

Impact Report 2023

Co-producing change together



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All pictures within this Impact Report are from Co-Production Collective sessions.
Links to Co-Production Collective initiatives are underlined to show they are hyperlinked.



Welcome to our community

Co-Production Collective, at UCL (University College London) is a diverse and growing community of people from a variety of backgrounds, supported by a small staff team, who come together to learn, connect, and champion co-production for lasting change. We do this through providing consultancy, delivering training and presentations, and participating in the design and implementation of research and evaluation projects; all with our community members involved. We host 'Co-Pro Cuppas', a monthly meet-up for anyone with an interest in co-production, offering the chance to share and learn with others. We also work hard at practising what we preach and co-produce ourselves. This means our policies, practices, priorities and plans are shaped by our community for our own benefit but also as an example of co-production for others to learn from.

Awareness and understanding of co-production are growing across different sectors and settings. People with living, lived or learnt experience are more regularly working alongside researchers, service providers (for example housing or healthcare), policymakers and charity workers or practitioners from a variety of fields as teammates, improving lives together. When done well, co-production can be transformative. However, when done badly, it can significantly damage relationships between those involved which can take a long time to repair. We don't have all the answers, but we try to lead by example and never stop learning. We exist to influence individuals, organisations and systems, to embrace co-production and to put people at the heart of everything they do.



What do we do?

Our co-created strategy '[Our Direction](#)', which was launched in 2020, outlined four ambitions:



Leading
culture change



Planning
for the future



Learning and
developing



Growing our
community

This report illustrates what we have achieved against these ambitions set out in Our Direction 2020 thanks to the dedication of our community. It also introduces you to our newly co-produced strategy that was launched at the end of October 2023.

Our Year in Numbers 2023



We delivered **21** co-production training sessions to **502** people across **15** organisations including **8** UCL departments and teams, **3** not for profit organisations, **1** network/community of practice, **1** charity, **1** university, and **1** council.

Gave **19** talks about co-production to **1482** people across **17** organisations, including **7** UCL departments and teams, **5** charities, **3** universities, **1** not for profit organisation, **1** network/community of practice, **1** research funder, and **1** public body.

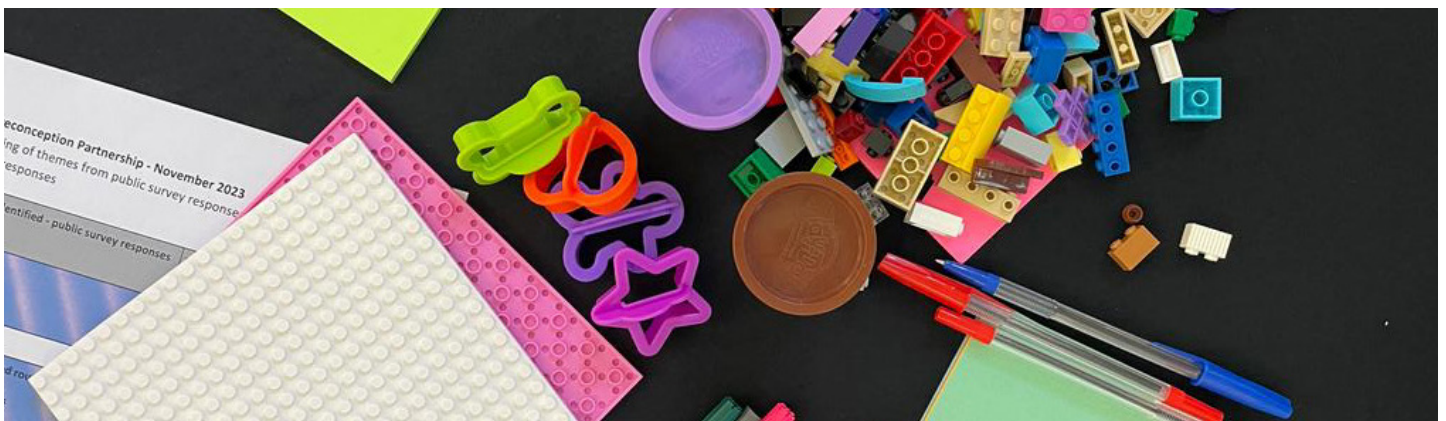


Contributed to **5** research bids that have resulted in **£1,179,818.54*** funding being awarded to the research project teams and **£86,078.27** for Co-Production Collective.

Secured **£246,337.00** for consultancy work from **13** organisations.



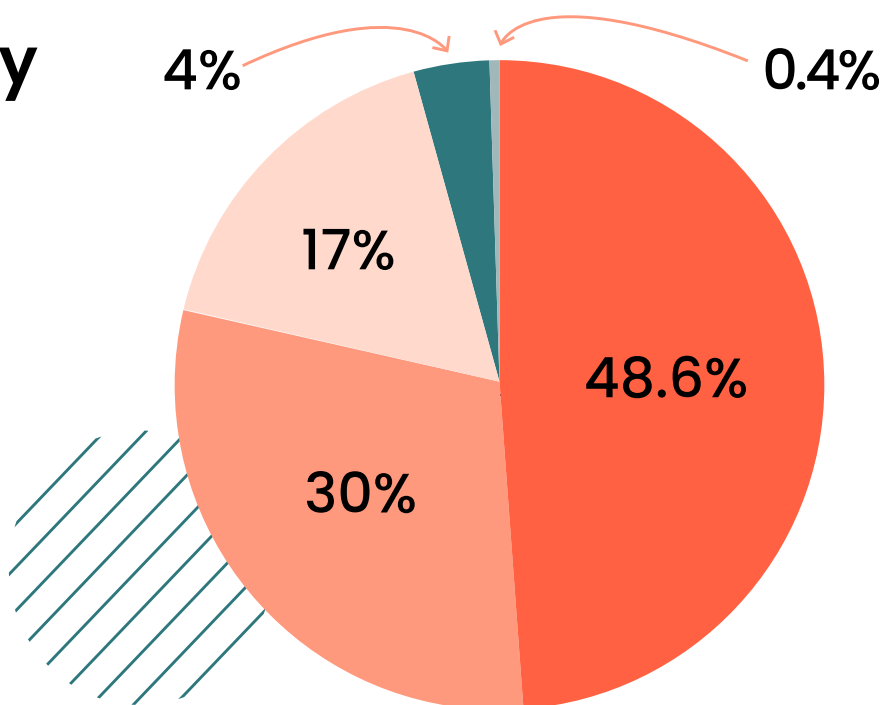
*Please note: Our Impact Report 2022 showed this figure as a total for all grants awarded rather than the funding for each grant being split out over the operational years that it is for. This year, we have changed how we have reported this figure, so that total research income is now split out of the years that it was awarded for. This means that this figure has decreased from 2022, however, we feel that this is a more accurate display of research funding awarded.



