

Unit-level environment template (REF5b)

Institution: University of Plymouth
Unit of Assessment: UoA 20 Social Work and Social Policy
<p>1. Unit context and structure, research and impact strategy</p> <p>a. Context and Structure</p> <p>As one of five schools in the Faculty of Arts, Humanities and Business, the School of Law, Criminology and Government (SoLCG) operates within a vibrant interdisciplinary environment. The Unit of Assessment is a thriving group of 14.8 FTE researchers who, over the past five years, have established a strong international profile for outstanding research, and won and collaborated on grants totalling in excess of £10 million. Our work has important societal and economic impacts, providing solutions to national and international challenges such as safeguarding children and young people online, or increasing the fairness of resource allocation in children's services and health care funding. The new Plymouth Institute of Health and Care Research (PIHR), formed in 2020 and directed by Asthana, enables collaborative interdisciplinary research in the health care field across the University. See https://www.plymouth.ac.uk/research/institutes/health Since 2014 the unit's research profile has been strengthened by the addition of high calibre staff in cognate areas assisted by our move to form SoLCG.</p> <p>The unit is drawn from the following disciplines in SoLCG: Social Policy, Sociology, Politics and International Relations. Additionally, the return includes a small number of colleagues based in the Medical School and Humanities. For the majority of the REF period this unit was in the Faculty of Business and therefore formed part of the Institute for Social, Policy and Enterprise research (iSPER) which housed the Politics and International Studies Centre (PISC), while the Institute of Health and Community (IHC) continued to house the Methodological Innovations and Health Policy clusters. While the traditional focus of Social Policy was on poverty, ill health, poor housing, insufficient education and unemployment, contemporary society now faces the inter-connected risks of social, economic and environmental crisis that demands a more global, interdisciplinary approach. With the move to FoAHB in 2019 we merged our research clusters within the school to form four interdisciplinary groupings that feed into ESRC strategic priorities:</p> <p><i>Health, Vulnerability and Inequality</i> (Anderson; Asthana; Callaghan; Clark; Elston; Gibson; Gradinger; Parsons; Quinn; M. Sheaff; R. Sheaff) <i>Environment, Culture and Society</i> (Anderson; Campbell; Holden; Husk; Phippen) <i>Global Instability and Justice</i> (Cladi, Cordell; Holden; Holliday; Kulpa) <i>Methodological Innovations</i> (Anderson; Husk; Letherby; Parsons; Quinn; Scott; M. Sheaff)</p> <p>These changes enable our research to align more closely with the University's overall strategy of strengthening interdisciplinary collaboration. The shift in direction over the REF period reflects the broader context of changing disciplinary concerns and funding priorities. With an institutional shift away from a purely localised focus on social enterprise, we have thus re-oriented our strategy around the University's 2030 ambitions to be at the forefront in responding to the most pressing global societal challenges through international and interdisciplinary collaborations.</p> <p>Our distinctive research methods expertise has led us to play a crucial role in cross-faculty collaboration. This UoA is uniquely advantaged in terms of the range and depth of quantitative approaches using sophisticated techniques to analyse large national data sets and its expertise in synthetic estimation and microsimulation. The former uses census and other large-scale datasets to estimate the detailed composition of local populations, whilst the latter applies parameter estimates from models of survey data to those populations to predict, for instance, the local prevalence of specific illnesses, attitudes and behaviours. These estimates are used to predict variations in the health needs and socio-cultural characteristics of local populations,</p>

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including for the purposes of resource allocation. A broad range of qualitative research methods is also used to examine behaviour at the micro level including ethnography, photo-elicitation and discourse analysis. The unit is home to the Plymouth founded journal *Methodological Innovations* published by Sage and edited by **Letherby** and **Scott**.

b. Research Strategy

The key elements of our strategy since 2014 have been:

- 1) Focusing on areas of research strength and growing fields with high potential that closely align;
- 2) Supporting and enabling interdisciplinary scholarship and international collaboration with outstanding partners;
- 3) Embedding and incentivising impact and knowledge exchange within our research culture;
- 4) Fostering a dynamic, supportive and inclusive community of researchers that encourages cross faculty collaboration and external engagement with key partners in government, healthcare, non-profit, business and academia;
- 5) Supporting staff at all career stages to enable them to produce internationally excellent world-leading research and impact, and recruiting high calibre, ethnically diverse, researchers with significant potential to enhance areas of excellence;
- 6) Facilitating high quality bid writing via an interlinked structure of support at School, Faculty and University level;
- 7) Increasing the number of PhD students and ensuring that PGR programmes align with the overall research strategy;
- 8) Setting and influencing academic research agendas through chief editorial roles for major international journals and membership of international advisory boards for influential book series;
- 9) Improving the visibility of our research and external profile.

