



KING'S  
BUSINESS  
SCHOOL

# RESEARCH IMPACT REPORT 2023/24



# Purpose of report

This report reflects upon all achieved within the 2023/24 academic year by King's Business School's Impact Team and in relation to research impact. It aims to celebrate and showcase research that makes a real-world difference, engages with non-academic audiences, and bridges the gap between practitioners and academics.

Report produced by Amelia Süsserott

# AN OVERVIEW OF THE YEAR

1

Impact Prizes  
celebration held

1

Impact &  
Knowledge Exchange  
Sub-Committee established

3

academic projects awarded  
the faculty Impact Seed  
Fund

5

impact seminars and  
workshops held in the  
Spring term

1

new Faculty Impact Manager  
and Research Impact Officer

1

new academic-practitioner network  
launched

3

training sessions on impact held

5

new resources and initiatives created  
throughout the year, launching 2024/25

7

projects supported with Impact Prize  
money

2

Centres showcased their research  
at the King's Impact Reception

2

projects awarded ESRC Impact  
Acceleration Account (IAA) funding

2

PhD projects awarded the faculty  
Impact Seed Fund

4

impact videos circulated across our  
social media channels

8

projects identified for bespoke impact  
development support for 2024/25

2

research projects awarded  
One King's Impact funding  
for 2024/25

4

academics supported  
with a teaching  
abatement for impact

6

applications to the One  
King's Impact Fund

# KING'S BUSINESS SCHOOL IMPACT PRIZES

## 24 October 2023



King's Business School kicked off the 2023/24 academic year with its inaugural Impact Prizes event. Held on 24 October 2023, the event celebrated research projects across the faculty that have led to, or are leading to, real-world change. Close to 30 colleagues and PhD students applied, with external judges being tasked with reviewing all applications to identify two winning projects and seven runners-up.

Congratulations to the seven runners-up projects, which included:

**Anna Rebmann**

Social Entrepreneurship at the Grid Edge

**Duncan Jackson**

Better Decisions through Reliable Evaluation

**Valentina Chan (PhD Candidate)**

Decision-Making Seminar Series: Empowering Immigrants to Professionals

**Gabriela Gutierrez Huerter O**

Changing Attitudes to and Understanding of Modern Slavery to Foster the Development of Effective Organisational Solutions

**Laura Delaney**

A Novel Approach to Medical Decision Making in Congenital Heart Disease

**Filippos Papakonstantinou and Angie Andrikogiannopoulou**

FCA/GFIN Greenwashing Techsprint: Developing Technologies to tackle ESG-related Misconduct in the Financial Services Industry

**Ylva Baeckström**

Gender and Finance: Addressing Gender Inequality in the Financial Services Industry

More information on each of the shortlisted and winning projects can be found on [King's News Centre](#).



## KATHARINA HUSEMANN

Layers of Vision

**Impact with Evidence Award Winner**

When accessibility is an afterthought, blind and partially sighted people are often excluded from public spaces. Layers of Visions explored and promoted access and inclusion in museums for blind and partially sighted visitors. Partnering with researchers Anica Zeyen and Leighanne Higgins, Katharina Husemann collaborated with Shape Arts, an NGO working with disabled artists, Zoe Partington, an access consultant and artist with lived experience of sight loss, and King's Culture. Together, they commissioned 10 blind or partially sighted artists to create artworks relating to their experiences of access and inclusion in a world made for sighted people. Through ethnographic, interview, and visitor survey data, the team of researchers explored how marketplace accessibility can be co-produced, demonstrating the circular approach between research and impact that underscored the project.

## MLADEN ADAMOVIC

The Resume Bias project

**Emerging Impact Award Winner**

Name discrimination is a serious problem for job seekers with non-English names in majority English-speaking countries, leading many to question whether they should Anglicise their name to improve their job prospects. This question was posed to Mladen Adamovic by his students, prompting a desire to uncover the role of names and ethnicity in determining the likelihood of job applicants being called for interview. To do so, Mladen undertook a large-scale resume study, submitting more than 12,000 job applications to over 4,000 job advertisements. His findings revealed that applicants with English names were more likely to be offered interviews than those with non-English names, with disparities worsening as seniority level increased. To address this inequality, Mladen has since drawn upon these findings in his work with the third sector to improve employment prospects for refugees.



