

Institution: King's College London
Unit of Assessment: 30 Philosophy
1. Unit context and structure, research and impact strategy

The core of UoA30 is the Department of Philosophy, one of 14 departments in the Faculty of Arts and Humanities at King's College London. Among the largest in the country, with 29.5FTE Category A staff and 46 current PGRs, the Department's research profile combines comprehensive coverage of the discipline with unique areas of specialisation.

The Department lies within a web of philosophical and inter-disciplinary relationships. UoA30 includes dual-appointment philosophers working across Philosophy and Classics, Law, Medicine, Neuroscience, Political Economy and Psychology. These links support research, impact, and PGR training. Additionally, the Department is complemented by two research centres: the Centre for Philosophy and Visual Art (CPVA), a collaboration between King's and a range of galleries, artists and charities, and the Sowerby Philosophy and Medicine Project, a joint venture between the Department of Philosophy, the Faculty of Life Sciences and Medicine and the Florence Nightingale Faculty of Nursing. These serve as conceptual and institutional hubs for inter-disciplinary research and impact.

Beyond King's, there is a rich set of institutional relationships, with partners in the University of London, the public sector, from the Home Office to the NHS, and third sector bodies, from museums to community charities. Beyond the UK, there are longstanding international links, including joint PhD programmes in Europe and Asia.

(1.1) Research and Impact Goals During the Assessment Period

During the assessment period, UoA30 had four principal research and impact goals:

- To support world-leading research across the **full breadth of Philosophy and its history**. Our REF2014 strategy committed to particular growth in History of Philosophy, Philosophy of Medicine, Philosophy of Mind and Political Philosophy.
- To support and further develop a distinctive profile of agenda-setting research **cutting across disciplines and sub-disciplines**.
- To foster a **sustainable impact programme, delivering ongoing benefits** beyond one-off events or projects.
- To create a culture in which links between research and impact are **mutually reinforcing and Department-wide** rather than confined to individual case studies.

(1.2) Strategy to Achieve these Goals

Our strategy for achieving these goals is multi-dimensional, determining the Department's research culture, architecture and its relationships within and beyond King's.

(I) Research architecture – 'vertical' and 'horizontal'

Following REF2014, the Department introduced a distinctive research architecture embodying its intellectual culture. This is based around two forms of collaborative grouping. The first, 'vertical', is our specialised Research Clusters, focused on particular sub-disciplines and reflecting UoA30's unique strengths. All staff and PGRs register annually with at least one Cluster; many register with multiple Clusters. The Clusters are:

1. *Formal Methods*
2. *History of Philosophy Without Any Gaps*
3. *Metaphysical Foundations of the Sciences*
4. *Moral, Legal and Political Philosophy*

5. *Rationality, Action, Mind.*

The second form of grouping is 'horizontal': there is a weekly seminar for all 1st year PGRs, another for all advanced PGRs and a third for all staff.

The principle underlying the 'vertical/horizontal' combination is that the Clusters are highly beneficial in refining expertise and allowing PGRs to engage with academics in their sub-field. However, such specialisation carries a danger of 'siloining', where groups become disconnected from each other's interests and literatures. The horizontal groupings exist to combat this. The weekly staff seminar, for example, where all staff engage with all areas of the subject, is the heart of the Department's research activities.

Each Cluster has dedicated funding: since REF2014, Cluster members have voted on how to spend over £50,000 for events and training. The Clusters are designed to:

- **Map areas of demonstrated excellence**, whether measured by grant capture, REF output scores, ability to attract PGRs, or number and quality of publications. For example, *History of Philosophy Without Any Gaps* reflects the Department's decades-long commitment to a uniquely comprehensive vision of the History of Philosophy. There are UoA publications in the assessment period addressing almost every century since the pre-Socratics. The Department is one of the global centres for the History of Philosophy, housing the British Society for the History of Philosophy (BSHP) and, since 2016, the *British Journal for the History of Philosophy* (BJHP). At the heart of our 'No Gaps' approach is a desire to expand the canon to include underrepresented authors and to move beyond the 'analytic-continental' divide. The Cluster has supported major events on African and Islamic Philosophy of Religion (2017), Analytic Readings of Heidegger (2016) and Philosophy as a Way of Life in the History of Philosophy (2019), as well as hosting the main BSHP conference with over 100 presentations (2019). Institutionally, the Cluster supports the BSHP–OUP 'New Texts' series, intended to radically broaden the texts available in English, and the BJHP has played a leading role in expanding the canon: fewer than 40% of papers published in the last decade were on the traditionally dominant dozen or so figures. A new annual BJHP £1,000 Prize for the best paper on an underrepresented author launched in 2020.
- **Cut across standard disciplinary boundaries in order to support new approaches.** For example, in place of the familiar Logic and Language grouping, *Formal Methods* combines formal semantics, formal epistemology, decision theory and Philosophy of Physics to explore the issues raised by the foundational use of formal apparatus (staff members include Dutant, Franklin, Knox, Michaelson, Nicolai, Nowak and Papineau). This has led to multiple co-authored papers, often pairing ECRs and established authors, including Franklin and Knox (2018) and Michaelson and Nowak (2020).
- **Provide a platform for inter-disciplinary work.** For example, our links with the Institute of Psychiatry, Psychology and Neuroscience, where Parrott, Fridland and Stazicker held or hold co-appointments, support the *Foundations of the Sciences* Cluster as well as our strength in empirically informed Philosophy of Mind. This filters through to collaborative grant bids: for example, Stazicker is the CI on a £1,500,000 Psychiatry bid currently at Stage 2 of a Medical Research Council call.
- **Provide a forum in which impact can develop from, and feed back into, research.** Adamson's History of Philosophy Without Any Gaps podcast, for example, draws centrally on Cluster research by Woolf, Pink and Antognazza. Similarly, Dutant's 2018 Home Office consultancy on decision-making under conditions of uncertainty has served as a case study for *Rationality* Cluster events, whilst Fine's work with migrant groups informed Cluster events on methodology in Political Philosophy, culminating in her recent Aristotelian Society paper.

(II) Two autonomous research centres

UoA30's Research Centres serve as conceptual and organisational hubs linking research, impact and training. Both have the scale to support connections with major partners, from the Tate to the NHS, generating ongoing, sustainable impact in line with our goals.

