

Institution: Durham University
Unit of Assessment: 31 - Theology and Religious Studies
<p>Section 1. Unit context and structure, research and impact strategy</p> <p>1.1 Strategy, Context and Academic Infrastructure</p> <p>The Department of Theology and Religion regards 'Theology' and 'Religion' not as separate research domains but as fluid labels for a field that requires multiple perspectives. Because this field is broad and complex – comprising the pervasive human tendency to form fundamental beliefs about the universe and the human good – the Department regards interdisciplinary method as essential to research excellence. It maintains a distinctive ethos, characterised by open, critical but sympathetic attention to multiple traditions, religious and secular. Its overarching strategic research aims are:</p> <ul style="list-style-type: none"> (i) to understand, challenge, and enrich traditions of thought and practice via an improved comprehension of their history, and by attending to neglected voices and resources; (ii) to train researchers in an environment where the field is continually developed through interdisciplinary interaction; (iii) to shape academic and public discourse, on the understanding that many pressing social and political problems require a critical yet respectful engagement with religious commitments and practices. <p>The Department has three overlapping areas of expertise:</p> <ul style="list-style-type: none"> • Biblical Studies (including Hebrew Bible, New Testament, early Christianity, and early Judaism); • Christian Theology (including historical and contemporary theology, philosophy, and ethics); • Study of Religion (including the empirical study of contemporary religion and its contexts of practice). <p>Cutting across these are three methodological and thematic conversations:</p> <ol style="list-style-type: none"> 1. <i>Historical, textual and philological study</i>, focused on texts and their interpretation. 2. <i>Social-scientific methods</i>, including ethnography. 3. <i>Philosophical, ethical, and theological constructive thought</i>, including <i>ressourcement</i> from previous generations to address current questions. <p>Key to the Department's vitality is its depth of expertise in the three subject areas <i>and</i> in the three cross-cutting methodological conversations. This enables an intellectual context of <i>both</i> disciplinary specialisation <i>and</i> interdisciplinary boundary-crossing. These modes of enquiry are supported by two principal contexts:</p> <ul style="list-style-type: none"> (i) ten concurrent <i>research seminars</i>, meeting regularly during term-time. These generate, test, and develop research in progress from Durham and elsewhere, offering disciplinary depth and interdisciplinary interaction;

- (ii) four *Centres* – hubs for themed research based in the Department and led by specialist academic staff that coordinate research programmes, organise conferences, and develop partnerships with external stakeholders.

In both contexts, our large cohort of nearly 200 research postgraduates (PGR) and 8 early career researchers participate in a vibrant research culture.

The Department's *impact strategy* is to mobilise research to shape discourses in faith communities and the wider public, especially in policy and practice involving religion. This impact arises organically from the sustained engagement of researchers with external bodies, supported by the University's Research Impact Fund and by the Faculty Impact and Engagement Manager. Impact case studies arise from long-term interaction between research and practice, and research is itself developed *through* stakeholder engagement. The four Centres have a special responsibility to develop research impact (see REF3).

The Department's research and impact strategy is overseen by a Research Committee, chaired by the Director of Research and including the Impact Coordinator. Postgraduate research is overseen by a Postgraduate Education Committee, including a Postgraduate Training Director. An Ethics Committee oversees all research projects and ensures compliance with the University's Ethics Policy, while the Department aligns with the University's Research Integrity Policy and its commitment to the Concordat to Support Research Integrity and the relevant Code of Conduct (see REF5a §2.2).

The Department supports *open access* (OA) publication wherever possible, enacting 'green' OA publication through Durham Research Online and making eTheses available. Gold OA is secured wherever financially viable (e.g. **Cook's** monograph *Hearing Voices*, funded by the Wellcome Trust).

The Department's research is located within the broader infrastructure of the Faculty of Arts and Humanities, enabled and supported by its Deputy-Executive Dean (DED) for Research and three Senior Research Administrators (SRAs). University professional support facilitates research from resourcing through to application, dissemination, and impact (see section 3; REF5a, §4.7). Interdisciplinary research is supported by University Institutes, with departmental initiatives emerging in dialogue with the Institute for Medieval and Early Modern Studies, the Institute for Advanced Study (IAS; see REF5a §2.1 and 2.5), and the Institute for Medical Humanities (**Cook** and A. Powell are on its Steering Group). University Research Centres outside the Department (notably the Durham Centre for Ancient and Medieval Philosophy, and the Centre for Visual Arts and Culture) also foster sustained engagement with cognate research.

The Department's close partnerships with Durham Cathedral and Cranmer Hall (Durham's Anglican theological college) have enabled the endowed chair in Anglican Studies, the growth of the Doctorate in Theology and Ministry programme (DThM), and two new academic posts connected to the Church of England's Common Awards programme. A strategic partnership between the University's Libraries, the Cathedral and Ushaw College (the former Roman Catholic seminary, just outside Durham), (facilitated by **Murray**) has enabled the establishment of the Durham Residential Research Library (see section 3).

1.2 Achievement and Development of Strategic Aims since 2014

The growth of the Department, both in staff numbers (from 25 to 28 permanent staff) and in external research funding (from £1.6m to £3.7m), has enabled it to meet or exceed aims set out in REF2014. These were: to produce world-leading research, both collaborative and individual, across our 3 subject areas; to attract increased external funding; to create two new Centres (Spirituality, Theology & Health; Anglican Studies); to expand the Centre for Catholic Studies in historical and socio-political studies and in its engagement with the Ushaw archives; to strengthen our postgraduate and postdoctoral communities; to expand the DThM and its contribution to Christian practice; and to develop new research trajectories (e.g. reception history in Biblical Studies; the sexual abuse crisis in the Catholic Church).

1.2.1 Biblical Studies

The Department has sustained its strengths in this field, developing interaction between research in New Testament and in early Christianity, intensifying the development of postgraduates, and extending external links across international scholarship and ecclesial engagement. Expertise in Hebrew Bible and Ancient Judaism has been sustained through the appointments of **Janzen** and **Dochhorn** (permanent staff replacing retirees), while the research of **Watson, Heath, and Fowler** (a fixed-term appointment), linking with expertise in patristics (**Ayres**), has created a strong hub in early Christian studies. Three research seminars (Old Testament; New Testament and early Christianity; Ancient Judaism), supplemented by reading groups in Coptic, Greek, and theological German, provide a scholarly foundation for early career researchers. Five Durham conferences during the REF period, co-organised with postgraduates, have generated publications that stretch the discipline and facilitate career development.

A strategic partnership with Australian Catholic University, Melbourne has generated the cross-institutional project: 'Texts, Traditions and Early Christian Identities'; a series of colloquia has already begun to produce publications.

1.2.2 Christian Theology

This area has been a focus of strategic growth, extending expertise in Catholic and Anglican traditions and developing ecclesial engagement. An increase from 12 to 18 full-time permanent staff has accompanied an increase in postdoctoral researchers.

The establishment of the (permanently endowed) St Hilda Chair in Catholic Social Thought and Practice (now **Rowlands**) has paralleled appointments adding expertise in Catholic theology (**Kilby**), modern history (**Snape**) and in environmental (**Grey**), scientific (**Oliver**), and cultural spheres (**Clemson** and **Powell**) new to the Department. Research in early modern Catholic history (**Kelly**) complements **Ryrie's** specialism in early Protestantism.

Ecclesial engagement with Catholic and Anglican traditions lies behind 3 of the 4 impact case studies. Strong relationships with Durham Cathedral and Cranmer Hall have facilitated deepening engagement with the Anglican tradition, developed in the Centre for Anglican Studies, the newly endowed Vann Fellowship (**Powers**) and in **Song's** contribution to strategic decisions on same-sex relations in the Church of England (see REF3). This has been strengthened by Durham's leadership in the Common Awards accreditation of ministerial training (established 2014, renewed 2019). **Higton** and **Clemson** direct the collaborative research dimensions of this network, while the appointment of **Ward**, with expertise in ethnography and ecclesiology, has led to a significant expansion in the DThM.

