



# Understanding Wellbeing in the UK:

Future Directions for Wellbeing  
Evidence, Evaluation and Impact

@whatworkswb  
#wellbeingconf2018



Thursday 13th September 2018 | Brunel University London

## Welcome...

Welcome to Brunel University London and to the first UK Conference on *Understanding Wellbeing in the UK: Future Directions for Wellbeing Evidence, Evaluation and Impact*.

The conference showcases work conducted in the What Works Centre for Wellbeing which, since 2015, has become established as an independent collaborative organisation synthesising evidence and providing authoritative and credible national guidance to improve wellbeing and address wellbeing inequalities in the UK. Leading scholars who have driven the generation and use of evidence, and the evaluation of wellbeing in four defined policy areas: communities, culture and sport, work and learning and wellbeing methodology will present their work. Presenters will identify critical issues about the challenges and successes of their programmes and offer commentary on the impact of their work on understanding wellbeing and developing future directions for wellbeing evidence, evaluation and impact.

Our workshops have been planned to invigorate debate on key issues identified through our collaborations with a diverse range of stakeholders across the UK and we are sure discussions will be vibrant and productive.

We are delighted that Professor Julia Buckingham (Vice Chancellor and President, Brunel University London) and Professor Geoff Rodgers (Vice Provost - Research) will welcome you and address the conference. We are thrilled to be able to include presentations from so many esteemed colleagues.

Thank you for joining us here today and for your contributions to understanding and developing future directions for wellbeing in the UK.

Best wishes

Louise

**Professor Louise Mansfield**

*Conference Chair*

*Research Lead – Welfare, Health and Wellbeing, Institute for Environment, Health and Societies, Brunel University London*

## Programme

**8.30am – 9.05am** Registration and tea/coffee

9.05am – 9.15am **Welcome and Opening Address**

*Professor Geoff Rodgers, Vice-Provost (Research), Brunel University London*

9.15am – 9.45am **Establishing the National What Works Centre for Wellbeing: From Concept to Delivery**

*Nancy Hey, Director, What Works Centre for Wellbeing*

9.45am – 10.40am **Keynote Presentation: What Works and the Wider Landscape**

*Presenter: Dr David Halpern, Chief Executive Behavioural Insights Team*

**10.40am – 11.00am** Tea/coffee

11.00am – 12.40pm **I. Evidence Programmes - Position Papers**

*Professor Christina Victor (culture and sport), Professor Kevin Daniels (work and learning), Professor Rhiannon Corcoran (communities), Professor Paul Frijters (cross cutting methods)*

**12.40pm – 1.40pm**    **Lunch and Networking**

1.40pm – 1.50pm

**Conference Address**

*Professor Julia Buckingham CBE, DSc, FRSB, Vice Chancellor and President, Brunel University London*

1.50pm – 3.10pm

**II. Evidence Programmes – Challenges and Successes**

*Professor Olga Tregaskis (work and learning), Dr Christian Krekel (cross cutting methods), Professor Anne-Marie Bagnall (communities), Professor Louise Mansfield and Professor Norma Daykin (culture and sport)*

**3.10pm – 3.20pm**    **Tea/coffee**

3.20pm – 4.15pm

**Cross Centre Panel Discussion**

**Making a Difference to Wellbeing Inequalities: Measures, Evaluation and Impact**

*Professor Paul Dolan, Professor Lord Richard Layard, Professor Jane South, Professor Monder Ram*

4.15pm – 4.20pm

**Introduction to Workshops**

*Professor Louise Mansfield, Brunel University London*

**4.20pm – 5.15pm**    **Workshops**

**Work and Learning Evidence Programme**

**Are Workplace Wellbeing Interventions Cost-Effective?**

*Dr Mark Bryan*

**Culture and Sport Evidence Programme**

**Creative and Credible Arts, Health and Wellbeing Evaluation**

*Jane Willis and Professor Norma Daykin*

**Communities Evidence Programme**

**Moving Forward: developing evidence road maps for community wellbeing – a participatory workshop**

*Andy Pennington, Professor Rhiannon Corcoran, Professor Anne-Marie Bagnall, Professor Jane South, Professor Peter Kinderman*