- **Sowerby Philosophy and Medicine Project.** Founded in 2015 through a £1,430,000 grant from the Sowerby Foundation, the Project and associated Chair drive research and teaching at the intersection of medicine and philosophy. The first Sowerby Professor, Sherrilyn Roush, was appointed in 2015, Alexander Bird in 2018 and Elselijn Kingma in 2020. The Project provides one of the world's most sophisticated programmes of philosophical training for medics: philosophy is compulsory for all first-year students in the GKT School of Medical Education, and optional thereafter. More than 1,800 medical students have taken UoA modules. This good practice is disseminated through conferences such as 2020's Philosophy in Medical Education. The Project also stresses close engagement with clinicians, for example through a multi-year CPD partnership with Health Education, England. It runs a bi-monthly colloquium series, an annual lecture, a graduate essay competition and multiple conferences, including major events on the Replication Crisis (2018) and Conceptual Issues in Biological Psychiatry (2019).
- **The Centre for Philosophy and Visual Art.** CPVA is a multi-disciplinary initiative exploring connections between philosophy and visual art. It has collaborated on research and impact with most of London's major galleries, including Tate Britain (lectures on Bacon, *Freud and a Century of Painting*, 2018), Tate Modern (seminars on *Franz West*, 2019), the National Gallery (lectures on *Gauguin Portraits*, 2019; *Titian*, 2020; and *Sin*, 2020), and the Photographers' Gallery (workshops on the Ethics of Photography, 2019). Drawing on multiple staff – Callanan, Fine, Golob and Soteriou have all led collaborations – CPVA serves as a long-term partner for multi-event, multi-media projects, supporting our goal of sustainable impact. As Tate Modern Curator of Public Programmes, Annie Bicknell says, "*this type of collaboration transforms the tools we have for presenting work like West's*" (Testimonial, 2019).

(III) A network of inter-disciplinary relationships

In addition to the inter-disciplinary Centres, we place enormous emphasis on collaborations with researchers in other departments. Our relationship with the Yeoh Tiong Lay (YTL) Centre illustrates this dimension of the strategy.

- **The Yeoh Tiong Lay Centre for Politics, Philosophy and Law.** In REF2014, we committed to strengthening in legal and political philosophy and the collaboration with the YTL Centre, based in the Faculty of Law and supported by a £7,000,000 donation, is one of the central vehicles for that. Our appointment of Owens to a Philosophy Chair (2015) mirrors their inter-disciplinary appointments of Philosophers of Law, including Tasioulas (2014), Renzo (2015) and Gingerich (2019). This provides a critical mass of expertise supporting the bi-monthly cross-Faculty KJuris seminar, the cross-Faculty supervision of 4 current UoA PGR students and regular speakers, including Miranda Fricker (City University of New York), Timothy Scanlon (Harvard) and Jay Wallace (Berkeley). Our *Moral, Legal and Political* Cluster co-organises events with YTL, including a work-in-progress seminar, public panels on the 'migration crisis' (2018), a major conference on Joseph Raz (2019) and an annual student-led graduate conference.

This work at the intersections of philosophy, politics and law is further supported by cross-appointments of philosophers to Political Economy, including Fumagalli (2017), and Valentini as Professor of Philosophy, Politics and Economics (2019).

(IV) A culture of engagement: from impact to open access

In line with our goals, UoA30 seeks to support engagement from the ground up: both impact in the technical sense and a broader culture of commitment and accessibility. This is well illustrated by the charity, Philosophy in Prison (PiP).

- **Philosophy in Prison.** Launched in 2018 by UoA members Brewer, McCabe and UoA PGRs, PiP provides in-person courses and remote resources through the Prisoners' Learning Alliance, reaching almost 50 UK prisons. 40 volunteers have taken training sessions led by UoA staff (Callanan, Coxhead, Golob and Littlejohn).

Similar ventures include Papineau's work on Philosophy of Sport, averaging more than 10,000 views per month via his blog from 2014–2017, as well as appearances on BBC, US and Australian radio.

We place particular emphasis on research accessibility and have a dedicated Lead for Open Research. To illustrate, Bird, a founder member of the UK Reproducibility Network, was central to King's as an institution joining and hosting its inaugural national conference in February 2019. The UoA also exceeds the REF's accessibility requirements by making research for all staff available through its institutional repository and at least one other channel – PhilPapers or Academia or personal websites.

To support these goals, UoA30 provides extensive administrative and financial assistance, facilitating everything from the record checks required for prison work to video editing: the aim is to reduce the organisational burden of impact. Since 2014, the Department has awarded more than £25,000 on a competitive basis for individual projects (in addition to the Research Centres' funding and the Clusters' £50,000).

(1.3) Design, Implementation and Management of Research and Impact Strategy

The design, implementation and management of the research and impact strategy is overseen by the Research and Impact Committee. This is chaired by the Research and Impact Leads and includes the Head of Department, the PGR Lead, an elected ECR representative, a professorial 'ECR Champion', the Equality, Diversity and Inclusion Lead, the Department's Research and Business Support Manager and the Research Administrator. The Research and Impact Leads meet monthly, and the Committee once a semester, to review progress and strategy. The Research and Impact Leads sit on the corresponding Faculty Committees, meeting twice a semester.

With respect to Research Integrity specifically, the Research Lead has UoA-wide responsibility for training and guidance, working with the University's Research Governance, Integrity and Ethics Department (see REF5a). There are clear permission procedures for research involving human participants.

(1.4) Research and Impact Goals over the Next Five Years

We believe our current strategy is ambitious and sustainable, and it has proved fruitful to date. We intend to pursue it further over the next five years. But we will introduce specific developments and improvements.

First, we will further strengthen Political Philosophy and the Global History of Philosophy, particularly the Chinese and Indian traditions. In each case, there are clear synergies. An expansion in Political Philosophy will allow extended collaborations in research and PGR training with the Faculties of Law and Social Science and Public Policy. Strengthening expertise on the Chinese or Indian traditions, in line with our commitment to the widest version of the History of Philosophy, would extend research by Adamson, Beaney and Rasmussen, the Matlal Lecturer in Indian philosophy, and facilitate new links with the Department of Theology and King's prominent Lau China and India Institutes.

Second, we will make changes to further strengthen the Clusters, introducing paid PGR Cluster Organisers, working alongside each Cluster's Academic Lead: this will increase efficiency and student involvement in designing the Clusters' programmes.

Third, we will examine how to better support impact involving multi-authored research: this cycle, we focused on projects involving UoA members and non-academics, such as teachers or artists, and on impact drawing on single author research by multiple UoA members. The use of multi-authored research as an impact base is more common in other Humanities disciplines and we will work with KCL's Arts and Humanities Research Institute to capitalise on their experience.

