

Institution: Glyndŵr University
Unit of Assessment: UoA20 – Social Work and Social Policy
<p>1. Unit context and structure, research and impact strategy</p> <p>Structure</p> <p>Glyndŵr University is a compact university with approximately 6,500 students and around 180 academic staff. There have been two major university restructures since the last REF, the most significant in 2018 following the arrival of the new Vice Chancellor and leadership team and a reconfiguration from Schools to Faculties, creating larger, more cohesive academic units. There are two faculties, the Faculty of Arts, Science and Technology and the Faculty of Social and Life Sciences, each led by a Dean and supported by a team of four Associate Deans and a Faculty Business Manager.</p> <p>Practitioner experience informs learning and teaching at the University and is leveraged to meet the economic needs and enrich the communities that the University serves. All current research activity at the University is underpinned by the University's Vision and Strategy Statement (2020-2025), which seeks to position the institution as an anchor point for the region. The research ambition is that the University will engage in 'Research that Transforms' and to this end, the University is seeking to improve its research capacity and performance and develop meaningful partnerships to support cultural, economic, and social development.</p> <p>Academic staff across the University are encouraged and supported to engage in research related external engagement such as collaborative research, external supervision and examining, knowledge transfer, public engagement, engaging in the work of professional bodies and subject associations. 6 of the 7 submitted staff in this UoA are active and recognised contributors to professional associations, learned societies, or subject associations. Funded research is expected to have a pathway to impact, and a significant proportion of the funded research undertaken in UoA20 is commissioned by the end user.</p> <p>Overall responsibility for research rests with the University's Research Committee, reporting to the Academic Board. Robbins is Vice-Chair of this committee and Livingston is a member for the Faculty of Social and Life Sciences. The committee's remit concerns the development of relevant policies and procedures, the identification and dissemination of good practice in research across the University, and oversight of research governance matters. The University's Research Degrees Sub-Committee acts as a progression/award board; Gorden is a member of this group. An Action Plan for research is developed on an annual basis by the Research Committee; the current Plan has a particular focus on supporting less experienced staff develop their research capacity and experience. The Associate Deans with responsibility for research are responsible for its implementation. Robbins is Associate Dean for Research for the Faculty of Social and Life Sciences. A recent development is the recruitment of 'Research Strand Leads' to act as champions to encourage and co-ordinate research within and across disciplines. Madoc-Jones currently has this role and Livingston provides informal mentoring to less experienced colleagues, within UoA20 and across the institution.</p> <p>The University did not submit to this UoA in 2014. This new submission concerns an established group of mid-career staff located within the Faculty of Social and Life Sciences. The researchers are dispersed across several programmes that seek to produce the next generation of criminal justice, health, and social care graduates to meet the needs of statutory, voluntary, and third sector organisations across north Wales and beyond.</p> <p>The researchers submitted in this UoA (Dubberley, Gorden, Hughes, Livingston, Lloyd-Jones, Madoc-Jones, and Robbins) have varied areas of interest, but their work is linked through a focus on promoting social inclusion. Activity in the UoA builds on the relationships and enabling culture associated with the legacy of SIRU (Social Inclusion Research Unit), which had</p>

been instrumental in positioning research as a core developmental activity for the University's criminal justice, health, and social care staff, until departments were reorganised in 2016 and the lead, Professor Odette Parry, retired. Accordingly, staff from a range of disciplines have research contributions that underpin this UoA. The staff are co-located and work extensively with each other and with colleagues who are developing their research profiles. Several staff who are at earlier stages in their research careers (Brierley-Sollis, Dacre, Douglas, Prescott, Washington-Dyer) have been involved in research conducted by staff submitted for this UoA and are being mentored towards having substantial responsibility for research (e.g., through being second supervisors and contributing to publications and research projects).

Open Access

The UoA is supported by the University's Research Office, which manages Open Access issues across the institution, and all submitted staff are represented in the online repository, Glyndwr University Research Online. The University's Digital Enhancement Strategy includes as one of its domains, 'To develop a digital research environment that will allow University staff to enhance their research capacity and capability in order to drive innovation and increase the visibility and impact of their research.' The Strategy is driven by the University's Digital Enhancement Programme Board and the Priority Actions include, 'To ensure that information and research data management practices are appropriate and support knowledge creation and sharing.' The University has a policy on Open Access to Research Data, and a strategy and action plan for enhancing implementation are in preparation.

Research Integrity

The Research Office also supports staff research integrity, including compliance with the Concordat to Support Research Integrity. The Research Office provides the operational support for the University's Research Ethics Sub-Committee (RESC, reporting to the Research Committee), which develops policy and guidance regarding research ethics, monitors policy implementation, and reviews applications for ethical approval in certain categories. Staff within the UoA (**Lloyd-Jones and Madoc-Jones**) are members of the RESC and this supports the culture of research integrity, ensuring that appropriate ethical, legal, and professional frameworks, obligations, and standards are met.