**Cross Cutting Methods Evidence Programme**

**Why Do We Like Life Satisfaction?**

*Professor Paul Frijters*

**What Works Centre for Wellbeing**

**Wellbeing Measurement Tools and Approaches**

*Ingrid Abreu Scherer and Deborah Hardoon*

5.15pm – 5.45pm

**Plenary Talk**

*Dr Paul Litchfield, Chairman, What Works Wellbeing and Chief Medical Officer, BT*

**5.45pm – 6.45pm**    **Drinks Reception**

# Evidence Programmes I

Position Papers 11.00am – 12.40pm

## **Developing multidisciplinary and cross-sector evidence reviews: reflections on the What Works for Wellbeing in Culture and Sport programme**

*Presenter: Professor Christina Victor*

Team members: Louise Mansfield, Annette Payne, Tess Kay, Christina Victor (Brunel University London), Paul Dolan (LSE), Norma Daykin (University of Winchester), Catherine Meads (Anglia Ruskin University) and Guy Julier and Alan Tomlinson (University of Brighton).

Brunel University London leads the multidisciplinary, inter-university and cross sector culture and sport evidence review programme. Cultural and sporting activities are recognised for the diverse opportunities they provide people to engage in preferred activities that enhance their wellbeing through meaningful and enjoyable participation. In this presentation we discuss both the challenges and possibilities encountered during this 3-year programme. There were key challenges around the nature and quality of evidence required to capture the variety of individual and collective benefits that can be accrued through taking part in culture and sport. Identifying evidence on what forms of sport and culture can contribute to such improvements, and through what processes such improvements may occur was challenging and evidence to address inequalities disappointing. Key opportunities for us in participating in this programme were bringing relatively low status interventions to the attention of policy-makers and acting as advocates for cultural and sporting interventions in the repertoire of wellbeing interventions.

## **Binary Notions of Work Just Don't Work**

*Presenter: Professor Kevin Daniels*

There is overwhelming evidence that unemployment is bad for wellbeing and mental health, and the effects go beyond economic loss. However, the picture for the alternatives – post-18 education and work – is more nuanced. Simply put, unemployment might be bad, but the alternatives are not always better. The benefits of work are dependent on job quality: a bad job is not necessarily better than no job. The evidence indicates that high quality jobs – with appropriate management and organisational support – are not just better for wellbeing and health, but also for safety and productivity. Similarly, the benefits of adult learning depend on the quality and mode of delivery, and the wellbeing benefits are realised in different ways for different groups of people. The policy implications require shifts in debates from how to incentivise the workless into work or learning, but also to consider the socio-structural conditions that can improve the quality of jobs and adult education for those at the bottom of the pile.

## **Understanding Wellbeing in our Communities: summarising the work of the Community Wellbeing Evidence Programme**

*Presenter: Professor Rhiannon Corcoran*

Rhiannon will present a summary of the research undertaken by the Community Wellbeing Evidence Programme (CWEP) team over the past 3 years. She will begin by exploring the concept of community wellbeing and will show how the team has defined and understood it to-date. She will then present the key findings from the main scoping and systematic reviews produced by the CWEP team as well as showing how we have used secondary data to explore and understand the spatial distribution of wellbeing, wellbeing inequality and their determinants. Rhiannon will consider the implications of the findings for future work.

## **Wellbeing cost-effectiveness: principles and examples**

*Presenter: Professor Paul Frijters*

The science of wellbeing has come a long way, such that it now has a lot to say about policy. The LSE-CEP wellbeing group in the last 3 years produced a major new book ('Origins of Happiness') that detailed the key developments over the life-cycles related to happiness in the UK, leading to many policy recommendations. In this talk, Professor Frijters will share some of the main insights of that book in the context of wellbeing policy appraisal that considers the trade-off between public costs and wellbeing benefits. Major developments and outstanding questions will be reviewed.