2. People

UoA30 is one of the country's leading centres for Philosophy, as evidenced by its size, range of expertise and the honours received by its staff. These include:

- Cushing Memorial Prize in the History and Philosophy of Physics (Knox, 2015), Fellowship of the British Academy (McCabe, 2017), Philip Leverhulme Prizes (Tor, 2018; Kingma, 2020), Leibniz Professorship (Antognazza, 2016), Young Epistemologist of the Year (Littlejohn, 2015).
- Editorships of *Philosophy* (Alvarez and Brewer 2019–) and the *British Journal for the History of Philosophy* (Beaney 2016–20, Golob 2020–).
- Presidencies/Chairs of the British Society for the History of Philosophy, the British Society for the Philosophy of Religion, the British Society for the Philosophy of Science and the Aristotelian Society (Antognazza 2018–, Antognazza 2019–, Bird 2019–20, Brewer 2021–).

With respect to PGRs, UoA30 is again one of the key national centres with 91 PGRs completing during the assessment period. This comprises 61.5 PhDs, including 2 joint PhDs with Humboldt University, Berlin, and the National University of Singapore, and 30 Research Masters in Philosophical Studies (MPhilSt), a two-year degree in preparation for doctoral study. 46 PGRs are currently enrolled.

(2.1) Staffing – Appointment Strategy

Since REF2014, our appointment strategy has had three aims:

- To appoint and develop leading researchers across **the full breadth of the discipline**, including areas neglected nationally.
- To reinforce UoA30's unique strengths by placing **particular emphasis on History of Philosophy, Philosophy of Medicine, Philosophy of Mind and Political Philosophy**. Additionally, **Formal Methods was added as an area of priority growth in 2015** due to the Cluster's success.
- To **increase the FTE** of the Department to balance the first two aims.

Overall, we have appointed 6 Professors (Beaney, Bird, Kingma, Owens, Roush, Soteriou), 11 Permanent Lecturers (Cristy, Dutant, Franklin, Fridland, Fumagalli, Leech, Michaelson, Nicolai, Parrott, Stazicker, Wolff), 1 Senior Research Fellow (Gold) and 6 Post-Doctoral Researchers (Alford-Duguid, Chevarie-Cossette, Farina, Herdova, Thom, Nowak). The FTE increased from 24 in REF2014 to 29.5.

In line with these goals, appointments have focused on five areas, listed by the corresponding Cluster.

(I) Three permanent appointments in Formal Methods

UoA30 appointed three researchers at the intersection of language, logic and formal epistemology: Michaelson (2014), Dutant (2015) and Nicolai (2018). The aim is to bolster synergies between these sub-disciplines, particularly regarding the relationship between natural and formal languages. The Department also won a Leverhulme ECF in the area (Nowak, 2019–20).

(II) Three permanent appointments in History of Philosophy Without Any Gaps

We recruited Leech (2016), a specialist in Kant's Metaphysics, supplementing strengths in Kantian Philosophy of Mind (Golob) and Kantian Ethics (Callanan). Beaney joined in 2016, bringing expertise on early Analytic Philosophy and Chinese Philosophy. We strengthened 19th-Century Philosophy and American Pragmatism by hiring Cristy in 2019. Carlisle, winner of the *Journal of the History of Philosophy's* prize for the best 2018 article for a Spinoza paper, became an affiliated member of the Department: she supervises PGRs and co-convenes the *History* Cluster.

Unit-level environment template (REF5b)***(III) Five permanent appointments in Metaphysical Foundations of the Sciences and the Sowerby Philosophy and Medicine Project***

UoA30 has appointed five researchers in the Philosophy of Science and Medicine, including the Sowerby Chairs, Roush (2015), Bird (2018) and Kingma (2020). Franklin joined in 2019, bringing expertise at the intersection of metaphysics and the Philosophy of Science. Leech has also published extensively on modality.

(IV) Three permanent appointments in Moral, Legal and Political Philosophy

In line with the inter-disciplinary approach in Section 1.1, we appointed at senior and junior levels in Philosophy and Law, and Philosophy and Politics. Owens joined in 2015 at professorial level, Fumagalli in 2017, working across Philosophy and Political Economy, and Valentini in 2019 as Professor of Philosophy, Politics and Economics.

(V) Four permanent appointments in Rationality, Action, Mind

Here we aimed to develop two areas of expertise: in Mind and Metaphysics, and at the intersection of Mind, Psychology and Neuroscience. To support the first, we appointed Parrott (2014) and Soteriou (2016). To support the second, we moved Fridland from a time-limited contract to a permanent post co-held with Neuroscience (2016) and appointed Stazicker to an inter-disciplinary post with the Department of Psychology (2018). The Department also hosted a British Academy Post-Doctoral Fellowship (Farina, 2016–19), a European Research Council Starting Grant (Gold, 2011–17) and two Post-Doctoral Researchers (Thom and Herdova), and two Canadian Research Council Fellows (Alford-Duguid, 2016–18; Chevarie-Cossette, 2019–21).

(VI) Balancing targeted growth and disciplinary breadth

In addition to our areas of focus, these appointments allow us to support PGRs across the full breadth of the discipline. This is particularly important in sub-disciplines with few posts nationally: the appointments include researchers with AoS in Formal Logic (Nicolai), in Philosophy of the Social Sciences (Franklin) and in Chinese Philosophy (Beaney).

(2.2) Staffing – Career Development and Support

The UoA has a robust framework for staff development and support. This draws on Department, Faculty and University resources, and supports, funds and incentivises research and impact for all staff, including teaching fellows. There is specialised provision for Early Career Researchers with respect to funding, mentoring and representation.

(I) Contractual profile among Category A staff

All Category A staff are on permanent contracts with the exception of those holding prestigious post-doctoral awards and one lecturer, Sheaf, covering for Antognazza's Mind award. The staff profile is balanced: roughly one third Professors, one third Readers/Senior Lecturers and one third Lecturers. We discuss equality, diversity and inclusion (EDI) issues specifically in Section 2.4 below.

(II) Peer support and training

Staff development is based on an extensive framework of peer support, both one-to-one and in groups. All staff are assigned a mentor, distinct from their line manager, to serve as an ongoing point of advice. All staff have a formal annual Performance Development Review with Department Professors. These one-to-one mechanisms are supplemented by an annual Away Day, peer observation of teaching in the case of probationers and peer-support days to share best practice: recent events treated diversifying syllabi (2018), small group teaching techniques (2019) and teaching online (2020).