Six research seminars (Theology & Ethics; Catholic Theology; Anglican Studies; Patristics; History of Christianity [co-hosted with the History Department]; Spirituality, Theology & Health) provide a rich diet of research-explorations for staff and postgraduates. Two large-scale collaborative projects have arisen from staff engagement with Australian Catholic University: **Insole** as PI for a AU\$1.5m philosophical and theological project on 'Redeeming Autonomy', and **Ayres** as PI (with **Heath** as Co-I) for a AU\$2.5m programme 'Modes of Knowing', covering the period 100-800 CE.

1.2.3 Study of Religion

Strategic redistribution of staff resource has enabled expansion in full-time permanent staff and research scope. The appointment of **Quiroz** has expanded geographical range (Latin America and West Africa), complementing specialisms in Britain and North America (**Davies** and **Guest**) and India (**Miles-Watson**). Expertise in anthropology and sociology enriches research and postgraduate supervision across the Department, while the seminar in Religion and Society provides a focal point for intersecting research. Pioneering cross-disciplinary research on death continues to thrive (**Davies**; Centre for Death and Life Studies), while ethnographic research on Christian identities in post-colonial contexts (**Quiroz** and **Miles-Watson**) enriches a vital subfield in the anthropology of religion. **Guest** has conducted (as PI or Co-I) two major externally funded projects on faith identities in university settings, focusing on chaplaincy support and perceptions of Islam and Muslims.

1.2.4 The Four Centres

The Department's four research Centres enable research interaction across the three subject areas, the co-ordination of larger research programmes, and the development of impact-related partnerships with external stakeholders.

The *Centre for Death and Life Studies* was founded in 2007 to develop research into cultural change around death and dying. Led by **Davies**, it has collaborated with colleagues in Archaeology on the externally-funded project 'The Invisible Dead'. It has brought to Durham the Archives of the Cremation Society, and of the Federation of Burial and Cremation Authorities, conserved and catalogued with external funding, and already a magnet for research. The Centre's extensive networks enable collaborative research on cremation, pet death (with the Veterinary School at Edinburgh), grief and bereavement. Growing engagement with local hospices and funeral directors - including within the Covid-19 context - highlight the significance of this work.

The *Centre for Catholic Studies* (CCS), founded in 2007, is the world's largest research forum for Catholic studies within the public, secular academy. Through extensive external fundraising it has acquired new permanent staff, notably the £1.7m funded St Hilda Chair in Catholic Social Thought and Practice (now **Rowlands**). It has employed ten postdoctoral researchers, from funds as diverse as the AHRC, the Conrad Hilton Foundation and La Retraite Sisters. With extensive networks in Europe and the USA, it has convened 20 international research conferences in Durham since 2014, including a biennial Early Modern British and Irish Catholicism conference and an annual conference for early career researchers.

CCS research projects have developed in six areas: (i) Receptive Ecumenism, led by **Murray**, working alongside G. Thomas and **Ryan**, underpinning the international momentum of the **Murray** Impact Case Study; (ii) the History of English Catholicism (from 1500), utilizing the Ushaw archives, including research projects on Benedictine 'Monks in Motion' (**Kelly**, with **Ryrie** as Co-

PI), and raising £250,000 for a Senior Research Fellowship for research on female religious orders; (iii) Love and Suffering (**Kilby**), involving research-led engagement with Catholic religious sisters (in the UK, Ireland and East Africa); (iv) Migration, Asylum and Catholic Social Teaching (**Rowlands**), engaging with politicians and charities (see REF3); (v) Theology and Spirituality, with postdoctoral projects on the visual arts (**Powell**) and popular spirituality during times of trauma (**Biggs**); and (vi) Boundary Breaking, on clerical sexual abuse, a project led by **Pound**, through which the CCS has become a founder member of the Rome-based global Catholic Safeguarding Alliance. These projects are supported by an externally funded administrative infrastructure, and engage extensively with external stakeholders, leading to multiple forms of impact.

The *Michael Ramsey Centre for Anglican Studies* (founded 2016) promotes interdisciplinary research into the multi-faceted global Anglican tradition. With a £2m Cathedral-based endowment of the new chair (**Snape**), it connects researchers in the Department (**Higton, Oliver, Moberly, Song, and Ryrie**) with colleagues across the University. The externally funded Vann Fellowship (**Powers**) extends expertise in the intersection between church, theology and war. **Higton, Oliver, and Song** participate in policy-making bodies for the Church of England (Ethical Investment) and the Anglican Communion (Faith and Order).

The *Centre for Spirituality, Theology & Health* (initiated as a project in 2005, founded as a Centre in 2018) fosters interdisciplinary research connecting theology and spirituality to research and clinical practice in health and social care. **Cook** was Co-investigator on the 'Hearing the Voice' Project, recipient of the 2020 AHRC prize for Best Research in Medical Humanities, leading to his monograph and Impact Case Study. Its research seminar series, instituted in 2010, connects the Department to research in the social, biological and health sciences, as well as to the wider field of medical humanities (the Centre maintaining close links with the Institute for Medical Humanities). These seminars provide an important interface with clinical and pastoral practice, thus emphasising both the impact of research outside academia and the importance of practice for informing research.

1.3 Future Research and Impact Strategy

The Department seeks to sustain and develop its contribution to international research with the following objectives:

1. To *deepen the intensity* of research through:
 - the new one-year-in-five research leave policy;
 - securing further research funding, from diverse sources;
 - securing funding for doctoral and postdoctoral projects that interweave with staff research.

For instance, building on research momentum in the history of religious communities, projects in the pipeline are funded by the Capuchin Franciscans and the La Retraite Sisters. **Guest's** research on religion among students has attracted a further £200,000 to fund an international collaboration with US colleagues on orientations to worldview diversity in UK universities.

2. To *develop research synergies* that enrich and widen the significance of research through:
 - developing cross-disciplinary research seminars into publications and collaborative research projects;
 - leading collaborative research, both nationally and internationally;

- developing online platforms to enhance global participation and collaboration;
- enabling all researchers to contribute to and benefit from an open-access research environment.

For instance, the leadership of Durham staff with ACU projects is set to continue, while the pandemic has accelerated development of international collaborations via research seminars and online conferences.

3. To foster the national and international *impact* of our research, shaping discourse in multiple spheres (especially politics, the public sector and faith communities). The strategy is to encourage multiple forms of extended engagement, from which research-based impact will develop. The means include:

- support (in teaching and administrative relief) and recognition (in promotion processes) for staff time on public engagement;
- enabling impact via postgraduate research, through investment and expansion of the DThM programme, and engaging with the AHRC-funded placement scheme;
- development of the Centres as hubs of engagement with external bodies;

For instance, **Ward's** post is to be made full-time, resourcing further development of the DThM programme, of which he is Director (see section 2).

4. To increase the *scope* and *diversity* of our research through:

- externally funded posts, extending into Islamic Studies;
- expanding the diversity of perspectives across research areas through appointment of more diverse staff (permanent and fixed-term);

The Department has been instrumental in planning a cross-Faculty initiative in Islamic Studies, including a full-time Departmental post in Islam.

Section 2. People

2.1 Staffing Strategy and staff development

Since the Department is well-networked internationally and has never been outside the top 5 for the subject area in the QS World Rankings, it attracts strong applications, and has recently appointed scholars from North America, Central America, continental Europe and the UK. The recruitment strategy has been to sustain strengths in long-established fields of expertise (with at least one professor in each research area, and in leadership of each Centre), while developing promising new lines of research. Accordingly, appointments have been made across all levels, from professors (e.g. **Oliver, Snape, Kilby**) to early career permanent (e.g. **Quiroz, Clemson, Grey**) and fixed-term staff (e.g. **Fowler, Powers, Begadon**). The size of the Department ensures that succession in leadership can take place internally (through career development).

