



## Exploring the Legacies of War

Marking the centenary of the 1914-18 war with the launch of a major research and public engagement project.

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The University renews its partnership with Santander Universities UK.

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## Leader column

# Engaging with our city

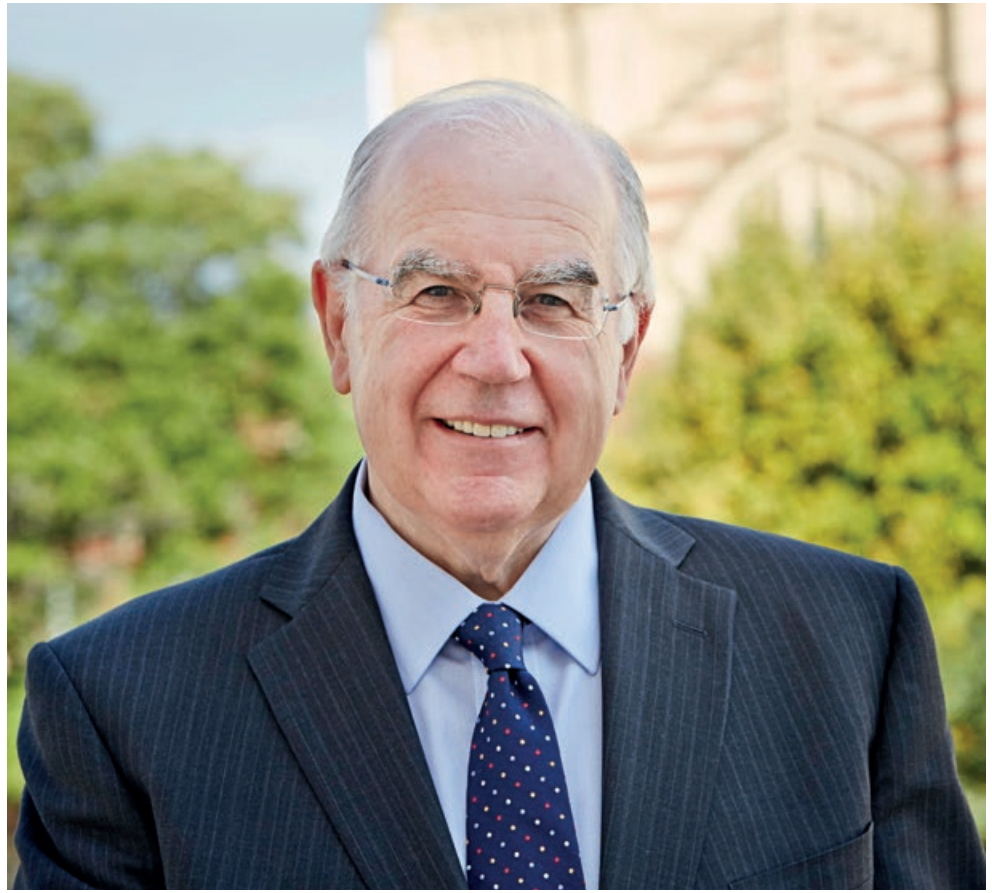
**Such is the presence of the First World War in our collective consciousness that huge interest in the centenary of the conflict is already building, months before it officially begins.**

The University's own four-year research project – Legacies of War – represents a massive programme of work, stretching across several faculties and schools; indeed every school within the Faculty of Arts has some involvement. As well as being inter-disciplinary, and involving undergraduate and postgraduate students and the full range of academic staff, 'Legacies' will engage with a wide range of people locally, nationally and internationally. Some strands of the work encompassed by the project draw on networks of scholars in the US and Europe but, in essence, it is rooted in the city of Leeds and its people.

Alison Fell, Professor in French Cultural History, and her team have done a brilliant job in building collaborations with the Imperial War Museum, the BBC, Leeds City Council and the University of Lille, Leeds' twin town in France. They have also won financial support from the Arts and Humanities Research Council, Heritage Lottery Fund, Higher Education Innovation Fund, White Rose Consortium and the Wellcome Trust.

Throughout the course of Legacies of War, our academics and students will work alongside local people, communities and organisations, to reflect on and discuss what happened during the Great War – as it was referred to at the time – and its profound consequences. During the next four years, colleagues will participate in and help to coordinate a huge series of events and activities across the city that will commemorate and explore different aspects of the First World War and examine its historical, cultural and social legacies.

Of course, our own involvement as a university will not go unexamined. A sample of records from 1915-16 of just over 100 staff, students and alumni show that our people served in many ways – from army chaplain to botanist, inspector of aeroplanes to army veterinary corps, interpreter to chauffeur with the Croix Rouge Français – and brought their expertise to explosives, gas, anthrax, textiles and



tackling human disease. More details of their involvement – and the contributions made by thousands of other citizens of Leeds – will be uncovered during the course of the Legacies project.

An especially poignant event for the University will take place later in the year, when the University's Brotherton War Memorial plaque will be re-dedicated. This is as a result of information gathered by community researcher David Stowe who, whilst working on the 'Leeds Stories of the Great War' project alongside our Professor Graeme Gooday, uncovered several missing names. Commensurate with the University's values, the names on the new plaque will be listed in alphabetical order, not rank. It will be an honour to attend the ceremony.

A striking and encouraging feature of the Legacies project is the extensive coverage it is already receiving in the local media. Features have appeared on local TV and radio, and both the Yorkshire Post and Yorkshire Evening Post are running a comprehensive series of in-depth articles as part of their on-going centenary coverage. Our academics and expert staff have formed close working relationships with the journalists involved; another example of how the University is building on its established ties with the city and region.

The Legacies of War project is emblematic of how the University can and should engage with the people, businesses and institutions of the city of Leeds and will, I hope, usher in an era of

even greater cooperation and partnership.

Leeds is a great city, sitting at the heart of the second largest metropolitan district in England. It has an impressive industrial and cultural heritage. It has areas of great dynamism where even against the background of a rapidly changing economic climate, there is a real sense of purpose, renewal and optimism. Like most western cities, there are also areas of poverty, exclusion and deprivation. The University has a responsibility to the whole city region, and we must do all that we can to promote and support its economic, social, cultural and environmental wellbeing.

We have a proud record of enterprise through innovation, collaboration and engagement with business and the third sector, we work closely with the NHS and we have strong cultural partnerships with Opera North, Leeds City Council and others, which enhance the student and academic experience and add value across the arts and cultural community.