# THE IMPACT PRIZES IN PHOTOS









# KING'S ENGAGED RESEARCH AWARDS

16 January 2024



The King's Engaged Research Awards ceremony took place on 16 January 2024, where the winners of eleven award categories - from communicating research in novel and equitable ways, to conducting collaborative and participatory research - were announced. Three projects from King's Business School either won or were shortlisted for an award.

## ANDREANA DRENCEVA AND RISING ARTS AGENCY

Equitable Partnerships: Power Sharing in the Cultural Sector

Congratulations to Andreana Drencheva and Rising Arts Agency for winning the award for national Collaboration, for their co-created project.

Across the cultural sector, power imbalances between institutions and grassroots organisations/marginalised creatives often result in unequitable partnerships, placing the latter at risk of exploitation. Together, Rising Arts Agency and Andreana explored how these imbalances can be reduced or removed using various research methods, including holding workshops that centred community voices.

This research has resulted in actionable insights to guide equitable partnerships between institutions and grassroots organisations. The findings from this project have been communicated across a range of outputs, from a podcast series, a zine, and blog posts to articles and a report, helping to engage varied audiences across the cultural sector and beyond.





## VALENTINA CHAN

Decision-Making Seminar Series: Empowering Immigrants to Professionals

Congratulations to Valentina Chan (PhD Candidate) whose project was shortlisted for the Transforming Research Culture award.

The role of language in decision-making is often understated, despite research suggesting that bilinguals' decision-making differs depending on the language they are making their decision in (i.e., their native language or a foreign language). Valentina's research uncovered that decisions made in a foreign language have the potential to be less emotion-driven and less prone to common cognitive biases.

Working closely with various external organisations, she tailor-made interactive seminars to increase public awareness of decision-making biases. The seminars provided insights and techniques for new immigrants in the UK, to enhance decision-making in risky and uncertain situations. Following the seminars, attendees reported increased confidence and reduced levels of anxiety about moving to a new country.

## KATHARINA HUSEMANN

Layers of Vision

Congratulations to Katharina Husemann, Anica Zeyen (Royal Holloway), Leighanne Higgins (Lancaster University), Jeff Rowlings (Shape Arts), Zoe Partington, and Leanne Hammacott (King's Culture) for being shortlisted for the Participatory Research (Local) award.



Visit King's News Centre to find out more about all [award winners](#) and [shortlisted projects](#).



# IMPACT STORIES OF 2023/24

## From Academics with Impact Abatements

### ANNA REBMANN

Social Entrepreneurship at the Grid Edge

Social entrepreneurs aim to solve societal problems, often playing a pivotal role in addressing the needs of local communities and leading community development. Yet, who they are and who they involve in this process is important. Community energy groups aiming to enable a speedier and more just energy transition, for instance, tend to be comprised of members from more affluent social groups and have very low rates of minoritized ethnicity participation. Anna Rebmann's research therefore explores whether co-design, an approach which includes non-experts as equal and valuable contributors, can foster inclusivity in social enterprises in the context of the energy transition. Encouraging and enabling wider, more diverse, and more inclusive participation is central to enabling a more democratic, just, and sustainable energy system. Uncovering that codesign can be used to successfully engage local communities in the development of community energy, this research brought together Repowering, a London-based community energy development organisation, and Newham Council to drive action forward based upon these findings. This connection has directly led to the creation of a new community energy group, Community Energy Newham, and the installation of solar panels locally.



This photo captures the launch of Community Energy Newham, taken by their solar array at East Ham library.

Photo courtesy of [Joe Burrows](#) and Community Energy Newham.