Research and Impact Strategy

Throughout the assessment period, the University's research strategy has been primarily concerned with development of research capacity and capability in readiness to hold our own research degree awarding powers. The Priority Aims in the current 2018-2025 Research strategy are:

1. Achieve Research Degree Awarding Powers (RDAP)
2. Develop research capacity and capability of the University by developing its staff
3. Grow the post-graduate research community
4. Increase the number of active industrial and academic research collaborations
5. Grow outputs and income associated with research
6. Increase the visibility, impact, and value of our research

The associated Priority Actions are:

1. Continue to develop and support the research capacity and culture of our staff by increasing the number of existing and new academic staff with PhDs.

The University requires all new academic staff to be working towards or have a doctorate. This will enable growth of the research capacity and capability. Between 2014 and 2017, due to the restructuring and stabilisation of the University, the proportion of staff with a doctoral degree dropped. Since that time, the proportion has steadily increased so that 36% of all academic staff and 41% of full-time staff now hold a doctoral qualification. 59% of all academic staff associated

with UoA20 hold a doctoral qualification and one member of academic staff is currently studying towards a PhD.

2. Increase the proportion of academic staff with substantive research related external engagement.

Academic staff across the University are encouraged and supported to engage in research related external engagement, for example, collaborative research, external supervision/examining, knowledge transfer, public engagement, and engaging in the work of professional bodies and subject associations. 6 of the 7 submitted staff are active and recognised contributors to professional associations, learned societies or subject associations, and have personal experience of research in other institutions. Collaborations include the University of Bedfordshire, Glasgow Caledonian University, Queens University Belfast, University of Salford, Cardiff University, and the University of South Wales.

3. Increase the number of postgraduate research students, ensuring a supportive and enriching research environment.

The University's PGR student population is increasing following a hiatus during a change in awarding body, and the University aims to surpass its target of 80 PGR students by 2025 through increasing supervisory capacity. UoA20 submitted staff currently supervise 16 doctoral students as Principal Supervisors.

4. Support academic staff in building into their research plans knowledge transfer and exploitation actions and outputs that benefit within and beyond academia.

From 2018/19, all academic staff were required to produce an annual Personal Research Plan, which includes provision for reflection on how they engage in knowledge transfer and exploitation actions that have benefits within and beyond academia. From January 2021, the University has a Research Impact Officer in place to provide dedicated encouragement and support to academic staff in this field.

5. Submit REF 2021 submissions which recognise the potential of emerging areas of research within the University.

The University's REF 2021 submissions recognise the potential of emerging areas of research; Submissions in UoAs 20 and 32 are new.

In keeping with how criminal justice, health, and social care practice has developed over the last few years, the current faculty-based approach to enabling and promoting research facilitates inter-disciplinary collaboration. In terms of impact, the professional backgrounds of staff in this UoA lend themselves to applied research relevant to criminal justice, health, and social care related sectors in Wales, the UK, and beyond. Several European countries e.g., Bulgaria and Romania, are looking to England and Wales for models of social and criminal justice practice and devolution, and the creating of legislative regions; this has recently become a key 'global trend'.

Impact arising from research is promoted through disseminating the findings of research at national/international conferences and in peer reviewed journals focussed on the interface between practitioners and academics. Journal papers become free to access through the University's online repository.

Staff research from this UoA has informed Welsh substance misuse strategy and housing policy reviews and has contributed to policy development around the introduction of minimum unit pricing for alcohol. Staff have also provided written and oral evidence to Welsh and Westminster Government committees and a recent Commission on Justice in Wales. One significant indicator of our policy impact is that the Commission on Justice in Wales cited our research or our oral evidence on five occasions in its final report. Media reporting can be influential in shaping the decisions and priorities of decision makers and those in positions of power. Staff have therefore engaged with print, broadcast, and social media platforms to disseminate the findings of and promote recommendations arising from their research. As part of the University's overall

communications strategy, staff submitted in this UoA are on a list of expert commentators that media organisations can approach for commentary when issues linked to their expertise make the headlines.

2. People

i. Staffing strategy and staff development

There are 17 members of academic staff associated with UoA20, 7 of whom meet the criteria set out in the University's Code of Practice for inclusion in the REF submission.

The University's aims are aligned with the three principles of the Researcher Development Concordat:

- i. **Environment and culture:** continue to build and enrich the research environment across the University through the Associate Deans (Research) and the Research Strand Leads, encouraging research groups to form and collaborate.
- ii. **Employment:** ensure a focus on recognition, explicitly including Postdoctoral Research Assistants (PDRAs), Graduate Teaching Assistants (GTAs) and colleagues at earlier stages of research careers in the University's processes for self-reflection, for the availability of critical friends, and for review of research ambitions and barriers.
- iii. **Professional and career development:** ensure PDRAs, GTAs and colleagues at earlier stages of research careers are included in all relevant opportunities to take part in events and training and development, supporting the acquisition of transferable skills and valuable experiences.