As the University re-examines its strategy and extends its international reach, we must not forget our roots and our obligations to the city that hosted us well before the outbreak of the Great War.

Alan Langlands

## News

# Reflecting on the Great War



(l-r): Dr Jessica Meyer, Professor Alison Fell and Richard High

**Legacies of War – a major new research and public engagement project to coincide with the centenary of the 1914-18 war – has formally launched after four years of intense preparation.**

The ambitious programme involves University researchers from a broad range of subject areas, with expertise in the history and culture of France, Germany and Belgium, as well as Britain.

Project leader, Alison Fell, Professor of French Cultural History, says: “The centenary is a valuable opportunity to explore the many ways in which people’s everyday lives, both in Britain and further afield, were touched by the war.

“But rather than simplifying our knowledge of it, the anniversary is our chance to complicate the war by trying to understand the legacies in all their variations and complexities. This offers a more worthy way of paying tribute to the men, women and children who lived through it, or who died because of it.”

The project has seen key partnerships flourish, including with the Imperial War Museums, the BBC and Leeds City Council. Academics have worked closely with local historians,

community groups, arts organisations and schools. Other collaborations include a project with the University of Lille, Leeds’ twin town, and networks of scholars working in America and Europe.

At the heart of much research is the University’s Liddle Collection, an unrivalled archive that includes the personal papers, artefacts, memorabilia and oral testimonies of veterans and their relatives. A Massive Open Online Course (MOOC) is also being prepared in collaboration with the BBC by Professor Fell and colleagues.

The University has also teamed up with publishers of the Yorkshire Post and Yorkshire Evening Post to support their coverage marking the centenary: <http://ow.ly/tA9Hx>

To find out more about the project visit the Legacies of War website at <http://arts.leeds.ac.uk/legaciesofwar>

The project has five themes:

- **Yorkshire and the Great War** – led by Alison Fell – including ‘Leeds Stories of the Great War’ and work with the BBC on its ‘World War One at Home’ project
- **Culture and the Arts** – led by Claudia Sternberg – including looking at theatres, cinema and song
- **Science and Technology** – led by Graeme Gooday – the war was the first time all sides relied heavily on innovative science and technology: how did universities such as Leeds respond?
- **War and Medicine** – led by Jessica Meyer – caring for the sick and wounded was one of the war’s greatest challenges. How did treatments evolve?
- **War and Resistance** – led by Ingrid Sharp – examining the lesser-known ways in which people reacted to – and resisted – war.

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## About the Reporter

The *Reporter* is the University of Leeds’ staff magazine, produced eight times a year. More than 7,500 copies are distributed to our staff and stakeholders. The *Reporter* is produced by the Communications team.

If you have an idea for a story, want to write a letter, comment on this edition or would like to voice your opinion about University matters, please get in touch:

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Web: [www.leeds.ac.uk/forstaff/reporter](http://www.leeds.ac.uk/forstaff/reporter)

If you would prefer to receive an electronic copy of the magazine, please email [internalcomms@leeds.ac.uk](mailto:internalcomms@leeds.ac.uk) quoting your staff number or, if you are external to the University, your name, postcode and preferred email address.

The front cover shows Richard High from Special Collections, Professor Graeme Gooday, Dr Jessica Meyer and Professor Alison Fell with items from the Liddle Collection.



## News

# Mercury lab takes health and safety prize



Mercury team (l-r): Sarah Burdall, Jon Preston, Quentin Fisher, Jerry Lee, Carlos Grattoni, Phil Guise and Derrick Richmond

## A new lab established specifically to deal with the highly toxic element mercury won Sir Alan's Langland's Personal Award at this year's Vice-Chancellor's Awards for Health and Safety.

Led by Professor Quentin Fisher (School of Earth and Environment), the team worked within the school and across relevant services to design the Mercury Injection Facility in the University's Wolfson Laboratories. They also won the category award for 'Team who have made a health and safety change'.

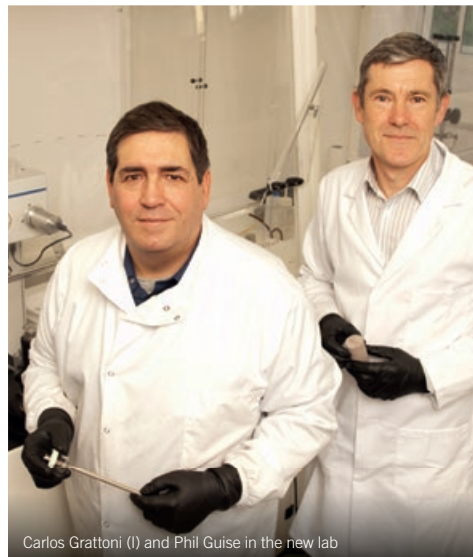
Presenting the award, Sir Alan said: "In choosing the winner I took account of a number of things: firstly, professionalism in tackling what is and what was, at the time of planning, a potentially very dangerous and difficult health and safety issue and one I am familiar with from other places. I also took account of team work within the University, within the team, across other departments – and also beyond the University. I took account of effective collaboration with regulators and suppliers. I took account of a clear commitment to compliance with national guidelines and legislation, our impact in creating what I think we can realistically call a 'sector-leading facility', and also the absolutely clear health and safety benefits for staff and students."

The awards attracted 23 entries, representing many areas of the University, including all nine faculties. They recognised innovation, contributions and dedication to health and safety, and were given to individuals and teams and, in one instance, a faculty: the Faculty

of Engineering Dean, Heads of Schools and Faculty Safety Office were named as winners of the Driving Health and Safety Change award.

The prize-giving ceremony came during the week in which the Vice-Chancellor reaffirmed the University's commitment to health and safety by signing the reissued Health and Safety Policy statement with the campus trade unions.

Details of the winners' achievements can be found at <http://goo.gl/ud8c8d>



Carlos Grattoni (l) and Phil Guise in the new lab

## News

# Winning ways

## Professor Quentin Fisher explains how the team established the Mercury Injection Facility.

The Wolfson Laboratory in the School of Earth and Environment investigates the flow properties of rocks in petroleum reservoirs. The lab was built in 2006 and, to meet key research challenges, needed a new facility that could characterise the pore structure of rocks (porosimetry).

