIVITY, STRENGTHENING OUR SENSE OF LOCAL AND GLOBAL RESPONSIBILITY.”**

**Professor Sean Wellington,**  
Deputy Vice-Chancellor, Provost

## FOREWORD

It is with great pride that Middlesex University renews its commitment to the mission of the UN Global Compact and UN Principles for Responsible Management (PRME). We were one of the first UK universities to sign up to the UN Global Compact and I am delighted to see how the depth and breadth of work across the University supports the iterated goals of UN PRME.

As a University community, we are united by a shared purpose: to create and put Knowledge into Action to achieve impact through our distinctive practice-orientated education, research and engagement. We remain committed to the UN PRME, and aim to build on our work aligned with the Sustainable Development Goals, which will become increasingly important over the next years.

At Middlesex, we see technological innovation, creativity and entrepreneurialism as means to effect social change, and we believe that healthy lives and a sustainable environment are central to enhancing societal, organisational and personal achievements and wellbeing. Informed by our values and frameworks, we inspire and support our students, developing their capabilities to be business leaders of the future. We continue to consider the Principles in the research we undertake, and the ways we use partnerships and dialogue to create impact.

The UN Principles are an important focus for our Business School, and – as this report demonstrates – they also shape our wider work, both in the UK and through our international networks and overseas campuses. The Principles will be important as we continue to shape our future, which will involve driving innovation in our research and empowering our students to be radically creative and curious, equipping them to lead successful careers, with around one in seven of our alumni going on to own or manage a business.

As we develop our new strategy, setting out our vision and focus for the next ten years, it is a fitting time to reflect back on these inspiring examples of work from across the University that align to the PRME. We are facing a time of great change for our sector as well as nationally and globally. For Middlesex, there is more work to be done, and an appetite to meet future challenges with an integrated focus on our research, our engagement and our education. I look forward to seeing the University’s new strategy strengthen and support this important work.

As Deputy Vice-Chancellor, Provost, I am committed to building on our reputation for innovation and creativity, strengthening our sense of local and global responsibility. This report highlights some of the many impressive and transformative ways in which Middlesex University is making a positive impact. I look forward with great interest to the continued success of UNPRME and to building on our involvement with its international community.

**Professor Sean Wellington,**  
Deputy Vice-Chancellor, Provost



## ABOUT MIDDLESEX UNIVERSITY

At Middlesex we bring ambitious minds from all over the world into one community and we help them towards their own unique success. We are confident of our role in an ever-changing world.

We are proud of our history, which goes back to the specialist London colleges and institutions that became a successful polytechnic and our elite modern university of today. This heritage has laid the foundations for who we are now – a global institution with an international outlook that works to make a positive difference to the world through our practical approach to teaching, cutting-edge research, and creative innovation.

At a time of significant change, agility has become normal for all universities. The strengths of the Middlesex culture which have enabled us to react effectively to the recent challenges are also the attributes that mean we will be able to adapt for the future.

Our legacy of innovation includes the UK's first Business degree and professional doctorate, and our sector-leading work-based learning and transnational education. 140 years on from the opening of our founding institution, St Katherine's College, we continue to take a distinctive approach to teaching with practice at the heart of everything we do.

Our students experience education, research and the world of work side-by-side, and they develop the confidence and future-ready skills sought by top employers. We educate over 400 teachers and 1,700 nurses and midwives every year who go on to make incredible contributions as part of the nation's workforce. Our Apprenticeships programmes, such as the Police Constable Degree Apprenticeship, aim to increase social mobility and provide new routes into public sector professions. We are also driving technological innovation, problem-focused research and industry engagement. For instance, teaching in our augmented reality midwifery, neonatal and anatomy equipment, and our cyber factory – the first in the UK – prepares our students to step into the workplace of the future.

With 167 nationalities on campus, studying and working here means getting to know people from different cultures and to understand different perspectives. This gives our people an edge and gives our campus a special energy. We were the 2nd highest ranked UK university in the 2020 global Times Higher Education rankings of universities under 50 years old and are proud of our position in the top 500 World University Rankings. We welcome enterprising and mindful students, staff, professionals and businesses into our active, global network. We have three overseas campuses in Dubai, Mauritius and Malta, which use their educational and research outputs to effect personal and social change across the world, and our international reputation and global connections enhance our global community.

In our outlook, Middlesex reflects the determined and multi-cultural spirit of London. We take our commitment to our local London Borough of Barnet seriously, where we contribute £289 million annually through employment and reach into local businesses. As an institution we are seeking to improve equality, diversity and inclusion in an authentic way and reach disadvantaged or excluded groups, and our students and staff regularly volunteer their time, knowledge and skills to support community projects.



# OUR GLOBAL COMMITMENT

At Middlesex we make a positive difference through our relationships with our global communities, students, staff and partners. We are committed to ensuring our staff and students learn and work in a socially responsible environment.

Middlesex University has a broad range of innovative and challenging courses led by academic staff who see Higher Education as directly connected to the real world of enterprise and endeavour. With a diverse community based in cosmopolitan London, our Hendon campus is an inspiring multidisciplinary community, which provides an enriching, enjoyable and professional experience.

We take an international view on study and the career aspirations of our students, with campuses in Dubai, Malta and Mauritius. We believe that taking education to the next level is about more than expanding academic horizons but also about gaining skills and exposure to discussion and debate about wider global challenges, making our students stand out within their chosen field and in the fast moving international job market.



London campus

Middlesex students are taught by expert academic staff and practitioners who provide a wealth of real world experience. Our students have utilised the growing network of international contacts to make an impact worldwide.

Our specialist courses are constantly evolving to meet the needs and demands of employers and our graduates have gone on to work in industries including oil and gas in Asia, computer technology in the Middle East, and health services throughout Europe.

Our University's internationally recognised research is far reaching and is helping to drive positive changes in societies as far afield as Africa, America and the Middle East.

Whether reporting to the United Nations on the state of the death penalty, helping Kenyans turn waste into biomass fuel, or working to recognise, target, and eradicate cancer stem cells, the work of Middlesex staff and students continues to positively affect communities all over the globe.

Middlesex graduates are recognised worldwide for their strong knowledge and practical abilities, as well as their professionalism and determination.



	<b>167</b> student nationalities on London campus		<b>4</b> campuses: London
	Over <b>41,000</b> students worldwide		Dubai
	Over <b>239,000</b> alumni across <b>184</b> countries		Mauritius
	<b>12</b> regional offices across <b>5</b> countries		Malta



above: Dubai Campus



above: Mauritius Campus

## OUR INTERNATIONAL CAMPUSES

### MIDDLESEX UNIVERSITY DUBAI

Over 3,500 students currently study with Middlesex University at our campus in Dubai, with 110 nationalities represented.

The University campus went from strength to strength in 2019/20. We were awarded a Five Star rating in the 2020 Knowledge and Human Development Authority's Higher Education Classification – demonstrating the world-class standard of education on offer.

We also became the first university in the United Arab Emirates to receive partner status with the Global Association of Risk Professionals (GARP), which represent the best in financial education around the world. All the University's Accounting and Finance programmes are now recognised by at least one of the key global professional bodies. GARP will provide six students and one faculty member with a scholarship towards the Financial Risk Manager Part I exam, along with many other benefits.

We launched a Centre for Innovation in Human Experience, the first of its kind in the region. Its three specialised labs are equipped with state-of-the-art technology and resources for Data Science, Robotics, Virtual and Augmented Reality, and Human Centred Design. The University is the first in the region to reduce, reuse and recycle plastic, with the ultimate aim of eliminating single-use plastic on campus.

#### Student successes

Our students won a range of scholarships and awards. Ten BA Honours Accounting and Finance students were selected to receive a full scholarship from the Institute of Management Accountants. Two Law students were awarded the 2019 DIFC Courts scholarship for their commitment to developing the global rule of law and their high academic achievement. Law graduate Lauren Fredah was accepted to the New York

State Bar – she said that the support she received at Middlesex helped her achieve this life-long goal. Fashion student, Mohak Chauhan won Emerging Talent 2019 and Best Designer for a red carpet outfit she created for Hollywood star Serena Laurel. Special Olympics athlete Hamda Al Hosani received an honorary degree for her exemplary work in the field of sports.

#### Conferences and events

Our Teaching and Learning Committee held their first conference, titled Enhancing our Pedagogic Practice: Preparing Students for the Changing World of Tomorrow.

We hosted the Emerging Research Paradigms in Business and Social Sciences conference, attended by 180 delegates from over 60 institutions around the world. The British Computing Society Conference we hosted gave students an opportunity to network with sector experts and employers. Middlesex students picked up a series of awards, including first place in the undergraduate poster category.

### MIDDLESEX UNIVERSITY MAURITIUS

Our Mauritius campus has been open for ten years. The student population is 1,180 with 648 new students joining in 2019/20.

Widely recognised as a leading local education provider on the island, staff are frequently consulted by media as thought leaders in their disciplines, and contribute to local policy development and regulations. The campus also arranges various panel discussions, masterclasses and public lectures. In 2019/20, social media became an even more important and effective platform to showcase the campus, students and staff. Our website, YouTube videos, Facebook page, Instagram and virtual open days are considered as best practice and are often followed by local competitors.

Students excelled in industry competitions and staff continued to publish high-quality research outputs in academic journals. 2019/20 achievements included graduate Sarentha Luther receiving the Chevening Scholarship to study for a Master's in the UK, and Alaba Angole receiving the Rhodes Scholarship to read Social Anthropology in Oxford in October 2020.

#### Academic courses

Several new programmes have been accredited to start in 2020/21. These include BSc (Hons) Cyber Security and Digital Forensics, MSc Network Management and Cloud Computing, MSc Cyber Security and Pen Testing, and LL.M Commercial Law. Three Business Management (BA Hons) degrees will focus on Innovation and Entrepreneurship, Project Management, and Supply Chain and Logistics.

#### Improving our campus

Following an increased demand for student accommodation on campus, we are expanding the current Student Life Residences. Three additional blocks will be ready in 2021 and will increase the current 140-bed accommodation to 330.

### MIDDLESEX UNIVERSITY MALTA

In September 2022, we will be closing our Malta campus.

After a period of review and careful appraisal of options, it became clear that our operating model in Malta is not sustainable. The University's assessment is that the most effective and sustainable way it can contribute to higher education in Malta is to work collaboratively with partners, rather than maintain a small campus.



above: Malta Campus

We remain fully committed to our long-term relationship with Malta. All students can complete their degrees on campus for the full duration of their studies. We will ensure our students continue to receive an excellent experience and high-quality education, supported by our dedicated staff in Malta and the UK.

#### Student experience

The Middlesex spirit remained strong throughout 2019/20, with colleagues supporting students and the local community during lockdown. This was largely due to their rapid adoption of technology, with lecturers and students making use of Kaltura, Adobe and Zoom to conduct lectures as well as one-to-one sessions. Most courses adapted easily to the change of situation. In the case of equipment-reliant courses or where students require access to a laboratory, the team offered simulation options and adapted their assessment methods.

We continued to strengthen our close partnership with the Emerging Technologies Laboratory at the Malta Information Technology Agency (MITA). Students were given unrestricted access to lab equipment to use for their academic projects.

# FACULTY OF ARTS AND CREATIVE INDUSTRIES

Despite the major challenges of the coronavirus, the Faculty of Arts and Creative Industries has continued to thrive, with a wide range of inspirational projects and partnerships. The Faculty comprises our Media, Performing Arts, Design and Visual Arts courses.

## Responding to the pandemic

The Faculty's academic and technical staff played a major role in our University's PPE production during the coronavirus outbreak. Working on campus and from home, our staff produced hundreds of essential gowns and scrubs to protect NHS staff in a range of London hospitals. Faculty staff also supported staff from across the University with the on-site production of nearly 70,000 protective visors for the NHS.

Our students benefitted from tips and advice on breaking into the competitive creative industries from industry and alumni experts through new LinkedIn mentoring groups set up during the lockdown. The Faculty overcame the challenge of being unable to host a physical degree show on campus with the launch of the Creative Graduates website. This online platform showcased our London and Dubai graduates' profiles and celebrated their work across over thirty creative disciplines. In addition, we celebrated the work of our graduates with virtual exhibitions and an online graduate showcase.