Specialist Faculty staff provide mandatory training for all new staff on research practices and integrity, impact, and national and international grant applications. College staff provide mandatory

training on PGR supervision and EDI. The College's Centre for Research Staff Development offers one-to-one professional development sessions.

(III) Research and impact funding

All staff, including non-Category A, receive £1,000 annually in research expenses. There is a wide range of funding opportunities at Department and Faculty level (see Section 3).

(IV) Sabbatical leave

All permanent staff, including ECRs and those on part-time contracts, are entitled to a 6-month sabbatical after 3 years' service. Parental, compassionate and sickness leave count towards the entitlement, as does probation: staff can thus take leave immediately on completion of probation. Up to one year of externally funded leave also counts, incentivising grant applications. Longer periods of sabbatical can be accrued over time.

(V) ECR support

There is dedicated ECR support. An elected ECR representative sits on the Department and Faculty Research and Impact Committees. There is also a professorial-level ECR Champion who handles cohort-wide issues that might be beyond the vision of individual mentors. 10% of the Department's research and impact budget is reserved for ECR led-projects. Recent funding awards allowed, for example, Franklin to travel to the 2018 Philosophy of Science Biennial and the Irvine-Munich-PoliMi-Salzburg Conference in Philosophy and Physics, both vital to his development and early publications.

(VI) Career progression within King's

UoA30 recognises the importance of transparency around promotion and progression. The College's Academic Performance Framework provides guidance on research, teaching, leadership and impact at all levels. Promotion applications are assessed by two external reviewers of international standing; for Reader and Professor, three are required, two of whom must be outside the UK.

Colleagues are invited annually to discuss their plans for promotion with the Head of Department and receive extensive Department and Faculty guidance on applications. Since REF2014, 93% of promotion applications have been successful. 100% of ECR staff have successfully completed probation or are on track to do so.

(2.3) Postgraduate Research Students – Admissions, Support and Placement

UoA30 has 46 PGRs enrolled and a completion percentage during the assessment period of 93% (5 withdrawals).

(I) Postgraduate recruitment and funding

All applicants passing initial assessment are interviewed by two members of staff, either remotely or in person. All offer holders are invited to spend a day on campus (during COVID-19, done virtually).

The UoA has an excellent record in securing PGR funding: since REF2014, there have been 24 full fees and costs awards from UK Research Councils or Consortia such as the London Arts and Humanities Partnership. There have also been 11 full fees and costs awards from overseas Research Councils: most recently to Rodrigues from the Portuguese Research Council (2021). This is supplemented by awards from departmental funds. In 2020–21, the Department offered £23,000 in PGR bursaries and two further PhDs were fully supported by KCL International Scholarships or Chinese Council grants.

(II) PGR training and development

The Department has specified Leads for MPhilSt and PhD training and support. New PGRs receive Department and Faculty inductions, including an overview of the degree trajectory, an introduction to postgraduate research and discussion of research integrity. Within the Department, training is provided using the vertical/horizontal framework (Section 1). Since Cluster spending is decided by the members, this is aligned directly to PGR needs: the *Formal Methods* Cluster, for example, organised masterclasses with Pettigrew (Bristol, 2017), Moss (Michigan, 2018) and Bacon (University of Southern California, 2019) targeted at specific PGR projects. There is also an annual and heavily subsidised residential trip to Cumberland Lodge where slots are reserved for PGRs to present before the whole Department. PGRs further benefit from longstanding inter-institutional programmes, including annual workshops with Birkbeck, Humboldt, LSE, UC Berkeley, UCL, University of North Carolina and Warwick.

Additionally, there is a Graduate Training Seminar addressing funding, viva preparation and the job market. At University level, there is a vast range of free training programmes from languages to bibliographic software.

Further PGR support is provided through UoA30's Research Centres (Section 1.2). One seat on the CPVA Board, for example, is reserved for PGRs, and its programme typically meshes with their theses: Brassey's 2020 PhD thesis on expressive properties was supported by both a CPVA/British Society of Aesthetics conference on cross-modal perception (Sound Pictures, 2020) and an upcoming seminar series with the Royal Academy (2021). Similarly, Fagerberg's research on mental disorders was supported by a Sowerby workshop with clinicians and students on clinical psychiatry placements (2020).

Broader training needs are met in collaboration with internal partners, such as King's Arts and Humanities Research Institute, which focuses on impact, and external partners, such as the London Arts and Humanities Partnership. UoA members have also been key in developing new training partnerships where needed: for example, King's hosted the 2020 inaugural meeting of the London Post-Kantian Seminar. Similarly, King's is a founder member of the London Mind Group, which fosters cross-London research by hosting read-ahead discussions for PGRs and Faculty.

All PGRs receive £250 annually for conference travel, frequently supplemented for those presenting. There are additional funds for the annual PGR conferences.

(III) PGR support and supervision

All new PGRs have a tutor distinct from the primary supervisor. They are also paired with a current PGR for informal support. All PGRs are introduced to their elected PGR representative, the PGR Leads and the Leads for Research, Impact and EDI. All primary supervisors and students sign a document setting out responsibilities, expectations and supervisory frequency.

The UoA uses a Committee supervision system, closer to the US model than the traditional UK one. This aims at breadth of vision: for example, all PGRs are required to spend one Semester working with a historian of philosophy on the thesis topic. It also supports sub-disciplinary expertise: for example, a student working on emotions in music would be supervised by specialists in Mind as well as Aesthetics.

Supervisions are fortnightly during term and monthly outside term (when they may be by videocall). PhD supervisors continue as such when on leave, unless the student has already been allocated to an alternative supervisor under the Committee system. All PGRs and supervisors complete progress reports twice annually. On this basis, the PGR Leads meet with each student to review progress, supervision and training or funding needs.

Unit-level environment template (REF5b)**(IV) PGR placement**

We are proud of the record of our PGRs in publishing and employment in the sector and beyond. All PGRs are supported by our Placement Lead, typically chosen from staff with experience of both the US and UK job markets.

Since REF2014, PGRs published nearly 30 articles in journals including the *British Journal for the History of Philosophy*, *Journal of the American Philosophical Association*, *Studies in History and Philosophy of Science*, *Synthese* and *Thought*, and in collections by OUP and de Gruyter. UoA PGRs have won numerous external Prizes, including the prestigious Jacobsen Prize in 2015 (Kimpton-Nye), 2016 (Dyrstad) and 2019 (Wojtowicz and Stradis), and the Association for Political Theory's Graduate Essay Prize (Lim, 2016).