Mercury is widely used in porosimetry. Despite being highly toxic it is the best material for the job – even new EU regulations banning the use of mercury recognise that porosimetry is an exception.

Our project team set out to create a new mercury porosimetry facility at the University, which could also take high pressure measurements (these are more representative of subsurface conditions than those taken by other types of facilities).

The general response from colleagues when we said we wanted to use mercury at pressures of up to 100,000 psi – nearly the same as those created by a 150 km column of water – was: "You've got no chance!" However, I'm delighted to say we got a far more positive response from the University's Health and Safety team, whose key messages were: "We can help make it safe" and therefore "We can help make it happen".

Regular dialogue between the Health and Safety team, ourselves and the manufacturers has ensured that the facility meets stringent health and safety standards. The end result is an environment in which it is safe to work with mercury, from delivery and storage through to the disposal of samples and dealing with potential spills. We constantly review working practices and the facility is also regularly audited by our petroleum industry sponsors, who contribute around £1m a year to our research. The whole project shows that, even if potentially toxic materials are involved, health and safety need not be a barrier to creating sector-leading facilities.

News

# Health and safety – a key priority

**The formal signing of a reissued Health and Safety Policy reinforced the vital role that health and safety plays in supporting and enabling education, research and knowledge exchange at the University.**

Vice-Chancellor Sir Alan Langlands took the opportunity to give his unequivocal support, saying: “Health and safety is a key priority for the Council and for me. We must be uncompromising in our commitment to health and safety – it is of critical importance.

“We have strong foundations to build on; partnerships with our campus trade unions and staff have already had a positive impact at our University. By continuing to be vigilant and work together, we can make further improvements and sustain a safe and supportive environment in which staff and students can flourish.”

Gary Tideswell, Director of Wellbeing, Safety and Health, commented: “The Policy is a vitally important document which clearly sets out the health and safety responsibilities of staff and students. Strong personal commitment, inspiring leadership and acceptance of individual responsibility will enable every member of the University community to achieve good health and safety practice.”

View the reissued Health and Safety Policy at <http://www.leeds.ac.uk/safety/policy.htm>



**The Vice-Chancellor’s Personal Award for Health and Safety and the Team who have made a health and safety change**  
 Mercury Injection Facility, Wolfson Laboratories (School of Earth and Environment)

**Unsung Hero**  
 Paul Fawcett (School of Music)

**Supporting Health and Safety**  
 Martyn Spence (Estates)

**Driving Health and Safety Change**  
 Faculty of Engineering: Dean, Heads of Engineering Schools and Faculty Safety Office

**Beacons of Good Practice**

- **Information Systems Services Health and Safety team**
- **Catherine Wilkinson and Chris Slack** (Leeds University Business School)
- **Michael China** – Faculty Safety Handbook (Faculty of Engineering)
- **Jaspal Mundh** – Business Continuity Management (Faculty of Engineering)
- **Janet Tingle** (Faculty of Biological Sciences)
- **Julie Burns** (Faculty of Medicine and Health)



Winners of the Vice-Chancellor’s Awards for Health and Safety 2013 with Sir Alan Langlands



Research and innovation

Lecture capture set to go live in September

A new system which will allow recording of scheduled teaching sessions will be launched across the University later this year.



The University is investing over £2m in Mediasite, a lecture capture and multimedia management system supplied by Sonic Foundry...

As well as recording sessions, the system also allows easy pausing of recording and enables staff to review and editing recordings before they are published.

Professor Neil Morris, Director of Digital Learning at the University of Leeds, said: "This is a significant investment which will transform teaching and learning."

encompasses all of these elements.

"We know our students learn in different ways so, as well as attending lectures, this gives them the opportunity to engage with the materials wherever they may be and at their own pace."

Work is underway to implement the system by September 2014, and there will be a programme of training to support staff preparing to use the new system.

Staff and students can find out more about what lecture capture will mean for them at the following open Question & Answer sessions:

Tuesday 11 March 12.30-1.30pm Conference Auditorium 1 (GM.03)

Thursday 13 March 12.00-1.00pm Chemistry LT A (2.15)

Monday 24 March 1.00-2.00pm Roger Stevens LT21 (8M.21)

Professor Neil Morris, Alice Smart, LUU's Student Education Officer, and colleagues in the Staff and Departmental Development Unit and Communications team will answer questions about training, support and communication.

"I've been using lecture capture for three years now and the most unexpected thing to me is just how much students valued the captures. My expectations had been relatively limited - I was a bit worried that it might result in a drop off in attendance but this just didn't happen."

Dr Duncan Borman, School of Civil Engineering.

Leeds to be a leader in data analytics and research

Two major grants for 'Big Data' analysis have been announced by Minister for Universities and Science David Willets: a £5.8m award from the Medical Research Council (MRC) and a grant of approximately £5m awarded by the Economic and Social Research Council (ESRC)...

The ESRC grant will establish a new Master's course in Geography and Business to help address national skill shortages in Big Data analysis, and fund a Consumer Data Research Centre (CDRC) jointly hosted by the University and University College London.

The focus of the MRC-funded research will be to link up electronic health records from people



who have already agreed to use of their data for research, with high-volume molecular data, such as genome sequences. Careful analysis of these datasets in a secure environment can benefit patients by uncovering the underlying molecular mechanisms of disease...

Both projects will be subject to stringent safeguards in relation to confidentiality and data protection and will operate to the highest ethical standards.

The University has also received research funding for two more Big Data projects. The Arts and Humanities Research Council has awarded £280,000 for a project to make data more accessible for the general public, specifically by the use of visualisations.

## Research and innovation

# Pro-Vice-Chancellor for Research and Innovation Professor David Hogg says the University is poised to be a leader in Big Data research

**We have heard quite a lot about 'Big Data' recently, but it is not clear how successful the media has been in explaining to the public what it actually means – beyond a general impression that it involves 'data' and is, well, rather 'big'.**

In fact, developing the ability to deal with the exponential growth in the availability of massive datasets is one of the key challenges facing our society, and is critical to the future of a major research university like Leeds. The infrastructure of the modern university, built up over centuries (research libraries, laboratories, lecture theatres and journals) brought us to where we are today. Big Data analysis will be essential to our future.

This goes to the heart of what we do as researchers. Where we have traditionally worked with relatively small samples of tens, hundreds or thousands of research participants, the accessibility of online data allows us to interrogate huge datasets that describe what is actually going on around us.