Where our money comes from

Our revenue

- 48.6% from consultancy
- 30% from £150,000.00 utilised for the Measuring Success project
- 17% from research projects
- 4% from training
- 0.4% from talks



Our secured income, unless it is for a particular project, must be spent in year. Any additional income, after costs are covered, is fed back into the development of the Collective.

We have the support of UCL and have secured funding that means we can remain as we are until at least until September 2025. Our sustainability after this time is something that we continue to work on as a community.



2023: Building on our foundations and laying the groundwork for a secure future

In 2023, we took time to reflect and learn, using these experiences to strengthen a lasting future for co-production and Co-Production Collective.

We spent time as a community discussing our journey of change (which is our roadmap outlining where we think we are headed and what we need to get there as a community) and worked on our ambitions for our future together. We also re-evaluated our core values as a community to ensure that they were still fit for purpose. This work culminated in the creation of our new strategy, [Our Direction 2023 –2028](#), which you can read more about on [page 24](#).

The learning we gathered from our [end of year survey](#) (conducted in December 2022) helped to start to inform us how we can better communicate what we offer and make it even easier for people to get involved in what we do.

Following our work on the [Value of Co-production Research Project](#) that we published in 2022, we launched the **Measuring Success: Learning by Doing Programme** to learn how best to evaluate Co-production. You can read more about this co-produced research programme on [page 18](#).

We launched our co-produced [Safeguarding Statement](#) in September 2023, making clear the importance of safety for us all as a community.

Alongside what we have done to co-produce ourselves and be an example of co-production to others we have continued to train and support others to embed co-production into their research projects, organisations and the work that they do.

2023 Milestone Publications co-produced by our community:



Safeguarding Statement



Our Direction 2023-2028



Our New Values

Co-Production Collective Events in 2023

Our co-creation events in 2023...

11 

co-creation sessions

397 

people attended in total

CoPro Cuppas (our informal networking opportunity)...

12 

CoPro Cuppas

298 

attendees

35% 

were attending a CoPro Cuppa for the first time



“ Thank you so much for yesterday’s CoPro Cuppa session. It’s the first time I’ve been and found it a really supportive and welcoming space. ”

– Amy Ramsay, a Co-Pro Cuppa participant



“ Thank you everyone, I’m in the early stages of my co-production project and this (CoPro Cuppa) has all been really useful! ”

– Aya Rehman, a Co-Pro Cuppa participant



Co-creating our new strategy - Session 3:
Our values
Thu, 27 Jul, 13:00 BST
Free



Co-producing change together
Thu, 6 Jul, 12:00 BST
Free



Ethics - a roundtable event
Thu, 29 Jun, 10:00 BST
Free



Co-producing change together
Tue, 6 Jun, 17:00 BST
Free

A sample of our events we held in 2023

Co-Production Collective Communications in 2023

29%



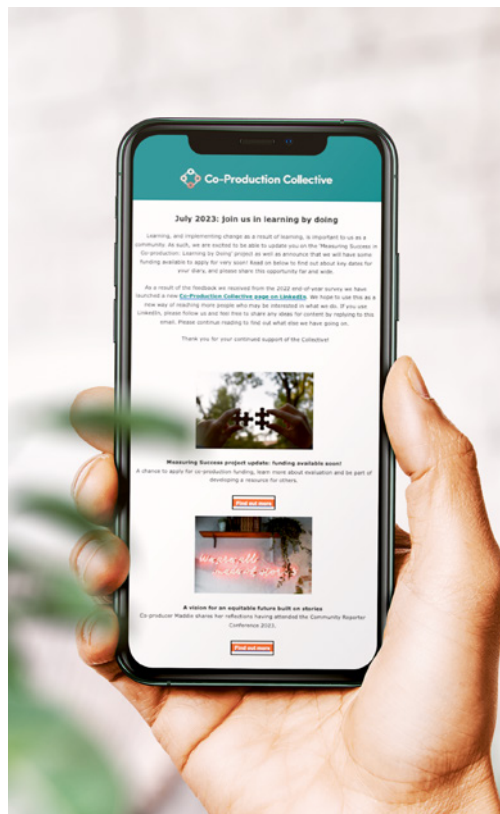
Increase in newsletter subscriptions between January – December 2023



Our website

15,000

users...



Most popular blogs of 2023



1st

All About Ethics



2nd

'Measuring Success in Co-production Learning by Doing' Funding Available Soon

“ As a neurodivergent researcher and advocate, I deeply value my involvement with Co-Production Collective. The Collective doesn't just listen to those with lived experiences; it actively integrates our insights into its core work, embodying true co-production. It's a place of continual learning and impactful advocacy, where our perspectives aren't just acknowledged but are pivotal in creating meaningful change. Learning from/with the Collective has been instrumental in refining my approach to co-production within my research and advocacy endeavors. ”



– Kana Grace

Honorary Postdoctoral Research Fellow at UCL

Founder/Director of Valtameri, neurodivergence advocacy organisation



“ Excited to launch our report on research ethics in relation to co-production, public involvement and engagement along with updated guidance for those based at UCL. Thanks to Lynn Laidlaw, Helen F Craig, Jade R Davies and Emeline Han. ”

Jun 9, 2023 • 24.8K views



Twitter/X

By the end of 2023 we had



6,138 **17%**

followers on Twitter

increase from 2022

Our top tweet of the year:

All About Ethics project in June which received

17,000

impressions



LinkedIn

Reflecting on the feedback we received in our 2022 End of Year Survey; we launched our Co-Production Collective LinkedIn page in June 2023.