Recruitment includes a rigorous search policy, in line with University policies (see REF5a §3.1.2 & 3.2), with close attention to issues of equality, diversity and inclusion (EDI); all interview panellists are trained about unconscious bias. The Department has implemented a range of initiatives to redress its inherited gender imbalance (see 2.3), and these have had some marked success. In REF2014, out of 25 Category A staff, 2 (8%) were female; by contrast in 2020, of 37 Category A staff, 9.5 FTE (26%) are female.

Support for staff development accords with the Concordat to Support the Career Development of Researchers (revised 2019). All members of staff have a peer mentor who meets with them annually for an open-ended, holistic and pastoral discussion about their career progression, with an appropriately anonymous 'feedback loop' to the Management Committee. New members of staff have a mentor, with whom they meet frequently (every two to three weeks) for their first year (the probation year), as well as induction and regular review meetings with the Head of Department. Equitable distribution of workloads is overseen by the Head of Department, with care taken to ensure that the need for gender diversity on appointment panels and other roles does not leave female staff disproportionately burdened or side-lined from leadership roles.

Staff progression is reviewed annually by the Department's Progression and Promotion Committee, which is supported by an HR specialist. Instead of leaving applications for promotion to staff initiative, which produces well-documented gender inequities, the University's policy (see REF5a, §3.1.2) requires all academic staff annually to submit a template CV, including impact activities. All are considered for promotion and given feedback on their professional progression by an experienced academic mentor. An annual departmental workshop on promotion is available for all staff. Between 2014-20, the Department has enjoyed wide success in the University's promotions rounds, with 18 staff progressions through the Assistant-Associate-Full Professor scale.

The Director of Research meets all staff individually every year to discuss research ambitions, to review funding opportunities, to advise on pathways to impact and other forms of engagement, and to address support needs (such as research or impact assistance, or research leave). As well as supporting staff in pursuing core research funding such as that offered by UKRI, our extensive experience in working with third-sector partners has made it possible to support staff in securing other forms of research funding. In part with a view to EDI, all staff are asked, both in these meetings and by anonymous questionnaire, how the Department could better support their research: remedies have included additional research leave or funding, lighter administrative duties, peer review of draft publications, and group peer review of draft grant applications. This cross-departmental, fine-grained knowledge means that specific concerns and opportunities for synergies are addressed at the termly Department Research Committee, which includes the Head of Department and other experienced staff spanning the Department's research areas.

Early career staff are given a lighter teaching load in their first year (70% of the standard workload, tapering to 80% in the second, and 90% in the third year). All staff are eligible to apply for University Seedcorn and Impact funding and are encouraged to make use of research training supplied by the Durham Centre for Academic Development (DCAD) (see REF5a, section §2). Fixed-term staff are mentored on the same terms as all academic staff, with particular attention to career trajectories. During the REF period, the Department has appointed 16 postdoctoral researchers and has made all appointments on the full Academic Track (we have appointed no 'Teaching Fellows'), on contracts lasting no less than 12-months. We are proud that most (13) have been able to secure academic jobs elsewhere (10 of them permanent), if they could not be retained in Durham.

Since 2019, thanks to increased staff numbers and careful planning of teaching responsibilities, the Department has allowed staff to apply for a full year's research leave every five years, rather than the University's standard policy of one term in seven. (The one-term-in-seven option – pro rata for part-time staff – remains for those requesting more frequent leave, or on shorter contracts.)

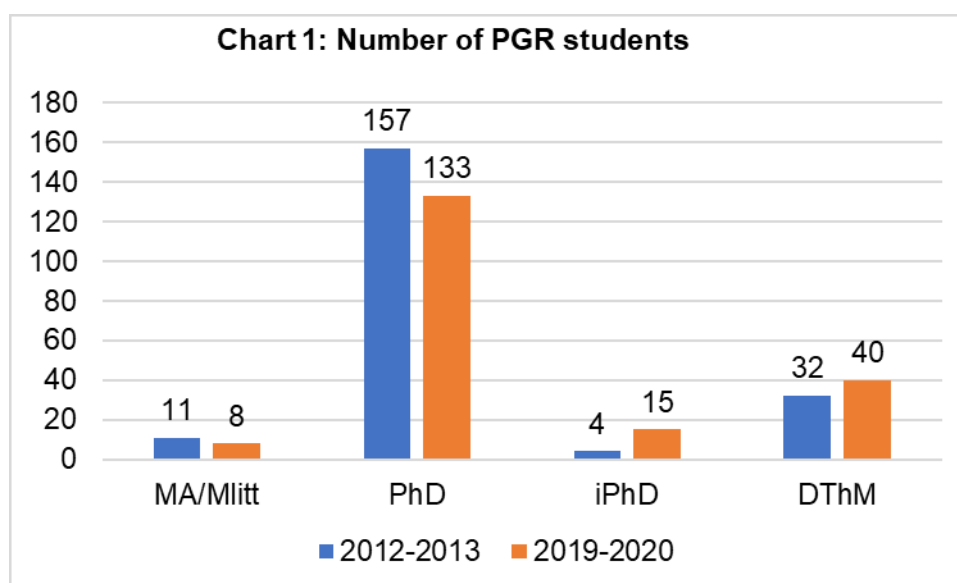
Staff are also enabled to dedicate one day in each teaching week to research. Staff are encouraged to test their research at one of the research seminars; at the Annual Away Day colleagues report on research, with some invited also to reflect upon areas of difficulty, or methodological uncertainty, either to model ways in which they overcame these difficulties, or to seek the collective counsel of the Department. Once a month, a gathering of staff respond to a colleague's informal presentation of research in progress with critical feedback. The Centre for Catholic Studies also runs an annual two-day residential retreat, which enables extended discussion of research.

The alignment of research and impact is embedded in the working culture of the Department, enabled especially via the external relationships fostered by its four Centres. Staff report on impact in annual review, and impact activities are a significant factor in consideration of promotion, and in targeted reduction of administrative or teaching duties (e.g. reduction of teaching-load for **Rowlands** while delivering a course for an all-party Parliamentary Group). As impact case studies develop, staff are freed entirely from administrative roles, and are supported by Impact Assistants, funded by the Faculty.

2.2 Research students

The Department's strategy to provide an international centre for training researchers has been sustained and fulfilled throughout the REF period. 166 PGRs have graduated with doctorates, and there are currently 196 postgraduates, from 28 different nations. The aim to strengthen the postgraduate community and expand the DThM has been well met. PGR provision falls within 4 programmes:

1. MA and MLitt (assessed by thesis)
2. PhD
3. iPhD (Integrated PhD: 1-year taught at Masters level, followed by 3 years of full-time research, or part-time equivalent)
4. DThM (professional doctorate in Theology and Ministry)



While PhD figures have declined slightly (due to better completion rates and more stringent admissions processes), iPhD recruitment has tripled, and DThM numbers (40% of whom are international) have risen significantly. Both reflect an effort to recruit more PGRs from diverse

international contexts, while DThM research is required to demonstrate ministerial outcomes, as a pathway to impact. The proportion of part-time students has risen from 53.92% to 60.20%, alongside enhanced provision for distance learning, aiming to attract more students from under-represented groups, including those with caring responsibilities. Even before the COVID-19 pandemic, video-conferenced supervision and examination were common, and the process of opening all research seminars to remote participants was already under way. The 4-year iPhD is designed for overseas students who require predoctoral training, and eases obstacles to recruitment posed by immigration requirements.