In an area such as cancer care, for example, the benefits could be enormous. If we can process the anonymised data in medical records better – cross-referencing the clinical characteristics of patients who have agreed to use of their data for this purpose with the molecular features of their cancer, their treatments and outcomes – we could tailor individuals' treatments more closely, based on the past experiences of patients with similar characteristics.

The government's Big Data funding announcement at the start of February was very good news for the University. We were given funding from four of the research councils, with two multimillion-pound grants from the Medical Research Council (MRC) and Economic and Social Research Council (ESRC).

Leeds is already a recognised centre for Big Data, with key pillars of strength in areas including health informatics, geo-informatics, environmental data analytics, machine learning, behavioural analysis, artificial intelligence and visualisation. The next steps will be to bring this activity together, build on it and apply these capabilities across the entire range of the University's research. The new projects will involve every University faculty.

There are understandable public concerns about the potential threat to privacy from these powerful new ways of processing information, and we are taking the ethical dimension of this work extremely seriously. Leeds is very well equipped for the practical task of ensuring that datasets are anonymised, held securely and that only trained researchers can access them for ethically approved projects, but perhaps the biggest challenge will be one of communication: explaining to the public not only the procedures in place to ensure privacy, but also the huge potential benefits of the next stage of the information revolution.





## Sustainability

# Susan offers the benefits of experience

**Susan Paul (Genetics and Microbiology, 1985) says studying at Leeds made a transformative difference to her life. Now her support – both financial and practical – is having a major impact on the young people of today.**



Susan Paul

In a new video for the Campaign website – [www.campaign.leeds.ac.uk](http://www.campaign.leeds.ac.uk) – Susan talks about her time at Leeds – and how receiving a student grant made the difference between “having a career and just being a wife”.

Now a successful businesswoman, Susan is a generous donor to the University, one of more than 11,000 alumni whose gifts large and small are supporting the University’s £60m Campaign. Her support for Achievement Scholarships is giving students from less privileged backgrounds the opportunity to study at Leeds and giving them an extra incentive to succeed.

Her connection to her old university runs deeper still. In the video she also talks about the experience of employing Leeds graduate Nick Simm (Management and Marketing, 2013) in one of her businesses and how his background as an Enterprise Scholar has given him “an edge” in the commercial world.

She was back on campus to deliver further practical support, running a training session on conflict resolution, leadership and personal development for around 20 of our current scholars. The training session, held in the Baines Wing, offered the scholars a chance to look at professional and personal conflicts they

may have experienced in the past, and examine how they dealt with them.

Susan offered them the tools to be able to be leaders in conflict situations, make conscious decisions and have a positive impact on their own lives as well as the lives of those around them. She ran group exercises around empathetic listening and helped the scholars to undertake personal development in order to raise their self-awareness and therefore improve their skills in dealing with others.

## News in brief

# Sir Alan Langlands to head research partnership

**Our Vice-Chancellor Sir Alan Langlands has been appointed as the new Chair of the N8 Research Partnership.**

The N8 is a partnership of the North of England’s eight research-intensive universities,

maximising the impact of research and helping create economic growth by matching demand from business with world-class academic research.

Sir Alan’s responsibilities will include developing new strategic research collaborations to support innovation and economic growth across the

North of England, and providing leadership to the N8 Research Partnership Board and Pro-Vice-Chancellors Group. He will also engage with key stakeholders including the Technology Strategy Board, the Department for Business, Innovation and Skills, and the Higher Education Funding Council for England.

## Leeds schools need governors

**Would you like to be a school governor at a Leeds school? You need to be committed to attending 6-12 meetings a year and visit the school.**

You don’t need to be a parent, or need any particular expertise or special qualifications, as full training is available. To fill in a short application form visit <http://goo.gl/zovrQ5>

If you have any queries or would like more information, contact the Governor Support Service on 395 0242 or email [education.governors@leeds.gov.uk](mailto:education.governors@leeds.gov.uk)



## Inspire our students

# New agreement with Santander Universities

**A new agreement signed by the University with Santander Universities UK will continue a partnership which provides financial support for students in three key areas of scholarship, mobility and enterprise.**

The agreement was signed by Vice-Chancellor Sir Alan Langlands and Simon Bray, Director of Santander Universities UK, at a special celebration event. Seven students who benefited from support last year also spoke at the event, including Sociology and Social Policy Masters student Lily Holt-Martyn, who said: "As an undergraduate alumni of Leeds, I already knew how good it was to study here and the Santander award has helped me to stay on to do my postgraduate degree and allowed me to follow my passions."

Psychology student Lucy Anderson and Helen Hobson (History and Philosophy) commented: "The Santander grant allowed us to go and teach in Cambodia for two months and we learnt so much; from leadership and teamwork skills to greater cultural sensitivity of different societies."

Leeds was one of the first universities in the UK to join the Santander Universities network in 2007 and, to date, over £1m has been awarded to students. The new agreement will provide a further three years of funding totalling £450,000.

Simon Bray added: "Our work with the University of Leeds is a shining example in the UK of how to build a successful partnership. Since we started working with Leeds, we have helped over 1,200 students through the programme, and the stories we hear from the students always drive us to want to do more."

The programme has gone from strength to strength; in the first three years the University awarded funds to a total of 280 students, by 2013 alone support was given to 350 students. The Santander Universities programme involves 12 different initiatives which directly enhance our students' experience and improve their employability:

- UK/EU postgraduate taught (PGT) scholarships
- International incoming PGT scholarships
- Support for proof of concept enterprise awards
- Contribution to the Leeds for Life Foundation
- Support for the Intercultural Ambassadors programme

- Study Abroad Undergraduate Research Awards
- Support for the Cambodia International volunteering project
- Bursaries for an Intensive Spanish Language Summer School in Salamanca
- Bursaries for the Leeds International Summer School
- Funding for a corporate social responsibility volunteering project
- Conference awards for undergraduate and postgraduate students to attend events and conferences
- Internships programme placing students in local small to medium-sized companies

Our students have been supported to travel all over the world and international students have been able to study at Leeds. All have gained experiences that enhance their lives and in many cases the lives of others as well.