The following initiatives were implemented at School and Faculty level in order to deliver this strategy aligned with the University's central research objectives:

- 1) The establishment of a cross-disciplinary Arts Institute (AI) that provides a highly conducive environment for conducting research. Home to over 200 academics, its state-of-the-art facilities and infrastructure enhances opportunities for research income generation, knowledge transfer and public engagement;
- 2) The interdisciplinary IHC enabled new synergies to develop through cross discipline clusters and facilitated a shared vision among researchers from different disciplines in the health field. The pooling of resources from across the University has enabled us to play a key role in large multidisciplinary teams researching health inequalities with access to new revenue streams;
- 3) The creation of a new school-wide Research Committee that enables effective research planning and financial oversight at the local level. The committee monitors KPIs including PGR numbers and research income and manages impact activities and the strategic deployment of QR income;
- 4) The new requirement in annual individual research plans for staff to identify potential collaborative projects involving external national and international partners. These plans are submitted to the Associate Head of School for Research and regular Performance Development Review (PDR) meetings are used to identify ways in which staff can be supported to increase collaborative research activity and actively participate in national and international networks. New interdisciplinary collaborations have been developed: e.g. **Cladi's** work with Dr Stephen Green on surveillance and potential new emerging zoonoses; **Holden's** work on the Global Aid for Trade initiative with William Hynes adjunct professor at John Hopkins and senior economist at OECD; **Holliday's** work on popular uprisings in the Middle East with Dr Philip Leech (Ottawa); **Kulpa's** work on geographies of sexualities with Joseli Maria Silva (Professor of Human Geography, State University of Ponta Grossa);

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- 5) The recruitment of promising, and ethnically diverse, international ECRs with strong potential to bolster emerging areas of strength relating to global instability and justice. **Campbell** joined us from Max Planck Institute for Social Anthropology, **Cladi** joined us from Birmingham and **Kulpa** from Birkbeck;
- 6) The use of internal and University strategic development grants to pump prime research in priority areas and support early stage projects seeking external funding. For example, researchers in the Global Instability and Justice cluster (e.g. **Holden**) have benefited from seed-corn GCRF funding. Others in the Environment, Culture and Society group (e.g. **Anderson**) have been awarded Sustainable Earth Institute (SEI) funding that facilitated an internally funded interdisciplinary research project leading to a journal article on public attitudes to microbeads in personal care products that was referred to in a Parliamentary POSTnote (528 June 2016) and European Commission (Initial Statement by the Group of Chief Scientific Advisors, 2017);
- 7) The retention of senior staff upon retirement as Emeritus/Honorary Professors (**Cordell**, **Letherby**, **Scott**) to enhance the research culture and assist with mentoring and research leadership;
- 8) The development of a Research Leadership programme, embedding sustainability and developing the next generation research leaders;
- 9) The enhancement of mentoring at school level and through the University women researchers' network. Promising early career researchers (ECRs) are supported through University payment of PhD fees and have been released from teaching to be seconded on funded research. For example, **Parsons** has greatly benefitted from this and was awarded a highly competitive Sociology of Health and Illness Foundation Post-Doctoral Fellowship Award;
- 10) Research bidding training for all staff, including ECRs, in close liaison with Research and Innovation and the Faculty research support team through a regular series of grant writing workshops. Also centrally coordinated targeted updates on research funding opportunities and the provision of exemplars of successful bids. This is already bearing fruits and has strengthened our capacity to win large grants such as **R. Sheaff's** £800k HSDR funded project.
- 11) Strategic allocation of seed corn funding to our themed research groups in order to fund research assistance to develop targeted bids;
- 12) New marketing initiatives at School, Faculty and University level designed to raise the external profile of our research. For example, the SEI series on featured researchers <https://www.plymouth.ac.uk/research/institutes/sustainable-earth/alison-anderson> Also bespoke websites created by staff such as **Parsons'** Finishing Time website <http://www.finishingtime.online>

Because of these initiatives as a unit of 14.8 FTE, over the period, we have collectively published 200 refereed journal articles, 6 special issues, 15 monographs, 12 edited books and 52 chapters. Staff gave more than 45 papers at international conferences and research seminars (including 17 keynotes) and organised 3 international conferences. Between us, we have edited 4 international refereed journals (as chief editor **Anderson** or co-editor **Cordell**, **Letherby**, **Scott**). At the national level, we have delivered over 70 conference papers.