By the end of June 2023, we had

528

followers on LinkedIn

Our Work in Detail: Research Projects

This year has seen us provide co-production support to a wide range of research projects in areas such as health, social justice (ensuring fairness, equality, and equity in opportunities and outcomes for all members of society), intergenerational dialogue (communication between different age groups aimed at fostering understanding, mutual respect, and learning from each other's experiences and perspectives) and social deprivation (lack of access to resources and opportunities due to a number of factors, leading to disadvantage and exclusion).

For case studies showcasing our work find our more in our [Resource Library](#)

We worked with the **UCL Hospitals Biomedical Research Centre (UCLH BRC)** to support a group of clinicians and patients. Together, over two workshops, we explored how to improve and embed research dialogues (conversations that take place between patients and clinicians in a hospital as part of appointments) in our healthcare system in a co-produced way. The intention is that the clinicians involved use the co-production informed insights we worked on together in their practice. The group involved in the workshop are continuing to try to identify some funding to pursue a larger piece of work in this area.

We launched the **Participatory Visions for Socially Just Societies** project in May 2023. This collaborative effort involved UCL's Institute for Global Prosperity and Institute of Education. Together, supported by UCL's Grand Challenge of Justice and Equality, we helped investigate the practical barriers researchers and universities face when interacting with communities and conducting participatory social justice research.



We provided co-production support in the form of two workshops (one at the beginning of the year, the other at the end) about co-production and reflection for a co-produced research project conducted by **The Open University** in partnership with the **Bangla Housing Association and Housing LIN**. – ‘**Amar Bari Amar Jibon (My Home, My Life)**’ is a pioneering project is looking into the housing needs and aspirations of Bangladeshi probin (elders) in the London Boroughs of Tower Hamlets, Newham, Hackney and Redbridge and is funded by the Dunhill Medical Trust*. We hope to continue to provide support to this project as it progresses.

**The Dunhill Medical Trust has no connection with the tobacco industry*

The **HIPS (Integrating hospital outpatient letters into the healthcare data space) research project** is funded by the Engineering and Physical Sciences Research Council (EPSRC), and it aims to develop a framework and computer algorithm to safely unlock the information in outpatient department letters, which is not always recorded in people's health records. We were involved in co-facilitating a series of workshops with the patient co-investigator for the project (and Collective co-producer), Lynn Laidlaw. The workshops saw us working with a group of patients who co-produced various elements of the research including the focus areas of what information researchers should have access to, what information letters should contain and understanding what information may be deemed sensitive from multiple perspectives.



Thanks to 'Knowledge Exchange and Innovation Funding' from UCL Innovation & Enterprise we worked with **Croydon Council** to lay the groundwork for a series of four workshops that will happen in late 2023 – early 2024. These workshops that we will help facilitate will bring together a group of people who live, work and study in Croydon, to help break down barriers, shape collaborative ways of working and co-produce ideas and projects for the Croydon Town Centre that will be put into a bid to go to the Greater London Authority as part of its Civic Partnership Programme. The project is part of Croydon Council's Urban Room initiative due to open in spring 2024. The project is part of Croydon Council's Urban Room initiative due to reopen in 2024. This project is supported by the Higher Education Innovation Funding (HEIF), managed by the knowledge exchange funding team in UCL Innovation & Enterprise.

We supported the **UK Preconception Partnership** (a coalition of organisations and individuals from all four UK nations, spanning academic, clinical, public health, voluntary and charitable sectors) to ascertain key priorities for their upcoming strategy by helping facilitate an all day workshop.

“ The expertise of Co-Production Collective was fundamental in shaping an enormously valuable workshop. This allowed the identification of priority research questions that reflect the curiosity and concerns of the general public as much as those of people with learnt/professional expertise in the field. This led to co-produced themes that enable us to apply for major research funding to tackle maternity disparities. ”

– **Professor Keith Godfrey,**
University of Southampton & Co-chair of the UK Preconception Partnership

Our Work in Detail: Training

In 2023 we co-created and co-delivered **21** training courses for **15** different organisations or groups of people (compared to **10** in 2022), alongside members of our community. These sessions covered the principles and practice of effective co-production, tailored to the needs of the audiences we were delivering to. In total, we trained **502** people - researchers, charity workers, university students and healthcare practitioners - with the potential to impact many more through the initiatives these trainees go on to create.



We conducted training for 10 organisations in 2022:

<p>Commissioning with Communities programme attendees in partnership with Collaborate CIC and Ideas Alliance</p>		<p>Health Foundation funded projects in partnership with Innovation Unit</p>
<p>London Borough of Barnet Council</p>	<p>Royal Free Charity</p>	<p>St George's, University London</p>
<p>UCL Institute of Education</p>	<p>UCL Institute of Mental Health</p>	<p>UCL Global Business School for Health</p>
<p>UCL Division of Medicine</p>	<p>West Midlands Perinatal Network</p>	

“ I think that was one of the most interesting sessions I’ve done at the charity! It was really well facilitated throughout. Had a great balance of input, collaboration, discussion and feeding back. ”

– Royal Free Charity training session participant

Our Work in Detail: Consultancy

Since our launch in 2020 we have been providing co-production consultancy support, partnering with organisations to build capacity, embed co-production and support them to achieve the aims of their projects. This enables us to help develop the competency of the individuals and organisations that we work with in terms of how they go about working in a co-produced way. It's really important for us that the organisations and projects we work with are able to continue working in a co-produced way, after our support for them has come to an end.

For case studies showcasing our work find our more in our [Resource Library](#)

We supported anti-poverty charity **Z2K** to co-produce their new strategy via a series of interactive workshops with members of their community, staff and board of Trustees.