## **Evidence Programmes II**

**Challenges and Successes, 1.50pm – 3.10pm**

### **Successes and Challenges in the Work and Adult Learning Wellbeing Programme**

*Presenter: Professor Olga Tregaskis*

The Work and Adult Learning programme undertook 9 systematic reviews and 8 secondary analyses aimed at understanding individual and organisational wellbeing outcomes in the context of labour market transitions, the work environment, and the learning environment. The reviews revealed key areas where we have strong evidence of the causal impact of work and labour market factors on worker wellbeing. At the same time, the evidence base revealed gaps and conflicting results suggesting a greater need for a focus on the science of implementation. This session will provide an overview of the key findings and directions for future work.

### **Local community intervention to raise general adult population mental wellbeing and pro-sociality**

*Presenter: Dr Christian Krekel*

Although correlates of mental wellbeing have been extensively studied, little is known about how to effectively raise mental wellbeing at the local community level. We conduct a randomised controlled trial of the "Exploring What Matters" course, a scalable social-psychological intervention aimed at raising general adult population mental wellbeing and pro-sociality. The course is run by volunteers in their local communities and is currently conducted in more than nineteen countries around the world. We find that it has strong positive causal effects on participants' self-reported subjective wellbeing and pro-social behaviour while reducing measures of mental ill health. Impacts seem to be sustained two months post-treatment. There is some evidence that, for certain individuals, effects on self-reported outcomes are accompanied by positive changes in biomarker outcomes, in particular reduced levels of pro-inflammatory cytokine IL-6.

### **Mostly Promising: the Challenge of Appraising and Synthesising Non-randomised Studies of Complex Community-based Interventions**

*Presenter: Professor Anne-Marie Bagnall*

*Team Members: Professor Anne-Marie Bagnall, Professor Jane South, Professor Rhiannon Corcoran, Andy Pennington, Professor Peter Kinderman*

This presentation will reflect on the challenges encountered by the Communities Wellbeing Evidence Programme in assessing complex interventions delivered at the level of the community. We will present findings from our systematic review of community infrastructure to improve social relations and reflect on

different approaches to assessing the validity of individual studies and the body of evidence across the whole review. We will discuss challenges of synthesising this diverse body of evidence, including a range of study designs with outcomes measured at individual or community levels. The use of the GRADE and CerQUAL tools for summarising the quantitative and qualitative findings of the review will be examined, as well as the potential usefulness of other validity assessment tools and frameworks that are new or in development.

## **Successes and challenges in stakeholder work for understanding culture, sport and wellbeing**

*Presenters: Professor Louise Mansfield and Professor Norma Daykin*

This presentation examines issues and strategies for academic researchers seeking to maximise the impact of their work by engaging multiple stakeholders in the process of evidence building and knowledge exchange. We discuss our experiences leading the culture and sport evidence programme in the What Works Centre for Wellbeing. The work has developed knowledge and understanding of wellbeing in the sectors through extensive stakeholder engagement. We highlight the challenges and significance of identifying stakeholders, understanding stakeholder perspectives, working reciprocally with multiple stakeholders, understanding and using diverse evidence types, ensuring evidence quality and translating, dissemination and mobilizing evidence for stakeholder impact.

## **Workshops (4.20pm – 5.15pm)**

### **Workshop 1 – Work and Learning**

#### **Topic Title: Are Workplace Wellbeing Interventions Cost-Effective?**

*Presenters: Dr Mark Bryan and Professor Sara Connolly*

There is increasing interest in interventions in the workplace which can raise employee wellbeing. This workshop will cover methods for comparing the wellbeing benefits of such interventions with their costs, and hence for deciding whether or not an intervention is justified. The workshop will briefly review existing methods of cost-benefit and cost-effectiveness analysis and then present a new method for evaluating cost-effectiveness with subjective wellbeing as the outcome. The workshop will include a worked example based on a published study of a workplace intervention. It will conclude with a discussion of the requirements for building cost-effectiveness into future intervention studies and trials.