The University has revised its related strategy and action plan to closely align with the focus of the revised Researcher Development Concordat. The University holds the HR Excellence in Research Award and has recently submitted a new Action Plan. The focus of the University's strategy is on Research Assistants and GTAs, that is, individuals at very early stages of their research careers. Priority actions concern communications with staff regarding the Concordat and support for managers completing probationary reviews; guidance provided to reviewing managers includes objectives around engaging with research activity and relevant training, and staff are also contributing to a study, 'what makes a good research environment?'. A PGCert programme, 'The Confident Researcher', is to be launched in 2021 in a pilot phase, with at least one of the UoA20 submitted staff involved in this pilot.

As noted in Section 1, the University's recruitment policy is steadily increasing the number and proportion of academic staff with doctoral qualifications.

The University requires all academic staff to have a current Personal Research Plan as part of the professional development review process. This plan is discussed during the review as a basis for supporting the member of staff and is also used by the University for prioritising research spending. The University has a work allocation model, which is used to record and moderate time devoted to teaching research and citizenship. Time allocated for research depends upon the member of staff having funded work or a plan to undertake research, paper writing, or grant submission demonstrated through the individual's personal research plan.

The University recognises the achievements and potential for growth in the UoA and has made several appointments over the last five years to support and sustain research in the area. Key to this was the appointment of two GTAs who are at the initial stage of research careers (Prescott, 2017 and Brierley-Sollis, 2018). In 2018, a Professor (**Madoc-Jones**) and two Readers (**Livingston** and **Gorden**) were conferred to the Faculty. The development aspirations for this UoA will be further realised through a re-launch of the "Social Inclusion Research Unit" (SIRU) in April 2021. Informal mentorship is provided by Professor Parry, who was conferred Emeritus Professor at the University in 2017, and by Professor Charlotte Williams, who was made an Honorary Fellow of the University in 2019.

The University is a member of GuildHE Research, the research consortium for smaller and specialist higher education institutions. This organisation is a collegiate peer-to-peer network of 30 comparable institutions that supports its members to embed a positive research culture, develop robust research and innovation strategies, and establish appropriate infrastructure to drive forward their ambitions. It provides researchers of all stages with opportunities to network and collaborate with peers across the UK and from a broad range of disciplines, facilitating activities face-to-face and virtually, including an annual doctoral summer school, training events, and opportunities to forge new projects and communicate research.

A programme of skills training and personal development events based on the Vitae Researcher Development Framework is provided for the research community. A research seminar series is organised within each faculty wherein students and staff are encouraged to present their research to peers in a supportive environment. Staff submitted for the UoA (**Madoc-Jones, Lloyd-Jones, Livingston, Hughes, Dubberley, Robbins, Gorden**) and others have contributed to such events, including:

Training events

Robbins: Research student induction; Open House for Research; How to survive your viva; Impact of GDPR; Current supervisor updates; New Supervisor Training; Internal examiner training; Viva chair training; Mentoring scheme.

Madoc-Jones: Quantitative Methodology.

Joint-Faculty Research Seminar Series 2019

Madoc-Jones: Homelessness amongst prison leavers.

Livingston: Being savvy about (researching) booze.

Lloyd-Jones: Leaving the armed forces: an exploratory study of identity.

Staff Conferences

Livingston: Engage 2019 – Being savvy about (researching) booze; SpringBoard 2018: Ticking boxes or making an impact.

Robbins: Springboard 2018: From three reads to lots of reads: publishing papers from your thesis.

Lloyd-Jones: Engage 2017/2020: Why do research? My research journey/Resilience as a Researcher.

An objective in developing research culture and capacity within the University is to achieve RDAP. This brings various metrics that drive the University-wide research strategy and faculty research action plans. There is a predominant focus on supporting early career staff to gain doctoral qualifications and developing staff-in-post towards holding significant responsibility for research. There is support for staff to collaborate on projects with other universities and for delivering conference presentations, with three Research Development Awards (RDAs) open to all staff and research students. The first is the 'External Funding' award, for staff who have an opportunity to bid for external research funding with colleagues in one or more other institutions, and who have not previously gained external research funding. The second is 'First Collaboration' award, for staff who have not previously undertaken a structured research project (funded or unfunded) with colleagues in one or more other institutions. The final one is the 'Conference Contribution' award, for staff to have the opportunity to present during the current year at an academic conference or a conference run by a professional body (including a poster presentation). This award is also open to Postgraduate Research Students. Two of the submitted staff gained RDA support in 2019/20 (Livingston, Robbins) however, the activities were cancelled due to the COVID-19 pandemic. Two PGR students supervised by staff within UoA20 also gained support; again, the in-person activities were cancelled (one conference took place online).

The University did not submit to this UoA in 2014, so the current submission narrates a developing research culture over the assessment period consonant with the challenging

environment faced by this and other Universities across England and Wales. At the operational level, the research strategy of the University supports staff to develop a research profile by progressing through the stages of obtaining a doctoral level qualification; becoming a second supervisor for a doctoral student; becoming a Principal Supervisor; responding to tendering exercises involving research; then applying for research funding to funding, whilst producing papers of increasing significance for publication.