## Outstanding student and alumni achievements

A string of successes for the University's Department of Visual Arts during Autumn 2019 includes work by three alumni and three staff being shown at the National Original Print Exhibition at the Bankside Gallery in central London. Two student films also won prizes at the regional finals of the prestigious Royal Television Society London Student Awards, which recognise the best in audiovisual work. MA Printmaking student Hilary Barnes' work was chosen for the Royal Academy's famous Summer Exhibition.

Alumnus Lawrence Abu Hamdan was 2019's joint Turner Prize winner for his 'ear witness theatre' piece about a prison in Syria. Lawrence studied at Middlesex in the mid-2000s and after graduation was approached by Artangel to develop his "walking performances," first presented at the Middlesex graduate show at Old Truman Brewery.

Other creative alumni successes include Printmaking Master's graduate Adam Hartnell completing a five-month residency at Pakistan's National College of Arts in Lahore, and art director and Illustration alumnus Adam Doyle creating a witty smartphone game, made up of his hand drawn pictures.

## Staff successes

Highly acclaimed jazz pianist – and Middlesex lecturer for more than two decades – Nikki Iles received the Ivors Academy Gold Badge, presented to exceptional individuals who support the creativity of songwriters and composers.

## Showcasing our students' skills in practice

Our arts students and alumni explored issues of diversity and representation through their chosen creative field during Black History Month in October 2019. Among exciting new work were striking portraits of Jamaicans in Britain by Photography MA student Dexter McLean, and a theatre scratch night for black playwrights which covered themes including Windrush, mixed race identity, and racism in the workplace.

In January 2020, 28 of our Dance students starred in an outdoor mass participation dance performance against the backdrop of Wembley Stadium, to celebrate the launch of Brent's year as London Borough of Culture. Alongside professional dancers, the students helped lead groups of more than 300 local people from schools, dance clubs and community groups.

A team of ten students helped central London's Chinese New Year celebrations run smoothly. They took responsibility for production and stage management, schedules and artist liaison, as martial artists, dancers and musicians welcomed in the Year of the Rat. Three BA Fashion and Textiles students helped to model and review Asda clothing in a feature television documentary about the retail giant.

# FACULTY OF BUSINESS AND LAW

The Faculty of Business and Law comprises the Business School and the School of Law. With strong links with businesses and public sector bodies, the Faculty provides practical real world learning. This prepares students to become change-makers and to create and share their knowledge between the fast-changing professional and academic worlds.

## Responding to the pandemic

The Faculty's experienced researchers responded quickly to the coronavirus crisis. Research by our Department of Economics, in collaboration with Berkeley Mathematical Science Research Institute in California, looked at differences in intentions to wear a face covering. Results of the first study showed that American males were less willing than females to wear a mask in public. This study received widespread press coverage in the US and UK. A second discovered that people are much more likely to wear face masks if they rely on reasoning instead of emotion. Both papers consistently found that right-leaning people are less likely than left-leaning people to wear a face mask to stop the spread of COVID-19.

Senior Lecturer in Law Dr Joelle Grogan coordinated the COVID-19 and States of Emergency Symposium, which showed that emergency powers implemented during the pandemic have impacted nearly 80% of the world's population. Over 100 experts contributed, including former judges of the European Court of Human Rights, as well as professors and scholars of constitutional, public, and international law.

## Expertise with international reach

Our Professors of Employment Law applied their expertise to a wide range of international projects in 2019/20. They consulted on topics as diverse as whistleblowing legislation in North Macedonia, to political rights in China, to race discrimination in Ireland.

Work by our Lecturers in Law includes a contribution to the International Symposium on the Right to Silence, and providing insight for a BBC Panorama programme on cases of killings by soldiers in Iraq and Afghanistan.

Our academics taught and shared knowledge in West Africa. For example, Yetunde Akinuoye, Senior Lecturer

in Midwifery, provided mentorship, support and online teaching for the students at a midwifery school in Nigeria.

## Research with impact

In April 2019, Middlesex academics called for research into the high number of Black, Asian and minority ethnic (BAME) coronavirus-related cases. Research Fellow Roger Kline, who regularly provides expert analysis on NHS staffing issues in the media, urged health authorities to understand why none of the BAME deaths involved staff who work in intensive care. Roger was appointed to the expert group for 'Developing an ethical framework for COVID-19 testing for NHS workers,' a project by the University of Cambridge. Based on his research, Roger has commented widely on issues relating to the coronavirus and its impacts upon NHS workforce.

Senior Lecturer Dr Alice Donald and Professor of Human Rights Philip Leach contributed a commentary on human rights and COVID-19, while Senior Lecturer in Law Dr Ciara Staunton contributed a report on South Africa with her colleague Professor Melodie Labuschaigne from the University of South Africa.

## Promoting social mobility and social justice

International Politics graduate engaged with viral campaign 56 Black Men, challenging stereotypes of black men and profiled role models. Research focussing on promoting uptake of the Living Wage by employers and work to highlight the scale of the neglected issue of unpaid wages in the economy directly influenced government policy related to employer rights and their enforcement.

## A positive impact on our community and environment

The Centre for Enterprise and Economic Development Research undertook research into early stage innovative green businesses and their ability to access finance. These findings fed into the UK government's development and expansion of green funds, to support world leading green innovation.

# FACULTY OF HEALTH, SOCIAL CARE AND EDUCATION

Our Faculty of Health, Social Care and Education offers a wide range of professional courses. Our students are taught in cutting-edge facilities and are guided by expert academic staff to achieve their full potential. Our strong connections with NHS partners and engagement with authorities and schools in London and the home counties give our students access to a wide range of placement opportunities.

## Responding to the pandemic

Our Nursing staff and students played a vital role in the coronavirus response in the local area. Around 500 MDX Nursing and Midwifery students worked on the frontline, in hospitals and other healthcare settings while our Associate Lecturer in Nursing Orla Hillary was released for two days a week to help work in an intensive care unit. Our Nursing staff helped local NHS Trusts develop free online resources relating to COVID-19, and used our augmented reality technology to upskill NHS staff. This enabled staff to learn new skills, such as personal care of patients who have died from suspected or confirmed COVID-19. We also supported a project by the Tavistock Centre, pulling together wellbeing resources for health and social care staff facing extremely challenging working conditions.

## Using technology to enhance learning and support our graduates

Middlesex University has been chosen as one of seven partners to deliver online Nursing degrees. To be launched in 2021, these blended learning courses will open up the profession to a wider group of people, developing a workforce of digitally expert registered nurses.

Ground-breaking technology is allowing our student nurses to work in a virtual hospital ward. We invested in five virtual reality headsets that can create digital scenarios to replicate situations that nurses would face in real life. Third year Adult Nursing and Midwifery students, and paediatric postgraduates are using the virtual wards. We are also leading on the development and introduction of an Electronic Practice Assessment Document (e-PAD) for clinical assessment – to be used across London.

## Championing mental health

Due to the coronavirus outbreak, we had to bring the International Mental Health Nursing Research Conference we were hosting online. Our Centre for Coproduction in Mental Health and Social Care used social media to bring a range of mental health speakers to new listeners. Our work with other university bodies includes co-hosting a podcast and an open conference with the Museum of Domestic Design and Architecture (MoDA) on health, wellbeing and the built environment. Our academics also contributed to a range of books, articles and research into mental health.

We have increased student sessions with our Canine Teaching Assistants (CTAs) to twice a week to meet student demand. The CTAs were introduced in 2017 by the Head of Clinical Skills Fiona Suthers and her team in the Department of Adult, Child and Midwifery.

## Award-winning academics

After taking the prestigious Queen's Nurse title in 2019, Midwifery Lecturer Sarah Chitongo continued to excel. She picked up many more professional awards including a Fellowship from the Royal College of Midwives and a Rising Star Award at the Zenith Health Global Awards. The Fellowship was in recognition of her work to highlight the high number of deaths among black and minority ethnic women during labour and for pioneering the use of augmented reality technology in midwifery training. Sarah's work has been commended by the Royal College of Midwives. Sarah has also been asked to work at the government's Racial Disparity Unit and is an Appointed Advisor for the United Nations Strategic Development Goals.

Stephanie Michaelides, a Senior Lecturer in Midwifery, received a Lifetime Achievement Award from the International Maternity Expo while staff and students received several nominations in the annual Student Nursing Times Awards, including Nursing Associate Training Programme Provider of the Year.

# FACULTY OF SCIENCE AND TECHNOLOGY

The Faculty of Science and Technology celebrated many successes in 2019/20. Bringing together leading academics from a wide variety of backgrounds, the Faculty comprises Natural Sciences, Computer Science, Design Engineering and Mathematics, Psychology and the London Sports Institute.

## Responding to the pandemic

Faculty staff have led on important research in response to COVID-19. We designed and developed a real-time, non-invasive lung monitoring device for adults in hospital with COVID-19. A Faculty research team led on the development of a rapid test which would detect levels of both the SARS-CoV-2 coronavirus and anti-viral antibodies for COVID-19, and which would be as intuitive as a home pregnancy test. Our Department of Psychology examined the impact of social distancing on mood, wellbeing and diabetes self-management among people with diabetes. Psychology staff also carried out research into volunteering supporting the NHS and the community effort to respond to the pandemic, to help understand what works and what doesn't.

## Student and Faculty successes

BBC One's Inside Out programme featured Dr Rhonda Cohen, Head of London Sports Institute, talking about her research with Dementia Club UK and the positive impact of community clubs on people with dementia. Amran Mohammed, Graduate Academic Assistant in Natural Sciences, was selected from more than 2,000 applicants to be a Future Leader in the Shaping Horizons Summit and Action Programme at the University of Cambridge. She joined 150 young leaders, from across the UK and Latin America, to meet senior world leaders to discuss, develop and deliver solutions to challenges in the regions.

## Awards and competition wins

Associate Professor in Computer Science Gill Whitney was awarded a Distinguished Service Certificate by the British Standards Institute. It recognises her valuable contribution to the development of British, European and International standards. The Department of Computer Science won a Collaborative Award for Teaching Excellence for its approach to our first-year Computing and Design Engineering

curriculum. Our student team 'Brainstorm' won the Judges' Award for Most Innovative Solution at the Eurobot 2019 robotics competition. Held in Paris, the event featured 188 French and 33 international teams.

A Faculty team of 118 students, staff and colleagues from Professional Services, attended WorldSkills UK Live, the UK's largest skills, apprenticeships and careers event. The national finals of the WorldSkills UK competitions took place at the event, with Middlesex students winning a silver medal in Building Information Modelling plus silver and bronze medals in Robotics.

Also profiled in this report under CARESSES, the Middlesex robot Pepper caught the eye of the judges at the annual HEIST awards for excellence and innovation in higher education marketing.

## Research and Impact

A team from the Faculty's Interaction Design Centre secured funding to research emerging technologies in defence scenarios. The project is part of the Ministry of Defense Human Social Science Research Capability framework.

## Campus events: welcoming the wider community

On 21 November 2019, we were one of ten universities to project the Periodic Table onto their buildings in support of Chemistry Week. Supported by the Royal Society of Chemistry, the event highlighted important elements that are now in danger of running out and what we can do to help. Our Department of Psychology turned 50 in 2019. A celebratory event brought together past and present members of the Department and featured speeches on the future of the discipline.

Dr Britta Stordal and colleagues from the Department of Natural Sciences hosted students from four European universities for Biomedical Science International Week. The Faculty also hosted a Health IT Workshop which focused on legal, ethical and social aspects of new and emerging technologies in healthcare.

# STUDENT NUMBERS



London campus – home and EU students

**15,600**



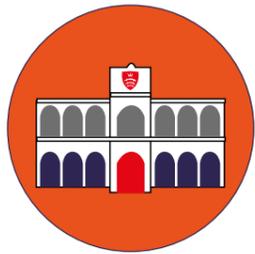
London campus – international students

**3,641**



Dubai campus

**3,823**



Mauritius campus

**1,180**



Malta campus

**170**



Collaborative and validated

**16,675**

**TOTAL**

**41,089**





## PARTNERSHIPS AND COLLABORATIONS

The coronavirus pandemic had a significant impact on our academic partners in the UK and abroad, with many moving away from face to face teaching and needing to make changes to assessments. However, in spite of the challenging circumstances, we continued to build on our expertise in partnerships and collaborations.