Over the REF period the CCS has raised £629,000 for postgraduate scholarships from charities and trusts, benefitting 59 PGRs working across subject areas. Five PGRs have secured full scholarships covering fees and living expenses from the University-funded Durham Doctoral Studentships, which are open to students regardless of national origin, and eight from the AHRC-funded (now 7-partner) Northern Bridge Doctoral Training Partnership (NBDTP). Three of these students have undertaken placements as part of their programme. For NBDTP students, the University supplements funded fees with full living-expenses and encourages work placements to enhance employability. While the UK remained an EU member, the NBDTP supported EU students on the same basis as home students; from 2020 onwards it is open to all students regardless of residence. As predoctoral training, the University offers tuition-fees scholarships for select MA students, of which we have received eight.

Induction and Integration: The Department organises a peer-mentoring scheme for new postgraduates. PGRs are offered personal workspaces in and adjoining our buildings and have access to 70 workspaces in the nearby Faculty Postgraduate Hub. EDI considerations (e.g. disability and family conditions) are key to this allocation. All PGRs are allocated departmental funds for research expenses (up to £1,450 in one year) and inter-library loans (up to £60 per PGR), and they may apply to the Faculty Postgraduate Research Fund to support research expenses (during the REF cycle, £50,927 was awarded). Durham's collegiate system, in which all postgraduates are placed, provides pastoral support and several well-stocked theological libraries. Postgraduates share a common room with staff, are invited to regular staff-student coffee hours, and are welcome at all lectures and research seminars. They are expected to attend at least one departmental seminar regularly, and to present their research there when ready to do so. PGR representatives are voting members of all the major Departmental committees.

Monitoring and support: All PGRs are accorded (at least) two supervisors; at induction, supervisory teams (which often cross subject areas) clarify the roles of each supervisor. Where appropriate, supervision is shared across Durham Departments (currently three students) and across HEIs (currently four students). Full-time PGRs receive a minimum of 20 hours of supervision per annum: records are kept of each supervision, with causes for concern noted by the Department's Education Committee. After 9 months full-time / 15 months part-time study, a formal progression review is held by two further staff, providing detailed feedback as well as ensuring adequate progress. Regular annual reviews thereafter monitor progress with a view to ensuring the timely completion of a viable thesis. The vast majority (c. 70%) of full-time PGRs submit within four years. Any failure in the intended degree triggers a formal review led by the Director of Postgraduates. Each year the University issues 2-3 Awards for Excellence in Doctoral Supervision: during the REF period three members of the Department have received them.

Training: All PGRs undertake an annual Training Needs Analysis, identifying skills or competencies required for their research and career development. Methodological training is provided in-house through the auditing of taught modules (e.g. in hermeneutics or social-scientific methods); DThM students attend an initial research-training week and annual summer school. The Postgraduate Training Director oversees a staff-led programme including language reading groups, job interview preparation, and seminars on publishing, CV writing, presentation skills, and careers. DCAD (see REF5a §3.4) offers a substantial menu of generic training for postgraduates, while the Centre for Foreign Language Study, IMEMS and other University bodies provide training in languages, palaeography and other specialist skills.

Career Development: PGRs are routinely encouraged to present papers at major conferences such as AAR/SBL, and the Department regularly hosts PGR conferences (e.g. in New Testament, every 3 years). The CCS has held an annual international postgraduate and early career conference since 2014. Bespoke conferences are regularly co-organised by staff and PGRs, often leading to co-edited books (see above, 1.2.1). Departmental staff have also contributed to national training events for PGRs (e.g. **Guest** at the postgraduate conference of the British and Irish Association for Practical Theology (2016)).

The Department runs an endowment-funded Research Assistant scheme, in which 10-15 PhD students each year are paid for two hours per week of subject-specific research assistance for a member of staff, giving them further experience of academic life. Most PGRs have the opportunity to act as Teaching Assistants, for which they receive University and Departmental training, together with mentoring, observation and feedback. Through this, more than 25 PhD students have secured a Durham Learning and Teaching Award, which carries associate membership of the Higher Education Academy. Staff also support PGRs in pursuing publication of their doctorates. During the REF period 166 PGRs have graduated with doctorates. At least 28 have had their doctoral research published in monograph or articles (one winning an award from the Wesleyan Theological Society, another a Manfred Lautenschläger Award). More than 40 have secured academic employment, five in the UK, others across the world (Australia, Canada, Finland, Malaysia, Portugal, Singapore, Turkey and the USA).

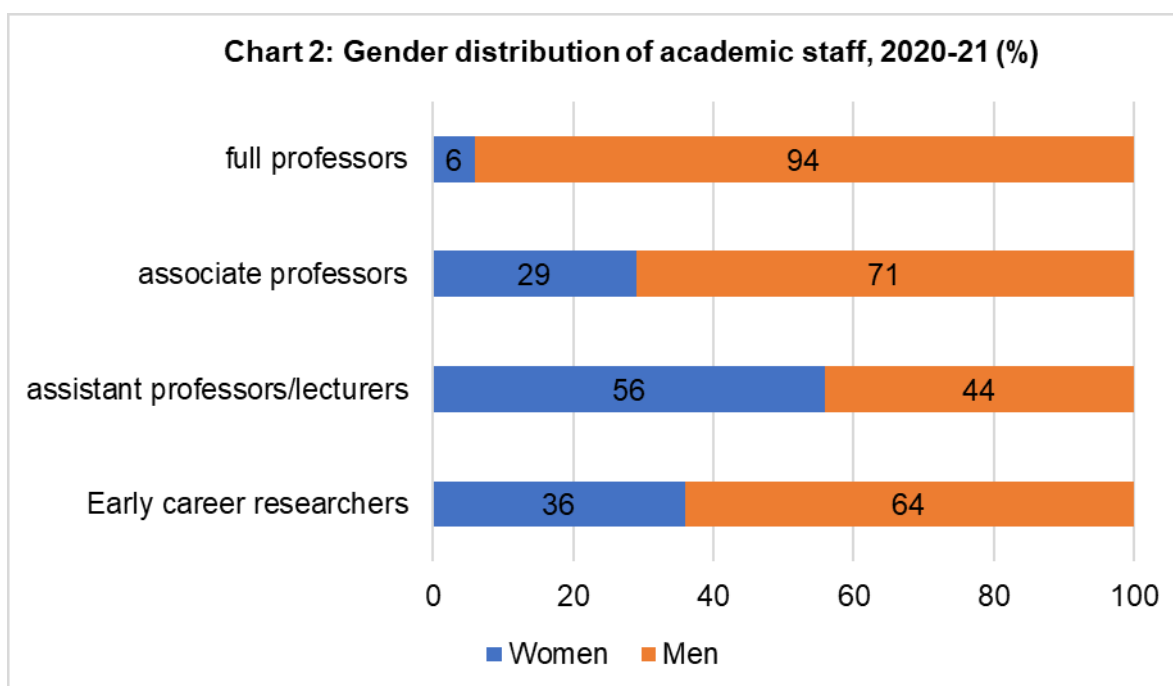
2.3 Equality, Diversity and Inclusion (EDI)

EDI has been an important focus for the Department during the REF period. In 2013 three staff members (**Guest**, Sharma and **Song**) authored 'Gender and Career Progression in Theology and Religious Studies' (sponsored by the HEA's Subject Centre). This evidenced the gender inequality in the discipline at postgraduate and staff levels and has inspired a range of interventions among subject associations: its impact includes culture change within the Society for the Study of Theology (extending now from gender to BAME representation on its Executive Committee) and a peer-to-peer mentoring scheme established by the BSA's Sociology of Religion Study Group (used as model for other subject associations by TRS-UK). The report has also been an important reference point both in the UK (e.g. the British Academy and TRS-UK) and in international discussions (e.g. speaking invitations for **Guest** at Uppsala and Yale). While the Department's strongest focus has been on gender inequality, we are addressing other dimensions of inequality and exclusion (for example, of those with caring responsibilities) and have established a network for students and scholars who are the first in their families to attend university.