### **Workshop 2 – Culture and Sport**

#### **Topic Title: Creative and Credible Arts, Health and Wellbeing Evaluation**

*Presenters: Professor Norma Daykin, and Jane Willis*

Creative and Credible is an Economic and Social Research Council funded collaborative research project completed in 2015, led by Professor Norma Daykin (University of the West of England, Bristol) with Jane Willis (Willis Newson). The project sought to support best practice in arts, health and wellbeing evaluation and its legacy includes resources to strengthen practice-led evaluation, enabling practitioners to broaden their knowledge and skills and to engage effectively with commissioning agendas. The project has produced a website from which arts and health evaluation knowledge and resources can be freely downloaded, and has led to an evaluation CPD programme offered in partnership with stakeholders including the Royal Society of Public Health, the Welsh Arts and Health Network, Winchester University's Centre for Arts as Wellbeing and the University of Tampere in Finland.

This workshop will share some of the findings from the research underpinning Creative and Credible and participants will have the opportunity to take part in group discussion of key themes focused on improving evaluation practice.

### Workshop 3 - Communities

#### **Topic Title: Moving Forward: developing evidence road maps for community wellbeing - a participatory workshop**

*Presenters: Andy Pennington, Professor Rhiannon Corcoran, Professor Anne-Marie Bagnall, Professor Jane South, Professor Peter Kinderman*

In this workshop we will explore the findings of two of the Community Wellbeing Evidence Programme reviews, and how the bodies of evidence can be improved systematically. We will outline our understanding of the potential community wellbeing impacts of i. Joint decision-making interventions in communities, and ii. Historic places and assets in communities, before considering the current 'state of the evidence' for each topic (strengths, limitations and gaps). We will then work together to construct new evidence 'road maps' showing how each body of evidence may be driven forward through coordinated approaches to funding, academic research and methodological development, and frontline involvement in data collection, research and evaluation.

### Workshop 4 - Cross-cutting Methods

#### **Topic Title: Why do we like life satisfaction?**

*Presenter: Professor Paul Frijters*

What measure of wellbeing to use? What is good evidence and bad evidence on the effects of wellbeing? In this workshop we talk through the pros and cons of using Life Satisfaction, as well as how to discern high quality research methods from low ones. Examples from the literature and emerging policy practise are used to illustrate.

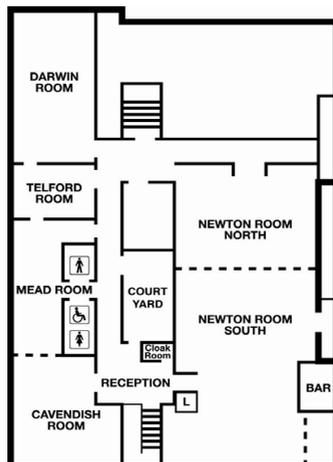
### Workshop 5 - Work Works Centre for Wellbeing

#### **Topic Title: Wellbeing Measurement Tools and Approaches**

*Presenters: Ingrid Abreu Scherer and Deborah Hardoon*

This workshop will explore some practical tools and resources developed by the WWCW to complement the research programme. These have been designed to help charities, policy makers, employers and analysts understand and assess wellbeing in their context. The session will cover our impact measurement toolkit for charities, our guidelines for appraisal and evaluation of government projects, our indicators which measure wellbeing at the local authority levels, and our questions designed to understand wellbeing in the workplace.

## Conference Venue



## Biographies



### Professor Julia Buckingham CBE, DSc, FRSB

Julia Buckingham read Zoology at the University of Sheffield and worked in the pharmaceutical industry before studying for a PhD in Pharmacology at the University of London. She was awarded a DSc and appointed to the Chair of Pharmacology at Charing Cross and Westminster Medical School in 1987 where she became Pre-clinical Dean in 1992. She joined Imperial College London in 1997, contributing to the establishment of the new Faculty of Medicine and held roles of College Dean for non-clinical Medicine, Head of Department -Neuroscience and Mental Health, Head of Centre for Integrative Mammalian Physiology and Pharmacology and Pro-Rector (Education and Academic Affairs). In 2012 she was appointed Vice-Chancellor and President of Brunel University London. Throughout her career Julia has combined research and education with supporting the broader aspects of academic life through work with the research councils, medical charities and learned societies. She has published widely in her field, served on numerous national and international review panels and received a number of prestigious awards and honours for her work; she was awarded a CBE in 2018 for services to Biology and Education. Former roles include President of the British Pharmacological Society, President of the Society for Endocrinology, member of the Sykes Commission, Editor of the Journal of Neuroendocrinology, Chairman of BioScientifica Ltd, a Trustee of the Royal Institution and the Royal Society of Biology and a Governor of St Mary's Calne. She is currently Treasurer and a Trustee of Universities UK, a Director of Imperial College Health Partners and of the National Centre for Universities and Business, a member of the All-Party Parliamentary University Group Council and the Heathrow Skills Taskforce, Chair of The Concordat Strategy Group and Chair of the Athena SWAN Review Steering Group.