### Worldwide partnerships

One of our partners for MBA programmes, KMU Akademie in Austria, won 'Top HE distance education programme provider' for the third year running. The award comes from fernstudiumcheck.de, Germany's largest website for student feedback on distance education courses. New partnerships for 2020 include our Business School collaborating with Seoul School of Integrated Sciences and Technologies (aSSIST) to offer a dual doctoral degree.

### Partnership programmes across the UK

The Faculty of Science and Technology teamed up with Watford FC Community Sports and Education Trust to launch an innovative Joint Foundation Degree in Football

Development and Coaching. The course aims to attract young people from the local community and combines practical coaching with theory and work-based learning.

The London Studio Centre, which offers theatre and dance courses, has been a Faculty of Arts and Creative Industries partner for many years. They added an exciting new MA in Dance Producing and Management to their list of programmes.

Our School of Health and Education revalidated the very successful Joint BSc in Veterinary Nursing with not-for-profit education provider The College of Animal Welfare.



above: Middlesex and Watford FC Community Sports and Education Trust's Joint Foundation Degree in Football Development and Coaching  
Photo courtesy: Watford FC

### Partnering with further education providers

The Faculty of Science and Technology started a new partnership with Abingdon and Witney College in Oxfordshire to offer Degree Apprenticeships in Digital Technology Solutions. Apprentices choose from two specialist areas: Network Engineering or Software Engineering. The course was created with Oxfordshire employers within the sector, who identified skills gaps. Around 80% of the learning will take place at work.

# PRINCIPLES



In 2008 Middlesex's Business School became the first non-corporate organisation to join the UK branch of the UN Global Compact. The School has continued to be a proactive member, engaging in a range of its courses and initiatives, and works closely with the UK Global Compact Secretariat.

## PRINCIPLES ONE, TWO AND THREE:

### Purpose, values and methods

We are committed to embedding the values of global social justice, culture, health, sustainability and prosperity into its programmes and research and knowledge exchange activities. From our innovative and impactful research responses to COVID-19 to our dynamic, relevant courses which foster a mindset of social justice and equality, Middlesex embraces the values and ethos of the Sustainable Development Goals (Principles 2 and 3).

Across our global campuses, we work in partnership to bring disciplines, professions, sectors and cultures together to tackle and create solutions to complex problems. Practice-oriented learning is a distinctive feature of the Middlesex learning experience. Students are encouraged and supported to put these values into practice through a range of student activism opportunities and engagement with local community issues through volunteering. For instance, our Students Union's successful campaign and engagement with the Government's Syrian Vulnerable Persons Resettlement Scheme, which is profiled in this report.

### Spotlight:

- Research into violation of Indigenous peoples' rights during the pandemic
- The 'inclusion' challenge. UK integration of low-skilled and low-waged migrant workers during the pandemic
- Study on how national identity predicts public health support during the pandemic
- Behavioural, welfare and environmental impact of air travel reductions during and beyond COVID-19
- Effects of COVID-19 on labour market outcomes of UK graduates
- Sustaining and strengthening climate-resilient recovery.

At Middlesex we believe that research should have a positive impact in the public realm, improving equality, diversity and inclusion and reaching disadvantaged groups. Our aim is to undertake first class research using cutting-edge methods and working across boundaries to solve complex global problems and to achieve outcomes which are genuinely inclusive in their impact.

## PRINCIPLES FOUR, FIVE AND SIX:

### Research, partnership and dialogue

Through published work, events and broad engagement with stakeholders at international level, we contribute insights that help develop fairer, healthier, more prosperous and sustainable societies, creating positive social and environmental value (Principle 4).

The inspiring portfolio of courses and learning pathways are designed and continually refreshed to ensure our students are prepared for the workplace of the future. This portfolio is informed by leading-edge research working in dialogue with a wide range of stakeholders including the private sector, non-government organisations, international development agencies, civil society and government, leveraging our global campus infrastructure (Principle 5).

Our research and engagement activities facilitate dialogue, consultation and challenge at multiple levels both nationally and internationally. A key focus of this platform is acting as an advocacy voice for greater diversity in the workplace and removing social mobility barriers. Our university community aims to promote advanced skills and advocates for equal access to opportunities, across sectors, both for our students and people globally, to help improve the quality of life, productivity and public services.

As the highlighted case studies demonstrate the implementation of the 17 Sustainable Development Goals and the challenges of global inequality underpin and shape our research agenda.

- Developing and growing social enterprise innovation
- Fostering sustainable practices in the fashion industry
- Detecting and improving recovery of unpaid wages on behalf of employees
- Research into unsustainable consumption in a disrupted society – COVID-19 and the new normal
- Sustainable finance and impact investment in Brazil
- Vulnerability of migrant seasonal agricultural workers in the UK and New Zealand to modern slavery
- Citizen Healthcare for minority groups.

## SPOTLIGHT

Across the University and international campus infrastructure we work to ensure all our programmes are embedded with knowledge and skills that embrace the Sustainable Development Goals challenges and equip students with skills to meet future market demands.

The values of social, economic and environmental sustainability have been incorporated across our curriculum.

Some specific examples are:

### MA GLOBAL GOVERNANCE AND SUSTAINABLE DEVELOPMENT

With the rise of sustainable development as a major issue on the international policy agenda, governance issues whether for intergovernmental and government agencies, international organisations or corporates and partners, has become a critical focus. Having access to professionals that are equipped with the necessary analytical skills and knowledge to address this challenging topic in varying contexts is important.

This Master's degree aims to provide students with skills to become such professionals – enhancing their knowledge and skills with respect to global governance approaches and instruments in relation to environmental sustainability and social justice.

Students explore various approaches to how intergovernmental and national strategies, policies and projects pertaining to these global governance issues are formulated, implemented and evaluated. The critical case study approach used in teaching enables students to develop the skills required for working in the private sector or with global and national public or third sector agencies leading and managing change in a global environment.



[www.mdx.ac.uk/courses/postgraduate/global-governance-sustainable-development](http://www.mdx.ac.uk/courses/postgraduate/global-governance-sustainable-development)

### MSC SUSTAINABILITY AND ENVIRONMENTAL MANAGEMENT

The need for environmental sustainability is increasingly acknowledged in policy areas throughout the developed and developing world. For this reason, the course is designed for those looking to gain a high-level qualification in the theory and practical application of sustainable environmental management.

This MSc course is aimed at students with an interest in the application of sustainable environmental management

principles in practice. It focuses on sustainability issues and the development of tools and techniques to envision change and bring about practical solutions to real world cases. Students gain an in-depth understanding of the scientific basis of the most significant global environmental issues confronting private and public sector decision makers and they master a variety of analytical approaches to aid the design, evaluation and application of management options based on law, policy and best practice.

This Master's degree in Sustainability and Environmental Management (suited to those with science and technical experience) offers insight into the causes and solutions to a range of environmental issues. Students develop the ability to evaluate the constraints and opportunities facing a variety of institutions and acquire the skills required to implement sustainable policies. They undertake problem solving scenarios, develop analytical skills and critically evaluate environmental management policies.

A core opportunity provided in this degree is a field study trip, subject to availability as a result of the COVID-19 restrictions, or using a virtual case study to explore a practical environment which has challenged stakeholders and the practice of sustainability. This component supports learning about management and policy solutions for sustainability through practical experiences.

The devastation of the environment and ecosystems is of increasing concern across the world. In addition to the impact of climate change and reduced biodiversity, both legal and illegal economic activity is a challenge to legal frameworks and agencies at national and international levels of governance.

This Master's Degree was designed to tackle these issues and equip students with high-level knowledge and skills to enable them to develop professional careers in the environmental sector.

On completion of the course, students have the required practical skills and knowledge applicable to careers in environmental policy and enforcement, with an emphasis on employability and engagement with contemporary environmental challenges.



[www.mdx.ac.uk/courses/postgraduate/sustainable-environmental-management](http://www.mdx.ac.uk/courses/postgraduate/sustainable-environmental-management)

## EUROPEAN HUMAN RIGHTS ADVOCACY CENTRE (EHRAC)

The European Human Rights Advocacy Centre (EHRAC) joined Middlesex University Law School in 2013 as an independent human rights centre. EHRAC comprises a team of expert lawyers and NGO management professionals, specialising in international human rights law, focusing primarily on the European Convention of Human Rights.

EHRAC has been conducting international litigation for more than sixteen years. They have cultivated strong relationships with over a dozen NGO litigation partners and their formidable human rights litigation spans five countries: Russia, Ukraine, Azerbaijan, Armenia, and Georgia.

In 2019, they litigated 32 cases before the European Court of Human Rights and the UN Committee on the Elimination of Discrimination Against Women (CEDAW). They won 10 cases on behalf of 15 applicants, on issues spanning from occupation and conflict, the repression of critical voices to equality and discrimination. Their work included mentoring 24 lawyers at 11 different organisations.

EHRAC advocates for real and lasting change, putting pressure on governments to implement international judgments. Their litigation, advocacy and implementation efforts acted as a catalyst for Georgia to introduce greater

protections for victims of domestic violence. This was a result of a landmark judgment by the UN CEDAW Committee in a case jointly litigated by EHRAC. They also caused Azerbaijan to quash the conviction of a prominent human rights defender after a judgment from the European Court of Human Rights.

A major highlight was the unveiling of a public online platform of evidence assembled by the open-source investigations agency Forensic Architecture, commissioned by EHRAC. This cutting-edge way of presenting evidence has been submitted in a case currently being litigated, with the Ukrainian Legal Advisory Group, on behalf of 25 Ukrainian volunteer combatants who fought in eastern Ukraine in 2014. The combatants were captured by the Russian Armed Forces and handed over to separatists who ill-treated them in detention. It is the first time that evidence of this kind has been submitted to the European Court.



# MAURITIUS CAMPUS HOSTS AFRICAN GOVERNANCE EVENT

The **Mo Ibrahim Foundation** was established in 2006 with the objective of enhancing governance leadership in Africa. Its main mechanism to progress this goal is to annually produce an index of governance across 54 African countries – The Ibrahim Index of African Governance (IIAG).

This index constitutes the most comprehensive dataset measuring African governance, providing specific performance measures on a range of indicators, including economic opportunity, health, security and justice.

At country level, Mauritius has consistently maintained the top position in Overall Governance. Dr Adeelah Kodabux, Senior Lecturer in International Relations at Middlesex Mauritius campus, through her research in this topic and extensive interfacing with stakeholders in the region, supported the Foundation to organise an event at the Mauritius campus to present the 2018 Index findings. Students and colleagues in London and throughout the University had the opportunity to join remotely. Participants included representatives from the European Delegation of Mauritius; Africa Guarantee Fund; Independent Commission Against Corruption; Mauritius Research Council/Tertiary Education Commission and the Mauritius Regional Training Centre.

Dr Kodabux was subsequently invited to join the Foundation's Now Generation Forum (NGF). In 2019 she was invited to attend the annual conference event in Abidjan, Côte d'Ivoire, which convenes offering young emerging African leaders a platform to debate issues of critical importance to Africa including Higher Education.

Her TV interview on Deutsche Welle News Africa on her analysis of the 2020 findings, recognising areas of risk, received extensive coverage. Dr Kodabux continues to take a leadership role within the region, profiling the significance of the IIAG for achieving transformative progress in Africa and showcasing the overall correlation between the work of the Foundation and the Africa SDG Index indicators.