We are currently developing a five-year strategy for 2021-2026. The formation of a new School of Society and Culture in FoAHB from August 2021 (incorporating Sociology, Criminology and Anthropology as well as Law, Politics/International Relations, History, Humanities and Performing Arts) will strengthen the profile and visibility of social sciences within the University. It will provide the opportunity for exciting new collaborations to develop around areas of collective strength including heritage and culture, digital humanities and coastal communities. Staff within the unit each have a 5-year research plan that identifies support and training needs. Short and medium-term targets for funding applications, planned collaborations and publications are identified and form the basis for individual staff discussions in regular PDR meetings, as well as feeding into wider School and Faculty level strategic planning.

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c. Impact Strategy

Impact is integral to the research culture of this unit. The key features of our impact strategy over this REF cycle have been: 1) to embed impact culture across the unit; 2) to support experienced researchers with an impact track record to develop outstanding impact during and post REF and; 3) to create opportunities for pathways to impact to all researchers.

We have engaged in the following actions and initiatives to deliver the strategy:

- 1) Pathways to impact is a key aspect of research mentoring at all levels from ECRs to senior staff;
- 2) Individual research plans now include a section on pathways to impact;
- 3) Internal funding forms require an impact statement modelled on those used by external funders;
- 4) Staff have attended impact training events organised at School, Faculty and University level;
- 5) Staff have taken part in national impact awareness events and reported back to share insights e.g. **Anderson** attended a Women Researchers in Parliament event and is an invited judge at the annual Emerald Interdisciplinary Research Impact Awards;
- 6) The team work closely with marketing and the University public relations unit to disseminate research;
- 7) Since moving to FoAHB, the unit has benefitted from **The Bridge** - a new Faculty research initiative for knowledge exchange that provides an important vehicle for open innovation and collaborative research. It assists with knowledge transfer and provides access to funding opportunities, as well as fostering new research connections and collaborations and assisting researchers with increasing the visibility and impact of their work;
- 8) The unit identified staff members whose research indicated significant impact early on in the REF cycle and supported them with seed-corn funding to convert them into strong case studies. At University level, administrative support has been provided to assist with the collection and documentation of evidence entered onto VV tracker software;
- 9) Impact case study authors have benefitted from group and individual one-to-one sessions run by external consultants to assist in the later stages of impact case study development.

Our impact case studies on **Redesigning Public Services Funding Allocation Formulae to Maximise Social Benefit (Case Study 1)** and **Transforming Approaches to Online Safety (Case Study 2)** demonstrate the effectiveness of our impact strategy, showing how high quality research can bring about significant change in national policy and/or legislation. **Asthana** and **Gibson's** research has had a significant impact on the way in which resources for English public services are distributed. Highlights in this REF period include their influence on changes in the way that £78 billion of NHS funding is allocated to Clinical Commissioning Groups (CCGs) throughout England. Additionally **Gibson** led the redesign of the new Children's Services funding formula. **Phippen's** research was instrumental in the establishment of legislation around, and support for, 'revenge porn', to provide protection for thousands of young people who have been victims of this sexual crime, and in improving online safeguarding in HE Institutions.

The principal non-academic user-groups, beneficiaries and audiences for the unit's research are wide-ranging and include central government departments, independent bodies (e.g. NHS England), units of resource allocation (e.g. clinical commissioning groups, local authorities, police) and the public itself (Case Study 1) and schools, government departments and young people (Case Study 2). **Phippen** has also worked with NGOs (including UK Safer Internet Centre, Open Rights Group, Marie Collins Foundation, and Netsafe New Zealand) to provide them with research-based evidence for lobbying Government.