### Ingrid Abreu Scherer

Ingrid Abreu Scherer is Civil Society Lead at the What Works Centre for Wellbeing. She joined the Centre in 2015, and works with charities, funders and researchers to develop effective programmes and build the evidence on what really works. Ingrid is a founding trustee of The Mill, a community development charity in Walthamstow, where she leads on strategic development. She has advised other charity boards, local authorities and social enterprises on asset-based approaches to community development.



### Professor Anne-Marie Bagnall

Anne-Marie Bagnall is Professor of Health & Wellbeing Evidence and Associate Director of the Centre for Health Promotion Research at Leeds Beckett University. With a strong background in systematic review methodology, Anne-Marie is also an Associate Lecturer for the Cochrane UK Learn & Teach Faculty and a member of the What Works Centre for Wellbeing's National Methods Advisory Group. With over 20 years' experience of evidence synthesis and evaluation, her interests lie in developing and using innovative methods to determine "what works, for whom and in what circumstances" to improve people's health and wellbeing and reduce health inequalities.

Over the last few years, Anne-Marie's research has focused on community engagement and community wellbeing, producing large scoping reviews to map the evidence in these underexplored areas, as well as more focused systematic reviews and evaluations of community based interventions. She is particularly interested in exploring and working in the gap between research and practice, and between individual level and community level interventions and outcomes.



### Dr Mark Bryan

Dr Mark Bryan is a Reader in Economics in the Department of Economics at the University of Sheffield. His research centres on labour and household economics, health and wellbeing, and statistical methods for analysis of micro-data. He has worked on topics such as flexible work, the impact of housework on wages, the minimum wage and wage inequality, pension saving and training. Ongoing work includes studies of couples' responses to the recession, the impact of work and unemployment on wellbeing, and the effects of health on work. Mark has also worked on numerous grant-funded research projects, including policy-related research for bodies such as the Low Pay Commission, DWP, and Prudential.

As a Transitions theme co-lead at the Work & Learning evidence programme, Mark is involved in systematic evidence reviewing, original analysis of longitudinal datasets, and methods for cost-effectiveness analysis.



### Professor Sara Connolly

Sara Connolly is a Professor in Personnel Economics at the Norwich Business School, University of East Anglia. Her research interests are in gender, wellbeing and the labour market. Sara is currently a Co-Investigator in the ESRC funded What Works: Work, Learning and Wellbeing evidence programme, in collaboration with the Universities of Essex, Reading and Sheffield. She is co-lead (with Mark Bryan) for the Transitions theme, the team have conducted systematic reviews on the relationship between wellbeing and transitions in and out of work, undertaken secondary data analysis, and developed methods for cost-effectiveness analysis.



### Professor Rhiannon Corcoran

As a leading academic linking evidence, practice and policy, Rhiannon directs the Community Wellbeing Evidence Programme of the What Works Centre for Wellbeing <https://www.whatworkswellbeing.org>. She also leads the Improving Mental Health theme of the NIHR's North West Coast Collaborative Leadership in Applied Health Research and Care (CLAHRC-NWC) programme <http://www.clahrc-nwc.nihr.ac.uk/index.php>.

Rhiannon's understanding of culture and community is built from over 30 years exploring prosociality in the context of mental health and wellbeing. Culture and community are possible only when minds meet, allowing shared intentions, aims and objectives to be realised. Combined with a belief that the most important determinants of wellbeing and distress are societal and environmental and thus, preventable, Rhiannon's practical interest is in the making of places that facilitate community, a sense of 'witness' and belonging. Rhiannon uses the diverse methods of social science and neuroscience to measure and understand the connection between people and place, our implicit responses and place preferences.