Santander's Luis Juste (3rd from left) and Simon Bray (3rd from right) with the Vice-Chancellor and students



(l-r): James Gupta, Sam Ryan and Barney Williams of JumpIn

## Success for Leeds Enterprise Centre

**With a 55% increase in student take-up in just over four years, elective modules run by Leeds Enterprise Centre (LEC) have proved a huge success.**

LEC began running electives for students with an interest in enterprise and business in 2010. Since then, numbers have significantly

increased and new electives have been added, showing that Leeds students are keen on developing their skills for the future.

The LEC team is delighted that students from a wide range of degree subjects – everything from Medicine to History – are getting involved. They can choose electives including Leadership in Business, Innovating Social Enterprise and the newest course, Volunteering and Enterprise.

An example of students who have really benefited from the modules are the creators of JumpIn, an innovative mobile app that allows students to share taxis around Leeds. Two of the three-strong team took electives offered by LEC, including Sam Ryan, who says: "The support we received from LEC and Spark has been exceptional and we're incredibly grateful to them, both as a business and as individuals. Through both practical and financial support, every effort has been made to support us in starting up our business and in beginning what will hopefully be exciting careers as entrepreneurs. It can be difficult managing a degree and starting

your own business but the wide range of advice and support has made the experience much easier to handle.

"The University has a clear vision to become the most enterprising university in the Russell Group, which is incredibly exciting and also reassuring to know that the University supports us. Special thanks go to Kairen Skelley, Nigel Lockett and Greg Miller who continue to make every effort to help us succeed."

LEC urges members of staff to encourage students to consider taking these elective modules in LEC and if staff themselves would like to be involved, they are welcome to join the Leeds Enterprise Education Network (LEEN). LEEN meets around twice a year and aims to bring together colleagues from a diverse range of disciplines to explore and exchange knowledge of teaching and research and to develop opportunities for collaboration and curriculum development. To find out more, visit <http://goo.gl/ME8Mk2> or email [s.jones@leeds.ac.uk](mailto:s.jones@leeds.ac.uk)

## Valuing our people

# Award recognises Library's 'pride and passion' to put the customer first

The University's Library has achieved the Customer Service Excellence® award, a government standard that recognises an organisation's commitment to put customers first.

Although the Library receives consistently positive customer feedback, the standard offered an opportunity to take a more structured approach to customer service and to test independently the quality of service delivery. The Customer Service Excellence® standard challenges organisations to examine their service in relation to 57 criteria that have been shown to influence customer satisfaction.

The Library achieved a very positive result, receiving 'Compliance plus' for the "excellent use of customer insight to inform service improvements...and the positioning of consultation so that it is integral to these



Focusing on the customer: Mark Clowes (l) with Claire Langdown and Stephen Parkin (Customer Services Assistants at the Health Sciences Library)

improvements". The assessor particularly praised the "pride and passion" as well as the "resolve, positive attitude and commitment" of library staff, who "always put the customer first".

There was one suggestion that more could be done to tell customers about performance; the Library's new 'Targets and service standards' webpage addresses this comment:

<http://library.leeds.ac.uk/targets>

Mark Clowes, strategic action lead for Customer Service Excellence®, said: "I'm delighted that

we've managed to achieve this prestigious award. As well as recognising the hard work of staff throughout the Library, it shows a commitment on our part to keep listening and responding to our customers' changing needs. The assessor will be back next year to make sure we maintain the same high standards!"

For more information about the award see the CSE website:

[www.customerserviceexcellence.uk.com](http://www.customerserviceexcellence.uk.com)

## Service with a smile



Sharing the limelight: winners and finalists of the Commercial Services staff recognition awards – Spotlight – with Vice-Chancellor Sir Alan Langlands (centre left). Overall winners were: Natalie Ruecroft and Ryan Johnson (Innovative and Creative); Craig Alcock and Hayley Farmer (Helpful and Supportive); Mike Walker (Friendly, Fun and Positive Attitude); and Geoff Tooley (Trust and Respect)



## Valuing our people

# Team Talk – Equality Policy Unit

### What does the Equality Policy Unit do?

The Equality Policy Unit is the centre for policy development and expert advice on equality and inclusion at the University. Our main focus is to:

- support the University (including faculties, directorates and services) to embed and implement the priorities identified within the new Equality & Inclusion Strategy and Framework
- assist the University to implement inclusive practices to support staff and students, through the development of appropriate policies and guidance.

### Who's in the team?

The team is currently led by Maria Pervaiz, Equality & Inclusion (E&I) Manager. Maria is responsible for policy and project development and for driving the Equality & Inclusion Strategy and Framework forward through a range of activities, committees and networks.

Ian Turnpenney, E&I Officer, is responsible for researching good practice and providing project support on a range of policy initiatives and campus-wide activities to promote the Framework.

Kay Messenger, the creative member of the team, joined recently as the E&I Co-ordinator and holds responsibility for the development and design of communications strategies for the Equality & Inclusion Strategy and Framework.

We're in the process of recruiting another E&I Manager to join the team, which will enable us to move the framework and other initiatives forward.

### Tell us about the latest project you are working on?

Our latest project is the Equality & Inclusion Strategy and Framework (2014 - 2019). In a nutshell, this is the University's vision to promote a culture of inclusion, respect and equality of opportunity for all staff and students. The development of this document has been our major focus for the past 12 months. It's really rewarding to see all the hard work that went into creating the Framework come to



(l-r); Kay Messenger, Ian Turnpenney and Maria Pervaiz

fruition. This follows on from the 'everyone included, everyone involved' workshops held last year where we asked staff and students to identify what the University could do to promote equality and inclusion further. The strategy identifies four priorities areas:

- to develop a University-wide culture which promotes equality and inclusion
- to integrate and embed equality into all aspects of University business
- to attract, retain, support and develop an excellent workforce from across the world
- to ensure a world-class student experience through inclusion and academic excellence.

### Tell us something interesting about the Equality Policy Unit's work?

We were cited as a good practice example of how public authorities (including universities) have met their requirements under the Public Sector Equality Duty by the Equality and Human Rights Commission. We were really pleased with the acknowledgement, especially

as it came from the EHRC! We've also recently set up our team's Twitter account, so follow us on @LeedsEquality to see what other work we're involved in.

### What does the team find most satisfying about the work it does?

Working with a variety of different people across the University is extremely gratifying and enables us to build great networks. The work we do can sometimes be challenging, but it is also inspiring and rewarding, especially when we offer advice or support which contributes to solving a particular equality issue. We attend fairs, seminars, training events and conferences where we get to network with individuals in similar roles from different institutions. This is a really good way to keep a finger on the pulse of what's happening elsewhere.