Academic staff in this field tend to join the University from professional practice and therefore have less experience of academic research than staff at some other universities. They often must develop in-post towards holding significant responsibility for research. The University's strategy for the appointment of new staff is adopted, which specifies that they must normally possess, or be close to achieving, a doctoral level qualification. Often, professional body demands around practice experience render this challenging. Accordingly, a range of staff development activities are provided and staff in the UoA are supported in obtaining PhDs - most of the UoA staff submitted have been supported in achieving PhDs whilst in post (**Madoc-Jones**, 2010; **Dubberley**, 2010; **Lloyd-Jones**, 2013; **Hughes**, 2014; **Livingston**, 2014). The same achievements pertain to staff associated with the unit (Brierley-Sollis - pending 2022; Dacre, 2017; Prescott - pending 2021; Washington-Dyer, 2017). Many of the staff who are being submitted for this UoA were then mentored and supported to the point of being eligible to act as Principal Supervisor (**Dubberley**, **Gorden**, **Hughes**, **Livingston**, **Lloyd-Jones**, **Madoc-Jones**). Staff with less experience are progressing to the point of eligibility to act as Principal Supervisor by currently performing in the role of second supervisor (Dacre, Washington-Dyer).

Staff attached to this UoA who have been at the University longer are further along in the academic/researcher journey than others. Thus, **Madoc-Jones**, **Robbins**, **Livingston**, **Lloyd-Jones**, **Dubberley**, **Gorden**, and **Hughes** have been principal or deputy Principal Investigators on funded research projects and lead authors of project reports and associated publications. Less experienced researchers receive formal and informal mentorship to progress and take more prominent roles as researchers over time.

As a further indicator of how a collegiate approach to research is adopted, sustainability is ensured, and succession planning is operationalised, most research projects and subsequent publications are produced by a research/writing team.

ii. Research students

Recruitment of doctoral students

The University's doctoral students in UoA20, as in other areas, have different pathways to joining the University. During the assessment period, enrolments have occurred through relationships with industry, progression from PGT programmes, and through independent applications to the University.

Although the University (and its predecessor, the North East Wales Institute of Higher Education) has been awarding research degrees since 1975 (more than 300), there was a student recruitment hiatus between 2014 and 2016 following the University of Wales's withdrawal from awarding research degrees for partner institutions. The University of Chester is now our awarding body for research degrees, and the University's PGR student population is increasing.

Over the last three years, and associated with successes and higher staff profiles within the UoA, the number of students engaged in postgraduate research has increased significantly. During the assessment period, staff have undertaken PGR supervisory roles to an increasing extent and at the time of submission have Principal Supervisor roles for 16 doctoral students (Dubberley: 1, Gorden: 4, Livingston: 4, Lloyd-Jones: 1, Madoc-Jones: 4, Robbins: 2). Eight students, for whom staff included in this submission were Principal Supervisors, successfully completed PhD, Prof Doc, and MPhil programmes during the assessment period.

Professorial and other doctoral qualifications contribute significantly to the vitality of the research environment. The following table is a disaggregated data set in relation to the awards reported in REF4a for each year in the assessment period.

Research Degrees awarded by the University – UoA20							
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
PhD	2	1	0	1	0	1	0
Professional Doctorates	0	0	0	1	1	0	1
MPhil	0	0	0	0	0	0	2

Monitoring and Support

Administrative monitoring and support mechanisms are currently based within the University's Strategic Planning and Student Administration Directorate (SPSA). All research students are allocated to a specific Principal supervisor and a second supervisor as part of the admissions process, to ensure that they are welcomed into an appropriate research environment. Progress is monitored by the supervisory team and reported to SPSA. SPSA staff undertake twice-yearly audits to highlight cases where potential slippage is evident, enabling remedial action at an early stage. The two Associate Deans for Research provide an additional resource supporting and encouraging supervisory teams. SPSA maintains the formal register of PGR supervisors (linked to University of Chester criteria). New academic staff are assessed for eligibility as part of the joining process, and the Associate Deans for Research undertake an annual review of all current supervisors.

Skills Development

Support for PGR students, such as induction and training are provided at University level, led by the Researcher Development Tutor. All research students are required to take part in the University's research and transferable skills training programme, which is mapped against the Vitae Researcher Development Framework and supports students throughout their programme of study.

There is a rolling programme of generic and subject specific training events on the following themes:

- Student Induction Day
- Intellectual Property
- Identifying Questions & Testing Strategies
- Effective Communications for Research
- Research Ethics
- How to Survive Your Viva
- Writing for Publication
- Qualitative Methodology
- Visualising Research
- Researchers do Radio
- The Art of Research

The 'Open House for Researchers' is an informal workshop/networking opportunity for researchers to talk about their research for six minutes without the aid of any visual props. It is organised three times a year and is open to all staff and PGR students. This is particularly designed to support PGR students and staff at earlier stages of research careers, and **Robbins, Livingston, Lloyd-Jones**, and Brierley-Sollis have been speakers.

For the Visualising Research Competition, we invite researchers to create a photograph that will 'inform, engage, and intrigue a non-specialist academic audience and offer a visual perspective on your current doctoral research'. This was first run in 2019, and ten very high-quality entries were received. These have subsequently been exhibited in gallery space and online.