### Professor Kevin Daniels

Kevin Daniels is Professor of Organisational Behaviour in the Employment Systems and Institutions Group at the University of East Anglia. He is lead for the Work, Learning and Wellbeing evidence programme for the Economic and Social Research Council funded What Works Centre for Wellbeing Centre. Kevin's main research interests are in the areas of job design and job quality, and their relationships with wellbeing, health and safety. As well as ESRC funded work, Kevin has researched these issues on projects funded by the Engineering and Physical Sciences Research Council, Health and Safety Executive and the Institution of Occupational Safety and Health amongst others. He is series co-editor for Springer's Handbook Series in Occupational Health Sciences.



### Professor Norma Daykin

Norma Daykin is Professor in the Institute of New Social Research at the University of Tampere, Finland, and Professor Emerita, Arts in Health at the University of the West of England, UK. She is a social scientist and musician with an extensive track record of research and evaluation in the field of arts, health and wellbeing. She has examined the role of music and its impact on health and wellbeing across the life span and in many settings, including education, health, social care, justice and the military. She has twice received the Royal Society of Public Health's award for innovative and significant contributions to arts and health research. Recently, she has coproduced the ESRC funded 'Creative and Credible' project ([www.creativeandcredible.co.uk](http://www.creativeandcredible.co.uk)) and is a coresearcher on the ESRC What Works for Wellbeing Culture and Sport Evidence Review ([www.whatworkswellbeing.org](http://www.whatworkswellbeing.org)). Professor Daykin has served as an advisor to the All Party Parliamentary Inquiry into Arts, Health and Wellbeing ([www.artshealthandwellbeing.org.uk/APPG](http://www.artshealthandwellbeing.org.uk/APPG)) and she is the author of Public Health England's Arts and Health Evaluation Framework ([www.gov.uk/government/publications/arts-for-health-and-wellbeingan-evaluation-framework](http://www.gov.uk/government/publications/arts-for-health-and-wellbeingan-evaluation-framework)). She is executive co-editor of *Arts & Health: An international journal for research, policy and practice* published by Taylor & Francis.



### Professor Paul Dolan

Paul Dolan is Professor of Behavioural Science at the LSE. He is an internationally renowned expert in human behaviour and happiness. Amongst various other roles, he wrote the questions that are being used to monitor national happiness in the UK and has advised many governments, charities and corporations on how to influence behaviour to improve wellbeing. His debut trade book, *Happiness by Design*, was a Sunday Times bestseller and Waterstones non-fiction book of the month.



### Professor Paul Frijters

Paul Frijters completed his Masters in Econometrics at the University of Groningen, including a seven-month stay in Durban, South Africa before completing a PhD at the University of Amsterdam into wellbeing in Russia during the transition. He is Professorial Research Fellow and Co-Director of the Wellbeing Programme and Project Director of the World Wellbeing Panel. Professor Frijters specializes in applied micro-econometrics, including labor, happiness, and health economics, though he has also worked on pure theoretical topics in macro and micro fields. His main area of interest is in analyzing how socio-economic variables affect the human life experience. Professor Frijters is a prominent research economist and has published over 70 papers in fields including unemployment policy, discrimination and economic development. He regularly commentates on economic issues in newspapers and on television, including articles in the New York Times and on the BBC. Before joining the LSE, he was the Research Director of the Rumici Project, an international project into the migration from the countryside to the cities in China and Indonesia, sponsored by ministries, the World Bank, the Ford Foundation, and many others, tracking 20,000 individuals for many years. In 2009 he was voted Australia's best young economist under 40 by the Australian Economic Society.



### Dr David Halpern

David Halpern is the Chief Executive of the Behavioural Insights Team. He has led the team since its inception in 2010. Prior to that, David was the founding Director of the Institute for Government and between 2001 and 2007 was the Chief Analyst at the Prime Minister's Strategy Unit. David was also appointed as the What Works National Advisor in July 2013. He supports the What Works Network and leads efforts to improve the use of evidence across government. Before entering government, David held tenure at Cambridge and posts at Oxford and Harvard. He has written several books and papers on areas relating to behavioural insights and wellbeing, including *Social Capital* (2005), *the Hidden Wealth of Nations* (2010), *Inside the Nudge Unit* (2015) and co-author of the MINDSPACE report.