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Pathways to impact are opened up to staff at all stages of their career and basic impact training is available to all. Key research beneficiaries are invited to attend events that show case the importance and applied nature of our research and are carefully tailored towards particular audiences. For example, in 2017 the interdisciplinary iSPER event 'Brexit: Meeting the challenge in the South West', brought researchers, local authorities and the business community together in a vibrant debate about social policy issues relating to health care, the environment and migrant populations. This fed into the Brexit Renegotiating Relationships and Resilience Project (2019) which conducted interviews, workshops and training sessions with civil society organisations and local government institutions (as well as businesses) working on economic development, citizens' rights, migrants' rights, community relations and workers' rights https://www.plymouth.ac.uk/uploads/production/document/path/15/15520/Rebuilding_Relationships_Final_Report_.pdf

A series of policy papers were published (with input from PISC), including papers on international development and building stability overseas by **Holden** and a PhD student. This was part of a wider initiative to make academic research more accessible to a broader range of stakeholders and expand the provision of media training. The policy papers and podcasts were shared with policymakers as one pathway to impact.

d. Future Research and Impact Strategy

The strategic five-year vision for 2021-2026 is to continue to be at the forefront of research in our field, setting and influencing academic and policy agendas. One such strategic area is health policy. PIHR brings together academics from a wide range of disciplines in the Faculty of Health together with researchers in the Faculties of Science and Technology and Arts, Humanities and Business and our partners in the public, private and third sectors, nationally and internationally. It seeks to promote an interdisciplinary, inclusive enterprise with real commitment to working across boundaries in order to meet the health needs of the South West and other rural, coastal, and deprived communities worldwide. We currently have teams in four interconnecting research themes (Brain and Mind, Promoting Health across the Life-Course, eHealth and Frontiers in Discovery Research) with 29 cross cutting research groups. PIHR will add value by enabling and accelerating research, supporting new and productive collaborations, and multiplying the quality and the impact of our work and impact. This will be achieved by means of a responsive and dynamic system that avoids the limitations of structures that encourage divisive organisational silos.

Through targeted funding of our research clusters, we will deliver rigorous applied and theoretically informed world-class research and build greater critical mass in Environment, Culture and Society and Global Instability and Justice. The unit's goals are to build further a diverse and inclusive research environment, increase research income, further improve the quality of our outputs and impact, and to continue to strengthen our international profile and visibility. This will be achieved by:

- 1) Targeting research support to areas of identified strength, especially those interdisciplinary areas that align with University and research council strategic priorities including innovations in health and social care, health inequalities and COVID-19, and communicating climate change.
- 2)) Improving systems of mentoring and training across the unit (including grant writing, impact activity and media training), particularly focusing on supporting women, those from ethnic minority groups, and those with disabilities;
- 3) Strengthening the core disciplines in the unit by making excellent strategic appointments at all levels, expanding PGR, and increasing the representation of women researchers. With the integration of SoLCG into FoAHB the school is embedded within a stronger structure;
- 4) Further increasing our research visibility through a redesigned communications strategy targeted towards a variety of different audiences including researchers and the policy community.

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2. People**a. Staffing Strategy and Staff Development**

Our staffing strategy has aimed to create a balanced and internationally diverse unit, with the appointment of 5 promising new ECRs to aid succession planning. Two of these appointees have since moved on to develop their careers in other institutions. ECRs receive intensive research mentoring and receive light administrative and teaching loads in their first two years to ensure that they have sufficient time to devote to developing grant applications, publishing from their research, and participating in research clusters. Opportunities for research leadership are provided at all levels of an individual's career ensuring that the research environment is both inclusive and sustainable. ECRs are included on PhD and ResM supervisory teams so that they gain experience of the supervisory process. They are also represented on the School Research Committee and the ECR Forum in FoAHB provides peer support and training for researchers in the early stages of their career.

Most staff (76%) are on permanent contracts. We have 3 contract researchers and 1 member of staff on the balanced pathway (teaching and research) who is also on a full-time contract. Around a third (35%) of staff are on part-time contracts all but two of whom are located within the Medical School. This includes two researchers in residence and one senior research fellow who are on fractional contracts supporting large programmes of research in health policy. The University has fully implemented the principles of the Concordat to Support the Career Development of Researcher. Fixed term staff are members of the University's Researcher Forum and receive extensive guidance on career planning, job applications and interview preparation. They receive mentoring from project PIs and are encouraged to enter PDP and CPD activities in a developmental log. Plymouth was among the first 35 European HEIs to gain the EU HR Excellence in Research Award, which was renewed in 2017.