In 'The Art of Research', PGR students are paired up with creative artists and asked to articulate their research aims and objectives in an accessible way. The artists then graphically illustrate their research journeys to produce large colourful posters. The aim is to immerse the students in an exercise that encourages them to think and work in a different way.

Until recently, the University hosted a community radio station (Calon FM) based in its Creative Industries Building. In February 2018, station editors ran a half-day 'Researchers Do Radio' workshop, including a communication seminar, script editing workshop, and time recording in the studio. Calon FM staff then edited these recordings and distributed them back to the students. The feedback from students at the event was positive.

A PGR student experience survey conducted in 2018/19 found that all respondents were satisfied with their experience of their research degree programme. A follow-up survey in 2019/20 again showed positive feedback. The small number of students across the institution means that data cannot be reliably broken down by UoA.

Student Feedback

Feedback from students contributing to enhancement work is gained through the Student Voice Forum, through student representation on University committees, and through analysis of responses to PGR student experience surveys. PGR students also have access to the Students' Union's 'Tell Glyn' and 'Ask Glyn' online contact services, and to its Postgraduate Students Officer, which together help the SU to be effectively informed about issues.

iii. Equality and diversity

A commitment to promoting Equality and Diversity is inherent within the University's Strategic Framework; it is committed to creating a community that welcomes students, staff, and visitors from all backgrounds, placing them at the heart of what we do, treating them with dignity and respect, and providing equality of access at all times. The University operates to nationally agreed standard recruitment practices, which do not discriminate on the grounds of protected characteristics. Equality data monitoring and action planning is embedded into the university's staff recruitment policy.

All University properties are accessible with adjustments based on individual needs considered and implemented where possible. Inclusivity in relation to disability is the responsibility of all staff, and of the Disability & Learning Support Team who provide guidance and support throughout a student's time at the University. The Assessment Centre provides a professional assessment, advice, and training service to students with disabilities.

The University actively encourages staff and student applications from diverse national and ethnic backgrounds. The University's Welsh language policy commits the University to treating the Welsh and English language equally and in accordance with the Welsh Language Act 1993. Sabbaticals and fellowships are available to staff in the University to pursue Welsh language training and awareness courses. Application forms received in Welsh can be processed in Welsh and any necessary interviews can be conducted in Welsh. Religious literature and faith-based support is available within the Learning Centre and Student Union, including a quiet room for prayer and reflection. An inclusion and diversity event, including exhibitors and contributions from local organisations and charities, takes place annually in November with members of the Chaplaincy and Equality & Diversity Action Group working collaboratively. The University achieved Stonewall Diversity Champion status in November 2016. The Stonewall index is used by the charity and the University to assess the progress the University is making towards LGBT+

inclusion. Since 2017, Wrexham Glyndŵr University has risen 60 places in the Stonewall Workplace Equality Index so that it is now placed at 180th out of 550 organisations.

The University has conducted three Equality Impact Assessments during the development and implementation of its REF Code of Practice. The disclosed data suggest that the adoption of eligibility to be nominated as a PGR Principal Supervisor as the criterion for identifying 'staff who are independent researchers with significant responsibility for research' had no negative or positive impact in terms of the attributes considered in the EIA, except for age and gender. Older individuals and male staff were more likely to have PGR Supervisory status. Regarding sexual orientation, the proportion of individuals who had declined to provide information was greater amongst the group of staff with PGR supervisory status; the numbers of individuals are so small that no reliable conclusions could be drawn. Female staff did appear to be underrepresented in the group of staff eligible for nomination as a PGR Principal Supervisor (39% of that group, compared to 57% of all academic staff). This is symptomatic of a broader gender issue in academic employment and not specifically related to PGR supervision. Staff aged less than 51 years did appear to be underrepresented in the group of staff eligible for nomination as a PGR Principal Supervisor (26% of that group were under 51, compared to 53% of the comparator group). This is symptomatic of the substantial restructuring that has taken place, with many less experienced academic staff not yet meeting eligibility criteria. The University's process for assessing staff eligibility for nomination as a PGR Principal Supervisor is robust and fair.

No statistical analysis was carried out at UoA level because of the small numbers of individuals involved.

Submitted staff were involved in selection of outputs, being invited to nominate outputs for inclusion. The University's Professorial and Readerships Committee undertook a further review of that shortlist to arrive at the final selection of outputs for inclusion. The distribution of outputs reflects the Code of Practice's statement that says, 'This Code is based on the principle that the University has an overriding obligation to ensure that it best meets the generic and specific requirements of REF 2021 in terms of research quality in order to maximize the outcome for the University but with due regard to equality and diversity.'

Staff within the UoA are deployed to teach across a range of programmes that promote diversity and anti-oppressive practices as underpinning principles for their work. Staff publications and research activities address the experience and needs of a range of vulnerable groups including homeless people (**Madoc-Jones, Hughes, Gorden, Dubberley**), older people (**Madoc-Jones**), individuals with mental health concerns, alcohol/other drug users (**Livingston**), minority language speakers (**Madoc-Jones**), children and young people (**Dubberley, Hughes, Madoc-Jones, Robbins**) healthcare service users (**Lloyd-Jones**), children and young people at risk of abuse through child sexual exploitation (**Hughes and Madoc-Jones**) and boys with harmful sexual behaviours (**Gorden**). Most of the outputs submitted for the UoA focus on 'giving voice' to the needs and service experiences of marginalised and vulnerable groups in society. For example, research exploring homelessness services has involved interviews with prison leavers. Research into minimum unit pricing for alcohol has also involved interviews and focus groups with service users of substance misuse services.