## DUNCAN JACKSON

### Better Decisions through Reliable Evaluation

Ratings represent the basis for almost all critical human resource decisions, including those relevant to employee selection and on-the-job performance. Job candidates' performance is often rated by assessors and interviewers, typically using assessment centres, whilst immediate supervisors often rate employees for their performance appraisal, at times using 360-degree ratings. Yet, employee ratings in Human Resource Management are often misapplied in such a way that it undermines their reliability in both employee selection and performance management – negatively impacting important employment decisions relating to hiring and promotion. Research by Duncan Jackson and George Michaelides, University of East Anglia, has led to ground-breaking improvements in decision making in the HR sector regarding (a) reliability, (b) score structures, and (c) methodological approaches. Recommendations resulting from their research have been adopted by public and private sector organisations in the UK and far beyond. Consequently, reliability and validity has been improved in operational assessment processes, leading to better quality candidate selection and staff development decisions and feedback, as well as improved organisational performance.





# IMPACT STORIES OF 2023/24

## Continued

### YLVA BAECKSTRÖM

#### Gender and Finance: Addressing Gender Inequality in the Financial Services Industry

The financial services industry is the most powerful and remunerative sector, but it is filled with gender inequality, bias, and stereotyping. In a male-dominated industry, historically based upon men, the needs and tendencies of women are undervalued, under-researched and misunderstood. In the UK, this has resulted in female financial services employees earning up to 59% less than men and men's retirement income being twice that of women's. Ylva Baeckström's research has paved the way in addressing this issue, challenging the enduring stereotype assumptions of what women want or need and how they behave in finance (both as investors and employees). Drawing on her research findings, Ylva has worked with banks to challenge existing practices and embed change. She has also influenced public debate on the issue, including contributing evidence to the UK Treasury Committee's Inquiry, Sexism in the City, and receiving extensive media attention, to encourage cultural change in society.





## KATHARINA HUSEMANN

### Layers of Vision

On top of being an Impact Prize winner and having been shortlisted for the King's Engaged Research Awards, Katharina was selected for bespoke impact support throughout the 2023/24 academic year to further develop the impact of the Layers of Vision project. Informing holistic approaches towards accessibility, Layers of Vision has already led to notable changes in how artists are producing their work and how exhibition spaces are displaying artworks. This underpins the project's aim to improve embodied access, autonomous access, and social access for blind and partially sighter consumers. A handful of the blind and partially sighted artists who participated in the project have also reported that displaying their art at the exhibition increased their confidence levels, their public exposure, and the professional opportunities available to them.



# IMPACT VIDEOS

2023/24

KING'S  
College  
LONDON

**Dr Ylva Baeckström**

Senior Lecturer in Finance, King's College London

**Dr Mladen Adamovic**

Senior Lecturer in Cross-Cultural Management, King's Business School





**Valentina Chan**

PhD Candidate, King's Business School



**Dr Duncan Jackson**

Reader of Organisational Psychology & Human Resource Management, King's Business School

# IN DIALOGUE WITH THE OFFICE FOR NATIONAL STATISTICS

## 6 March 2024



Five impact events took place in the spring semester of 2024, inviting academics to showcase their research impact, share their experiences of developing academic-practitioner relationships, and learn more about what practitioners want from researchers.

The events kicked off with Rebecca Riley, King's Business School, and Richard Heys, the Office for National Statistics (ONS), sharing their experiences of collaborating with one another. Rebecca is the Director of the Economic Statistics Centre of Excellence (ESCoE), a research centre at King's Business School, whilst Richard is Deputy Chief Economist at the ONS.

ESCoE has been working with the ONS to address challenges and opportunities in measuring the economy since 2017, though, during the event discussion, colleagues learnt that communication between Rebecca and Richard's started two years prior.

Richard joined the ONS in 2015, just before Professor Sir Charles Bean's independent review of UK economic statistics, which identified key challenges in measuring the economy. Around this time, Richard and Rebecca met at an event hosted by the Bank of England, which focused on key research in the area of productivity. Rebecca was working for the National Institute for Economic and Social Research at the time and presented at this event. Rebecca explained,

"We met each other in a context where there was a readiness to engage... and a feeling amongst academics that we needed to work together on these issues."

Following the Bean review, with the ONS wanting to take on board his report's recommendations about improving relationships and engagement with the academic sector, Richard explained that:

"I think everyone recognises that the ONS, at that point in time, was probably quite insular. It wasn't really reaching out to other communities for best practice or other ideas, so we decided that we would establish a research centre. One of the obvious candidates at that point, to form a long-term relationship with, was Rebecca. We started a series of conversations that have led through into contracting and working together for eight years now."