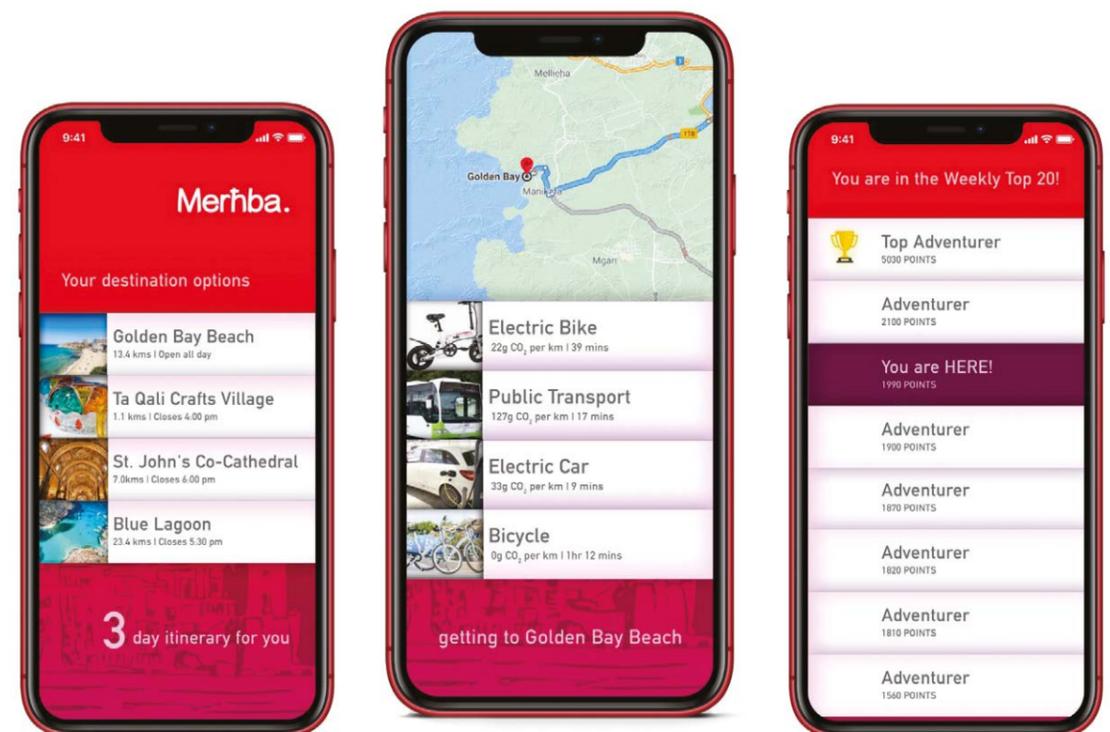
above: Dr Adeelah Kodabux with Ellen Johnson Sirleaf, former Liberian President

# MALTA STUDENTS CLIMATHON COMPETITION

Middlesex University Malta Business students participated in the Climathon – a competition organised by the Ministry for the Environment, Climate Change and Planning and The Malta College of Arts, Science and Technology (MCAST).

Students in Malta were invited to contribute to finding innovative and local solutions for the global climate emergency. The 2020 Climathon challenge focused on how to promote and cultivate sustainable tourism in Malta. Three of the Middlesex Malta group submissions achieved final stage status and one Middlesex Malta student team took home the prize sponsored by the HSBC Foundation.

The winning team developed the Merhba App – an app that helps tourist to make sustainable choices in dining, accommodation and mobility. Users are rewarded for every transaction with points that can be redeemed at local shops.





## EMPOWERING REFUGEE AND MIGRANT FAMILIES

The IENE project ‘Intercultural Education for Nurses’ is an EU funded programme running since 2008 which works to enhance the quality of vocational education and training of nurses in Europe in multilingual and challenging environments.

In 2018 a project entitled ‘Empowering Migrants and Refugee families with parenting skills’ was approved as part of Erasmus+. The aim is to provide education and training to professionals and volunteers working with migrants and refugees to enable them to parent their children during the harsh and unpredictable conditions many of them are enduring while on transit or in temporary camps. This two year project has been extended for another year due to the coronavirus restrictions.

The partners in IENE 8 include Middlesex University (UK); the Cyprus University of Technology (CY); EDUNET (RO); Doctors of the World (GR); the National & Kapodistrian University of Athens (GR); C&B Social Cooperative Society (IT) and the St Augustinus Gruppe (DE).

The IENE 8 partnership has adopted the Papadopoulos, Tilki and Taylor curriculum model which promotes the development of skilled and culturally competent health and social care workers. This enables the team to work

in a systematic way via bite sized learning units based on four key curriculum constructs. These are Cultural Awareness, Cultural Knowledge, Cultural Sensitivity and Cultural Competence. The content of the learning units is based on a range of interventions – extensive literature review, input of the expert members of the project team and contributions of key stakeholders such as health workers, volunteers and refugee parents. Via a customised App developed for the project, stakeholders are enabled to compose and submit their own stories and experiences which are then loaded onto the IENE 8 Knowledge Hub.

In 2020 the Middlesex University team in collaboration with the Doctors of the World (Greece) team delivered the IENE 8 webinar which was attended by over 60 participants. In 2021 each country team will deliver a specially designed training course followed by dissemination events.



[www.ieneproject.eu](http://www.ieneproject.eu)

## IMPACT OF FLOODING ON MENTAL HEALTH

The Flood Hazard Research Centre at Middlesex University has a distinctive track record of working with Government and a range of stakeholders analysing the impact of flooding on communities and developing mitigation interventions.

Working in partnership with the UK Government Department for Environment, Food and Rural Affairs (DEFRA) and the Environment Agency (EA) the Flood Hazard Research Centre (FHRC) has focused on water, environmental management and natural hazards since the early 1970s. In the UK today, one in six residential properties is at risk of flooding. Current predictions estimate that by 2080 the number of people at risk may increase by 41% under the 2°C climate change projection and up to 98% under a 4°C scenario, with the most deprived communities facing a higher risk (Sayers et al., 2015).

Improving our understanding of risk and implementing the appropriate measures remains a key challenge to ensure the resilience of communities (**The Sendai Framework for Disaster Risk Reduction**). The UK already has a long history in managing flood and coastal risk supported by dedicated and centralised investment.

The **Multi-Coloured Manual on the benefits of flood and coastal risk management** was produced by the FHRC in collaboration with DEFRA and the EA. This manual provides the methodologies and data to facilitate the quantification of the benefits of avoiding a range of direct and indirect impacts and is used to prioritise flood risk management investment.

However, a lack of evidence has limited the consideration of intangible human effects such as the impact on the health of those affected by flooding, which is thought to be significant and long-lasting. FHRC and Wood Plc were commissioned by the EA to analyse the recent evidence from Public Health England’s national study of flooding and health impacts. The aim of this work was to translate this new understanding of the impacts of flooding on mental health and to develop innovative approaches to incorporating mental health impacts into economic appraisal, thereby better recognising the real impacts on people and communities.

The **proposed method** (Viavattene et Priest, 2020), now adopted by government, monetises the mental health costs of flooding according to the flood depth experienced by a residential property during a flood, as well as the likely prevalence of three conditions (PTSD, anxiety and depression) and the associated costs of treating these conditions, such as productivity losses through those unable to work.



[www.mdx.ac.uk/our-research/centres/flood-hazard](http://www.mdx.ac.uk/our-research/centres/flood-hazard)



# CULTURALLY COMPETENT ROBOTS FOR ELDERLY CARE

CARESSES (Culture-Aware Robots & Environmental Sensor Systems for Elderly Support) is a major international research project, exploring the use of culturally competent robots to assist care for older people.

Middlesex University, the University of Bedfordshire and Advinia Health Care are the UK partners of the study, coordinated by the University of Genoa, Italy; Orebro University, Sweden; and JAIST Nagoya and Chubu universities in Japan, who developed the robot's Artificial Intelligence including the world leading Robotics company Softbank Robotics. The project was jointly funded by the EU Horizon 2020 research and innovation programme in partnership with Japan's Ministry of Internal Affairs and Communication.

A critical component of the research was the development of a cultural knowledge base, led by Middlesex Professor of Transcultural Health and Nursing Irena Papadopoulou, to ensure the design of scenarios that would demonstrate the capabilities required to respond appropriately to older people from diverse cultural groups.

"Our trial was one of the most rigorous, complex and largest of its kind to date and limitations need to be viewed against this backdrop," says Professor Antonio Sgorbissa from the University of Genoa, who was leader on Artificial Intelligence development. "The Artificial Intelligence developed in the project allowed the robot to autonomously interact with older people for many hours, even if we had issues with time pressure and technical problems," he continued.

**"IT IS ESSENTIAL THAT WE CONTINUE THIS RESEARCH TO MAXIMISE THE POTENTIAL OF ARTIFICIAL INTELLIGENCE AND USE IT FOR SOCIAL GOOD."**

In the UK alone, 15,000 people are over 100 years of age and this figure is predicted to increase. The project evaluation signposted that the focus was never to replace humans – but how socially assistive, intelligent robots for older people could support and relieve some pressures in hospitals and care homes.

Significantly the project was highlighted in the UK's Best Breakthrough list compiled by Universities UK, the umbrella group for UK universities. It is part of the **MadeAtUni** campaign to change public perceptions of universities and bring to life projects that make a difference to people and communities in the UK.

Professor Dame Janet Beer, President of Universities UK, said "universities really do transform lives. The technology we use every day, the medicines that save lives, the teachers who inspire – all come from UK universities and the important work being done by academics."



# STROKE PREVENTION RESEARCH FOR THE WORLD HEALTH ORGANISATION

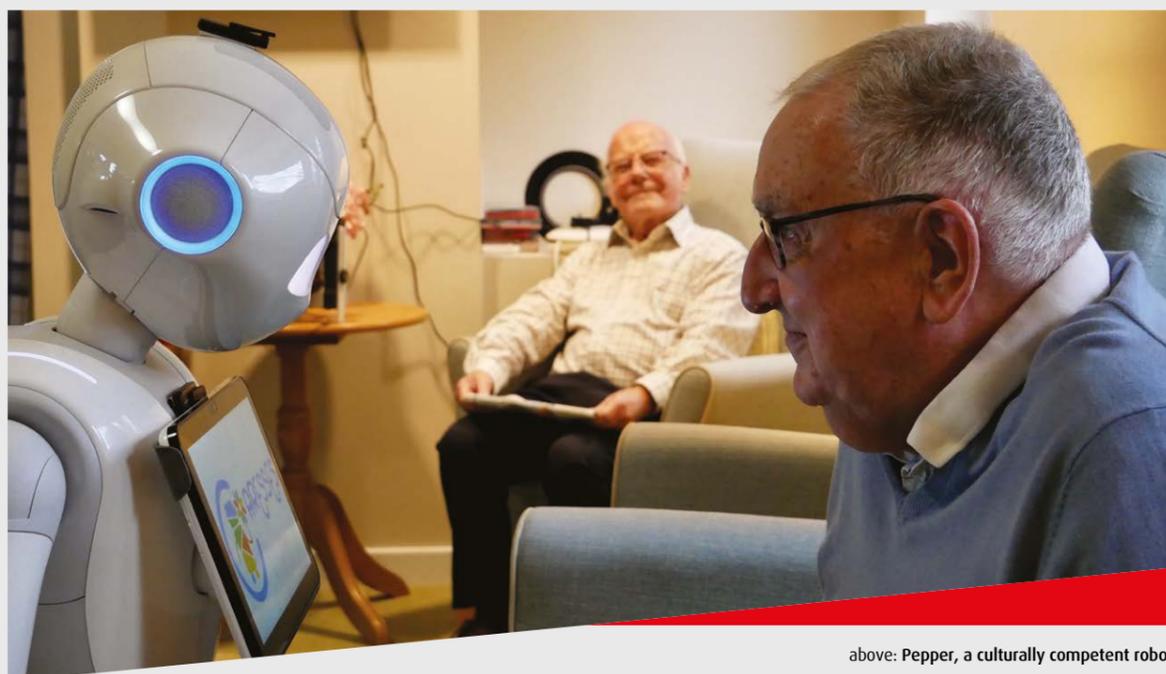
More than 37.5 million people globally are affected by atrial fibrillation (AF), with 58% of those aged 70 and over suffering. AF, which causes irregular and often abnormal heart rate, is linked with high rates of hospital admissions and premature death.

Dr Mariachiara Di Cesare, a Senior Lecturer in Public Health at Middlesex University, provided evidence in a paper published in the journal *Global Heart* that non-vitamin K antagonist oral anticoagulants (NOACs) could be a cheaper and a safer treatment for people suffering from AF. Currently people in low and middle income families are less likely to receive any anti-coagulation treatment due to its cost, the need for regular monitoring and the burden on struggling health services, particularly in low and middle income countries.