In 2018 the Department was successful at its first attempt in applying for the Athena SWAN Bronze Award. The feedback commended the Department for its honest approach to self-assessment, its

awareness of its considerable challenges, and its commitment to change. The Department has since established an EDI Committee, chaired by a recent Head of Department, with representatives from academic staff, undergraduates, postgraduates, part-time teaching staff, and support staff. In line with University policy (see REF5a §3.2), its remit includes not just the Equality Act 2010's protected characteristics, but other forms of potential exclusion, including socio-economic background and limitations in the curriculum. It has recently established a Departmental LGBT+ network and started an initiative on race inspired by the Royal Historical Society. EDI is a standing item on the agenda of all core Departmental meetings.

In terms of gender, during this REF cycle the Department has increased its proportion of women staff from 14 to 26%, yet has a low proportion of women at the highest levels of seniority (see chart 2).



While these figures are not untypical for Theology and Religion departments nationally, this situation requires long-term culture change. Recruitment and promotion policies have been changed to address this issue (see above, 2.1). The Department supports flexible working wherever possible and is developing a department-specific policy on maternity and paternity leave, including Keeping-In-Touch. For colleagues with child-care responsibilities, our policy is that no major decisions are taken by Department committees outside the hours of 10am-4pm, and that research seminars meet within those hours if possible. Increased efforts are being made to ensure that women chair major committees, whilst not being unfairly disadvantaged by workload imbalance. All staff are given training on unconscious bias, and policies on harassment, bullying, and staff sexual violence and misconduct, together with contact members of staff, are displayed on the departmental website. The unique Café des Theologiennes, a network active since 2013, supports women staff and postgraduates through informal social events and seminars on research and professional development.

Adhering to Durham's Code of Practice (IET), EDI issues featured throughout the preparation of the Department's REF submission. Early-stage modelling by the University's REF Strategy Committee monitored inclusion of staff with protected characteristics, enabling any imbalances to

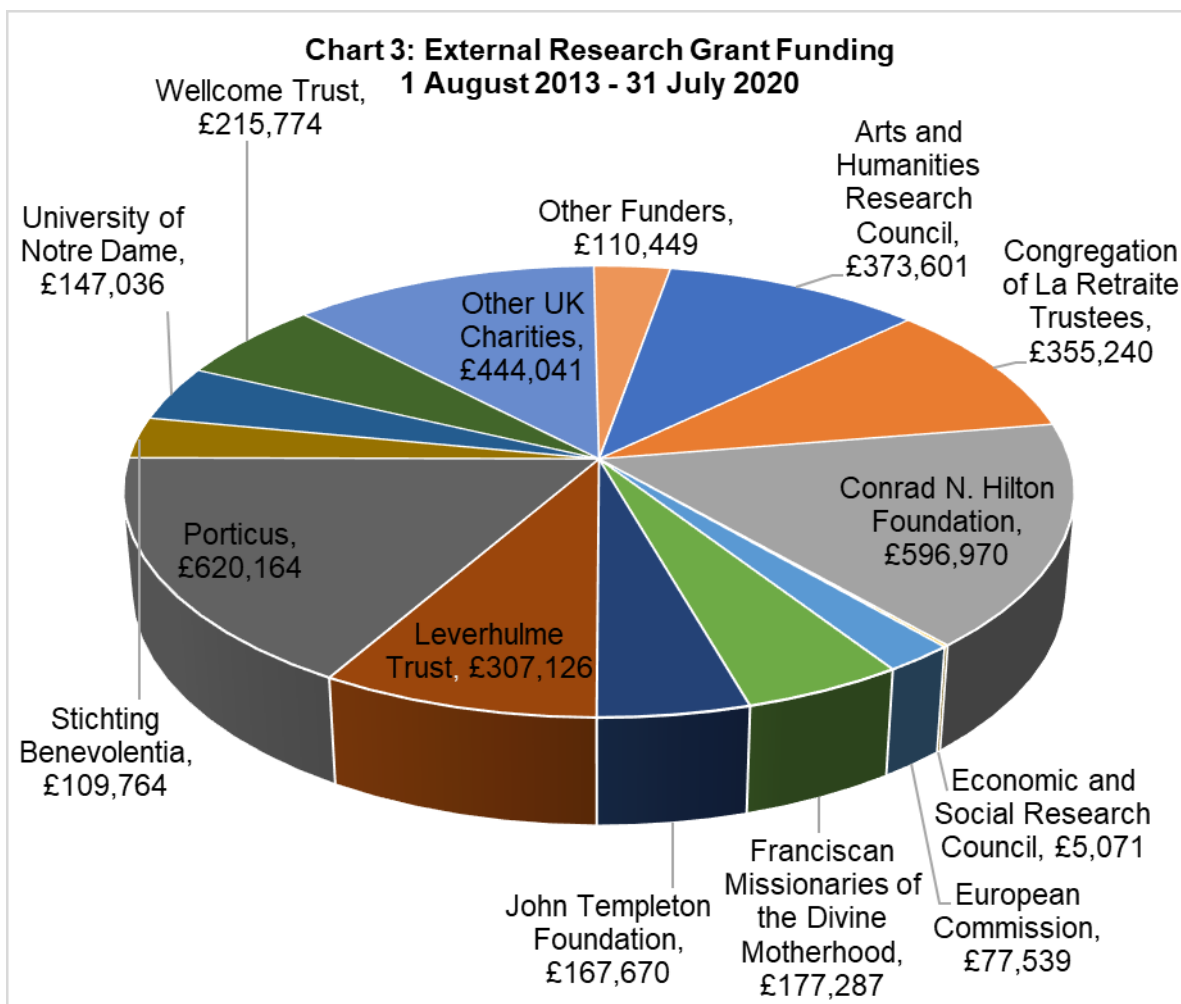
be rectified or built into plans for longer-term change. A Departmental policy document on output selection was scrutinised and approved by its EDI Committee, and its Research Committee examined iterative drafts of all REF documents with EDI concerns part of its remit. All category A staff were consulted at the provisional stage of output planning, with workloads adjusted to support early career staff and those with protected characteristics in completing potentially excellent publications. Relative distribution of outputs between staff is not a metric that impacts on progression, contractual status, or performance management.

Section 3. Income, infrastructure and facilities

3.1: Income generation and strategy

Over the current REF cycle, the Department has generated significant research funding and continued to diversify income streams, establishing a more secure long-term funding strategy. Reflecting its strategic aims (see 1.1), its working culture has encouraged and enabled colleagues to conduct ambitious, publicly funded research, while developing long-term relationships with external stakeholders, enabling research-with-impact that establishes bases for further funded research.

Compared to the previous REF period, external research income has increased by over 100%, from £1.6m to £3.7m (see chart 3). Diversification has resulted in a proportional reduction in dependence on UKRI Research Councils (now 11.3% of the total), with a range of charities and trusts now providing 47.8%. Over 45% of research income has come from non-UK sources, reflecting an expansion of international networks of co-researchers and stakeholder groups.



Through peer-review and mentoring, staff are supported in building grant applications into future research plans. Our approach to generating external research income has three strands:

(i) Building long-term relationships with external funders

Consonant with its concern with wider engagement, the Department has built connections with multiple religious organisations. Supported by a dedicated Development Officer, since 2014, the CCS has raised a £1,714,880 endowment for the St Hilda Chair in Catholic Social Teaching (held by **Hayes** and **Rowlands**), and £250,000 towards the cost of a permanent Senior Research Fellowship in the History of Catholicism. The Michael Ramsey Centre for Anglican Studies has, with the support of the University's Development and Alumni Relations Office (DARO), secured over £130,000 to fund the first 3-year cycle (2018-21) of the Vann Fellowship. Further research into faith and conflict has been assisted by a £16,000 grant from the Museum of Army Chaplaincy. Both projects have strengthened relationships with UK and US chaplaincy services and facilitated impact among both countries' armed forces. In 2019, Durham's Common Awards contract with the Church of England was renewed (£696,000 per annum, with £214,000 coming to the Department), funding two permanent posts in the Department (**Clemson, Higton**), as well as a five-year post-doctoral fellowship in theological education (Parker).