Equality legislation is constantly changing and being updated. Our challenge is to keep abreast of the changes and the possible implications they may have for the University. It certainly keeps us on our toes!

## In the news



Dr Dominick Spracklen (School of Earth and Environment) was interviewed live on the BBC *Breakfast* sofa about a new European study which has found a link between **air pollution** and heart problems.

Dr Adam Cathcart's (School of History) comments about the death of **Jang Song Thaek**, the uncle of North Korea's leader Kim Jong Un, were quoted by the *Huffington Post World*, *The Washington Post* and *The New York Times*.

The amount of **air conditioning** used in places such as Dubai was the topic of an article published on CNN's website. Dr Ben Hughes (School of Civil Engineering) was quoted in the article. He explained how wind towers could be used to cool down buildings, which could be an alternative to air conditioning.

A report released in January by **High Fliers** said that graduate job vacancies at some of the UK's top employers were set to rise in 2014. The report listed the University of Leeds among the top ten UK universities targeted by Britain's leading employers. BBC One came to the University to broadcast live for their *Breakfast* programme. Professor Vivien Jones, Pro-Vice-Chancellor for Student Education, was interviewed live on the programme along with student Krystina Chapman and Bradley Escorcio, LUU's Union Affairs Officer. Bradley was also interviewed about the new report along with Alice Smart, Education Officer for LUU, by BBC Radio 5 Live.

Professor David Hesmondhalgh (Institute of Communications Studies) spoke to presenter Laurie Taylor on BBC Radio 4's *Thinking Allowed* programme about his latest book ***Why Music Matters***.

*The Telegraph* published a series of love letters from the **First World War** that have been included in Mandy Kirkby's book *Love Letters of the Great War*. The article, published online by *The Telegraph*, included a photograph and letter that came from the University of Leeds' Liddle Collection.

*The International Business Times* reported new technology developed by a team in the Faculty of Biological Sciences. The new biosensor, which measures clusters of amyloid-beta, could form the basis of a blood test for **Alzheimer's disease** in the future. Dr Jo Rushworth (School of Biomedical Sciences), who led the study, is quoted in the article.

Dr Chris Gale (School of Medicine) contributed to a comment piece which was published alongside a study in *The Lancet*. The study looked into survival rates from **heart attacks** in the UK and Sweden and found that survival in the UK was much lower. Dr Gale was interviewed on BBC Radio Scotland's *Good Morning Scotland* and was quoted in an article by *The Scotsman*.

*The Mail on Sunday* published an article about a new craze called '**activating**'. This involves soaking nuts in salted water, which activates the germination process to make them easier to digest. The process was explained in the article by Dr Caroline Orfila (School of Food Science and Nutrition).



*The Sunday Times* published an article about figures published by the Office of National Statistics which show that, in eight years, the number of unmarried **over-65s** living together has risen from 177,000 to 250,000, an increase of more than 40%. Dr Esmee Hanna (School of Sociology and Social Policy) explained possible reasons behind the increase.

*The Guardian* and BBC News online reported on a new planning application submitted by Tidal Lagoon Swansea Bay (TLSB) to develop the world's biggest **power-generating lagoon**. Dr Mark Davis and Dr Katy Wright (Bauman Institute, School of Sociology and Social Policy) were commissioned by TLSB to perform independent research on 'community resilience', which was used in the planning application.

Documents released by the government under the 30-year rule showed that a British SAS officer was drafted in to assist Indian authorities in the planning of the **raid of the Golden Temple** in 1984. Dr Jasjit Singh (School of Philosophy, Religion and the History of Science) spoke about the subject on BBC Radio Leeds on two separate occasions. Dr Singh also wrote an article for *The Conversation* in which he discussed how the new findings would affect British Sikhs.

Professor Robert Black (School of History) contributed to a panel discussion on the **Medici family** and its influence in Florence on BBC Radio 4's *In Our Time* presented by Melvyn Bragg.



## Our people/honours



Bill Laurance (far left, front row) and Grammy Award winners Snarky Puppy

Graduate keyboard player **Bill Laurance** of the School of Music has become our first winner at the Grammys with latest jazz sensation Snarky Puppy. They won the prize for 'Best R&B Performance' for the song *Something*, for which they were joined by soul singer Lalah Hathaway.

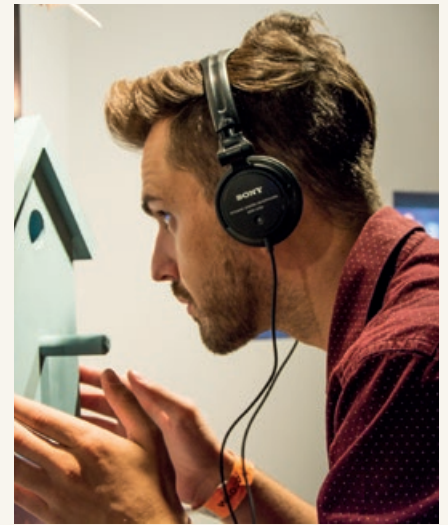


The contribution to the urban environment and to biodiversity made by the **University's Sustainable Garden** in Chancellors Court has been recognised at the 2014 Leeds Architecture Awards. The garden came first in the landscape category. The garden's overall design, role in encouraging local, community food production, and use of recycled materials were highly praised.

**Dr Chris Davies** (School of Earth and Environment), a Natural Environment Research Council Postdoctoral Fellow, has been awarded the Royal Astronomical Society Winton Capital Prize in Geophysics. The award recognises the impact of his contributions to studies of the core geodynamo responsible for maintaining the Earth's magnetic field.

The Royal Society, the UK's national academy of science, has announced the appointment of 21 new Royal Society Wolfson Research Merit Award holders. They include **Professor Douglas Parker** (School of Earth and Environment) for his research on 'Interaction of moist convection with weather and climate systems'.

A group of entrepreneurial postdoctoral researchers, **Andy Bray, Julie Calkins, Adriana Matamoros-Veloza** and **Tomasz Stawski** (School of Earth and Environment), came runners-up in the finals of the Environment YES! Competition, where they formulated an innovative business idea called Arteria Solutions: applying a self-healing nano-coating to the inside of pipes in oil extraction systems to reduce corrosion and the build-up of mineral scaling, making systems more productive and reducing maintenance costs.