Of the 61.5 PhDs who completed during the assessment period, 69.9% (43) have gone on to academic posts/positions. These include:

- **Permanent lectureships or above:** KCL, Alex Franklin, 2020; TU Berlin, Katja Krause, 2019; Graz, Sarah Tropper, 2019; Adolfo Ibáñez University, Chile, Gaston Robert, 2019; Southampton, Giulia Felappi, 2015.
- **Tenure track:** Torcuato di Tella, Ezequiel Monti, 2019; Witwatersrand, Mary Carman, 2018; Chubu, Taichi Miura, 2018; Ardahan, Tonguc Seferoglu, 2018; Beijing, Chen Long, 2017; Leipzig, Martin Wallage, 2017.
- **Multi-year post-docs:** Barcelona, Daniel Vazquez, 2020; Bristol, Sam Kimpton-Nye, 2020; Hamburg, Costanza Porro, 2019; Trinity Dublin, Clare Moriarty, 2019; Rio de Janeiro, Sergio Souza, 2019; Tel Aviv, David Jenkins, 2018; Berlin, Dimitri Mollo, 2017; Bern, Jorge Torres, 2017; Tampere, Pasi Valtonen, 2017; Birmingham, Sophie Stammers, 2016.

(2.4) Equality, Diversity and Inclusion

The UoA believes that recognition and promotion of EDI are integral to its strengths at staff and PGR levels. We have a strong record and are committed to meeting or exceeding the British Philosophical Association/Society for Women in Philosophy (BPA/SWIP) code of good practice from hiring to flexible working to promotion. We also recognise that, like the discipline nationally, there are areas where we need to improve and we are acutely conscious of the need to support female and BAME staff and students.

At the census date, just over 25% of staff were women and two of the last three Heads of Department have been women (Antognazza, Alvarez). One current staff member identifies as BAME. More than a third of staff are foreign nationals. With respect to PGRs, HESA data from student self-identification shows that 25% identified as women, 10% as BAME; 15% declared a disability.

(I) EDI support framework

EDI is overseen by a specified Lead, a member of the Department's Research and Impact Committee. There are anonymous reporting systems, by letter and email, for students and staff in case of concerns.

UoA30 funds a highly active Minorities and Philosophy Chapter, the first in the UK, which organises an annual conference and numerous student- and staff-facing events. Recent examples include 2020's 'Women in Philosophy' and 'BAME Philosophers: Postgraduate Study and Beyond'. There is also a regular Women in Philosophy Lunch, organised by Knox and Leech (held remotely during COVID-19), and a monthly reading group. We have also held two mandatory EDI training sessions delivered by external diversity specialists.

Staff are supported in applying for flexible and remote working due to caring or personal needs. In 2019–20, just under 50% of staff had timetabled flexible working arrangements. Individuals returning from parental or medical leave are likewise supported through formal flexible working and a reduced teaching and administrative load at departmental level. Due to confidentiality, we cannot source

Unit-level environment template (REF5b)

precise figures for staff who used the University's Occupational Health Department – we can confirm that 100% of requested modifications to offices and teaching patterns were granted.

In addition to these UoA-level measures, there is extensive College-level support. For example, the College Parents' and Carers' Fund provides up to £10,000 of research funding on return from parental or adoption leave. Knox and Mameli have benefitted from this. Brewer and Fine belong to the College Parents and Carers Network.

The Academic Performance Framework for staff and the PGR Progression Requirements explicitly recognise part-time working and the impact of parental leave, caring responsibilities, disabilities and ill health.

(II) Staff appointments and PGR admissions

We have taken steps to ensure staff appointments and PGR admissions are sensitive to EDI issues.

With respect to staff, all appointment panels undergo EDI training. Writing samples are anonymised by Professional Services prior to circulation. We seek gender balance in panels, while recognising the burden this places on women colleagues and weighting it in the Department Workload model. We also have mechanisms, for example with respect to scheduling and breaks, to accommodate interviewee caring responsibilities and special needs.

With respect to PGR admissions, we are particularly concerned with supporting applicants from under-represented groups. We hold regular targeted events, including 2020 talks by Das (UCL) and 2019 Gomes (Oxford), and invite all offer holders to spend a day on campus, meeting staff and current PGRs. We also focus PGR funds at the MPhilSt level, since our data suggests that EDI problems occur in the transition from diverse UG or PGT cohorts to narrower PGR ones. In 2019–20 and 2020–21 we awarded four MPhilSt bursaries covering all fees and one covering both fees and maintenance.

(III) EDI and REF2021

To ensure a transparent and fair submission, UoA30 has taken the following steps.

Throughout the assessment period, UoA30 organised calibration demonstrations led by external reviewers to give staff a better understanding of the REF criteria. Output and case study selection was managed by a gender balanced Committee ranging from Senior Lecturer to Professor. Across six review rounds, each output was assessed anonymously by two staff chosen by the Research Lead, whose own work was allocated anonymously by the Head of Department. All staff eligible for submission, including ECRs, participated in reviewing. In the small number of cases where there was wide divergence of views, a third internal or external reviewer was used. Statistical audits were undertaken by staff external to UoA30 to check the reviewing process for systematic bias: none was detected. Finally, all individuals with REF Lead roles have undergone additional College EDI training.

(2.5) Strategy for Staffing and PGR Students over the Next Five Years

We are delighted that, even during COVID-19, we have completed searches to replace departing staff in post on the census date. Alsmith, specialising in Philosophy of Mind and Cognitive Science, replaces Fridland with a cross-appointment to Psychiatry, Psychology and Neuroscience; Kingma replaces Bird as Sowerby Chair.

In the medium term, our staffing strategy will be driven by the goals in Section 1.4: to strengthen in Political Philosophy and global History of Philosophy, with likely emphasis on Chinese or Indian Philosophy.

With respect to PGRs, our medium-term focus is a complete overhaul of the MPhilSt programme. This will create a modularised 'for credit' structure in year 1, allowing broader training and more systematic use of co-taught seminars with other University of London departments. This will ease

Unit-level environment template (REF5b)

the transition to independent research, increase the teaching expertise on which students can draw and solidify their place in a London-wide PGR community.