One benefit of links with faith communities has been funding for a series of early-career research posts, including in early modern British Catholicism (H. Thomas, three years; **Begadon**, two years; Ensley, one year); ecumenism (G. Thomas, two years; **Ryan**, three years); Catholic social thought and practice (Exall, two years); and clerical sexual abuse (Boletta, three years). The recently advertised three-year Postdoctoral Fellowship in the History of Catholicism has been funded by the Capuchin Franciscans of Great Britain, with whom the CCS has built a long-term partnership. Funding for five further post-doctoral research posts is being finalised.

(ii) Harnessing potential of major collaborative research funding

The Department has continued its pre-2014 engagement with opportunities to develop large-scale collaborative research. **Guest's** AHRC/ESRC large grant (Christianity and the University Experience, 2009-12; £334,000) laid the foundations for the Representing Islam on Campus and Chaplains on Campus projects, funded by the AHRC and Church of England respectively, and totalling over £800,000 of research funding across five universities. **Watson** and **Barclay** were Lead Chief Investigators on the large-scale collaborative project 'Texts, Traditions, and Early Christian Identities' (2016-20, AU\$5m), which secured funding from ACU (Melbourne) for four Melbourne-based postdoctoral researchers and a series of Rome conferences. **Rowlands**, with colleagues from UCL, UEA, Queen Margaret University, DFID and Columbia University secured £800,000 from the AHRC/ERSC for the 'Refugee Hosts' project.

(iii) Linking together multiple sources of external and internal support

Staff research strategies have been advanced and strengthened through the integration of external and internal resources. Since 2014 the Centre for Death and Life Studies (resourced by an annual Faculty grant of £1,000) has secured ESRC Research Seminar Funding for a series on 'Encountering the Corpse Today' (£12,000 for

Durham, working with colleagues from Bath, Hull, MMU and UWE), £19,000 from the Wellcome Trust for conservation and cataloguing of the Archive of the Cremation Society of Great Britain, held at Durham, and £6,200 from the Cremation Society for the COVID-19 Cremation project. **Higton's** work on *The Life of Christian Doctrine* (2020) benefitted from an internal Seedcorn grant of £760 and a grant of £35,000 from the 'Varieties of Understanding' project at Fordham University, New York, funded by the Templeton Foundation. The former enabled a survey of approaches to teaching doctrine in Church of England training institutions; the latter funded a series of seminars with visiting speakers. Collaborating with colleagues in English and Psychology, **Cook** is one of five co-investigators on the Wellcome-funded 'Hearing the Voice Project' (£2.9m, 2015-20), bringing theological expertise to an ambitious interdisciplinary initiative.

3.2: Organisational infrastructure supporting research and impact

The Director of Research, who serves on the Department's Management Committee and Faculty Research Committee, is responsible for oversight of research culture and maintaining support for staff research in collaboration with the University's Research and Innovation Services (RIS). This includes nurturing high-quality grant applications and sharing best practice. The Director of Research reviews draft proposals, consults specialist colleagues and convenes peer-review seminars on drafts. Revised applications are reviewed at Faculty level by colleagues from across disciplines in Arts and Humanities. RIS also convenes regular grant-writing workshops.

In line with University policy (see REF5a, §2.2), all academic staff have access to an annual research allowance of £1,000 to fund conference participation, archival research, fieldwork or specialist IT equipment. In 2014-20 the Faculty allocated over £1.1m to support individual research and strategic research initiatives. Faculty research funding of up to £1,500 per person is available to support, e.g., international conference participation and archive visits. The Department received £60,646 of such Faculty funding over the REF period, typically shared between about ten staff per year. The University's research incentivisation scheme (see REF5a §2) has been instrumental in supporting the costs of external speakers and so sustaining research seminars. Project development is assisted by University Seedcorn funding for the preparation of major grant applications (£51,249 over the REF period, benefitting research by **Clemson, Davies, Guest, Phillips** and **Ryrie**); small grants are available through University institutes and the Department has received £11,390 since 2014 from IMEMS and the Wolfson Research Institute for Health and Wellbeing.

One academic staff member serves as Impact Coordinator, overseeing the development of research-related impact across the Department and development of impact case studies. The latter are led by subject specialists with administrative support from paid Impact Assistants, funded by the Faculty (£7,708 during this REF cycle); the University's Research Impact Fund has provided a further £31,063. External funding has also generated focused research impact, and some endowed posts have impact built into their contract as a reciprocal arrangement with their sponsors. **Kilby**, as Bede Professor, serves as theological advisor to the local Catholic Bishop, speaks at diocesan and parish events, and engages with teachers and students at RC schools. **Oliver**, part-funded by Durham Cathedral, is founding Director of the Durham Cathedral Institute for Public Engagement and consults regularly with Church of England theological commissions. Together with **Rowlands'** post, these amount to a 0.6FTE resource that is outward-facing.

The Department's experience is that impact activity generates further research possibilities. **Kilby's** research on suffering responds to the situation of, and is funded by, the RC religious community of the La Retraite sisters; **Guest's** research into university chaplaincy arose out of impact workshops convened as part of the 'Christianity and the University Experience' project, at which chaplains sought empirical investigation into their changing role, leading to a national project funded by the Church of England's Church Universities Fund.

3.3: Operational and scholarly infrastructure

An extensive team of professional specialists support research at Departmental, Faculty and University level. A departmental administrator oversees staff research requirements, with a further post supporting postgraduate research students. The CCS also receives research support from two employed administrators (one full-time, one part-time). The Faculty research hub, established 2019, includes 2.5 SRAs, providing subject-specific support in the management and development of research initiatives. Theology and Religion has designated pre- and post-award support from RIS-based colleagues in identifying appropriate funding streams, developing grant proposals and costing research projects (see REF5a §4.6). The Department has also benefitted from a close working-relationship with DARO, which supports our efforts in creating and sustaining links with external funding bodies. The Common Awards network is administered by the University's central Learning and Assessment Service. Engagement activities are regularly hosted by Cranmer Hall, the University's Catholic Chaplaincy and Durham Cathedral.

A full-time Faculty impact manager oversees initiatives in building and developing research impact, working in collaboration with a Faculty Impact committee comprising departmental impact coordinators, professional support staff and the DED (Research). Impact case studies are subject to long-term oversight by this group, and to critical review by a Faculty-level panel comprising senior academics, professional support staff and external research users.

The University Library consults closely with the Department on purchases and priorities. A member of academic staff serves as Library Officer and meets regularly with the Faculty Librarian for Arts and Humanities; the Librarian sits on departmental committees to ensure research needs are met. A dedicated team of University Library staff work with academics to meet open access compliance, REF publications submissions and offer guidance on bibliometrics. Book and journal expenditure for Theology and Religion rose from £63,169 in 2015-16 to £94,700 by 2019-20. This included in 2019-20 over 130 journal titles and databases in addition to centrally-funded multidisciplinary journal collections. The Library's Archives and Special Collections include major collections of rare books in the Bishop Cosin, Routh and Bamburgh libraries, with strengths in church history, liturgy, patristics and missionary history; Durham Cathedral hosts perhaps the UK's most extensive surviving medieval monastic library; and the library of Ushaw College has extensive collections with particular strengths in 17th-19th century controversial and pamphlet literature. Together the three institutions house 5.3km of archives. **Kelly** used Ushaw's Poor Clare archive extensively for his monograph *English Convents in Catholic Europe, 1600-1800*, with the collections also enabling research by **Biggs**, **Powers** and **Ryrie**.