“ We recognise that traditional charity models of “us” and “them” won't be sufficient in reaching our long-term vision of a UK free from poverty. It was fundamental that we worked in partnership with our community to develop our new strategy and we couldn't have achieved this without the support of the Co-Production Collective. With the support of the team, we were able to meaningfully involve our community and also build the capacity of Z2K's team to engage in future participatory work. ”

– **Anela Anwar, Chief Executive, Z2K**

In 2023 we entered the third year of our project with **NHS England** to co-produce, innovate and improve access to ear checks for children and young people who have a learning disability, and/ or are autistic in residential special schools and colleges. We are currently working hard to secure a sustainable future for this work. We built on the work we did last year to support pilot projects in residential special schools to co-produce a new approach to hearing checks to test 'what works'. This year we hosted a series of collaborative events to establish and manage the running of a Hearing Health 'Collective' made up of educational professionals, healthcare professionals, adults with lived experience, parents and carers and NHS commissioners. This 'Collective' serves as a platform for promoting partnership and supporting the development of the ear checks project.

“ All the sessions were brilliantly managed and I feel they have been an excellent model of Co-production. I have enjoyed the opportunity to engage, learn from and work with a range of representatives who attended the sessions. ”

– **Theresa Quail, Representative of the British Association of Educational Audiologists, and the British Association of Teachers of Deaf Children and Young People**

“ Thank you for a great meeting today. Great facilitation, collaboration and foundation for the ongoing development of the roll-out network – really enjoyed being in this meeting today! ”

– **Melanie Gregory, Policy Programme Manager for Ear Checks in Special Residential Schools**

We have been working on the **Peer Worker Community of Excellence** project over the past two years to ensure the lived experiences and expertise of Peer Workers are valued and supported, enabling them to be seen as an essential and integrated part of the recovery journey of people using NHS services. This project is being coordinated by the North London Mental Health Partnership – Camden and Islington NHS Foundation Trust and Barnet, Enfield and Haringey NHS Foundation Trust, Central and North West London NHS Trust, voluntary and other third sector organisations and people with lived experience of using mental health and recovery services. In April 2023, we held an in-person co-production workshop with 25 people, to continue visualising and co-producing an operational plan to work towards direct impacts for Peer Workers through this community approach. As a result of this workshop and further discussions that came from it, we have started progressing recommendations for immediate activities happening in 2024.

“ The day left me lifted up. It has been so inspiring to see the natural development of this wise and compassionate network across the North Central area. Participants have been quick to identify priorities and possibilities and as such will be a powerful resource for the future as they move into action. ”

– **Community of Excellence Co-Producer**



“ Well today was balm for the soul. People greatly appreciated the simplicity of our team showing that they had been heard from previous conversations, that the exercises were well set out and the creativity and vibrancy of the facilitation team. Thanks so much for the incredible work pulling this together and holding such a sound process for the last many months and rolling with challenging feedback. ”

– **Cerdic Hall, Recovery Lead, North London Mental Health Partnership**





We partnered with the **Macmillan Cancer Support and Green Lane Masjid** to make a start at addressing Equality, Diversity and Inclusion (EDI) inequalities by working together to co-produce improvements in cancer treatment and care services in Birmingham. As part of this work, we held a workshop to share our learnings at the Macmillan Primary Care Conference and encourage others to push for change in their local area. This work will continue, led by partners in the West Midlands in 2024 and beyond.

We worked with the **Association of Directors of Public Health London**, a group of directors of public health from across London to support them to learn more about co-production and to start to develop some good practice principles to tackle racism in public health. The toolkit will help to support public health practitioners and system partners to co-produce anti racism work with their local communities. The work we started in the sessions will continue with borough consultations, to develop it further with their local communities across London.

“ It is incredibly important that we tackle racial health inequalities and strengthen and balance the relationship between communities, health and care professionals. Through a series of workshops, Co-Production Collective have supported the London Association of Directors of Public Health, to reflect on the role and value of co-production, in developing culturally sensitive services that align with community needs and support anti racist practices in public health. ”

– **Safia Marciano,**
Association of Directors of Public Health, Tackling Racism and Inequality Programme

Our Work in Detail: Talks

Together with our community members, we delivered talks about co-production in various settings to a wide range of audiences. This year, we engaged **17** organisations and **1482** people in our talks. Here are some highlights from this year's talks.

This year we reached **1482** people in this way:



We hosted a forum at the **British Sociological Association's** Early Career Researchers Conference, which enabled participants to share previous experiences of co-producing research and helped them to develop pathways to overcome obstacles and to create a supportive network.

We joined London Southbank University's **Darzi Fellowship Programme's** co-production workshop as peer researchers to support the Fellows' learning on co-production, co-design, power politics and the history of co-production.



We gave a talk called 'Working for Wellbeing' for **De Montfort University**. We spoke about co-production and projects where arts and health come together for the benefit of those involved.



“ You were the business. Feedback in the chat referenced your expertise and your warmth. Great combination ”

– Dr Funmi Adewole, Senior Lecturer in Dance, De Montfort University



We spoke at the **National Institute for Health and Care Research's (NIHR) Necessary Conversations** event, discussing co-production and how to work with new communities.

We went to the **Healthcare Text Analytics (HealTAC) Conference** to speak about the HIPS research, a project aiming to integrate hospital outpatient letters into the healthcare data space.



We facilitated the **Macmillan Cancer Support Primary Care Conference**, where we also co-launched a co-produced report: 'Addressing equality, diversity, and inclusion through co-production' that we developed in partnership with Macmillan Cancer Support and Green Lane Masjid.



At the **UCL Open Science Conference**, we facilitated a lively discussion about the challenges of equality authorship. Equality authorship is about recognizing and crediting all contributors involved in research projects, including non-academic participants. The discussions featured topics such as dealing with problems like institutions moving slowly, power imbalances, difficulties accessing resources, and language differences. Our aim was to facilitate conversations about finding different ways to publish research to show everyone's contributions and make sure everyone feels included in the academic community.

“ Thanks, the workshop was great – it made me pluck up the courage to ask to be an author on a project I set up and did the initial work on and the professor received it really well and said well done for getting in touch and rightfully asking as these things can be daunting and missed. So perhaps people are waking up a bit? ”

– Co-producer

We showcased our **Value of Co-Production Research Project** with a poster at the **Social Sciences Impact Conference** in Oxford and spoke about it at **Social Work Week 2023**. This talk was well received and led to meaningful conversations about what co-production looks and feels like.