### Deborah Hardoon

Deborah Hardoon is the Head of Evidence at the What Works Centre for Wellbeing where she is responsible for the quality and delivery of the centre's evidence on wellbeing. She joined the team in June 2018, having previously worked as the Deputy Head of Research at Oxfam Great Britain, where she led the organisation's research on inequality. Deborah has an MBA in economics from the University of British Columbia and has worked as a researcher and analyst in the public, private and non-profit sectors.



### Nancy Hey

Nancy Hey has set up the world's first What Works Centre for Wellbeing that aims to understand what governments, business, communities and individuals can do to increase wellbeing. She is an experienced policy professional and coach who has worked with the UK's top Civil Servants to introduce wellbeing into public policy. She has worked in nine government departments including on Constitutional Reform. She has degrees in law and in coaching & development and is passionate about learning having established the professional policy community in the UK.

She has two young daughters and a devotion to Southampton FC.



### Professor Richard Kinderman

Peter Kinderman is Professor of Clinical Psychology at the University of Liverpool and former President of the British Psychological Society.

His research interests are in psychological processes underpinning wellbeing and mental health. He has published widely on the role of psychological factors as mediators between biological, social and circumstantial factors in mental health and wellbeing. His most recent book, 'A Prescription for Psychiatry', presents his vision for the future of mental health services. You can follow him on Twitter as @peterkinderman.



### Dr Christian Krekel

Christian Krekel is a Post-Doctoral Research Fellow at the Centre for Economic Performance, London School of Economics, and a Consultant at the World Bank. He is also a member of the Global Happiness Council's Workplace Well-Being Committee and a member of the OECD's Expert Group on Teacher Well-Being.

Christian is an applied economist whose research fields are environmental and labour economics. He is primarily interested in the question of how our natural, built, or organisational environment affects our lives – specifically our behaviour, health, and (ultimately) our well-being. In answering this question, his work aims at informing evidence-based policy on how to improve these outcomes in a cost-effective manner. Christian's research has been published in various academic journals, and has featured in popular media outlets such as *The Financial Times*, *The Wall Street Journal*, *The Times*, or *Guardian*. For his work, he has been awarded the *Young Economist Award* (FEEM Award) by the European Economic Association.

Christian received his PhD in Economics from the Paris School of Economics in the autumn of 2017.



### Professor Lord Richard Layard

Richard Layard is an economist who thinks there is more to happiness than just the economy. In 2005 he wrote the best-selling book *Happiness: Lessons from a New Science*, translated into 20 languages. He has had huge influence on making psychological therapy more widely available in Britain's National Health Service and in 2014 co-authored *Thrive* on how we can secure a better deal for mental health. In 2018 he co-authored *The Origins of Happiness* – an analysis of what determines our happiness based on a range of longitudinal datasets. He is also co-founder of Action for Happiness, an international movement to promote a happier way of living.



### Dr Paul Litchfield

Paul Litchfield's main professional interest for the past thirty years has been occupational mental health and wellbeing. He has been involved in initiatives nationally (UK) and internationally to improve wellbeing in the workplace, to intervene early to mitigate harm and to ensure rehabilitation back into work after mental illness is effective. Within BT, he helped to create a framework for health, safety and wellbeing that drove very significant improvements to the benefit of both the workforce and the business. More recently Paul has been the part time Chair of the UK What Works Centre for Wellbeing, which seeks to pull together the scientific evidence relating to wellbeing and turn it into a meaningful format for decision makers. Over the years he has published and lectured widely, not only on mental health and wellbeing issues, but also on sickness absence, hazard control and ethics in occupational health. Paul was awarded the OBE in 2007 for his work in occupational health and in 2018 the CBE for his contribution to wellbeing.