As part of the World Heart Federation Emerging Leaders Programme, Dr Cesare and her team demonstrated evidence to the World Health Organisation (WHO) about the efficacy and cost effectiveness of using NOACs to prevent strokes in high risk patients. The aim was to provide WHO with

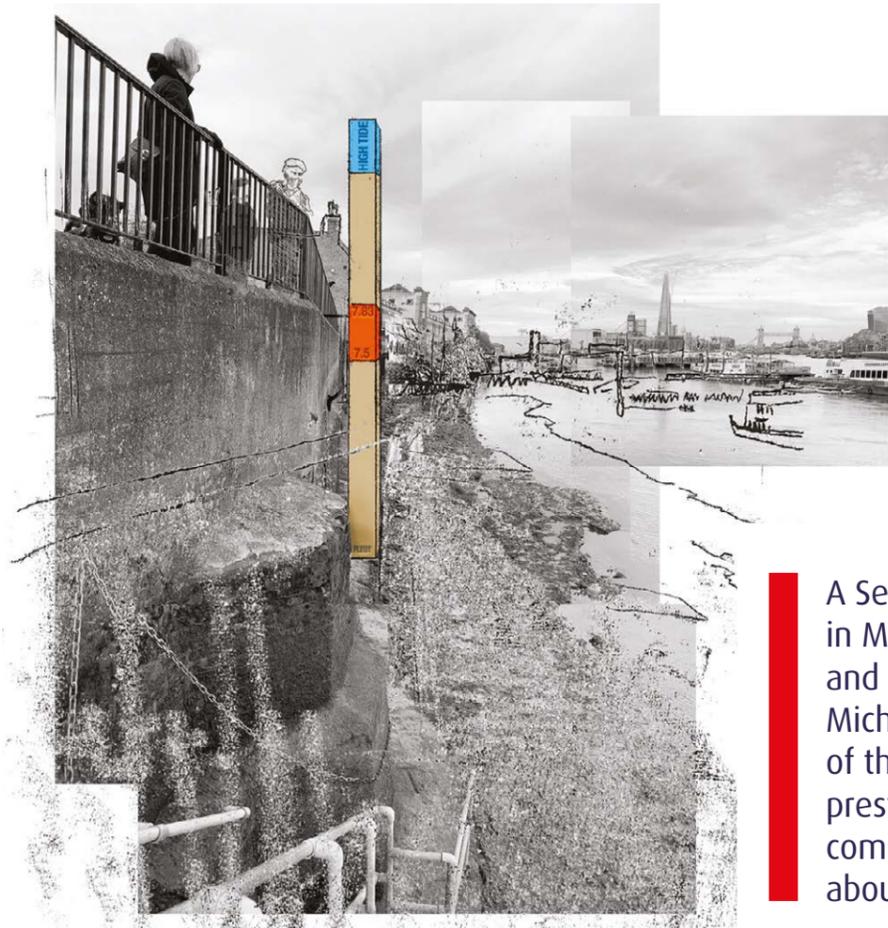
evidence to have the drug included on its Model List of Essential Medicines. Inclusion on this list is critical as once a drug gets onto this list health services in different countries are advised to make every effort to make it accessible to their citizens. In poorer countries WHO can work with the governments and local stakeholders to ensure patients can access it, representing a great step forward in reducing the burden of cardiovascular illness and death.

The next frontier and challenge is to work with governments to include NOACs in their national essential medicines list as well as ensuring their provision in health facilities and pharmacies to promote patient access and contribute to the successful management of heart disease globally and to lowering the risk of stroke.



above: Pepper, a culturally competent robot

# MIDDLESEX ACADEMIC WINS INTERNATIONAL COMPETITION 'CONVERSATIONS ABOUT CLIMATE CHANGE'



A Senior Lecturer in Interiors in Middlesex Faculty of Arts and Creative Industries, Michael Westthorp, is one of the six winners of the prestigious international competition 'Conversations about Climate Change.'

The competition brief was a challenge for designers, architects and makers to create a piece of furniture, sculpture or functional object that sparks a conversation about climate change.

The main idea of the winning entry was to use design as a vehicle to keep in the forefront of the public on high profile platforms the sea level rise due to global warming.

In a report published in March 2020, NASA estimate that human activity is contributing to sea level rise of 3.3 millimeters per year.

In less than 100 years high tide will severely affect nearly 600 million people worldwide. With the majority of the world's great cities by the coast, river or other major

body of water, the opportunity was seized to remind people about this catastrophic consequence and promote conversations about the impact of climate change.

Michael proposed a simple column showing the current high tide level and the predicted high tide level in 2120. The column is envisaged to be situated on river fronts in major cities around the world. The orange section indicates the warning that if the same trajectory is maintained, water will rise above the current defences. As the tide rises the column becomes obscured. The new high level will always be above the pavement. The obvious impact for viewers is they will get their feet wet. Yet the real message is the alarming consequences and wider implication to the city they live in.



## UN ELIMINATION OF VIOLENCE AGAINST WOMEN EVENT AT DUBAI CAMPUS

The Institute of Sustainable Development hosted a guest lecture by Abdulrahman Mohammed, a LLB Law student at Middlesex University Dubai, to mark the United Nations International Day for the Elimination of Violence against Women.

The Institute hosted Abdulrahman who addressed more than 60 International Foundation Programme (IFP) students on the role of the performing arts in raising awareness on the issue of violence against women.

Abdulrahman Mohamed is passionate about promoting social justice through the arts by creating shock value and an emotional impact on the audience. Throughout the years, he has directed plays and participated in a range of performances, varying from plays and musicals to one-acts and choirs.

The Institute of Sustainable Development (ISD) at Middlesex University Dubai fosters the advancement of sustainable development into the university, community and global practices. Through outreach, research and training, ISD is a thought leader in sustainability advocating for the United Nation's Sustainable Development Goals (SDGs). An important objective of the institute and of Middlesex University Dubai is to empower students through engagement and through encouraging them to contribute to regional and international initiatives.

# INTERACTIVE PERSONAL CARBON FOOTPRINT CALCULATOR FOR MAURITIUS

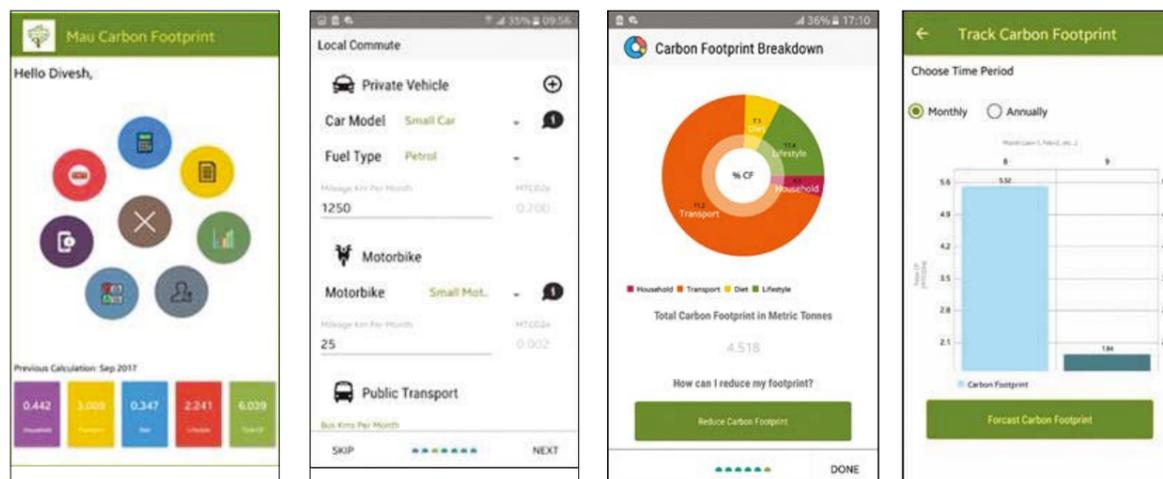
As a Small Island Developing State (SIDS), Mauritius is among the countries that are most vulnerable to climate change and its impact.

A key contributor to this challenge is the emissions of greenhouse gases (GHG) from human activities. To address this problem, it was recognised that one way to make a difference would be through the development and use of carbon footprint calculators, which were limited in their availability in the context of Mauritius.

To address this limitation, a team including Dr Girish Bekaroo at Middlesex University Mauritius worked with the University of Technology Mauritius to develop an interactive

mobile-based personal carbon footprint calculator specific to Mauritius, named Mau Carbon Footprint. The research project was funded by the Mauritius Research and Innovation Council (MRIC) under the Unsolicited Research and Innovation Grant Scheme (URIGS).

The Mau Carbon Footprint calculator does not only calculate the carbon footprint of an individual but also advises on best practices regarding reduction of carbon emissions.



above: Screenshots of the calculator

The implemented calculator also provided a means to answer different research questions as part of this project. Firstly, the acceptance level and motivational influence of such calculator was studied through application of the Technology Acceptance Model. Secondly, the potential of the tool to improve awareness on aspects related to carbon emission reduction was investigated. Finally, the project evaluated the potential of the carbon footprint

calculator to minimise carbon emissions from daily activities of an individual. A mixed approach and sample was used for evaluation involving 90 participants who made use of this application for at least one month. Results showed that the tool was user friendly and positively influenced behaviours.





## GENDER JUSTICE IN CONFLICT-AFFECTED REGIONS



The project GCRF-HUB – Gender, Justice and Security is a five-year programme (begun in 2019) funded by UK Research and Innovation’s Global Challenge Research Fund, aiming to deliver innovative interdisciplinary research on the challenge of achieving gender justice and inclusive security in conflict affected societies.

The Hub addresses the overlapping of three major policy areas linked with Sustainable Development Goals on gender equality; peace, inclusivity and justice; and the implementation of the Women, Peace and Security (WPS) agenda.

Conflict and gender-based violence have devastating long-term consequences on individuals, families and communities. Through the creation of new knowledge, research methods and advocacy networks the Hub will amplify the voices of women and marginalised groups and motivate reforms that effect local and global policy change.

organisations to advance gender, justice and inclusive peace. Middlesex University is engaging in two major streams, Migration and Displacement, and Transformation and Empowerment. The projects address a number of intractable challenges affecting migration, displacement and return which respond to the pursuit of gender justice. The projects will inform policy responses to SDG 5 gender equality and women and girls’ empowerment; SDG 16 on peaceful, inclusive societies and access to justice for all; SDG 8 on growth and decent work; SDG 10 on reducing inequalities and SDG 10.7 on orderly, safe, regular and responsible migration and mobility of people.

 [www.mdx.ac.uk/our-research/research-groups/ukri-gcrf-gender-justice-and-security-hub](http://www.mdx.ac.uk/our-research/research-groups/ukri-gcrf-gender-justice-and-security-hub)

The project will run over five years bringing together 44 partners in seven countries; Afghanistan, Colombia, Kurdistan-Region of Iraq, Lebanon, Sierra Leone, Sri Lanka and Uganda. The challenge the Hub confronts is global but appears in different ways across contexts, yet significantly conflict-affected. The Hub is a multi-partner research network coordinated by the London School of Economics (LSE) and working with local and global civil society, practitioners, governments and international

## COASTAL COMMUNITIES FIJI

The Fiji Locally Managed Marine Area (FLMMA) network, established in 2001, is a non-profit and charitable association of resource conservation NGOs, government departments, academic institutions and over 400 communities working together to promote and encourage the preservation, protection and sustainable use of marine resources in Fiji by the stewards of these marine resources.

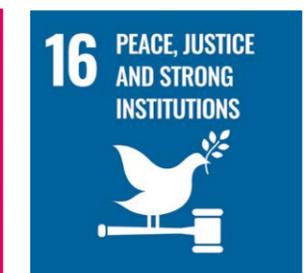
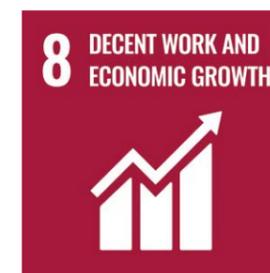
The LMMA provides information and resources on community-based adaptive management and training in project design, monitoring, data management, fundraising and communications.

Middlesex University Business School is leading a British Academy funded research project to investigate the impact of this template of community-based co-management on social and ecological outcomes of communities in Fiji.

Worldwide, coastal communities are facing mounting pressures on their marine resources due to growing populations, fisheries decline and climate change. The question of how to best manage this situation is a key challenge, particularly across the developing world.

Using a quasi-experimental approach, these research findings will be used to produce a Decision Support Tool for the local NGOs working with coastal communities. Also a Data Collection Template will be developed to be used throughout the Locally Managed Marine Area network across the South Pacific, Asia and Africa.

In addition to British Academy funding, funding will be provided by the Wildlife Conservation Society and Conservation International in collaboration with Imperial College London, the Wildlife Conservation Society and the Fiji Locally Managed Marine Area network.