Please feel free to get in touch if you would like one of the Collective to speak at an event you are holding by emailing coproduction@ucl.ac.uk



Measuring Success Programme

Understanding the 'value' or impacts of co-produced projects and research is an area we have explored over the past six years at the Collective through our initial [pilot projects](#) that we funded between 2018–2020 and [The Value of Co-production Research Project](#) that we conducted in 2022. Recommendations from these projects suggest that evaluation is enhanced when co-produced projects are effectively resourced and consideration is given not only to outcomes, but also how all team members are affected during their journeys.

In 2023–2024, with funding from Research England Participatory Research fund, UCL Grand Challenges and the Academy of Medical Sciences, we made a collective decision to continue this work by launching our **Measuring Success in Co-production: Learning by Doing Programme**. We agreed that the areas we wanted to dig deeper into were the fact that the impacts and processes of co-production are often under-explored and co-produced initiatives are rarely formally evaluated. Consequently, our focus, and that of the projects we fund as part of this piece of work, are on:

- 1 Understanding the conditions required for good co-production through learning more about how to co-produce our evaluations along the way and not just at the end.
- 2 Sharing and learning good practice and the challenges experienced around co-production and evaluation.
- 3 Evaluating 'ourselves' and our ways of working in developing, supporting and generating outputs from the programme.

The programme is being co-produced and supported by Co-Production Collective, lived experience co-producers, the Evaluation Exchange, a collaboration between UCL and Compost London, and our co-funders UCL Grand Challenges, and the Academy of Medical Sciences.

The co-produced funding application process took place between September and December 2023 and aimed to provide support to six to nine projects within the themes of mental health, wellbeing and/or climate change in order to learn how best to evaluate co-production.



Programme and Funding Launch Session
(and application details go live)
13:00–15:00, Tuesday 12 Sept 2023 (online)

Expression of interest and registration for workshop

Opens Tuesday 19 Sept 2023

Networking/connection and development workshop

10:00–14:00, Tuesday 17 Oct 2023 (online via Remo)*



Application submission deadline
Monday 27 November 2023

Notification of decisions
Monday 14 December 2023

*Some accessibility funding support to enable a limited number of community face-to-face meetings


Programme and Funding Launch session

409 → 198
registered joined session


Expression of interest in funding and programme
(not mandatory)

33 projects


Networking/connection & development workshop




149 → 70
registered joined session



52 → 10
submitted applications for funding shortlisted



8 applications funded



Some feedback on the funding process from applicants:

“ The enthusiasm of the team behind this work was very apparent, and there was a clear desire that everyone would gain from the work, even if they didn't go through to bid stage. That is lovely! ”

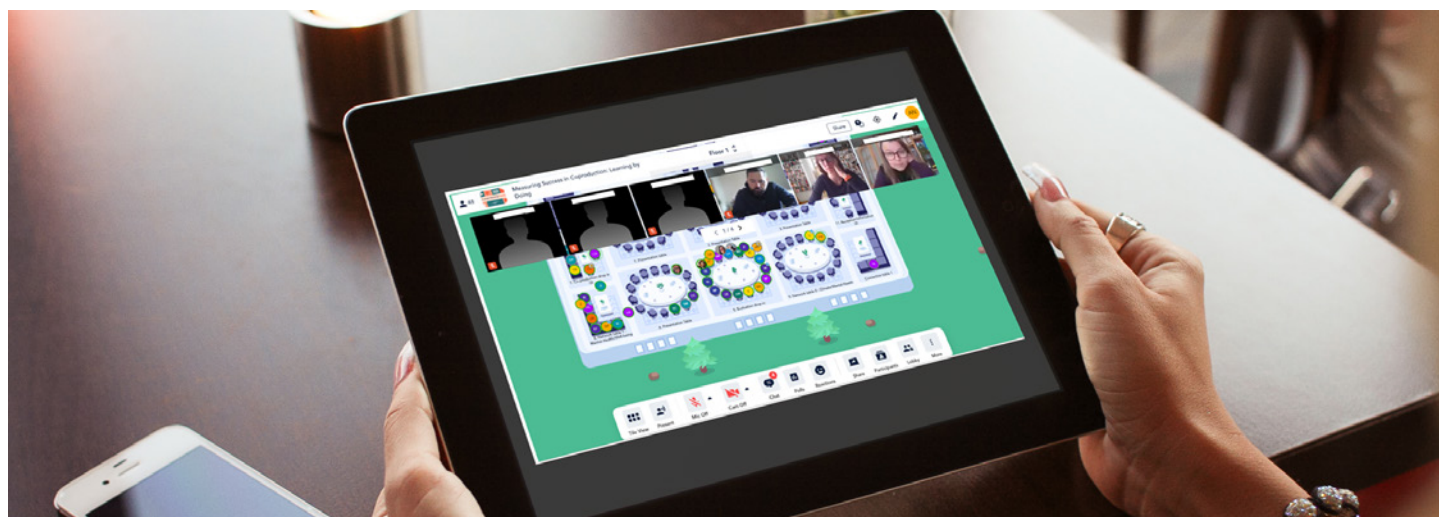
“ The pre-funding application support has been much more than I've ever received. This was much appreciated. ”

As a result of this inclusive and informative process, we received 52 applications, from which 8 were awarded funding, covering topics such as student mental health, eco-anxiety, and social carers' mental health.

The projects will begin in January 2024 and will be completed by September 2024. The Measuring Success team will continue to guide the work by providing co-production and evaluation support throughout this time. Evaluation Exchange is working in collaboration with the wider team to organise and deliver the Deepening Practice sessions. We will also be facilitating sharing and learning sessions to guide the development of a co-produced synthesis of the learnings from the programme as a whole to better understand the conditions as well as value of co-production.

Finally, as part of our commitment to 'walk the walk', our team agreed that if we are asking project teams to evaluate themselves then so should we, and that is what we are doing. You can read more about this in our [blog](#).

We look forward to communicating more about all this progress, in next year's Impact Report. In the meantime, you can find the latest news about the programme on [our website](#).