In terms of the impact of working together so far, Rebecca highlighted that one of the biggest changes from this partnership has been culture change. As she explained,

“I think it's culture change on both sides... we go back to the point about academics wanting to make use of their research for economic measurement and seeing the value in that... getting that conversation into a productive place takes time but is built on lots of smaller impacts.”

Speaking to the value of working together and being able to draw upon a range of skills and experience across teams and organisations, Richard emphasised:

"I think one of the things that we've been able to exploit through the ESCoE is that if you go and look at the discussion paper series, you'll find a lot of papers which are joint authored between the ONS and academic colleagues, often on wider teams. And that gives us the opportunity to shift the level of ambition and the hunger level at the ONS, but also gives the academics a real route to see the sort of direct impact of what they're producing. And I think at the heart of it, it's not about where you are, it's about the quality of the research."

To find out more about ESCoE's research and its impact to date, please visit the [ESCoE website](#).



# LESSONS LEARNT FROM ADVISING GOVERNMENT

## 28 March 2024



For our second event, we heard from Brian Bell, Professor of Economics and Head of Department at King's Business School, about his role as Chair of the Migration Advisory Committee (MAC).

The MAC is the public body that provides advice to the Home Secretary on immigration policy in the UK. During this talk, Brian spoke about his experience as Chair, including how he was appointed to the role. Brian explained that he applied to the role online, via the [gov.uk website](https://www.gov.uk), and underwent a shortlisting and interview process similar to many other jobs. The real difference is that, once shortlisted and interviewed by the committee, the cabinet minister has final say over whether you will be appointed.

When asked how he balances the tension between what advice politicians and the Home Office might accept against what the evidence says, Brian explained:

"We try as much as possible to pretend that there isn't a political dimension to this. We come up with a recommendation and sometimes we know we are making a recommendation that will be rejected, but we don't think that's a bad thing. We think in some sense we're coming up with an evidence-based view. This is what we think the best evidence is, and if the government doesn't want to accept that, that's their business. But at least we put into the public domain what we think the evidence is."

In terms of engaging with the MAC, Brian explained that academics are often invited to talk to the Committee about their research if of relevance to work the MAC are commissioning.



# BRIDGING THE KNOWLEDGE GAP

## 20 March 2024



Lucien Alziari, Executive Fellow at King's Business School, joined us on 20 March 2024 to discuss bridging the knowledge gap between practitioners and academics. Lucien is the Executive Vice President and Chief Human Resources Officer (CHRO) at Prudential Financial, a Fortune 50 financial services company based in New Jersey.

In conversation with Damian Grimshaw, we heard from Lucien about his experience of engaging with research as a CHRO and barriers that prevent him from doing so. Lucien also provided insight into what practitioners are looking for from academics and their research, emphasising the importance of academics communicating their research findings in layman's terms and knowing their audience.

Among many other gems of advice, Lucien recommended that, when reaching out to businesses and non-academic organisations or audiences, academics should provide two or three reasons why their research should matter to others. This could be, for instance, highlighting how their research findings apply to a particular business or organisation and how it can inform their ways of working. In doing so, externals will be more likely to engage with research, being able to recognise how it applies to them right off the bat.





# CROSS-FACULTY IMPACT WORKSHOP

## 27 March 2024



The Cross-Faculty Impact Workshop series launched on 27 March 2024, with the first workshop of its kind focusing on the theme of Environment & Sustainability.

The workshop brought together a diverse array of voices and perspectives from across King's Business School, The Dickson Poon School of Law, and Faculty of Social Science and Public Policy. With presentations from academics across the three faculties, the workshop aimed to find synergies in King's social sciences research and improve the impact of that research through collaboration and sharing best practice.

Representing King's Business School and The Productivity Institute, Jonatan Pinkse and Britt Regal presented their project, undertaken with Damian Grimshaw and Marcela Miozzo, that explores barriers to governments implementing transformative innovation policies. In particular, their work examined the difficulties of incentivising electric vehicle (EV) uptake, notably due to systemic issues with rolling out EV charging points, and ways to address this problem going forward. Presentations were followed by breakout sessions on the themes of Community Action and Greener Policy Making.