# EQUALITY FOR ETHNIC MINORITY GROUPS IN THE NHS

In 2013 research led by Roger Kline, Research Fellow at Middlesex University Business School, underscored patterns of under-representation of Black and Minority Ethnic (BME) staff at senior and Board levels in the UK National Health Service.

Previous research by colleagues had highlighted the ineffectiveness of voluntary interventions to address this issue. Thus, an alternative approach of data-driven accountability linked to contractual process and regulatory scrutiny was proposed to advance race equality. To instigate this intervention, Kline was commissioned to design the NHS Workforce Race Equality Standard (WRES) leading to significant impact and acceleration of opportunity for BME groups within the NHS.

A highly influential report was produced by Kline in 2014 called 'The Snowy White Peaks of the NHS'. This report analysed the NHS Trust data on the ethnicity of senior post holders and Board membership compared with the impact of a 2004 voluntary Equality Action Plan. This analysis revealed that the proportion of London NHS Trust Board members from a BME background had fallen, while 40% of London NHS Boards had no BME members, alongside a range of inequalities at all levels in relation to opportunity. The widespread publicity the report received was the catalyst for the NHS to commission Kline to design the WRES standard, which was launched in 2015, adopting best practice methodologies, supported by engagement with global best practice and supported by colleagues in Harvard and Manchester Universities.

The methodology consisted of nine metrics that NHS providers were required to collect, analyse and enhance with Kline seconded on a part-time basis as joint director of WRES to oversee their implementation, drive progress and benchmark against similar employers. An independent report evaluated implementation for the first two years (2015-2017) confirming early progress on metrics and positive impact on improving diversity on NHS boards (Dawson et al., 2019).

The publication of 'Snowy White Peaks of the NHS' is widely regarded as having had a pivotal impact on this debate, by identifying the scale of race discrimination within the NHS. Prior to this analysis, tackling race discrimination in recruitment, staff development and promotion procedures in the NHS workforce of over 1.2million, was overwhelmingly devolved to NHS Trusts and local NHS bodies. In 2019, the extent of impact was quantified with evidence that all London NHS Trusts have at least one BME board member and 14.7% of senior managers in London are now from a BME background.

Demonstrating the significance of this issue's impact within the UK public discourse, the award-winning creative production arm of ITV, ITN Productions (UK-based television production company), produced **a short documentary on the project**. It included interviews with BAME professionals in the NHS, as well as with Roger Kline and Professor Stephen Syrett, Business School Director of Research, who underlined how this research relating to social justice was integral to the University and contextualised this alongside related research focus within our Business School. This included research on the important role of whistleblowing within organisations, the extent of unpaid wages in Britain and the development and enforcement of the national minimum wage.



## E-WASTE SUSTAINABLE SOLUTIONS

E-Waste includes electrical and electronic equipment discarded as waste without intent of reuse. E-Waste is the world's fastest growing waste stream and the amount is estimated to increase to over 52 million metric tonnes by 2021.

Population growth, accelerated consumption and prosperity, fast paced technological development, price decrease and shorter lifespans are the main causes. Developed countries continue to contribute most to the problem, but developing countries are rapidly being impacted. Informal e-waste recycling exposes workers and communities to serious chemical health hazards and creates environmental and occupational health problems.

Electronic waste (e-waste) comprises a heterogeneous mix of glass, plastics (including flame retardants and other additives), metals (including rare earth elements) and metalloids. Informal recycling in developing countries has been identified as a primary concern due to widespread illegal shipments, lack of technology, weak environmental and health regulations, and inadequate waste treatment structure.

Middlesex University is leading on research investigating the application of biotechnology to tackle this problem by enhancing the power of microorganisms to protect

the environment and human health. Dr Diane Purchase, Professor of Environmental Biotechnology, and her team have isolated an enzyme to destroy the potency of infectious protein particles that are resistant to conventional sterilisation and decontamination procedures. The technology can be used to decontaminate high-cost surgical instruments, an application which could greatly benefit developing countries. Recognising this innovative work, Procter and Gamble has collaborated with Middlesex University to explore other applications of the enzyme.

Biocementation of soil is a novel, ground improvement technique. It is environmentally superior to chemical grouts and other common soil stabilisers – for example, cement or lime which are linked to high carbon dioxide emissions. In collaboration with the London South Bank University and Network Rail (which owns, operates and develops much of Britain's railway infrastructure), the Middlesex team is exploring this technology to improve the condition of rail embankments.



## SYRIAN REFUGEES FLOURISH AT MIDDLESEX UNIVERSITY

Middlesex University Students' Union (MDXSU) campaigned in 2015 for the resettlement of refugees from the war in Syria to the local area of Barnet.

A total of 17 families comprising 50 people have been resettled under the Government's Syrian Vulnerable Persons Resettlement Scheme by Barnet Council.

Through the Programme six young Syrians have achieved astounding success. One Banking and Finance student has already graduated. Another is on the four year MSc Mathematics with Computing programme, while another two are studying BA Early Childhood Studies, and two more are BA Film students. All have been supported with free education, and all but one also had pre-sessional courses to bring their English up to the required level.

Asmaa, who studies Maths, was 21 when she fled to Turkey. She gave birth to the first of her two children three months after coming to London. While she felt almost overwhelmed by challenges in her first term studying at Middlesex, she credits the University with

giving her confidence and making her believe she could achieve anything. "Everything came in one go: new country, new people and new system of education. I was very lucky as my classmates were from so many different countries, Poland, Pakistan, Malaysia, Somalia. Outside lessons we were always together, having lunch after presentations and working together." Her father in Syria is hugely proud of her achievement – "You cannot imagine how happy he is." Her husband has taken over much of the childcare and does the school run to support her, while her young daughter tells her she wants to become a mathematician too. Currently working as an Arabic and Quranic teacher, she aspires to work as a data analyst or in education management, and would love the opportunity to take her Maths to PhD level.

Alaa, a student who had grown up in Daraa, in the south of Syria, and studied Pharmacy for his first degree made

a total career change. Months after arriving in London he was diagnosed with cancer and had to have several tumours removed. Recovering in hospital, he reflected on what he wanted to do with his life. Rather than doing a conversion and a Master's in Pharmacy, he made a distinctive decision "I decided I would do something different, something I really like and enjoy." He set on the idea of studying Film, with a view to becoming an editor or film designer. "Going back to school and studying again, different from the way I studied back home, gave me social skills, helped me to improve my English and with technology, it helped in lots of ways," he says.

In the course of his degree he's made experimental shorts, written and co-produced a radio play, and made a short film for Refugee Week during the first lockdown, reflecting on how refugees feel being transplanted to a foreign country.

From the experience of the radio play he is drawn towards working in sound, perhaps for an editing house or a radio station. The opportunity to study film at Middlesex "made a big impact on my life: it came at the right time," he says. After all his suffering, "it brought back positive feelings and helped me understand what I wanted to do. I am now someone who is confident and able to support myself and my family."

**I WOULD LIKE TO SAY A HUGE THANK YOU TO THE MIDDLESEX COMMUNITY AND PEOPLE IN BARNET AS THEY HELPED ME MEET MY DREAM. I WILL TRY MY BEST TO BE AS GOOD AS YOU THINK AND MAKE YOU PROUD OF ME."**

TAGHRID, Early Childhood Studies student

One of the Early Childhood Studies students, Nisrin, attended Al-Baath University in her native Homs and then at Jinan University in Tripoli, Lebanon, before she arrived in the UK. A mother of two, she chose Middlesex to continue her studies in the same field. Now in her third and final year, Nisrin praises the Middlesex support system and of all her lecturers at Middlesex. She plans to do a PGCE and says in ten years' time she hopes to teach at a university.

**I APPRECIATE EVERY SINGLE THING THEY GAVE US."**

NISRIN, Early Childhood Studies student

Another student, Samer, enrolled on our BA Film degree after doing voluntary work for a charity and then working at the checkout at IKEA when he first came to London. He aspires to become a director and "make films which encourage people to keep trying. Middlesex University helped me a lot and made me feel there are still people living to help others. A big thanks to all of you who helped me get success in my life... My dreams became reality and I hope yours will too."

# NEXT GENERATION OF FEMALE BUSINESS LEADERS AT MIDDLESEX UNIVERSITY DUBAI

Through outreach, research and training, the Institute of Sustainable Development (ISD) at Middlesex University Dubai is a thought leader in sustainability advocating for the UN's SDGs.

The ISD fosters the advancement of sustainable development into the university, community and global practices. The ISD, SAP Next Gen and The Female Quotient (FQ) partnered to launch the first FQ Lounge in the region at the University campus. The goal of the FQ Lounge is to promote global change makers and support the development of the next generation of female leaders.

The launch included a panel discussion with distinguished speakers such as Fatima Alloghani, Head of Expo Academy & Emiratisation at Expo 2020 Dubai, Dr Tenia Kyriazi, Deputy Director of Academic Operations at Middlesex University Dubai, Wissam Kadi, Global Director at SAP Next-Gen, Mariam Farag, Head of Corporate Responsibility and Social Impact at MBC Group, and Aishwarya Srivastava, LLB with International Relations Student at Middlesex University Dubai.



above: The Institute of Sustainable Development launched the first FQ Lounge in the region

SAP is a strategic partner of the Female Quotient globally and welcomed partnering with Middlesex University Dubai to launch and introduce the FQ Lounge to the Middle East and North Africa region for the first time. In the lead up to Expo 2020, this marked a continuation of SAP Next Gen's efforts to strengthen partnerships and to step up dialogue around the 2030 Agenda while inspiring the next generation of leaders.

The FQ Lounge concept is a space designed to connect and inspire young leaders. Aishwarya Srivastava, the FQ Lounge Campus President, will head the organisation of a series of events across campus engaging stakeholders and students across departments.



For more information on the Institute of Sustainable Development, please visit: [www.mdx.ac.ae/isd](http://www.mdx.ac.ae/isd)



## SMART HOME PLATFORM USING AUGMENTED REALITY

A project to explore various uses for an Augmented Reality (AR) real-time monitoring and control platform for Smart Homes was developed by a research team led by Middlesex University Mauritius.

The project was funded by Mauritius Research and Innovation Council (MRIC) under the Unsolicited Research and Innovation Grant Scheme (URIGS).

Augmented Reality is a technology which is still in development. As a result of mobile phone technology, AR can be considered to be the next significant user interface milestone of the coming generation. The aim of this study was to develop a low-cost platform that could be used in multiple applications with a focus on energy monitoring awareness.

The platform named SmartAR, emerges at a time where the human-machine interface is becoming tightly coupled with mixed and augmented reality applications. Originally developed with Smart Homes in mind, the application expanded beyond the home to office and even car applications. The platform demonstrated capability for energy monitoring and control of lights, fans and other devices through an augmented reality interface.

# HE FOR SHE DIALOGUE EVENT AT DUBAI CAMPUS

The Institute of Sustainable Development at Middlesex University Dubai announced the launch of HeforShe Dialogue Series in collaboration with SAP Next-Gen and Dubai Blockchain Centre.

One of the missions of the Institute is to create awareness and provide solutions for SDG 5 Gender Equality. Forging partnerships and engaging men in conversations around gender equality, the Institute of Sustainable Development at Middlesex University Dubai joined hands with SAP Next-Gen and Dubai Blockchain Centre to launch the global UN Women HeforShe Dialogue Series in the region. The inaugural event was held on 25 May 2019 at 'Office of the Future', the world's first 3D printed office at the Dubai Future Foundation.

The event welcomed HeforShe advocates and champions from the region to encourage and empower men to become active participants of the gender disparity conversations. These included Alex Malouf, Corporate Communications Lead at Procter & Gamble, Sameer Sortour, CEO of SquareCircle Global, and representatives from the Gender Balance Council, Ministry of Community Development and Ministry of Human Resources and Emiratisation.

"SAP Next-Gen is very excited to have successfully launched the HeforShe Dialogue Series in Dubai in partnership with Middlesex University Dubai and Dubai Blockchain Center. We would like to encourage men and boys to take up this mantle and advocate for gender balance by 2030. The goal of these meetups is to build a cross-sector, inclusive platform that addresses gender balance, inclusive leadership, and diversity management," commented Wissam Kadi, Global Director of SAP Next-Gen Labs.