Find out more

Screenshot from Networking/connection & development workshop on the interactive meeting platform REMO

Championing Co-Production and Co-Producing Ourselves

At Co-Production Collective we strive to practise what we preach, so a key part of what we do as a community is championing co-production as a way of working, by co-producing ourselves.

Like when we are working in partnership with external organisations, co-producing ourselves pushes us to live by our values of being kind, inclusive, embracing of change, transparent and reflective.

This takes patience, time and a willingness to adapt and change as projects evolve.

We started the year progressing our **'Associates Programme'** which aimed to recruit a group of people from within our community to take a bigger and more ongoing role leading and supporting projects.

With 22 co-producers, we started to explore how we could build our capabilities and capacity as a community; to sustain co-producing in a way that aligns with our values. Working in three groups and in pairs on and offline, and in workshops in January and February, we explored:

- 1 Inclusive recruitment and project set up;
- 2 Ways of working to build capabilities;
- 3 Building a supportive compassionate culture.

During this project we had valuable conversations, debates and encountered many true co-production challenges and tensions. Reflecting on lessons learned through this process, building capacity and capability in an inclusive way takes time and requires resource. With this in mind, we took a moment to 'pause, listen, understand' as a working group. By inviting an outside perspective to help us overcome the feeling of being 'stuck' and allowing time to reflect on the challenges and our values, these steps provided invaluable insights and and facilitated courageous decisions.

We decided not to move forward with the Associates Programme in its entirety. Instead, we have taken and applied many of the learnings from this Programme and will continue working on building our capabilities and capacity. So far, we have been doing this by:

- 1 Including this wisdom in developing our strategy – 'Our Direction 2023-2028'
- 2 Refreshing our values
- 3 Starting to develop our community area

[Find out more](#)

In December 2022 we asked our community to take part in an **end of year survey** to help us find out about people's involvement in Co-Production Collective and what else we can be doing as a community to reach more people and remove barriers to people getting involved. It helps us to understand our community better and learn how they prefer to be communicated with. This also helps us to learn what we are doing well and how we might improve.

As well as learnings from the **Associate Programme** the results of this survey have also informed how we work with and communicate to our community in 2023.

As a direct result of this survey, after an open application process we formed the **Communications Sub Group** which is made up of five members of the community with experience of and/or an interest in communications advising on Co-Production Collective marketing and communications efforts. So far this has involved supporting the **redevelopment of our website** to better communicate what we do and make it even easier for people to get involved in our work. Work is progressing on this, and we hope to launch a new version of our website in the first quarter of 2024.

At our 3rd birthday in October 2023, we launched '[Our Direction 2023-2028](#)', outlining our new vision for the future and approach to achieving this vision. You can read more about this on [page 24](#).

We recruited six new members to our advisory board, the **Allies Group**. To do this, we set up a Working Group of co-producers to design the application process to ensure it was as inclusive and accessible as possible. Over the course of four months the group agreed on a set of steps to ensure the recruitment process was in line with our aspirations. This includes offering a choice of application methods, providing transparency about the details of the role and support available, setting up a diverse selection panel, and making the selection process hybrid and flexible. The new members took part in their first Allies Group meeting in November, and we look forward to working with them in 2024 and beyond.

We developed and published our **Safeguarding Statement**, which emphasises the need for collective understanding and consideration in effectively challenging, correcting, or escalating safeguarding concerns.



“ Working with Co-Production Collective has immensely helped me in my professional development. I have worked for 20 years in the arts and cultural sector in London and the UK, but working in small organisations and on a freelance basis, I have often found myself isolated in producing work and thinking about essential elements of my job. It was wonderful to be able to discuss and share ideas with others who were interested in the same topic (safeguarding) as me, learn from their own expertise and implement some changes in my own practice and the organisations I am working for. Above it, it was really energising to work with other Co-Production Collective members who were all kind, engaged and happy to practice share. ”

Alice Odin, Arts Educator and Programme Manager

For our **All About Ethics** project we joined forces with UCL Engagement to explore how research ethics works in relation to co-production, public involvement and engagement within universities and beyond. After speaking to 50 people from a variety of backgrounds including co-producers, public contributors, researchers and those working in the field of ethics from outside of universities, to find out their views, we put together a **Project Report** and **Guidance document**. This report and guidance was launched in June at our 'All About Ethics' event which attracted 86 people and had received a lot of interest on social media. In 2024 we plan to work more closely with the UCL Engagement team.



“ As somebody at the very start of my career, I wanted to be involved with this project to better understand how to make sure my future work with public contributors is as ethical, sensitive, and meaningful as it can be. I have been really lucky to have the guidance of wonderful colleagues, who have been paving the way for true co-production and meaningful engagement. But I know this isn't common. In my conversations with other researchers, I learned that lots of people are confused about what the terms co-production, patient and public involvement (PPI), and public engagement mean, and how they can meaningfully and ethically engage in these practices. ”

Jade Davies, Research Assistant at Institution of Education, UCL's Faculty of Education and Society



Co-creating change together in 2023: The launch of our new strategy

Since our inception in 2020, the landscape around us has been continuously evolving. To keep us relevant and impactful, we reconsidered our goals for the future and revised our approach by co-producing the new [Our Direction 2023-2028](#) with our community.

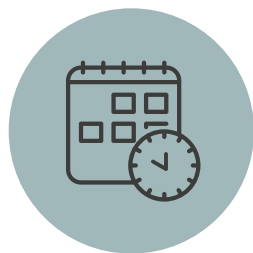
Our steps to achieving change



Lead culture change



Promote and embed learning



Plan for the future



Grow our community



Live our values

Through multiple workshops and conversations, we dived deep into our ambitions, values, challenges, and the ever-evolving nature of Co-production across various sectors. As part of our four co-creation sessions, we designed our Journey of Change, which is a roadmap outlining where we think we are headed and what we need to get there as a community – these are Our Steps to Change.

As our values underpin and inform everything we do, we also held a co-creation session to see if they were still fit for purpose. In October 2023 after discussions with our community these evolved into five core values from our original four, to better reflect our evolving ethos and our new strategy.