The workshop laid the groundwork for meaningful collaborations and initiatives, with participants identifying several avenues for further action and collaboration. These included policy showcases and impact exhibitions to connect academia with external stakeholders for real-world impact, fostering interdisciplinary research initiatives, establishing networks for sustained engagement and the setting up of a mailing list for sharing ideas and opportunities.

If you work in the environment and sustainability space, or are interested in creating impact in this area, please contact [Victoria Bates](#) (REF Impact Officer, RMID). More information on the next workshop in the series will follow in due course.

# LAUNCHING A RESEARCH-PRACTICE NETWORK

8 April 2024



## SAM VAN ELK, JUAN BAEZA, ALEC FRASER AND GERRY MCGIVERN

Integrated Care Systems (ICSs) Research-Practice Network



The Integrated Care Systems (ICSs) Research-Practice Network, led by Sam van Elk, Juan Baeza, Alec Fraser, and Gerry McGivern at King's Business School, was established in April 2024. The ICSs Research-Practice Network is a community of researchers and practitioners working in and around ICSs.

ICSs are intended as the new architecture for health and social care in England. They are designed to foster collaboration between the many organisations involved in the sector within a given geography, while addressing the major challenges which those local systems face. Given the scale of this challenge, research to support ICSs in their work is vital.

By bringing researchers and practitioners together, the network hopes to pool its knowledge and shape better research based upon what practitioners need to know.

Visit the [ICSs Research-Practice Network webpage](#) to find out more, to register for upcoming events, and to sign up for the newsletter.



# KING'S IMPACT RECEPTION

14 May 2024



Congratulations to the Centre for Sustainable Business and the Qatar Centre for Global Banking & Finance for showcasing their work during the 2024 King's Impact Reception.

Anna Rebmann represented the Centre for Sustainable Business, exhibiting her research project on Social Entrepreneurship at the Grid Edge. Haleemah Patel, Aditya Babubhai Mori, and Ghassane Benmir represented the Qatar Centre for Global Banking & Finance, informing external attendees about the Centre's latest work.

A huge thank you to all involved, including Claire Kennan and Hermione Dadone for organising the Centres' attendance!



# PROJECTS SUPPORTED BY THE FACULTY IMPACT FUND 2023/24



**Congratulations** to the three projects that were awarded funding from King's Business School's Impact Fund for the 2023/24 academic year.

## ANNA DUBIEL AND PROKRITI MUKHERJI

Adopting Complex Financial Services by first-time Buyers: Evidence from Microinsurance in the Context of Human-Wildlife Conflict (HWC) in Kenya

Human-wildlife conflict (HWC) presents a real problem in some emerging economies, such as Kenya, where people and wildlife find themselves competing for space and food. Conflict can arise, for instance, when animals that share land and resources damage property or trample crops, disrupting or devastating people's livelihoods and putting animals at risk of retaliatory attacks. Compensation schemes could help to remedy this issue, providing an option to “live better” with inherent HWC risks.

Anna and Prokriti investigate marketing mechanisms in the HWC compensation context, to understand its usage and identify promotional interventions for users. Their prior research in India reveals that while 84% of HWC affected respondents consider similar services useful, only 48% perceive them as easy to use. Therefore, Anna and Prokriti are seeking to improve understanding of HWC compensation among affected communities, using Kenya as a case study for this research due to the government's recently launched National Human-Wildlife Coexistence Strategy and Action Plan 2024-2033.

With the Impact Fund, Anna and Prokriti commissioned Kenya-based Avid Animation to create two video clips to inform local constituencies affected by HWC about the particularities of HWC compensation. They produced one “emotional” and one “informational” animation, which have already been used as prompts in a research study in September 2024 in Samburu National Reserve, Kenya. For this ongoing work, they partnered with AB Entheos consulting the Kenyan government on the scheme pilot and therefore in a position to make the findings even more impactful.