**David Shearing**, from the School of Performance and Cultural Industries, has been awarded a £30,000 Sky Academy Arts Scholarship.

Around 1,000 developing artists applied for the Scholarships this year, but only five were successful. David impressed a high-profile panel of judges, including the Barbican's Director of Arts, Louise Jeffreys, and the BALTIC Contemporary Art Gallery Director, Godfrey Worsdale, with his proposal for an immersive performance installation exploring the way we, as humans, experience the weather.

David says: "The Scholarship gives me an incredible opportunity to spend time nurturing my practice. The funding will help support a sustained period of development. I make immersive installations that require some of the most valuable elements to any project; time, space and people – to help make them happen. This funding, together with the mentorship, will provide this essential mix."

David will begin work immediately on his installation in partnership with stage@leeds.

The first foray to Vietnam on behalf of the School of Law has been made by **Professor Clive Walker**. With assistance from his Vietnamese PhD students, he gave lectures at some of the most prestigious law schools in Vietnam – the Hanoi Law University and the Faculty of Law at the Vietnam National University. Professor Walker also received a special invitation to lecture to cadets at the People's Police Academy, where he talked about anti-terrorism legislation in the light of Vietnamese laws passed in 2013. A full report can be found at <http://goo.gl/HdxMZI>

The School of Law hopes to build on its existing postgraduate ties with more formal collaborations and further PhD candidates.

## News

# Watching out for birds



"Is it a bird? Is it a plane?..."

## Now in its third year, the Big Campus Birdwatch in January proved as popular as ever.

"The University's birdwatch came just a day before the Big Garden Birdwatch organised by the Royal Society for the Protection of Birds (RSPB), and we were delighted that the RSPB once again came to campus to promote their work," says Mike Howroyd, Sustainability Projects Co-ordinator. "They also led walks to give our staff and students the opportunity to learn more about how to identify the campus birdlife before they went on to complete a birdwatch."

"The day was a bit chilly but, despite the weather, it was great to see such a good turnout. We had over 50 people on the walks and more than 30 reports were submitted. The walks are of great value and are clearly having an impact, which is best reflected in the quality of the reports we're getting back."

"We're continually working to promote increased biodiversity across campus and the birdwatch is just one way we can monitor our progress."

Perhaps not surprisingly given its relatively peaceful location and wealth of trees and bushes, St George's Field was the most popular site visited. More than 25 species of bird were identified, including a great spotted woodpecker.

## Get involved

There are lots of ways that our staff and students can get involved with the work that the Sustainability team are doing, including volunteering in the sustainable garden which has recently won a Leeds Architecture Award (see page 13). If you'd like to know more, visit [www.leeds.ac.uk/sustainability/biodiversity.html](http://www.leeds.ac.uk/sustainability/biodiversity.html)

### Turn it off for Earth Hour – 28 March

Don't forget that at 8.30pm on Saturday 29 March it's the World Wildlife Fund's annual Earth Hour. Join millions of people around the world who choose to turn off their lights for one hour to save electricity and symbolise their commitment to protecting the planet. To find out more, visit [www.earthhour.wwf.org.uk](http://www.earthhour.wwf.org.uk)



## Small ads

### Professional services

**TAX ADVICE** and help with your tax return. Save tax, worry and time. Visit 10 Blenheim Terrace (almost on campus) for a free consultation. Discover how professional accountants, familiar with University staff needs, can benefit you.

Christopher Smart: 0113 245 7031  
csmart@volans.co.uk

### ELECTRICIAN. PART P REGISTERED

Contact Good Connections for repairs, installations, alterations, periodic inspections and PAT testing. Prompt timekeeper. Good value rates.  
[www.goodconnectionselectrician.co.uk](http://www.goodconnectionselectrician.co.uk)

Richard Sykes 0777 249 9414  
good\_connections@btinternet.com

### LEGAL ADVICE

Divorce, separation, children and financial disputes, pre-marital and cohabitation agreements. **BLACKS SOLICITORS**, CLARENDON ROAD. FREE INITIAL HALF HOUR MEETING.

Contact Paul Lancaster 0113 207 0000  
plancaster@LawBlacks.com

### IMMIGRATION ADVICE: INTERNATIONAL STAFF

All immigration matters: Tier 1, 2 and 4, entrepreneurs, family members, EEA, long residency, entry clearance, in-country extensions, appeals.

Emma Brooksbank 0113 243 2288  
immigration@henryhyams.com

### Flat for sale

#### BEAUTIFUL TWO-BEDROOM FLAT

Woodeson Lea, Rodley. Second floor. Lovely views, located near canal. Open plan kitchen, living room, dining. Good sized bathroom with bath/shower. Two double bedrooms. Ample parking and communal gardens. See Rightmove. £119,950.

Helen Theakston  
h.theakston@leeds.ac.uk

### House/flat/room to let

#### NICE APARTMENT TO LET

One bedroom, unfurnished, apartment near Dewsbury train station (15 minutes by train into Leeds). £350 per month.

Ruth 07828015896  
splrg@leeds.ac.uk

#### FEMALE FOR ENSUITE ROOM

Leeds 8, on bus route, gas central heating, wi-fi, share kitchen. Lecturer owner. £370pcm/£280 Mon-Fri, all inclusive.

Kathleen Mckay 0770 976 4858  
k.mckay3@ntlworld.com

### Other

#### QUARTER-LIFE CRISIS

Feeling stuck in life? Difficulty 'finding place in this world'? Nothing you do seem satisfactory? If yes, please consider being part of my study. Ethics no. 13-0236.

Raginie Duara  
psrd@leeds.ac.uk

Small ads can be submitted online at <http://smallads.leeds.ac.uk> The charge is £7 for 10 words or part thereof (University members) or £10 (general public). The deadline for the next issue is 26 March 2014 at 12 noon. Advertisers are independent of the University. The University makes no warranty or representation as to (a) the accuracy of ads or (b) the quality of goods or services advertised. To the full extent allowed by the law the University excludes all liability. Contact the Reporter on 0113 343 6699 or [the.reporter@leeds.ac.uk](mailto:the.reporter@leeds.ac.uk)



## Events

### Tour de France, Yorkshire Cultural Festival

27 March – 6 July

The Tour de France Yorkshire Cultural Festival officially begins in March – the first time in its long history that the tour has been preceded by a cultural festival. Events are taking place throughout Yorkshire – some before the official launch – so it's easy to get involved. Highlights include the world's first Ghost Peloton, which will see a team of around 50 cyclists and a collection of dancers use innovative remote-controlled light suits to produce a stunning evening light show outside The Tetley!