We are also committed to further expanding MPhilSt funding: as noted, our data suggests that EDI problems manifest themselves in the transition from relatively diverse UG/PGT cohorts to narrower PGR ones. In addition to Department funds, we particularly support MPhilSt students in making Research Consortium applications: we are delighted that two of our four three-year London Arts and Humanities Partnership 2020 awards were for women MPhilSt students.

3. Income, infrastructure and facilities

UoA30's vitality and sustainability, as well as its international reputation, are evidenced by the volume and range of external funding, and the manner in which this is seeded and supported by a rigorous internal infrastructure.

During the assessment period, UoA30 had REF4B/HESA grant income of over £1.7 million, up more than 10% on REF2014. In addition, it will benefit from multiple grants awarded and starting shortly: since these speak to the strength of our research environment, we give details below.

UoA30 also benefits from donations including the £1,430,000 of the Sowerby project, the £7 million foundation of the YTL Centre and numerous smaller bequests, such as for the annual Sainsbury and Peace Lectures.

(3.1) Overview of Research and Funding Infrastructure

(I) Infrastructure within the Department and Faculty

Research infrastructure is overseen by the Departmental Research and Impact Committee (Section 1.3). This is supported by a full-time Research and Business Support Manager and Research Administrator.

The Committee has two funding roles. First, as a source of seed money. In addition to annual £1,000 allowances for all staff, the Committee runs four annual funding competitions, with 10% ring-fenced for ECRs. Since REF2014, the Committee has awarded more than £60,000: this is in addition to the direct grant of £50,000 to the Research Clusters. Second, it organises peer review and support for external bids: for example, in 2019–20, it allocated over £3,000 for teaching buyouts to support AHRC bids on Experimental Education by Golob and on Wakeful Consciousness and Dreams by Soteriou, with a combined value of over £1.6 million.

The Committee works closely with the Research Clusters, the starting point for the majority of UoA30's awards. The Clusters host termly grant proposal workshops, supplying the collaborative input to translate ideas into applications.

Beyond the Department, there is extensive Faculty support.

First, there are competitions open to staff and PGRs, with categories for innovative research methods and seed funding. The UoA has been highly successful, winning more than £26,000 for staff and £5,900 for PGRs in 2014–20. Recent awards include £4,600 for Fine to work with Surrey's Centre for Performance Philosophy and £1,100 for Golob to travel to Moscow to launch CPVA's new Russian gallery partnerships (delayed due to COVID-19). The Faculty also runs a Post-Doctoral Researcher Fellowship, allowing a PDR to work with a PI on a grant application. Nicolai benefited from this, producing a published co-authored paper with the PDR that paved the way for a 2020 AHRC Research Grant bid.

Second, there is extensive specialist support: a Research Development Manager guides bid design, with a specific Office for EU applications and a Research Support Coordinator for costings. The Post-Award Bureau aids PIs with financial management and King's Digital Lab supports digital work:

Unit-level environment template (REF5b)

beneficiaries include Fine's use of virtual reality in the Migration Museum's Room to Breathe exhibition (2019).

Third, the Faculty incentivises bids by awarding 10% of earned overheads as a research allowance to the PI. Additionally, externally supported leave of up to one year counts towards sabbatical entitlement (see Section 2.2).

(II) Infrastructure across London

A crucial way in which we implement our research strategy is by building on the distinctive opportunities of London. This is visible in the many inter-London conferences and programmes, particularly those with a strong PGR focus such as the London Group of Formal Philosophy and the London Centre for Ancient Philosophy. It is also visible in training and funding where UoA30's major partner is LAHP, the AHRC consortium. As in Section 2.3, UoA staff have been at the forefront of developing new London-wide research and training infrastructure as needed.

More broadly, as well as KCL's own library services, all staff and students have access to Senate House Libraries and benefit from nearby national resources such as the British Library.

We also seek to build on London's unique cultural status, particularly via our relationships with King's Cultural Community, directed by Baroness Bull. This has been important in connecting researchers and cultural organisations, offering new paths to impact. We have benefited from their advice on large partner-funded projects as with The Place, a leading contemporary dance school (Fine, 2019) and Tate Britain (Golob, 2018).

(3.2) Income from External Grants

During the assessment period, King's philosophers held 17 external research grants with a value of over £1.7 million (REF4B/HESA data), up more than 10% on REF2014.

This alone does not capture the Department's strength. As noted, there are several upcoming awards that speak to the strength of our environment. There were also substantial bids supported by our research infrastructure and won at King's but not held here due to subsequent staff departures: these include an ERC Consolidator grant to Shea of €1,955,270. Finally, there are significant grants held by UoA members not captured in REF4B/HESA due to grant administration arrangements, notably Adamson's ERC Advanced Grant on Islamic Philosophy (€2,343,661, 2018–23).

We provide representative examples below: space prohibits detailing each award.

(I) Major multi-year project grants

Solidarity in the European Union. PI – Sangiovanni, ERC Consolidator, £500,995.00, Upcoming 2020–23.

This ERC Consolidator Grant illustrates the linkage of moral, legal and political questions embodied in our Cluster framework. It radically develops the understanding of solidarity as a virtue and its implications for EU debates on self-determination. The project will deliver two special journal issues in the *European Journal of Philosophy* and the *Review of Social Economy*; an OUP edited collection, *Solidarity*, to appear in its *Virtues* series; a Manchester University Press monograph, *Solidarity: Its Nature, Value, and Grounds*; and multiple research articles.

New Frontiers of Speech: CI – Michaelson, Norwegian Research Council, £83,665 and Swedish Research Council, £69,138, Upcoming 2020–23.

Metacognition of Concepts. PI – Shea, ERC Consolidator, €1,995,270, 2016–21.

Culture and Cognition: A New Theory of Cultural Learning. PI – Papineau, British Academy, £225,970, 2016–19.

Intelligence: Up, Down, and All Around. PI – Fridland, Templeton, £173,786, 2018–20.

Self-Control and the Person. PI – Gold, ERC Starting Grant, £878,853, 2011–17.

Meaning for the Brain and Meaning for the Person. PI – Shea, AHRC, £165,815, 2015–16.

Word Meaning. PI – Textor, AHRC, £314,827, 2011–14.

This award illustrates UoA30's inter-disciplinary and inter-collegiate connections, operating across Philosophy of Language and Linguistics in collaboration with Robyn Carston (Language Sciences, UCL). Any account of word meaning needs to respect intuitions. On the one hand, that words have a fixed linguistic meaning; on the other, that we interpret them differently in different contexts. This project examined the reasons for this tension and inter-disciplinary ways to overcome it. It yielded nine research papers and a special issue of *Dialectica* (71, 2017).