# PROJECTS SUPPORTED BY THE FACULTY IMPACT FUND

## Continued



### ANGIE ANDRIKOIANNPOULOU & FILIPPOS PAPAKONSTANTINOU

FCA/GFIN Greenwashing Techsprint: Developing Technologies to tackle ESG-related Misconduct in the Financial Services Industry

In recent years, a significant number of mutual investment funds have gotten away with overstating their environmental, social, and governance (ESG) commitment with little consequence. With a 370% increase in funds categorised as greenwashers over just a four-year period\*, from 2016 to 2020, it is increasingly difficult for investors to make considered choices.

Angie and Filippas have sought to address this issue by working alongside international regulators to develop a novel tool to identify the greenwashing of mutual funds. Using their novel tool, the ESG ID app, they participated in the Global Financial Innovation Network's Greenwashing TechSprint in September 2023, which was led by the Financial Conduct Authority.

With the Impact Fund, Angie and Filippas have been continuing to develop a web application to host the ESG ID app. This app has the potential to discourage greenwashing and induce investors to commit capital to investment funds that do not live up to their environmental claims.

\*To find out more, visit the [King's project webpage](#) that explores this project in detail.





## CHIA-HUEI WU

### Work–Family Balance Self-Efficacy Training for Working Mothers during Maternity Leave: Post Research Impact Evidence Collection in Japan

Mothers in Japan face significant difficulties re-entering or staying in the workforce after having children, especially after the birth of their first child. A lack of supportive family-friendly policies and demands on mothers in the home are believed to contribute towards this.

In collaboration with Akiko Kokubo (University of Shizuoka) and Katsuhiko Yoshikawa (Shizenkan University), Chia-Huei sought to address this issue by developing a training programme to enhance the work–family balance self-efficacy of working mothers during their maternity leave. [This intervention study](#), published in *Cambridge Prisms: Global Mental Health*, conducted with mothers across 16 Japanese companies in 2018 and 2019, demonstrated a significant increase in confidence managing the demands of work duties and family obligations among participants after the training. In addition, work–life balance self-efficacy after the training predicted participants' job performance, as reported by their supervisors, six months after returning to work.

Using the Impact Fund, Chia-Huei and the research team conducted follow-up interviews with participants from the study and human resources managers in those participating companies to evaluate the effectiveness of the training programme five years on. The findings are being used to inform the next steps of this project.







# PROJECTS SUPPORTED BY THE PHD IMPACT FUND

## 2023/24

**Congratulations** to Joel Lo Ribeiro and Aoifinn Devitt for being awarded the faculty PhD Impact Fund for the 2023/24 academic year.

### AOIFINN DEVITT

The Relationship between Psychological Safety and Innovation, Risk-Taking & Cultural Change in Investment Management Firms

Providing an overview of his project and the activities enabled by the PhD Impact Fund, Aofinn told us:

“The focus of my PhD is the relationship between psychological safety and innovation, risk-taking & cultural change in investment management firms. Therefore, furthering discussion of these topics and the broader topic of culture in general is one of the keys goals of my PhD. I consider “impact” within the context of academic research to be the ability to influence positive change within areas of practice by developing data-driven research that complements real-world experience.”

“Leveraging the interplay between academic research and real-world applications strengthens both disciplines, in my view, and the goal of my application for PhD impact funding was to engage with the investment management community, presenting the topic of investment company culture as a valid one worthy of serious debate, and to gain real life case studies to inform my further research.”

“The PhD Impact Fund provided me with the opportunity to host a hybrid event at King’s College London on 30 April 2024. The event consisted of a roundtable and panel discussion, with around 30 attendees participating in person and a further 15 online – including students at King’s. The event enabled a robust discussion around investment company culture. The discussion was widely praised and a summary was circulated afterwards. A follow-up event is now planned to be held at King’s on 2 October 2024, exploring the narrower topic of Environmental, Social and Governance (ESG) and cancel culture.”



# PROJECTS GRANTED IMPACT ACCELERATION FUNDING

## 2023/24

### KIM HOQUE

#### Developing and Leveraging the Disability Employment Charter

Congratulations to Kim Hoque, who was awarded an ESRC IAA Social Science Impact Fund (SSIF) grant to further develop his project.