### Professor Louise Mansfield

Louise Mansfield is Professor of Sport, Health and Social Sciences at Brunel University London, UK. Her research focuses on the relationship between sport, physical activity and public health and she has extensive expertise in partnership and community approaches to physical activity engagement and issues of health, wellbeing, inequality and diversity. She has over 10 years' experience of leading research projects for a variety of sport and public health organisations including the Department of Health, Youth Sport Trust, Sport Scotland, ESRC, Medical Research Council, Macmillan Cancer Support, Public Health England and Sport England. Louise has published widely in academic journals on the sociology of sport, leisure, and public health and is known for developing evidence to inform policy and practice.



### Andy Pennington

Andy is a research fellow in the Department of Public Health and Policy at the University of Liverpool, a World Health Organization Collaborating Centre for Policy Research on the Social Determinants of Health Equity. He is project manager of the Community Wellbeing Evidence Programme, and a Built Environment Expert with the Design Council CABE. He also teaches Masters classes on public empowerment, evidenced-based decision-making and Health Impact Assessment. After qualifying as a town planner he has gained over 15 years' experience in public health research focusing on health inequalities, community wellbeing, empowerment, Health Impact Assessment, and urban health.



### **Professor Monder Ram**

Professor Ram has extensive experience of working in, researching and acting as a consultant to ethnic minority businesses. He is a leading authority on ethnic minority entrepreneurship research and has published widely on the subject. Professor Monder Ram's work has been supported by grants from a full range of research funding bodies; including research councils, government departments, regional and local agencies and the private sector.



### **Professor Geoff Rodgers**

Professor Rodgers was appointed to Brunel University in 1989 as a lecturer in Physics, becoming a Reader in Mathematical Physics in 2001 and Professor of Theoretical Physics in 2003. In 2004 he joined the Brunel Graduate School and was appointed Pro-Vice-Chancellor for Research in 2008. He was promoted to Deputy Vice-Chancellor for Research in 2014 and to Vice-Provost (Research) in 2018. He is a Fellow of the Institute of Physics and the Higher Education Academy. He is also a Visiting Professor at the University of Havana, Cuba. Between 2010 and 2014 he chaired the Research Excellence Group of London Higher, made up of the PVCs for Research of the universities in London. Professor Rodgers is currently leading the Science and Innovation Audit on Sustainable Airports on behalf of BEIS.



### Professor Jane South

Jane South is Professor of Healthy Communities at Leeds Beckett University. Her research focuses on community engagement and volunteering in health and she is a co-investigator on the Community Wellbeing evidence programme. Committed to including the lay voice in evidence, she established an innovative community-campus partnership at her university. Jane is currently seconded to Public Health England in a national advisory role and authored the 2015 PHE & NHS England guide to community-centred approaches for health and wellbeing.



### Professor Olga Tregaskis

Olga Tregaskis is Professor of International Human Resources Management at the University of East Anglia (UEA). Her research addresses questions about the impact of the globalisation of work on management norms, employee skills and human resource development systems. She is Associate Editor for the FT50 listed journal Human Relations. As a scientific affiliate of the What Works Wellbeing Centre, she has undertaken to examine the learning-wellbeing link in the context of work.



### Professor Christina Victor

Christina is Professor of Gerontology and Public Health in the College of Health and Life Sciences at Brunel University London. She is Vice-Dean of Research for the College and lead of the inter-disciplinary of the Ageing Studies research theme. Her research interests are centred around wellbeing in later life with a focus on loneliness and isolation and an emphasis on diversity and inequality. She has written extensively in the field of gerontology and is the current Editor of *Ageing and Society*, the leading social gerontology journal in Europe. In 2017 her research was acknowledged by the award of Fellowship of the Gerontological Society of America and the Outstanding Achievement Award of the British Society of Gerontology.



### Jane Willis

Jane Willis is founder and director of award-winning arts and health consultancy Willis Newson. She has played an active role in the development of the sector over the past 25 years and is particularly committed to supporting evaluation practice. Working with Professor Norma Daykin, she has developed research programmes, training and resources to support improved evaluation practice including [www.creativeandcredible.co.uk](http://www.creativeandcredible.co.uk).



**For further information, please contact:**

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