Our new core values

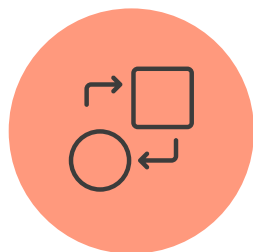
The new [Our Direction 2023-2028](#) embeds our **new core values** co-produced with our community:



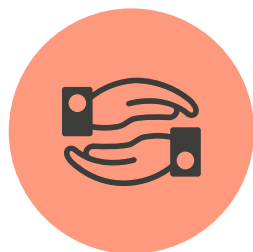
Inclusive



Transparent



Embracing of Change



Kind

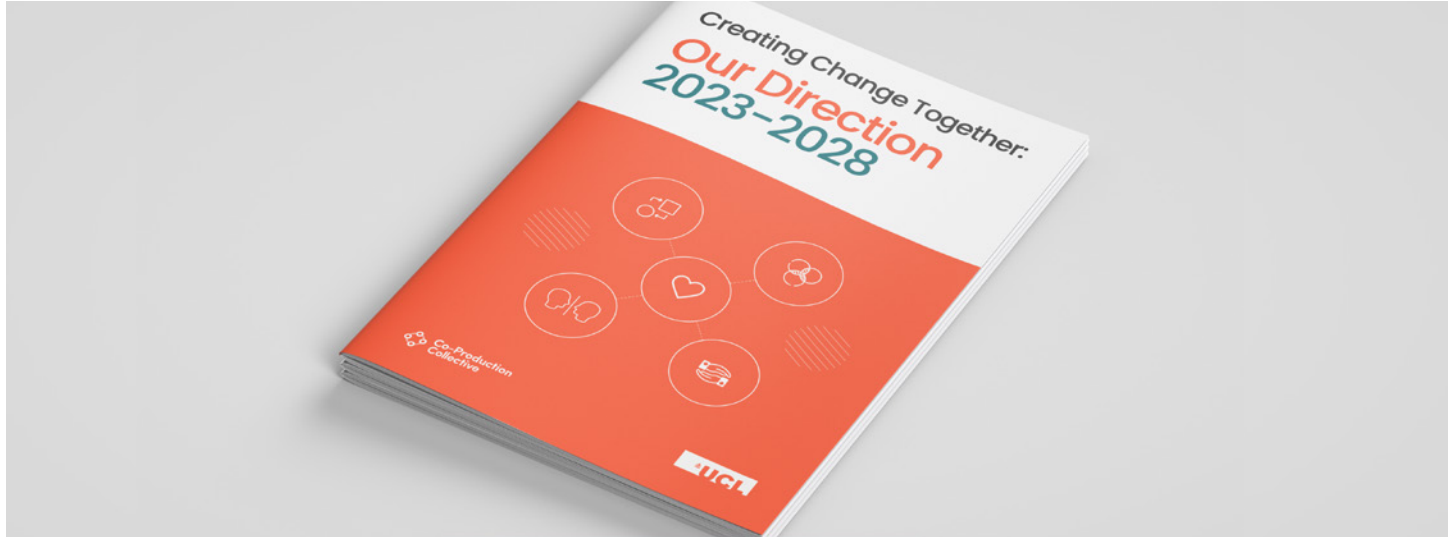


Reflective

Our values emphasise inclusivity, meaning we actively promote fairness and inclusive decision-making. We are transparent about our work, recognising our influence, and strive to address power imbalances. We welcome change, challenge norms, and support social justice, while also fostering kindness through honest, respectful, and trusting relationships. We also value self-reflection and diverse perspectives, aiming for continual growth and learning.

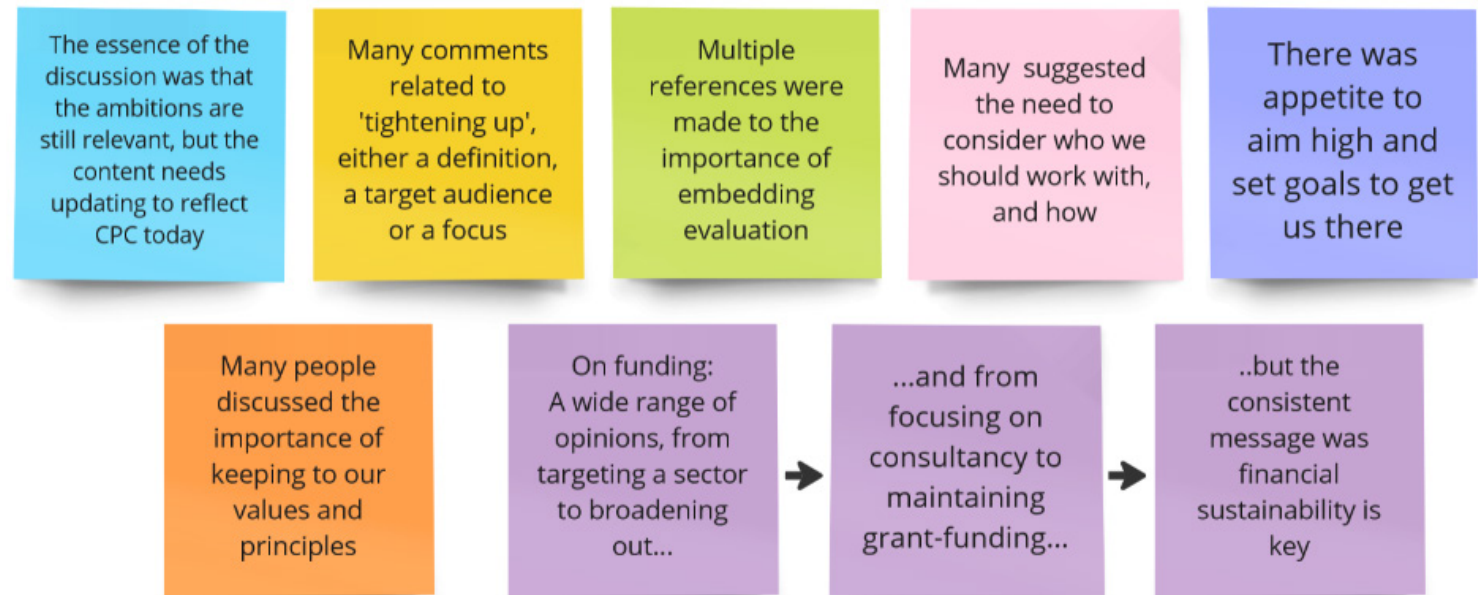
The evolution of our values reflects a shift from challenging the status quo, continuous reflection, and improvement to a more overarching and active approach to change.