Collaborating with organisations including Disability Rights UK, Leonard Cheshire, Scope, and UNISON, Kim co-founded the [Disability Employment Charter](#) in 2021. The Charter outlines policy proposals in nine key areas, which would help address the UK's near 30 percentage point disability employment gap, and 14 per cent disability pay gap. The Charter has now been signed by 220 organisations including all the UK's large disability charities (e.g., Mind, National Autistic Society, Mencap, Sense), large corporates (e.g., Adecco, McDonalds, PageGroup, Schroders), and growing numbers of NHS Trusts and local authorities.

The Charter has had several successes. It helped secure £3 million pilot funding for supported internships in the 2023 Spring Budget. It was also one of three key stakeholders to which the DWP's review of the government's Disability Confident scheme sought to respond.

Kim used the SSIF to work with a Parliamentary staffer to seek new signatories and promote the Charter with ministers, shadow ministers and key civil servants. Working with UNISON, he got several of the Charter's proposals into Labour's general election manifesto. One of the Charter's key asks (disability pay gap reporting) was included in the King's Speech and the draft Equality (Race and Disability) Bill. He has subsequently had multiple in-depth discussions with the Cabinet Office on the details of the Bill. He gave evidence to the Work and Pensions Select Committee inquiry on disability employment in March, and working with Lord Shinkwin is establishing a Policy Liaison Group in Parliament, to which the Charter's proposals will be central. Kim was named on HR Magazine's 2024 'most influential' list for his work on disability.

### KATHARINA HUSEMANN

#### Layers of Vision

Congratulations to Katharina for also being awarded the SSIF to further develop the legacy of the Layers of Vision project. Building on its impact to date, Katharina will be using this funding to host the exhibition in Parliament, deliver a policy workshop, and produce a policy report.

# LOOKING AHEAD TO 2024/25

## Funded Projects



### PROJECTS AWARDED ONE KING'S IMPACT FUNDING FOR 2024/25

**Congratulations** to the two projects from King's Business School that were among the nine projects awarded One King's Impact funding for the 2024/25 academic year.

#### GILLIAN BROOKS AND FATIMA WANG

Maximum Nutrition, Minimum Waste: 'Root-to-Tip' Dining

Gillian Brooks and Fatima Wang are co-Investigators on a large, cross-faculty project tackling food waste. They are bringing marketing expertise to the project team, which includes King's Department of Nutritional Sciences, King's Department of Biochemistry, King's Food, the University Caterers Association, among others.

Despite decades of public health nutrition policies in the UK, most of the population have suboptimal intake of fruit, vegetables, and fibre. In addition, food waste significantly contributes to greenhouse gas emissions and most food waste comes from plant sources.

This project will see the launch of a 'Living Laboratory' at King's, where the project team will develop and test 'root-to-tip' recipes that use more of the plant (i.e. peels and stalks).

Academic staff and students will collaborate to design the study researching the positive impact of root-to-tip dining on dietary intake and nutrition, as well as the impact on reducing food waste, through development of unique recipes.

A public communications campaign will engage the King's community in encouraging a move to plant-based food choices, with findings shared across The Universities Catering Association (TUCO) network and by wider public sector caterers.

Visit [the project webpage](#) to find out more.



## FATIMA WANG AND SHALEN FU

Impact Assessment and Climate Adaptation: Age UK Lambeth

Fatima Wang is Principal Investigator and Shalen Fu a co-Investigator on a collaborative project with King's Department of Digital Humanities, King's Faculty of Arts & Humanities, King's Faculty of Natural, Mathematical and Engineering Sciences, and Age UK Lambeth, among other project partners.

Older people are some of the most overlooked in society, with specific needs and limited protection from issues such as the impact of climate change. Local charities have a deep understanding of resident needs and are well placed to provide both personalised support and community services. However, assessing and communicating impact are not always straightforward.

This project seeks to help local charity Age UK Lambeth and their network of associated charities and collaborators better communicate services and their impact to residents and funders to increase engagement.

The project team will collaborate to develop a value-based impact assessment framework aimed at the older population, which will include a cost-benefit analysis of social return on investment. A key area of focus will be on how storytelling can attract funding and support climate resilience in aging populations, and how charities can measure this future-facing climate adaption impact.