The Probabilistic Representation of Linguistic Knowledge. PI – Lappin, ESRC, £548,110, 2011–16.

(II) Individual single or multi-year research fellowship grants

The Philosophy of Pregnancy, Birth and Early Motherhood, Philip Leverhulme Prize, PI – Kingma, £100,000, 2020–21.

Thinking with Assent: Renewing a Traditional Account of Knowledge and Belief. PI – Antognazza, Mind Association, £52,618.35, 2019–20 (Declined Leverhulme Research Fellowship).

The project outlines an original account of cognition by reframing the debate in the light of insights from its full history. The main output is a monograph under contract with OUP; in addition, the project has already yielded four research papers and a co-authored chapter in another Oxford monograph. It will culminate in a special issue of the *British Journal for the History of Philosophy*, co-edited by Antognazza.

Knowledge and Boundaries in Ancient Greek Philosophy, Philip Leverhulme Prize, PI – Tor, £100,000, 2019–21.

Silencing and Solidarity: A Defence of the Value of Linguistic Diversity, Leverhulme ECF, PI – Nowak, £75,000, 2019–22.

Obligation and Convention. PI – Owens, Leverhulme Trust, £50,598, 2020–21.

Austrian Philosophy 1874–1918. PI – Textor, Leverhulme Trust, £35,919.00, 2018–19.

The project explored the philosophical transformation that resulted in Austrian and early analytic philosophy. It yielded the monograph *The Disappearance of the Soul and the Turn Against Metaphysics* (OUP, 2021), several papers, including in the *Journal of the History of Philosophy*, and workshops at Liège (2018) and Goettingen (2019).

Choice in Action. PI – Alvarez, Leverhulme Trust, £88,370, 2015–17.

Emergent Spacetimes. PI – Papineau, Leverhulme Trust, £74,500, 2011–14.

(III) Selected smaller grants

Francis Bacon and Philosophy. PI – Golob, Estate of Francis Bacon, £3,000, 2021.

The Bacon Estate selected CPVA for the first UK conference on Bacon's philosophical legacy, illustrating the Centre's ability to link the Department with a new range of arts institutions.

Ancient Commentators on Aristotle: Transmission from Greek to Syriac. PI – Woolf, British Academy, £7,200, 2017–20.

This grant is linked to the Ancient Commentators project, hosted in the UoA since 1987 with the aim of making ancient commentaries on Aristotle available in English.

Knowledge First Philosophy of Mind. PI – Parrott, Templeton Foundation, £3,500, 2017.

Non-Physicalism, Evolution and the Naturalisation of Consciousness. PI – Papineau, Templeton Foundation, £1,158, 2016–17.

In addition, staff and PGRs have received numerous conference awards from external funders, including the British Academy, the British Society of Aesthetics, the Mind Association, the Aristotelian Society, and others.

(3.3) Strategy for Infrastructure and Income over the Next Five Years

We believe that our infrastructure is robust and we aim to make targeted improvements, rather than overhaul it.

First, we want to develop a larger number of cross-Humanities co-research and co-supervision projects. As well as bringing inter-disciplinary benefits, this opens new sources of PGR funding and training. Fine's work with the Performance@King's network, including co-supervision of an English Literature LAHP PhD application in 2021, illustrates the plan. To realise this, UoA30 will work closely with the Arts and Humanities Research Institute, where Golob is a Board Member. This offers mentorship, seed funding, a dedicated inter-disciplinary event space and total support of £43,000 per annum for cross-Humanities work.

Second, we want PGRs to be better integrated into impact and grant bids via paid work on their development or delivery. The aim is to do this in novel and sophisticated ways, rather than simply asking PGRs to gather data. Many of CPVA's gallery collaborations, for example, include externally funded roles for PGRs in delivering and designing content for partner institutions, typically large galleries. With government funding increasingly scarce, such collaborations may supplement the classic AHRC funded PhD.

Third, we aim to further increase funding for the Sowerby Philosophy and Medicine project, capitalising on the recent appointment of Kingma: we will put a proposal to the Sowerby Foundation as well as other external funders to reach a broader range of clinicians.

Fourth, we will intensify UoA support for ECR's collaborative and inter-disciplinary bids: Stazicker and Alsmith are CIs on current bids with the Social, Genetic and Developmental Psychiatry Centre at King's and the University of Stirling respectively and we aim to increase such applications.

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

King's is the hub of a huge network of collaborations within and outside academia, nationally and internationally. In addition to its key role in the disciplinary research base, UoA30 works with the public sector, charities, broadcasters and others in response to political and social challenges.

(4.1) An International Hub for Philosophical Research and Training

UoA30 is a major centre for philosophical research and training at institutional and individual levels.

As discussed in Section 3, UoA30 is a natural locus for collaboration within London and nationally. Examples range from large one-off events, such as the major conference on Joseph Raz in collaboration with the KCL and UCL Law Faculties (2018) or the annual British Society for the History of Philosophy conference (2019), to new pieces of infrastructure such as the cross-institution London Centre for Ancient Philosophy where Aufderheide, Tor and Woolf play central roles.

The UoA plays a similarly central role in the international research environment, with long-standing links with Europe, Asia and North America. At the core are joint doctoral programmes with Humboldt Berlin, built around a rotating PGR annual conference, with NUS Singapore and an annual staff/PGR

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exchange with UNC Chapel Hill. Dutant, Golob, Littlejohn and Woolf have spent time at UNC in the assessment period, as have five PGRs funded by the Malcolm Fellowship.

The Department places particular emphasis on training links with China. Alvarez is a co-organiser of the UK/China Graduate Philosophy Programme, which brings PGRs to the UK as 'non-award' students at KCL, Oxford and Reading, providing a foundation year for those likely to shape development of analytic philosophy in China. The Kaifeng Foundation covers fees up to £39,000 p.a. UoA30 is also the base for the UK Philosophy China Summer School, an annual three-week themed summer school for Chinese PGRs funded by the Chinese Academy of the Social Sciences and taught by distinguished UK and US philosophers.