We look forward to developing Co-Production Collective based on this strategy in 2024 and sharing plans for our future based on this in next year’s Impact Report.



“ Co-Production Collective are visionary changemakers. Working with the Collective on their strategy and the Measuring Success project has been a fantastic learning experience and has enabled Grand Challenges to test ways of embedding the principles of co-production throughout our programmes. ”

– Siobhan Morris, Assistant Director, UCL Grand Challenges



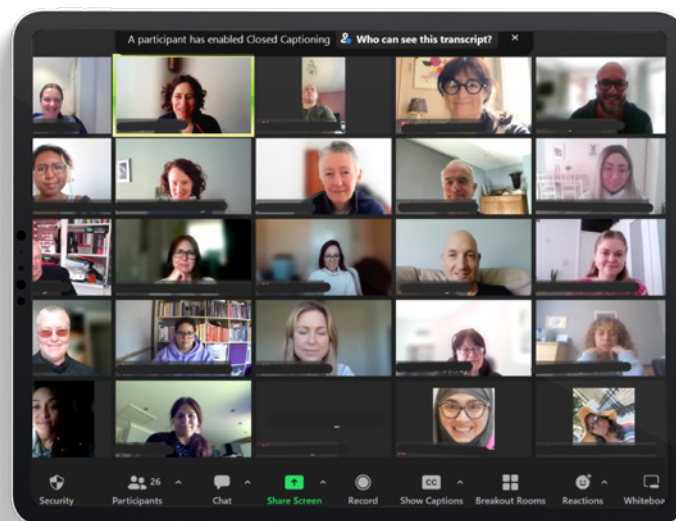
[Find out more](#)

Taken from online whiteboard from first strategy workshop

How we impact our community

Our community is made up of a wide range of people from different backgrounds and walks of life including researchers, people with lived experience, and people who work in jobs where co-production is part of what they do, as well as people whose organisations don't currently do co-production and therefore want to learn more to change their culture. All of them have found their way to us because of their interest in co-production.

These are reflections from a few members of our community about the impact being involved with Co-Production Collective has had on them.



“ I really like and feel the empathy and compassion you have as an organisation, as it is very hard to find. ”

– Co-producer, Naheen

“ If I learned something in the past years it is to show respect when working remotely, assuming nothing about my teammates or audiences, extending support to anyone or starting a conversation about help-seeking and making this available in multiple ways (before, during or after the event). Co-production means to me working in equal partnership and for equal benefit. It requires trust to get the best out of each member of a team, is relational and there is no us vs. them because they are us! ”

– Co-producer, Chris Pavlakis



“ What I've valued most about being involved with the Collective this year has been the learning and reflective mindset of my fellow co-producers and me. There can be many bumps in the road with co-production, but if the group ethos is to be curious, open, and thoughtful, it can lead to new ways of thinking and working that opens up more possibilities. ”

– Co-producer with lived experience

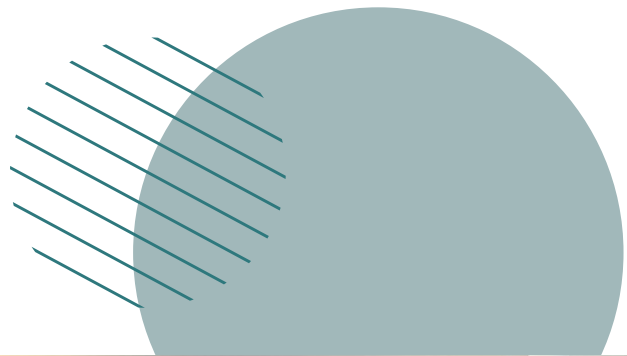
Thank you!

We would like to thank everyone we have worked with in 2023, this includes all members of Co-Production Collective who contributed to our work, as well as the organisations we worked with:

- Ashden, Climate Action Week
- Association of Directors of Public Health London
- Bangla Housing Association
- British Sociological Association
- Collaborate CIC and Ideas Alliance
- Central and North West London NHS Foundation Trust
- Croydon Council & Croydon Council Urban Room
- Dame Hilda Lloyd Network
- De Montfort University
- Disability Rights UK
- Evidence for Policy and Practice Information and Co-ordinating Centre (EPPI-Centre), UCL Institute of Education
- Green Lane Masjid
- Healthcare Text Analytics (HealTAC) Conference
- Housing LIN
- London Borough of Barnet Council
- London South Bank University, Darzi Fellowship Programme
- Macmillan Cancer Support
- Macmillan Primary Care Conference
- National Academy for Social Prescribing
- National Institute for Health and Care Research (NIHR)
- NHS England
- North London NHS Foundation Trusts
- North London Mental Health Partnership - Camden and Islington NHS Foundation Trust & Barnet, Enfield and Haringey NHS Foundation Trust
- Royal Free Charity
- Sainsbury's Charitable Trust
- Social Sciences Impact Conference
- Social Work Week
- Sound Delivery Media
- St George's, University of London
- The Open University



- UCL Global Business School for Health
- UCL Grand Challenges
- UCL Health of the Public
- UCL Innovation & Enterprise
- UCL Institute of Education
- UCL Institute of Health Informatics
- UCL Institute of Healthcare Engineering Symposium
- UCL Institute of Mental Health
- UCL Institute of Social Research
- UCL Library, Culture, Collections and Open Science (LCCOS)
- UCL Open Science Conference
- UK Preconception Partnership
- University of Manchester
- West Midlands Perinatal Network
- Z2K



Want to find out more?

We have lots of exciting projects coming up in 2024.

If you would like to get involved in the Collective or would like to know more about us, please get in touch, we would love to hear from you!

Get in touch with us via email on coproduction@ucl.ac.uk

We appreciate you taking the time to read this report, thank you.