3. Income, infrastructure and facilities

University Support

The standing of academic staff in this UoA in their professional fields enables them to engage productively with potential funders and users of research outcomes. Staff are supported to attend national and international conferences and engage in other networking.

The University's Enterprise Team's role is to support academic staff across the institution in knowledge transfer activity through applied research, academic consultancy, and training. Two

members of the Enterprise Team identify research, commercial and capacity building opportunities, and funded projects. These project managers work flexibly with colleagues responding to tenders, research calls and building projects from scratch; providing resources including strategic and administrative support covering budget, compliance, business case development; and project managing the application process according to the needs of the principal investigator/project delivery lead, liaising with Finance and Research Services as required. Here, the compact size of the university facilitates close and expedited conversations to meet the short deadlines often associated with procurement exercises and quality assurance.

In January 2021, the University appointed a Research Impact Manager within the Research Office to provide dedicated encouragement and support to academic staff across the University, complementing the existing support from the Research Office, Enterprise Team, and the Associate Deans for Research.

Research Income

The total value of grants and contracts active during the assessment period and associated with UoA20 submitted staff is £862k. Total research income during the period, including work led by PIs who have left the University during the assessment period was £522k, from charities, public bodies, and industry. Examples include research that has made a substantial contribution to addressing gaps in knowledge about the implications of adopting a preventive approach to homelessness, the outputs of which have wide ranging national and international significance. Research income has also been associated with exploring the global concern with reducing the harms associated with alcohol misuse. In the area of substance misuse, **Livingston** and **Madoc-Jones** have been involved with partners in successfully tendering to explore the impact and experience of the introduction of minimum unit pricing for alcohol across UK jurisdictions (Scotland and Wales). In a range of countries, research indicates that personnel who leave the Armed Forces do not always resettlement well into the community. Staff in the UoA (**Lloyd-Jones** and **Madoc-Jones**) have secured income that has informed service development to meet the needs of Military veterans in the transition process. Staff in the UoA have also engaged in several discrete projects, all with social inclusion as their primary area of concern.

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

Staff in this UoA have made a substantial contribution to addressing a gap in evidence for national and international academic and policy audiences concerning homelessness. With colleagues at Cardiff University, Cardiff Metropolitan University, and Heriot-Watt University, **Hughes** and **Madoc-Jones** were involved in research commissioned by the Welsh Government exploring professional and service user opinions on the removal of priority need status in homelessness legislation. Involvement in this research built on a successful tender to evaluate the homelessness services provided to adults leaving the secure estate in Wales, also commissioned by the Welsh Government (**Madoc-Jones, Hughes, Gorden, Dubberley, Washington-Dyer**). **Madoc-Jones** was Co-investigator with colleagues from the University of Salford in an evaluation of the Welsh Assembly Government Housing (Wales) Act 2014. At present, **Madoc-Jones** is involved with colleagues at Cardiff University; The Institute for Social Policy, Housing, Equalities Research (I-SPHERE) at Heriot-Watt University; The Centre for Homelessness Impact in London; along with a team of International Expert Advisors at York University (Canada); University of Ottawa (Canada); University of Chicago (USA); University of Girona (Spain); and The Danish National Centre for Social Research (Denmark) in drawing up an ESRC bid to establish a research centre to explore and advance the UK evidence base to prevent and end homelessness.

Since the creation of the Welsh Assembly in 1999 (now the Senedd Cymru), Wales has matured as a devolved democratic entity exercising ever-increasing powers and responsibilities in the task of governing Wales. With colleagues at Bangor University, Swansea University, Aberystwyth University, and The University of South Wales, **Madoc-Jones** has contributed to a

book, 'Social Policy for Welfare Practice in Wales – New Directions' to reflect on achievements and identify future challenges to the Made-in-Wales approach to criminal justice, welfare, and social policy.

Robbins & Lloyd-Jones represent the University at the largest University Health Board in Wales, contributing to its Research and Innovation strategy to improve research capacity. This partnership is an active collaboration, which aims to strengthen the research community by working together to prioritise research that aligns with population social and health needs, policy drivers, and clinical strategy. **Lloyd-Jones** is also an alumni member of the Research Capacity Building Community, which offers financial support to early researchers in the form of potential PhD and post-doctoral students. She has supported the successful application of 2 students and is awaiting the result of a post-doctoral application.

Harm associated with alcohol misuse and developing ways of reducing these harms is a global concern. **Livingston** and **Madoc-Jones** have been involved with partners at the University of South Wales, Swansea University, and the University of Sheffield in exploring the impact and experience of the introduction of minimum unit pricing for alcohol across UK jurisdictions, in studies commissioned by the Scottish and Welsh Governments. This work will be of interest to a range of governments eager to explore ways of effectively managing a primary health concern.