To find out more, visit

<http://festival.yorkshire.com/#events>



'Woolly bike' by Cassandra Kilbride: part of the Yorkshire Festival 2014

J Rowbottom

#### Association of University Administrators (AUA)

Round-table discussion, Tuesday 18 March, 11am – 12noon, Staff Centre

Colleagues are invited to this discussion, which will centre on the usefulness and relevance of the 'generalist' versus 'specialist' distinction in professional, administrative, and managerial higher education career paths; how improved collaborations – and/or mobility – between the two groups might be encouraged and on suggestions for how the AUA, as a professional body, might optimise its offer to both categories of staff. The event is open to members and non-members, and attendance (as usual) is free. Please register in advance via [aua@leeds.ac.uk](mailto:aua@leeds.ac.uk) with the subject 'March event'.

#### Leeds Festival of Science, 15 March – 4 April

This year's festival has a full programme of events which are open to all. They include the Ig Nobel show (20 March) when writer and researcher Marc Abrahams will reveal the stories behind this year's Ig Nobel winners. Celebrated for their eccentricity and imagination, their work will make you laugh – and then think. Dame Jocelyn Bell Burnell will be in Leeds on Wednesday 26 March to deliver a public lecture, 'Black Holes, White Holes and Worm Holes, and 29 March sees the return of Engineering Experience' – a free event with stalls featuring hands-on activities from all areas of engineering, computing and design. For details of these and other events, visit [www.stem.leeds.ac.uk/lfos-public/](http://www.stem.leeds.ac.uk/lfos-public/)

#### Healthy Week, 21 March – 28 March

This year's Healthy Week at the University is all about changing one thing in your life to help make you healthier. It could be losing weight, sleeping better, eating well, getting fitter, trying something new ... there are lots of activities, workshops and ideas throughout the week to help inspire you to a healthier 2014. Find out more at [www.leeds.ac.uk/healthyweek](http://www.leeds.ac.uk/healthyweek)

#### Alfred Drury and the New Sculpture – Stanley and Audrey Burton Gallery until 12 April

This exhibition reviews the art and life of Alfred Drury (1856-1944), investigating the formative influences on his sculptural practice and his role in the 'New Sculpture' movement of the late 19th and early 20th centuries. Works include small sculptures, paintings, drawings, medals, photographs and works by artists who influenced Drury.

For more information, visit

<http://library.leeds.ac.uk/art-gallery-exhibitions>



#### Gender and the Archive: celebrating International Women's Day and Women's History Month, 4 March, 5–6.30pm, M&S Archive, on campus

The event will explore the fascinating and sometimes unexpected ways that public archives represent gender, offering insights into attitudes displayed in both the present and the past. The event will involve short presentations by students and staff who have been involved in researching the archives of organisations such as Marks & Spencer and the Women's Publicity Planning Association, which was formed during the Second World War. This event is free of charge but places are limited. If you would like to attend, email Katie Whiting at [k.whiting@leeds.ac.uk](mailto:k.whiting@leeds.ac.uk) to reserve a place, and for more information email Matthew Boswell at [m.boswell@leeds.ac.uk](mailto:m.boswell@leeds.ac.uk)



## FAQs

# Jenny Lyon, Head of Quality Assurance, Student Education Service



### What does your current role involve?

I head up the Quality Assurance Team that has responsibility for coordinating the University's institutional-level processes for the approval and review of our provision. The Team also supports the Pro-Deans for Student Education, particularly in relation to the business of the Faculty Taught Student Education Committees and various institutional-level groups.

### There seems to be a lot going on in the Student Education Service! In a nutshell, what's the story so far?

A reconfiguration of roles has been implemented in the schools and faculties and we have recently reconfigured the central services to try to provide more effective channels of communication for colleagues across the University. Three new directors have recently taken up their posts and I'm looking forward to seeing how the organisational changes will begin to benefit our approach to planning and service delivery.

### So what else is planned for 2014, and how will the changes affect our current and prospective students?

The principles of the Service are to ensure that students are treated equitably and consistently whilst recognising that students identify strongly with their school and discipline. As well as working on service delivery improvements, a single, comprehensive website is being developed which will draw together and simplify content currently held across a number of different sites.

### What about staff – what impact will the changes have on them?

The implementation of the Student Education Service has resulted in some concerns and anxieties, which is understandable when considering we are undergoing a process of significant organisational change. However, my experience is that staff are keen to be involved in the changes and excited about opportunities for improvement, both in relation to the service we provide for students and in terms of working practice.



### Tell us about your career.

I was a mature student and, although it might be hard to believe, when I graduated I actually wanted to pursue a career in university administration. I came to work at the University on a voluntary basis in order to get experience and I've been here ever since. I love the city of Leeds and have a huge pride in the University and what it is trying to achieve.

### What are your aims for 2014?

The QA Team has begun a process of looking at its principal activities and thinking through how we can develop them to ensure that they maximise benefit whilst minimising bureaucracy for colleagues. Our principal aim for this year is to continue that process and roll out improvements for implementation next session.

### What's your most frequently asked question?

I deal with quite a variety of queries from colleagues across the institution, but more often than not, they are accompanied by the question, 'Can we do this?' I like to think that the answer is usually yes if the proposal is grounded in sound academic principles. The role of quality assurance is to think through what might be the potential risks and what can be done to minimise those risks, so that we're confident that we are delivering the best possible experience for students.

### What do you get up to when you're not at work?

My husband and I are keen walkers and often holiday in the Lake District, although I'm thinking we need to venture further afield now we have completed all the Wainwright summits. I also have various random projects on the go – the latest is teaching myself how to sketch.

### Which is your favourite place on campus?

The Brotherton Library never fails to move me as a space. It is beautiful and there is something about the hushed atmosphere, and even the smell of the library, that is awe inspiring and deeply symbolic of all that is important about education.

### What piece of music would you take to a desert island?

I'm going to be populist and choose 'The Lark Ascending' by Vaughan Williams, which was voted Britain's number one desert island choice when Radio 4 requested nominations a few years back. I know it's not particularly original, but if I was ever stuck on a desert island I could listen to that piece of music and would be transported back to the fells of northern England on an early summer's day.