Visit [the project webpage](#) to find out more.

## PROJECTS AWARDED FACULTY IMPACT FUNDING FOR 2024/25

**Congratulations** to Andreana Drencheva, Katharina Husemann, and Yong Li for being awarded faculty impact funding for the 2024/25 academic year. Congratulations also to Kai-Yi Young for being awarded PhD impact funding for 2024/25. More information on each project will be circulated in our bimonthly impact newsletters throughout the coming year.



# LOOKING AHEAD

## New Initiatives



### COMMUNITY OF PRACTICE FOR IMPACT AND INNOVATION

We are delighted to announce the launch of the Community of Practice (CoP) for Impact and Innovation in King's Business School. The CoP builds on the success of our first Impact Prizes in October 2023, offering the opportunity to meet regularly with colleagues, from across King's Business School, the wider university, and beyond, whose work focuses on knowledge exchange, impact, and innovation. Not just providing a platform for knowledge exchange and collaboration, the CoP also enables members to take part in tailored networking events and professional development opportunities.

### IMPACT SHAREPOINT

We are also pleased to be launching our fully overhauled Impact SharePoint very shortly, which has everything you need to know about research impact. This includes, but is not limited to, providing information on the meaning of research impact, the different forms it can take, and the pathways to it; guiding you through how to plan for your own research impact; and, advising on how you can evidence and record your impact.

### IMPACT TOOLKIT

Accompanying the overhauled Impact SharePoint is our brand-new Impact Toolkit (Impact Resources Pack). The Impact Toolkit gathers much of the information that is hosted on our new SharePoint pages, to ensure you can access this vital information in a variety of formats. The Toolkit includes guided brainstorming sections throughout for you to scope out the potential and existing impact of your research, any potential and existing project partners, and plan for impact and knowledge exchange activities.

# LOOKING AHEAD

## KBS Impact Fest 2025

### KBS IMPACT FEST 2025

Our inaugural Impact Festival will be taking place in 2025, with more details to be circulated with colleagues shortly. Please join us for the event, which will be a celebration and showcase of research that makes a difference!



# OUR IMPACT TEAM



## DAMIAN GRIMSHAW

Since joining King's Business School in January 2020, Damian has been our Associate Dean for Research Impact.

Damian has previously worked as Director of the Research Department at the International Labour Organisation, where he led research on a major report on Sustainable Development Goal 8 and supported the two ILO Flagship reports on Digital Labour Platforms and the World Employment Outlook.



## CLAIRE KENNAN

Claire joined King's Business School as the new Faculty Impact Manager on 2 January 2024.

Claire has previously held positions as the Heritage and Creativity Impact Manager at the University of Reading, AHRC Creative Economy Engagement Fellow at The National Archives, and Education and Community Partnerships Lead for a Citizens Project at Royal Holloway.



## AMELIA SÜSSEROTT

Amelia has been working as the Research Impact Officer, a role new to the faculty, since October 2023.

Amelia's previous role was in research and evaluation at a local mental health charity. Prior to this, she worked at a number of Higher Education institutions, in both research and professional services roles, including working within Lancaster University's Consultancy Service.





## NATALIE WALL

Natalie is currently the Research Impact Lead (Social Sciences) at King's College London, providing impact support for the faculties of Social Science & Public Policy, King's Business School, and The Dickson Poon School of Law, and delivers external impact training through the Association of Research Managers and Administrators (ARMA) where she is also the Global Majority SIG (Special Interest Group) Co-Chair.

Natalie is an expert in Research Impact with experience as a research support manager, trainer, speaker, consultant, REF2021 panel secretary, and AHRC Peer Review College member.



## VICTORIA BATES

Victoria is the REF Impact Officer (Main Panel C) providing impact support for the faculties of King's Business School, The Dickson Poon School of Law and Social Sciences & Public Policy. She assists with the development of impact case studies, as well as coordinating impact training, workshops, and events.

She is also a member of the King's Engaged Research Network (KERN) management team, a community of King's staff and students dedicated to developing, sharing, and celebrating public engagement practices.

Find out more  
[kcl.ac.uk/business](https://kcl.ac.uk/business)