The Durham Residential Research Library (DRRL) was established in 2018 as a partnership between Durham University, Durham Cathedral and Ushaw College, aiming to make the three collections available for broader scholarship. The DRRL was founded under **Murray's** leadership, and **Kelly** sits on the DRRL steering group, coordinating the visiting (one to three month) fellowship scheme. This includes honoraria (£1,800 per month, plus PhD bursaries of £540) to

support travel and subsistence, of visiting researchers. Fellows have already been attracted from Australia, Canada, France, Hungary, Ireland, Italy, Pakistan, and the USA, as well as the UK, and routinely participate in research seminars while in Durham.

As remote working becomes more commonplace, the University's 'MDS Anywhere' facility has enabled all staff universal access to an extensive suite of software to support development of research grant applications (Worktribe), research collaboration across sites and institutions (Microsoft Teams and Zoom), as well as specialist data analysis software (e.g. SPSS, N-Vivo). The fact that these systems were already in place when the COVID-19 pandemic began meant the University was ready for research activity to transition relatively seamlessly to a world of online research seminars, book launches, conferences, and postgraduate support and mentoring.

The Department remains based in two buildings on Durham's UNESCO World Heritage Site, with offices also in nearby St John's/Cranmer Hall and in the 'College' (the Cathedral precinct). All full-time staff have sole occupied office space. After the pandemic on-site seminar and staff rooms will once again facilitate shared discussion and a cherished collegial research culture.

4. Collaboration and contribution to the research base, economy and society

The Department's open, critical, but sympathetic attention to multiple traditions, and its aim to shape academic and public discourse (see 1.1), has created a working culture oriented to collaboration and engagement, seeking to make a positive contribution to wider society.

4.1: Arrangements for Supporting Research Collaborations, Networks and Partnerships

Collaborative research and impact is facilitated by collective planning, aided by the Departmental Research Committee and research centres, and by staff members' relationships with co-researchers, research users and stakeholders. It is enabled by policy and practice related to three mutually supportive dimensions of research.

1. *Modelling enterprising scholarship.* Departmental experience has underlined the benefits of an approach that is *ambitious* in challenging established assumptions and *creative* in securing opportunities to enable research to emerge and thrive. This has been essential to realising core goals (see 1.1) and has been strengthened by the Department's relationship building with religious traditions and third sector organisations who form the stakeholders of much of its research.
2. *Mentoring and disseminating best practice.* As individual and organisational exemplars of (1) have become established and embedded, a cross-fertilisation of experience, skills and social capital has generated fresh research and impact. Mentoring between senior and early career colleagues forms a major interface for this, alongside a general culture of collegiality and collaboration fostered in Departmental meetings and seminars.
3. *Resourcing activity.* Initiatives need financial resourcing, and a range of channels are available for initial stage research at Departmental, Faculty and University levels (see 3.2). Colleagues are assisted by RIS and DARO although opportunities are also secured via networks and relationships forged by academic staff. In this sense, success has generated further opportunities, but only because key relationships have been nurtured, research and impact has been of proven and sustained high quality, and staff have maintained a working culture of collaborative scholarship.

This ethos is reinforced and advanced by the research centres, which form foci for collaborative, interdisciplinary research and impact within and beyond Durham. These centres have nurtured collaborative grant applications and post-doctoral fellowships (see Section 3), joint conferences, research impact and a variety of publications. Centre-focused research has drawn on international networks, as when partner bodies in Australia (academic and ecclesial) collaborated to organise the International Receptive Ecumenism Conference in 2017, at which **Murray** was the keynote speaker and the CCS the organisational axis. Networks and stakeholder relationships also generate fresh research opportunities. The Michael Ramsey Centre for Anglican Studies collaborates with national and international external partners; Durham Cathedral, the Scott Holland Trust, which focuses on Anglican engagement with social and economic affairs, and the UK's Armed Forces Chaplaincy Centre have all co-operated in the resourcing and organisation of the Centre's conferences and symposia. International partners include the Anglican Communion Office (ACO), which organises and sponsors a sub-strand of the Centre's seminar programme.

Long-established links with UK churches have facilitated opportunities for research impact, with staff serving in expert roles on numerous committees. **Oliver** serves on the Inter-Anglican Standing Commission on Unity Faith and Order (promoting relationships between churches within and beyond the Anglican communion); **Grey** has worked with the Catholic Bishops' Conference of England and Wales in shaping their environmental policy.

A fresh opportunity to build and enrich research networks emerged in 2012, when Durham University became the single validation partner for the Church of England's ordination training, with student cohorts across 19 theological HEIs (TEIs) from 2014. The 'Common Awards' partnership includes a programme of collaborative research conversations drawing in Durham academics, staff from partner TEIs, and other parties, facilitated via an annual conference of theological educators, research symposia, and in research projects conducted by staff at TEIs but overseen by Durham and funded by Common Awards grants. Departmental staff contribute to these events alongside other academics and expert practitioners. All of the above are funded by church partners, the programme led by **Higton** in a church-funded professorial post.

4.2: Relationships with key research users, beneficiaries and audiences

The work of the 4 research centres includes a range of research users and beneficiaries, through which multiple collaborations support impact and engagement. For example, the CCS has fostered strong collaborative relationships with The La Retraite Sisters – funders and users of its research – and with the local Roman Catholic Diocese of Hexham & Newcastle, which has commissioned, informed and engaged with multiple strands of research emerging from the CCS. The CDLS has forged enduring relationships with private sector organisations involved in the emerging resomation process of body disposal, with **Davies** serving as expert advisor and collaborator with those responsible for managing the industrial, scientific, social, moral and religious implications of a radically new technology. Besides the work profiled in impact case studies, **Cook's** work on theology and mental health led to an invitation from the Archbishop of Canterbury to serve as a plenary speaker at a consultation on mental health in 2019, facilitating exploration of how the Church of England and its partner organisations can support people with mental disorders. **Rowlands** has delivered courses on Christian Social Thought to members of the UK Houses of Parliament, informed by her research. She was a prime respondent to the latest papal encyclical, *Fratelli Tutti* and has accepted an invitation to join the Vatican's Dicastery for Integral Human Development. **Kilby** is trustee and theological advisor to the Catholic Agency for Overseas

Development (CAFOD); **Grey** was awarded a Visiting Fellowship at the Laudato Si' Research Institute, Oxford; **Snape** is official historian of the Royal Army Chaplains' Department.

4.3: Wider Impact

Beyond the 4 impact case studies, Departmental staff are actively involved in collaboration and consultation with policymakers. **Cook** has held honorary and substantive posts with NHS services and is an executive member of the Spirituality and Psychiatry Special Interest Group at the Royal College of Psychiatrists; internationally his work has been recognized by the American Psychiatric Association's Oskar Pfister Award (2020). **Davies** is an Honorary Vice-President of The Cremation Society of Great Britain. **Song's** research has led to his being invited to serve on the Church of England's Ethical Investment Advisory Group (EIAG), advising the Church Commissioners (responsible for £8.3bn), and the Church's Pensions Board (£2.3bn).

Departmental research impact has also been facilitated via a series of consultancy projects, many oriented to issues of church growth and development in times of uncertainty. The CCS's close links to the RC Diocese of Hexham and Newcastle led to staff being commissioned to assist in a Diocesan review of parish life, **Guest** advising on data gathering and analysis and **Kilby** advising on theological interpretation of findings. **Guest** also partnered with the Bible Society and private research company Research by Design on a project on motivations for church involvement among young people across the UK. The National Board of Catholic Women funded a CCS project on women's experiences of the churches across denominations in England, led by Thomas. Beyond church contexts, **Kelly** has supplied historical advice to the BBC's *Call the Midwife* and *The Musketeers*, and ITV's *Grantchester*.