"Dubai Blockchain Center is pleased to launch the HeforShe Dialogue Series initiative to promote inclusiveness and reach gender balance. Engaging in this gender dialogue with our stakeholders is extremely important for us," said Dr Marwan Zarouni, CEO of Dubai Blockchain Center.

HeforShe Dialogue Series by UN Women aims to engage men, women, boys and girls of all ages to participate in gender dialogues and stand in solidarity with women to create a united front to fight inequality. HeforShe identifies champions to drive conversations at their respective workplaces and in the community. More than 2 million people have pledged their support and committed to **HeforShe**.



## INEQUALITY EVENT WITH NOBEL PRIZE LAUREATE PROFESSOR STIGLITZ



In collaboration with the Institute for New Economic Thinking (INET) Dr Sophie Knowles, Senior Lecturer in Journalism at Middlesex Faculty of Arts and Creative Industries, organised a major event on the broad parameters of economic inequality in the UK at the Hendon campus.

INET is a non partisan, non profit organisation devoted to developing ideas and solutions that can lead to a more equal, prosperous and just society. The event explored the impacts of a decade of austerity in the UK, the structural causes of inequality and significantly the role

and responsibility of the media in reporting and supporting the political and public discourse on inequality. A dearth in the literature that deals with the media's response was recognised as the media has generally focused more on poverty than inequality.

The highlight of the event was a presentation by renowned economist and public policy analyst at Columbia University Professor Joseph Stiglitz (right of photo). A former senior vice president and chief economist of the World Bank, Professor Stiglitz is a recipient of the Nobel Memorial Prize in Economic Sciences.

Professor Stiglitz referenced a recent study in the US that revealed the bottom 50% pay more tax as a percentage of their income than the top 1%. In the UK, the wealthiest 10% of households hold 44% of the wealth, with an average of £1.7m each, the lowest 10% have average wealth of just £5,400. "We (the USA) do everything bigger and better including inequality," he said.

The event was attended by members of the public, students, academics, and charities. Also featured in the photo is the BBC Economics Editor Ben Chu, and Sir Vince Cable, former Liberal Democrat leader and MP.



## MIDDLESEX UNIVERSITY LAW EXPERT GAVE EVIDENCE TO HOUSE OF LORDS ON USE OF EMERGENCY POWERS DURING COVID-19

In November 2020 a Middlesex University law expert gave evidence at a House of Lords inquiry into the Government's use of emergency powers during the coronavirus pandemic.

Dr Joelle Grogan, a Senior Lecturer in UK Public and EU Law, urged the UK Parliament to be "clear, consistent, and transparent" when using legislation to enforce lockdowns at the virtual meeting of the House of Lords Constitution Committee.

Dr Grogan also coordinated the 'COVID-19 and States of Emergency' Symposium, hosted on the journalistic and academic forum Vefassungsblog, supported by Democracy Reporting International, which featured reports from lawyers and legal experts in 74 countries on the use of emergency powers to tackle the worldwide health crisis.

In addition, Dr Grogan and Nyasha Weinberg, a Research Fellow at the Bingham Centre for Rule of Law, published a major policy paper for the Horizon 2020 funded RECONNECT project, of which Middlesex University is a partner, which included eight principles for the rule of law and good governance during public health emergencies and was referenced in a Resolution of the European Parliament.

## MIDDLESEX UNIVERSITY MAURITIUS STUDENT FINALIST IN HUAWEI ICT COMPETITION

More than 150,000 students from over 70 countries took part in the Huawei ICT competition.

The competition aims to be a sharing and communication platform for students of educational institutes globally, bringing together talents from all over the world. Specifically, the focus is on promoting effective linkages between the Information and Communications Technology (ICT) industry and the education sector to solve the talent supply challenge.

Huawei wishes to promote an open and sustainable ICT talent ecosystem to equip the new generation with employable skills.

A Middlesex University Mauritius student has been selected from more than 50,000 participants from the Sub-Saharan

Africa regional final of the 5th year of the Huawei ICT Competition. The student will compete with over 300 students from around the world in the global final.

Participating students have access to online training, lab exercises and mock tests to experiment and practice. Huawei's objective is to develop the capability of the students to become world class standard in their field.

## LIVING WAGE FOR ALL

The introduction of a Living Wage (LW) is recognised within public debate as a critical mechanism to address problems arising from low-wages and rising social inequality.

Research led by Dr Andrea Werner, Middlesex University Business School, addressed the dearth of empirical studies on the topic. Her work on the adoption and implementation of the LW by employers has substantially altered this challenge nationally and internationally by presenting rigorous evidence on the benefits of LW adoption, affordability and good practice implementation standards.

The findings and outputs have been leveraged by campaign organisations globally to employers, local authorities, business networks, think-tanks and policy campaign groups as an evidence base to engage in LW implementation. These have included the UK the Living Wage Foundation

and the UK based Child Poverty Action Group (CPAG); the LW campaign organisation in New Zealand, LW Aotearoa NZ, and the main promoter of LW in Ireland, Social Justice Ireland (SJI).

In the case of SJI in Ireland, evidence from the study was utilised around LW affordability and to develop the business case as part of their rationale to the UN Expert Group Meeting on 'Strategies for Eradicating Poverty to achieve Sustainable Development for All.' The outcome achieved was adoption of LW as a key policy recommendation by the Division for Social Policy and Development (DSPD) of the UN Department of Economic and Social Affairs (DESA).

## SUICIDE PREVENTION IN INDONESIA

The World Health Organisation (WHO) report that the average number of deaths due to suicide in Indonesia was 24 per 100,000 of the population.



## SUSTAINABLE DEVELOPMENT GOALS



Data indicate that annually 50,000 people, or on average 1,500 each day, commit suicide. Causes include poverty, poor educational access, lack of mental health support infrastructure and poor social integration.

Dr Erminia Colucci, Associate Professor in Visual and Cultural Psychology at Middlesex University, who is Chair of the International Association for Suicide Prevention Special Interest Group on Culture & Suicidal Behaviour, has led on the research-based development of suicide prevention guidelines for Philippines, Sri Lanka, India and Japan, and for people from migrant and refugee backgrounds.

The guidelines are being produced in collaboration with the Centre for Public Mental Health at Gadjah Mada University (Yogyakarta, Indonesia). In addition, working with The University of Manchester and the Pakistan Institute of Living and Learning, an expert consensus study is being produced that will result in the development of Suicide First Aid Guidelines for Pakistan.

The Suicide First Aid Guidelines approach focuses on empowering everyone in the community with the tools to recognize suicide warning signs and assist the person at suicide risk until appropriate professional help is received or the crisis resolves. **All guidelines**, as well as the short training courses developed with the guidelines, value diversity and acknowledge the socio-cultural and political context of suicide and its prevention.

This focus and sensitivity to culture/context has been the focus of Dr Colucci's PhD in Cultural Psychiatry and her approach to suicide prevention programmes in Low-and-Middle-income countries (where most suicides take place), including with refugee populations. Dr Colucci is also working in partnership with Save the Children International to adapt the existing suicide prevention guidelines to the Syrian context and develop and provide training to fieldworkers and other humanitarian workers.



Photo credit: Dominique Fofanah

## MIDDLESEX ACHIEVES FAIRTRADE AWARD

In summer 2020 Middlesex University was one of two Universities in the UK to achieve a three star rating in the Fairtrade University and College Award ranking.

This is the highest level of Fairtrade Award with three tiers of accreditation which remain valid for two years. Ten other Universities in the UK received accreditation rankings.

The award, now in its third year, was organised in collaboration with the Fairtrade Foundation, the National Union of Students and Students Organising for Sustainability (SOS-UK). Students at accredited universities are obliged to engage significantly in social outreach and to work collaboratively across their institution. The structure of the award encourages partnership between sustainability, catering, students union and academic staff to include procurement practices, awareness raising and campaigning activities.

A key component of student engagement is the recruitment of students as volunteer auditors. The students are given training equipping them with transferable skills and experience in conducting an audit. For Middlesex University, Joseph Lamptey, a MBA student and Student Voice Leader of the MBA cohorts, spoke of the learning

he received from exposure to practical decision making, as did Nga Nguyen, a PhD student in Management, who reported how the opportunity complemented her research interest in sustainability, ethical trade and corporate social responsibility.

In recognition of the 2020 award Middlesex University was invited to present at the World Fairtrade University Symposium alongside representatives from Japanese Universities. Jo Williamson, Lead on Fairtrade Projects at Middlesex, and students as guest speakers from both Universities were brought together, with the objective of exploring how to develop a practical model for cross border distant learning on Fairtrade challenges in universities globally.

Fairtrade Foundation recognises that HE institutions have huge environmental and social impact on the world, not only in the way they choose to reduce their own carbon emissions, but as leaders who will go on to decide our planet's future.

## UN ASSOCIATION VISITS MIDDLESEX DUBAI CAMPUS

Middlesex University Dubai hosted Juan Pablo Celis Garcia, a youth activist with the UN Association of New York, who offered a series of inspiring talks on the UN and sustainable development to approximately 200 of its students.

Juan Pablo Celis Garcia was invited by University's Institute of Sustainable Development with the aim of promoting sustainable practices, research and advocacy. He also shared insight into how to engage, and potentially find employment within the UN's network of agencies and affiliates.

Juan Pablo Celis Garcia currently holds the position of youth representative and communications associate with the United Nations Association of New York (UNA-NY)

and is an active member of the Civil Society Youth Representatives Steering Committee of the United Nations' Department of Global Communications. Previously, he was the focal point of the Association at the Coalition on Youth Engagement and Public Mobilisation of the UN Secretary-General's Climate Action Summit 2019 and served as Co-Chair of the Youth Subcommittee for the 66th United Nations Civil Society Conference on Education for Global Citizenship in South Korea.



above: Juan Pablo Celis Garcia of the UN Association of New York visits MDX Dubai

# OUR COMMITMENT TO UN PRME IN STUDENT EXPERIENCE

## Equality in the curriculum

One of our overarching aims is to reduce differences in outcomes that relate to students' backgrounds and prior attainment. We are continuing to work on making our curriculum even more inclusive and giving every student an equal chance to succeed. In 2019, we started using Universal Design for Learning (UDL) methodology. Based on decades of research in neuroscience, the UDL methodology assumes that barriers to learning are in the design of the environment, not in the student. Our emerging inclusive curriculum framework is committed to decolonising the curriculum through culture change by reviewing with our students what and how we teach.

## Improving teaching and learning

Technologically-enhanced teaching is a key feature of our practical and collaborative approach to learning across all our courses. We have been improving our Technology Enhanced Learning (TEL) standards – a framework that focuses on delivering a consistent, inclusive student experience. TEL standards are helping us ensure that when we use technology to support learning, it is as integrated and accessible as possible. For example, TEL standards are being used to improve My Learning, our student virtual learning environment platform. This particularly benefits our commuter students with a long journey in to campus, who are at greater risk of dropping out. We are running TEL training sessions for staff, via the Centre for Academic Practice Enhancement (CAPE), and providing templates based on existing good practice examples from across the University. Our well-established TEL Framework and training proved invaluable when the University had to move all teaching and assessment online in March in response to the COVID-19 outbreak.

We have used a blended approach in 2020/21 which allows us to adapt provision from fully online to a blended mix of interactive, face to face elements to enable our active, practice-based pedagogy, and independent learning activities individually or in groups.

We have also been strengthening our partnership with the Students' Union to improve teaching and learning. We have an annual list of joint priorities which in 2019/20 included a commitment to decolonising the curriculum and increasing the number of co-curricular opportunities for all students. A key aspect of co-designing the curriculum and enhancements to the student experience is to provide opportunities for students to give feedback on their learning experience. We made further improvements to the way students can provide feedback on their courses and teaching, and used the findings from the COVID-19 Student Experience Survey in our planning for the new academic year.

## Changing the Culture

We launched the Agents of Change 2020 competition where students can submit stories, poems, films, photography, music, artwork or technology that drive positive social change. Entries were displayed in an online exhibition from September during Welcome Week. Students and staff voted for winners who received a total prize of £1,000. The competition is part of Changing the Culture, a University-wide initiative aimed at tackling sexual violence, harassment and hate crime. In its second year, Changing the Culture reflects our commitment to providing a safe, tolerant and inclusive home for all students.