At an individual level, the UoA hosts academic visitors from around the world keen to take advantage of the research environment. During the assessment period, there have been 76 registered visitors, staying at least one Semester with full access to facilities. These range from prominent academics to lawyers to artists in residence. We are particularly proud of attracting holders of prestigious portable Post-Doctoral funds who chose to base themselves at King's for the whole or part of their awards precisely due to the quality of its research environment. Examples include Hamid Taieb, Humboldt Foundation Fellow, 2018–19; Dominic Alford-Duguid, SSHRC Fellowship 2016–18; and Simon-Pierre Chevarie-Cossette, FRQSC Fellowship 2019–21.

(4.2) An International Hub for Research and Training beyond Academia

UoA30 is committed to a Department-wide culture of engagement and service (Section 1). This is reflected in numerous projects well beyond the Impact Case Studies, such as the Philosophy in Prison programme led by Brewer and McCabe (Section 1.2). In some instances, the partner is an existing service or charity group: for example, Golob is working with the Bertrand Russell Peace Foundation on a new statement on activism and education. In others, the aim is to encourage a more sophisticated public discourse on key social issues: for example, Michaelson's work on Philosophy of Language has been introduced to the public by YouTube videos with the actor James Franco, receiving more than 900,000 views. One particular area of focus is schooling. Emma and Peter Worley, the founders of the Philosophy Foundation, the second largest provider of Philosophy classes in UK schools, are Department Research Associates; we have funded training for 29 UoA PGR students in its programmes.

The UoA is also a key point for collaboration between artists and academics. CPVA runs an internationally recognised Residency programme in conjunction with the Netherlands' Kunsthuis SYB. Artists apply to work alongside a specific philosopher, detailing how the collaboration could impact their practice. Each residency, for which there have been 197 applicants so far, lasts 6 months and includes access to lectures, supervisions, funding, accommodation where necessary, gallery space and curatorial support. As 2019 Resident Ben Cain, whose recent shows include the Venice Biennale, put it: *"I applied to CPVA because, perhaps uniquely among residencies, their programme allowed me to develop through close collaboration with philosophy specialists ... great care was taken to provide ideal conditions for merging theoretical and practical work"* (Testimonial, 2019).

More broadly, UoA30 has links with cultural institutions throughout London, addressing the conceptual, social and pedagogical issues raised by their work. Recent examples include Fine's Fellowship at the Forum for Philosophy, organising 20 events with more than 4,000 average online views each in 2020, and Knox and Callanan's multiple appearances on the BBC World Service and BBC Radio 4's *In Our Time* to discuss physics and Kant respectively.

(4.3) Contribution to the National and International Research Base

UoA30 contributes to the national and international research environment across multiple dimensions.

(I) Journal host and editorial roles

We host two major journals:

- *Philosophy*, edited by Alvarez and Brewer since 2019, is the journal of the Royal Institute: it publishes four issues a year, receiving more than 300 submissions in 2020.
- The *British Journal for the History of Philosophy* is one of the two top ranked generalist History of Philosophy journals. It publishes six issues a year, receiving more than 350 submissions in 2020. The journal and its editorial office have been at King's since 2016, first under Beaney and since 2020 under Golob. As noted in Section 1, King's is a key hub for the History of Philosophy with the British Society for the History of Philosophy also based here, under Antognazza.

Many UoA members serve as Associate Editors, including Golob for the *Routledge Encyclopaedia*, Leech for the *European Journal of Philosophy and Analysis*, and Textor for the *Journal of the History of Analytic Philosophy*. Staff also serve on Editorial Boards for many of the discipline's flagship publications, including Antognazza for *Journal of the History of Philosophy*, Owens for *Ethics*, and Papineau for *Philosophy of Science* and the *British Journal for the Philosophy of Science*.

(II) External assessment and quality assurance

UoA members play key assessment roles for many of the world's leading institutions. They conducted PGR examinations during the REF period for Cambridge (Golob, Textor, Owens, Pink, Soteriou), Columbia (Woolf), CUNY (Papineau), LSE (Alvarez, Fine, Papineau), Milan (Soteriou), Paris-Sorbonne (Papineau), Oslo (Brewer), Oxford (Leech, Owens, Papineau, Pink), Sydney (Fine, Owens), Texas (Alvarez), UCL (Alvarez, Antognazza, Aufderheide, Fine, Golob, Papineau, Soteriou, Woolf), Vienna (Bird), the Warburg Institute (Antognazza) and Yale (Woolf) amongst others.

They have also served on tenure and search committees, including for professorships at Cambridge (Owens), CUNY (Papineau), St Andrews (Owens), Rice (Textor), Notre Dame (Antognazza, Textor), Oxford (Antognazza, Alvarez) and UC Berkeley (Brewer), amongst others.

UoA members serve on the AHRC Peer Review College, the Irish Research Council and National Research Councils for Austria, Canada, Switzerland and the Netherlands. They have served as External Examiners for Cambridge (Owens, Soteriou), St Andrews (Alvarez), Southampton, Essex and Royal Holloway (Golob), and UCL (Callanan), amongst others.

(III) Leadership of learned societies

UoA members lead some of the discipline's most important bodies. Antognazza is the Chair of the British Society for the History of Philosophy (2017–) and the President of the British Society for the Philosophy of Religion (2019–). Brewer is the President of the Aristotelian Society (2021–). At the census date, Bird was the President of the British Society for the Philosophy of Science. Staff have also served on the Executive Committees of the Aristotelian Society, the Society for European Philosophy, the Forum for Philosophy, the Mind Association, the Royal Institute of Philosophy and the Jacobsen Fund, amongst others.

(4.4) Strategy for Collaboration and Contribution to the Research Base, Economy and Society over the Next Five Years

As in the previous sections, our focus is on development and improvement, rather than a fundamental change in strategy.

First, we will make greater use of the many Visiting Researchers and Visiting Artists attracted by the Department's research culture. As of 2021, our policy will change so that all visitors will lead at least one public-facing event, such as a lecture or an artist's talk, or one PGR-facing session, for example a masterclass in collaboration with the relevant Cluster.

Unit-level environment template (REF5b)

Second, we want to improve links between our 'real life' events and infrastructure and our web presence. In the simplest terms, this involves greater filming of events and a remodelled website, giving better visibility to our PGR community, work currently done by our Department blog. But it will also involve more sophisticated 'digital-first' collaborations: for example, Golob is working with the National Gallery to create an artificial reality app accompanied by philosophical commentary.

Third, we will extend collaborations that support philosophical reflection outside standard contexts. Building on successes such as Fine's collaboration with performing arts organisations, the Philosophy in Schools and the Philosophy in Prison project, the aim will be to reach a broader range of audiences and new forms of co-research and impact.