Madoc-Jones remains a Co-investigator in a study evaluating a £25 million Big Lottery funded project, led by University of Bedfordshire, aimed at reducing alcohol misuse among the over 50s in four demonstration areas across the UK. The UK-wide partnership involved colleagues from Glasgow Caledonia University, Queens University Belfast, and Addaction (a substance misuse charity). In another collaboration with the University of Bedfordshire, **Livingston** explored substance use and the experiences of people who experience sight loss. **Livingston** conducted a North Wales Open Access Tier 2 Substance Misuse review for the North Wales Area Planning Board.

Livingston is a member of the newly formed ERSC sponsored Alcohol Research Network (AcoRN) - Republic of Ireland (ROI) / United Kingdom (UK). The network seeks to generate and build capacity for interdisciplinary research into the development, adoption, implementation, and evaluation of alcohol policy innovation in ROI and the UK across four themes: availability, marketing, politics, and price. AcoRN was initially formed by 17 researchers from disciplines as diverse as economics, geography, marketing, psychiatry, public health, and social work, and involves collaboration from 13 different HEI's including Queens University of Belfast, Trinity College Dublin, University of Edinburgh, University of Sheffield, University of Stirling, University of Ulster, and University of York.

Staff submitted for the UoA have undertaken research to explore how services might be developed to meet the needs and experiences of Military veterans in the transition process. The outcomes of this work are currently being developed into a framework for a new curriculum informing the public sector of the needs of ex-forces personnel. **Madoc-Jones** and **Lloyd-Jones** secured funding from the Welsh Government and National Offender Management Service, Wales to study how military veterans could be better supported to maintain healthy relationships and avoid domestic abuse. **Lloyd-Jones** was the principal investigator on a Wrexham County Borough Council study evaluating the work of Armed Forces Liaison Officers across Wales and was also commissioned by Betsi-Cadwaladr University Health Board to undertake a pilot study into a peer mentoring scheme for forces personnel. In early 2020, **Madoc-Jones** and **Lloyd-Jones** worked with colleagues at Napier University and Queen's University Belfast on a bid to explore how armed forces personnel adjust to family life on transition from armed service. Unsuccessful though the bid was, the groundwork for further collaborative work with a focus on England, Scotland, Wales, and Northern Ireland has been established for the future.

Submitted staff have also engaged in a number of discrete collaborations with social inclusion as their primary area of concern, for example, projects funded by and involving North Wales Police (**Madoc-Jones, Dubberley, Hughes**), Woodlands residential home (**Gorden**), Betsi Cadwaladr

University Health Board (**Lloyd-Jones**), and Barnardo's (**Hughes and Robbins**) Recent collaborative work by **Robbins** has explored young people's attitudes to human rights and religion as part of an international research project across 25 countries and managed by University of Wurzburg.

Most of the research exploring homelessness, substance use, misuse and minimum unit pricing has involved and engaged with service users. Many of these service users would be considered 'hard to reach' in research terms but the team has successfully built on professional and agency contacts to ensure the voices of these groups are heard. **Madoc-Jones, Hughes and Gorden** have long histories of working in the criminal justice sector, and this facilitates engagement with offenders. **Livingston** and **Madoc-Jones** have worked extensively in a range of statutory and voluntary capacities with people who use substances.

Staff submitted for the UoA share their expertise to inspire and enable economic, cultural, and social success and hold several advisory positions.

Contributions to the research base and society

Dubberley is a regular critical reader and provides peer reviewed guidance for numerous publishing houses, including Oxford University Press and Taylor and Francis. She was part of the Advisory Editorial Panel for Oxford University Press and the publication of key text *Criminology by Case* (2017). She has made a growing academic contribution to criminal and youth justice policy and practice since 2013. Her academic and policy links within Youth Justice have ensured she maintains up to date practice, and not only sits on the Welsh Youth Justice Hwb Doeth Committee but is also an Academic representative for the Youth Justice Board on the Academic Liaison Committee. Due to her expertise, **Dubberley** has recently been appointed to the Welsh Youth Justice Board Award Panel for innovative interventions and will present the award at the Youth Justice Board Cymru training day.

Gorden, in collaboration with Professor Christopher Birkbeck at Salford University, is authoring a textbook for undergraduate students, *Case Studies of Famous Trials and the Construction of Guilt and Innocence*, due for publication in January 2021. She has undertaken study into residential treatment programmes for boys with histories of sexually harmful behaviour. The findings have implications for the treatment and management of adolescent boys with histories of sexually harmful behaviour and the impact of the findings has already reached both professionals and academics at the NOTA conferences. **Gorden** is a member of the Research Advisory Committee for the Vegan Society, which comprises an international cross-disciplinary team of academics involved in collaborative projects. To this committee, **Gorden** brings key interest and expertise in a prescient but under-researched area of Criminology, for example, factory farming and environmental issues. As well as reviewing articles and reports from international research, her role on the committee has led to her involvement in a specific research project to support the international initiative Plate Up for the Planet.