Several research strands are already exhibiting signs of long-term impact potential and are being developed as embryonic impact case studies. **Guest's** research into the resourcing and impact of UK university chaplains has been taken up as a professional development resource. During 2019, over 200 chaplains took part in five impact-oriented workshops across the UK and Ireland and the underpinning research was a major source for the Church of England's 2020 vision document *Faith in Higher Education*. **Snape's** research on military chaplaincy has already attracted £15,000 in AHRC funding for an oral history project involving British Army chaplains who served in Afghanistan, and £15,000 from the Museum of Army chaplaincy for research into religious life in the British Army from the 1950s to the present.

4.4: Engagement with diverse communities and publics

The Department sees engagement with wider public discourse in the UK and worldwide as being both valuable and a pathway to impact and outward-facing research. Most staff regularly deliver public lectures to audiences across the UK and in countries including Australia, Canada, Germany, the Netherlands, Russia and the USA; **Ryrie's** roles at Gresham College (2015-17, 2018-22) involve public lecturing with online audiences in the tens of thousands. Staff write for mass-market publications, ranging from the *Church Times* and *Tablet*, through the *Times Literary Supplement* and major international periodicals such as *Commonweal*, to all of the daily UK broadsheets. There are many podcasts, blogs and radio and television interviews, UK and international, some of them substantial: **Rowlands'** three blogs for the Australian Broadcasting Corporation on social and moral responses to the COVID-19 pandemic reached over 260,000 readers in their first month, illustrating how the Department's outward-facing ethos makes it well-placed to engage with developing news stories. **Davies'** expertise on death and dying also made him a prominent voice

during the pandemic, in media from the BBC and *Financial Times* to China Global TV. The anniversaries of the Protestant Reformation and of the First World War led to a slew of media engagements for **Ryrie** and **Snape** respectively. Some staff engage with mass media more proactively. **Rowlands** is a regular presenter of BBC R4 *Thought for the Day*; **Ryrie** presented an episode of *Archive on Four* in 2020; **Cook's** address on mental health at Lambeth Palace, 2019, led to significant social-media engagement, with his reflections receiving over 2.1m views; a series of podcasts followed, and the material formed the basis of the BBC R4 Daily Services from 15-26 June 2020.

4.5: Contributions to the Research Base and to the Discipline

Departmental staff shape and sustain the discipline nationally and internationally. Many opportunities are by invitation, reflecting the high standing of staff within the academic community. Since 2014 staff have delivered over 200 invited keynote lectures or seminars at universities, conferences and special events in at least 17 countries including Australia, Israel, Malta, Russia, South Africa and Sweden. Invitations to advise on staff recruitment and promotions at other universities have included, in the UK, at Aberdeen, Birmingham, Cambridge, Kingston, Lancaster, Oxford, and St Andrews; and in the USA, at the University of the South, Sewanee; Notre Dame; Yale; and the University of Virginia.

A variety of university fellowship appointments reflect the high standing of staff and their global influence. **Ayres**, **Barclay**, **Insole**, and **Watson** have been Professorial Fellows at the Institute of Religion and Critical Inquiry, at the Australian Catholic University, Melbourne, each leading major research programmes and contributing to the progression of ACU as one of the leading hubs for the discipline in the southern hemisphere. Further appointments include **Ayres**, as Distinguished Fellow at the Institute of Advanced Study, University of Notre Dame, USA (2014-15); **Barclay** as Visiting Fellow, Peterhouse, Cambridge (2019); **Ryrie** (2019) and **Snape** (2017) as Senior Research Fellows at the Leibniz Institute of European History, Mainz; **Ryrie** as Research Fellow at the Huntington Library (2016) and the Folger Shakespeare Library (2017). Early career researchers have also established research profiles within international contexts, e.g. **Heath** held an Alexander von Humboldt postdoctoral fellowship, Berlin (2014-16).

Multiple honorary fellowships reflect how staff are held in high repute. **Davies** is a Fellow of the British Academy, Fellow of the Academy of Social Sciences and Fellow of the Learned Society of Wales. **Cook** is a Fellow of the International Society for Science & Religion. **Ryrie** was made an FBA in 2019, **Barclay** in 2020.

Occasional conferences and symposia, initiated and organised by Durham academics, have stimulated research vitality in the wider discipline. A series of international Biblical Studies conferences (co-organized with postgraduate students) have addressed topics including Muted Voices in the New Testament and the early Ethiopic Christian tradition. **Insole** was co-founder of 'Philosophy of Religion in the North Group', established with colleagues in Philosophy and Theology Departments at Durham, York, and Leeds. The conference met bi-annually for a day conference between 2014-17, typically attracting around 40 staff and postgraduates.

Contributions via international networks have included **Miles-Watson's** membership of the Understanding Ruptured Landscapes network (2013-15), an interdisciplinary collaboration arising from a wider EU funded Landscape, Heritage and Culture project. **Guest** is part of a network of scholars collaborating on analysis and publication of data from a cross-European survey on

“Religious Diversity in Europe”, funded by the Bertelsmann Stiftung centre, which convened a Berlin-based seminar of contributing academics in 2019. **Ryrie** is on the steering group of a network on missionary history whose 2019 conference in Rome was funded by the Netherlands Research Council, with further applications in progress.

Numerous staff contribute to the shaping of Theology and Religion by sitting on editorial boards of international peer reviewed journals: 16 during the relevant period, including *Irish Theological Quarterly*, *Fieldwork in Religion*, *Mortality*, *Theological Studies*, *Modern Theology* and *International Journal of Systematic Theology*. **Loughlin** is co-editor of *Theology and Sexuality* and a European editor of *Literature and Theology*, **Ryrie** has been one of the two co-editors of *Journal of Ecclesiastical History* since 2014, **Watson** was editor of *New Testament Studies* (2014-18), and **Cook** has been an executive editor of *Journal for the Study of Spirituality* since 2013. **Kilby** is co-editor of the Bloomsbury T&T Clark series *The English Theologians*; **Kelly** is joint general co-editor of the five-volume *Oxford History of British and Irish Catholicism*; **Ryrie** is general editor of Bloomsbury’s six-volume *Cultural History of Christianity*.

During 2014-20, **Guest**, **Higton** and **Kilby** served on the AHRC Peer Review College, **Kilby** also serving on their Strategic Reviewers Panel, as well as on the REF2021 panel for Theology and Religious Studies. **Ryrie** served on the Norwegian Research Council HUMEVAL panel on Theology and Religious Studies, 2016-17 (equivalent to REF subpanel) and the Irish Research Council International Assessment Board, 2017. **Davies** served as a reviewer for the European Research Council (ERC) and Norwegian Research Council; **Ayres** for the Irish Research Council. Staff have reviewed book manuscripts for Eerdmans, Polity, Routledge, SCM, T&T Clark/Bloomsbury, Wiley-Blackwell, and the University Presses of Cambridge, Edinburgh, Notre Dame, Oxford, and Yale.

Departmental staff have served on national and international committees charged with overseeing the development of the discipline. **Barclay** became chair of TRS-UK (2017-21), which represents Departments of Theology and Religion across the country. **Barclay** was President of the British New Testament Society (2015-18), succeeded by **Watson** (2018-21), **Moberly** was the 2018-19 President of the British Society for Old Testament Study, and **Ryrie** is President of the Ecclesiastical History Society (2019-21). **Insole** has served on the committee of the British Society for the Philosophy of Religion since 2015, **Clemson** on the Executive Committee of the Society for the Study of Theology (2014-17), with **Kilby** its President (2017-18), succeeded by **Higton** (2020-21). **Cook** was President of the British Association for the Study of Spirituality (2014-18).