## Personalising support

Personal tutors play a vital role in supporting students to settle into university and ease transition from one level to the next. We are piloting ways to support tutors and improve personal tutoring, including enhancing the dashboard that measures student engagement and alerts tutors to concerns, for example if a student is regularly missing lectures. We are also trialling a curriculum for tutorials. This will help tutors anticipate student concerns, particularly at transition points across the academic year, and highlight resources and opportunities to students.

## Student health and wellbeing

We partnered with Premier Medical Centre to encourage more students to register with a GP, and make sure they were up to date with vaccinations, particularly meningitis, measles, mumps and rubella. We ran several events on campus and offered on the spot registration and vaccinations from pods in Sheppard Library. We had planned to run fortnightly GP clinics on campus but these were stopped because of the coronavirus outbreak.

All staff and students now have free access to the Fika smartphone app, which provides exercises and resources to help manage mental health and wellbeing. Staff and students can also receive online support from Togetherall, to help with anxiety, depression, stress and other mental health issues. It offers peer-to-peer support, a wide range of mental health resources, and is monitored by trained professionals. These are just two examples of how we have been making sure students have access to a range of mental health and wellbeing support. Others include our Keep Calm and Sing sessions which focused on deep breathing for relaxation, and Yoga for Wellbeing sessions.

The Students' Union worked with the charity Rethink Mental Illness to train students to become Wellbeing Heroes. Rethink Mental Illness funded the training and group work sessions. We have introduced a 20-minute mental health training for all new students, from online training providers UniHeads. This includes useful information such as how to support a friend experiencing mental health issues.

The Accommodation team continues to hire students living in halls as resident assistants. Throughout lockdown, we have worked closely with them to support those students who have stayed on in halls and to tackle issues of loneliness and isolation.

Our Canine Teaching Assistants (CTAs) project, introduced in 2018/19, has proved to be hugely popular with students. Students can join drop-in sessions and spend time with the dogs – which is proven to reduce stress and anxiety. Many who hadn't previously engaged with the University's Counselling Service decided to do so after meeting the CTAs. Academic research investigating the therapeutic use of dogs among university students is also underway. After the success of the dogs, in February 2020 we introduced Feline Teaching Assistants – cats who meet students for weekly, two-hour drop-in sessions.

## Understanding our commuter students

Three quarters (76%) of our UK students travel over 40 minutes to reach our campus. Research we carried out in 2018/19 found that students living within 20 minutes of campus have much higher continuation rates than those living further away. We set up an advisory group around commuter students and are now using research to develop ways to address this issue.



above: Students engaging with Canine Teaching Assistants



## OUR COMMITMENT TO UN PRME IN EMPLOYABILITY SUPPORT

### Award-winning employability support

MDXworks is our dedicated careers and employability service, there to help our diverse student population prepare for a world of opportunities when they graduate. The team supports students to identify their aspirations and strengths, build their skills and confidence, and be ready to articulate their lived experiences, talents and value to potential employers, or develop their own business ideas. Advice and guidance is tailored and personalised, focusing on peer-to-peer learning and collaboration.

The University's collaborative approach means we work closely with employers and organisations that share our values of social justice, equality, inclusion and diversity. Our partnership with the Ministry of Justice continues to support graduates into key public service roles where they can draw on their own experience and background to drive social change. We are proud to have been shortlisted for the second consecutive year at the UK Social Mobility Awards which celebrate those organisations making an outstanding commitment to promoting social mobility.

### Paid work opportunities

Our campus employment agency, Unitemps, offers students a range of part-time, flexible work. Paid at the London Living Wage, this not only helps students financially, but means they can build their CVs, confidence, skills and knowledge. Since its launch in 2017, Unitemps has helped over 2,000 candidates to find work, totalling 287,000 hours collectively, with a total turnover of £4 million. Plans for 2021 include an increase in paid, part-time roles for students within the borough of Barnet and beyond.

MDXworks created a dedicated webpage to support students to find paid work during the coronavirus outbreak, including homeworking opportunities and essential logistic services support roles.

### New online resources

To improve our resources for students and graduates, we partnered with recruitment website JobTeaser. A range of new content includes personalised job and event notifications, and access to over 5,000 employers globally. We also launched [mdx.studentcircus.com](http://mdx.studentcircus.com) – a new portal for international students, offering visa guidance and a range of placements, internships and graduate opportunities. Our students now have free access to LinkedIn Learning, which offers video courses to help them develop business, technology-related and creative skills.

We developed a WhatsApp Student Community Group which connects our Student Ambassadors, Student Learning Assistants and student groups across the University. This enabled students who had not considered reaching out to the traditional adviser support offered by MDXworks to access other support and guidance services – mental health, wellbeing and financial support – that collectively help build confidence, resilience and aspiration.

In 2019, over 800 Middlesex students attended our graduate careers festival, Gradstock, which received support from such employers as Warner Bros, the Civil Service, and Microsoft. Employers from across a range of industries exhibited, gave talks and networked with our students.



### Ongoing programmes and services

- **MDXadvantage:** an intensive programme of activities for final year students offering, among others, alumni mentoring, assessment centre training, and tailored CV and LinkedIn support.
- **Emerging Professional Programme:** online and face to face activities helping students develop the skills employers need.
- **MDXequals:** a suite of programmes specifically designed to support students from all ethnic and socio-economic backgrounds, and those with disabilities and mental health problems.
- **MDXcelerator:** a University-wide programme of progressive support, activities, mentoring, workshops and incubation for student start-up businesses. It encourages students studying any subject to take their business ideas to the next level, with pitching opportunities to secure seed-funding, and tailored support at every step. In 2020, Neuroscience student Aleksandr Sukhanov won £7,500 to invest in his business called WOA (Walking on Air) which produces rain boots from renewable-sourced material and 100% bio-degradable shoes.
- **MDXcel:** acts as an in-house creative agency, offering project-based learning. Students collaborate to create innovative solutions for national and local businesses and organisations.

We also host regular careers fairs, industry panels, talks and events, as well as question and answer sessions with industry experts, taster days, and networking events for students and employers.

All our job support services went fully online at the beginning of the coronavirus outbreak. We also offered online workshops – including the new industry insight sessions from employers such as the Ministry of Justice and tech start up WeSwap – and launched the Power Pitch Challenge. The challenge involved creating a 30-60 second video to convince the person watching they should hire you or buy your solution, providing a chance for students to practise their employability skills and compete for prizes. Following our gradual return to campus, these have been integrated in our ongoing services to ensure all our students and graduates have continuity of support.

# ENVIRONMENT AND SUSTAINABILITY

As part of our focus on increasing sustainability within learning, teaching and research, we re-launched our environmental steering group to have a more academic focus. Professor Sean Wellington, Deputy Vice-Chancellor, Provost, is the new Chair.

A fantastic achievement during a difficult time was our recently awarded Fairtrade University three star status, following a student-led audit. To achieve the award, universities have to meet a range of criteria in categories such as campaigning, procurement and research. Only one other university has achieved the three star status.

We developed a staff induction video about climate change and sustainability, which was shared in 2020. We will also keep working with our staff and student engagement teams to ensure we build a culture throughout our University that is committed to sustainability.

### Avoiding waste, saving energy

We were delighted to maintain our EcoCampus Platinum/ISO 14001 certification which we first achieved in 2018/19. Certification body NQA carried out an audit, which included interviews with our staff and contractors. These were completed online due to coronavirus restrictions.

We invested in reducing energy use, however, prior to teaching moving online due to COVID-19, energy use was running 2% above forecast. This reflected an increase in heating requirements during the winter period. Our carbon emissions continue to reduce – per m<sup>2</sup> of space and per FTE due to falling carbon factors for grid electricity. For the first time, we have published our carbon emissions in this report on page 59.

To support our energy reduction, we developed an online portal which allows our catering and technology teams to see their energy use in real time. We also ran a high-profile energy saving campaign, Last Out Lights Off, in our College Building. Sensor controls installed on our air-conditioning units in all our lecture theatres are helping us to save energy.

To maximise the energy we generate on site, we cleaned the solar panels on the Sheppard Library and upgraded wiring on Williams Building.

The University remains committed to recycling and reducing waste, and improved our recycling guides and bin signage to encourage recycling on campus. Our catering operations have made good progress on reducing plastics. In 2018/19 we added a five-pence levy to all drinks served in disposable cups. This goes to our Sustainability Fund, used to encourage staff and students to run small environmental projects. The levy has helped us avoid using 5,000 disposable cups on average every month.

From March 2020, the move to online working, teaching and learning in response to the coronavirus outbreak led to substantial energy savings and reduced carbon emissions. In most cases, these changes were temporary and are being gradually reversed now that some staff and students have returned to campus and we are using a blended learning model for most students. However, we are continuing our ongoing work to save energy.

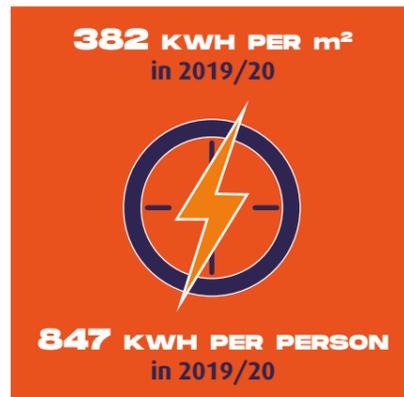
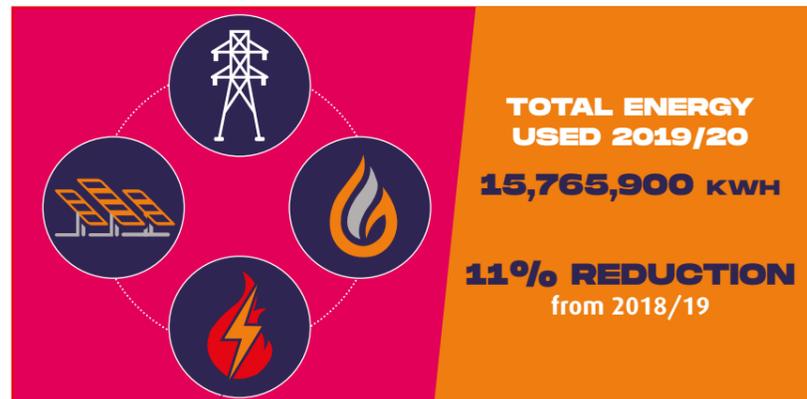
### Sustainable travel and green spaces

To encourage more staff and students to travel to campus by bike, we upgraded our cycling facilities and showers, adding 176 more cycle racks and making sure there is shower gel and working hair-dryers in all showers.

The University's biodiversity work continues and the London Wildlife Trust are reviewing the Universities Biodiversity Action Plan. We have restored Church Farm House Pond in the University grounds and will continue to enhance it over the coming years.

Total Energy Use (kWh)	2017/18	2018/19	2019/20
Electricity from Grid	9,809,673	9,516,985	8,026,574
Electricity from Onsite Photovoltaics	81,761	71,441	70,008
Electricity from Onsite CHP Units	419,229	507,685	479,999
Natural Gas from Grid	8,107,911	7,537,749	7,189,319
<b>Total Energy Use (kWh)</b>	<b>18,418,574</b>	<b>17,633,860</b>	<b>15,765,900</b>

Breakdown of Total Energy Use (%)	2017/18	2018/19	2019/20
Electricity from Grid	53.3%	54.0%	50.9%
Electricity from Onsite Photovoltaics	0.4%	0.4%	0.4%
Electricity from Onsite CHP Units	2.3%	2.9%	3.0%
Natural Gas from Grid	44.0%	42.7%	45.6%



Carbon Emissions (TCO <sub>2</sub> e)	2017/18	2018/19	2019/20
Total Scope 1 and 2	4,291	3,880	3,255

Note: DEFRA conversion factors are used to provide carbon emissions. Carbon associated with electricity generated from onsite CHP plants is reported under natural gas conversion factors to avoid double counting emissions.

Energy Intensity Ratio	2017/18	2018/19	2019/20
kWh/m <sup>2</sup> (Net Internal Area)	450	433	382
kWh/FTE (Staff and Students)	1,087.7	1,059.7	846.5

### BREAKDOWN OF ENERGY USED IN 2019/20



**50%** grid electricity



**46%** natural gas



**0.4%** solar



**3%** combined heat and power



**3,255 TONNES OF CARBON (TCO<sub>2</sub>)**  
emitted in 2019/20

**16% REDUCTION**  
from 2018/19



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