Hughes was invited by the Welsh Affairs Committee to give oral evidence in public on 27th February 2018 at the House of Commons in connection with the Committee's inquiry into Prison Provision in Wales. The evidence is included in the resultant House of Commons Welsh Affairs Committee report, *Prison Provision in Wales Fourth Report of Session, 2017-19*. In June 2018, **Hughes**, along with two other senior academics at Glyndwr University, Madoc-Jones and Livingston, submitted written evidence into the inquiry for the future of the justice system in Wales. The evidence included a range of research areas, such as homelessness among prison leavers and substance use, as well as youth custody, the Welsh language, and the impact of any proposals on North East Wales, contributing to the resultant report *Commission on Justice in Wales*, published in October 2019. Since 2016, **Hughes** has chaired the Glyndwr University and North East Wales Strategic Partnership Board and chairs the Tripartite Policing Board, with representation from North Wales Police, the Special Constabulary, and Glyndwr University, which provides strategic oversight of the Policing Programmes at Glyndwr University and explores potential developments. **Hughes** is a member of the Wales Peer Learning Network,

with representation from Universities across Wales. **Hughes** is Universities Wales representative with the Adverse Childhood Experiences hub at Public Health Wales and is co-leading the Trauma Informed University pilot at the University. **Hughes** has recently joined the reviewing team for the Innovations in Education and Teaching International Journal.

Livingston has been invited as a member of the European Social Workers Research Association, Special Interest on Alcohol and Drugs group as a sign of his growing academic reputation, to contribute to a conference and book focusing on the evidence base for long term recovery. He was chair of the New Directions in Study for Alcohol Group, a founder member of the Recovery Academy, currently chair of British Association of Social Workers Special Interest Group for Alcohol and other Drugs, as well as a member of the European Social Work Research Association group.

Lloyd-Jones makes an important contribution to scholarship around methodology in social research and articulates a particular interest in identity and decision-making. Invitations to present work from research on transition to becoming a civilian include the National Forces in Mind Mental Health annual conference at London, the 160th brigade annual conference on Military Transition at Brecon Beacons, and a Veteran Research conference hosted by Sheffield University. **Lloyd-Jones** was invited to contribute to the recent public needs assessment report on veteran health published by Public Health Wales. More recently, she was part of a small group of academics advising on the impending formation of Government policy on Sustainability and Well-being directed by Natural Resources Wales. She is currently working in partnership with UoSW on developing a model of well-being for University students and is the project lead on an evaluation of the community science discovery enterprise, Xplore!, which is working towards meeting expectations of the Well-being of Future Generations Act.

Madoc-Jones makes an important contribution to scholarship about a range of issues associated with social inclusion and criminal justice. Since 2014, he has written 10 research reports for Government or third sector organisations and had 20 papers accepted for publication in peer reviewed academic journals. These papers have focussed policy makers and practitioner attention on a range of issues including homelessness, the experiences of military veterans, and substance misuse. **Madoc-Jones's** work has been presented at 10 national or international conferences during the assessment period. **Madoc-Jones** was an invited speaker at the 2019 Wales Housing Research Conference in Cardiff. That year, he was also guest editor for a special edition of the Journal of Social Policy and Society (Vol 9. [1]) and was invited that year to give evidence to the Wales Commission on Justice. In 2018, he was an invited speaker at the People and Homes Shelter Conference Wales in Swansea, a panel chair at the 2018 European Criminology Conference in Sarajevo, and a panel lead and discussant in the "Women in the secure estate in Wales" report launch in Swansea, by the Griffiths Society. **Madoc-Jones** is a regular critical reader for journals such as the Journal of Social Work, British Journal of Social Work, and Probation Journal. He has also acted as a book proposal reviewer for the University of Wales Press and Polity Press.

Madoc-Jones was an associate inspector up to 2017 for HM Inspectorate of Probation and HM Inspectorate of Prisons, where his knowledge of criminal justice and penal processes informed inspections of probation, youth justice, and prison settings. Pursuant to plans to reorganise victim services across North Wales, **Madoc-Jones** was a Keynote Speaker at the North Wales PCC: Victims Conference in 2015. Research into the experiences of military personnel transitioning out of armed services led to the establishment of a special support service within Barnardo's to help ex-military staff maintain healthy relationships in civilian life. His research exploring the potential for the introduction of minimum unit pricing for alcohol informed Welsh Government decision making in relation to introducing such a policy from June 2020 onwards. The corpus of work into language, housing policy, and substance misuse was cited in the final report by the Commission on Justice in Wales in 2019, that recommended criminal justice matters should be devolved to Wales.

Robbins' contribution to research is through her expertise in individual differences in relation to equality, wellbeing, and religion. Since 2014, she has published ten book chapters and 34 articles. Recent publications have focused on using this framework to explore young people's attitudes to human rights and religion as part of an international research project across 25 countries. **Robbins** is co-editor of the Journal of Empirical Theology, and is a series editor for Religion, Education and Values (Peter Laing) and Brill (Studies in Theology and Religious Studies). **Robbins** regularly serves as a peer reviewer for several journals in psychology, sociology of religion, religious education, and empirical theology.