During this REF cycle, we have mainly sought to recruit promising ECRs. These new appointments (including **Campbell, Cladi** and **Kulpa**) have been fully integrated into our departments and research groups. They have taken on leadership roles in organising our outward-facing seminar programmes, enhancing our existing strengths in the Global Instability and Justice cluster and significantly contributing to our REF submission.

Retired/freelance professors (**Cordell, Letherby, Scott**) continue to play a key leadership role within the unit through their emeritus/honorary roles. This has facilitated mentoring of early and mid-career researchers and emeritus professors have been influential in sustaining a vibrant research culture through active involvement in research clusters.

A comprehensive school workload system allocates all academic duties (teaching, research, academic management and leadership) and all research active staff have dedicated ring-fenced time for research and scholarship (440 hours for research active staff - 26.6% of total time). Workload models and research support mechanisms also ensure that part-time staff have equal opportunities for research. All research active staff submit individual research plans (containing information on their planned grants, publications and impact activities) which are discussed at their PDR meeting. PDRs help to identify future staff support needs and highlight areas likely to benefit from seed corn investment.

There are clear processes in place for career progression and an annual promotion cycle that is supported by individual PDR meetings. During this cycle, two members of staff gained PhDs (**Clark** and **Parsons**) and three staff were promoted from Lecturer to Associate Professor (**Holden, Holliday, Parsons**). Capacity has thus been provided for mid-career staff to take on research leadership and advancement through promotion.

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b. Research Students

Research students in this unit are part of an intellectually stimulating interdisciplinary PGR community. There have been **25 PhD completions** over this REF cycle. The number of PhD students is not comparable with the last submission, as the unit is smaller, with staff in Criminology entered into a different unit of assessment. Six of our PhD completions were awarded highly competitive ESRC studentships, testifying to our ability to attract high quality applicants. PhD students are often able to benefit from Associate Lecturer contracts and from assisting with editorial/ publications work. The Head of School closely monitors workload allocation to ensure that such students are able to devote adequate amounts of time to their research. Most PhD students are past Masters students and self-financing or funded by a University scholarship. To enable sustainability we are bolstering Masters provision through a newly launched ResM in Sociology, MSc Social Research, and involvement in a new MA in Environmental Humanities.

Research students are fully integrated into research clusters and are represented on the relevant School Committee. There are currently 16 PGR in the School and within the wider Faculty there are over 180 MPhil/PhD candidates within the Doctoral Training Centre (DTC). PGR students are active members of our research groups at School and Faculty level. PGR have access to specialist software for the analysis of quantitative and qualitative data. All full-time PhD students at Plymouth receive specialist advanced methods training if they have not already received this. Their training is enriched by participation in a rich array of seminars, conferences and specialist workshops including fortnightly PGR cafés with presentations and other activities. The Researcher Development Programme runs in the region of 160 sessions per year on research skills and career development that are regularly taken up by our PGRs. Researchers in this unit regularly contribute sessions to the annual Meet the Editors workshops.

The Doctoral College provides both early-stage and refresher support for researchers at all stages of their career on publishing, grant capture and research planning, PhD research supervision and research ethics. Members of the team regularly attend such sessions. A vibrant staff research seminar programme provides the opportunity for researchers and PGR to present work in progress for discussion, and associated workshops offer training in presentation, publishing and collaborative working for doctoral students and ECRs. Over the census period, several staff have given keynotes at the annual Plymouth Doctoral Colloquium where doctoral students present their work in progress. All supervisory team members are encouraged to attend and regularly contribute through reviewing abstracts and chairing sessions. PGR also assist with organising the event. Staff also attend PhD upgrade sessions within the school.

The MA in International Relations: Global Security and Development is directly linked with the PISC seminar series run by **Cladi**. This programme includes a mixture of talks from leading external speakers (e.g. Prof Steven Green, Sheffield Hallam; Dr Derek Averre, Birmingham; and Prof Mike Smith, Warwick). In other sessions, PhD students present their research within a supportive environment, enabling them to practice and hone their presentation skills. All staff are encouraged to attend regardless of their specialism.

PGR also benefit from the regular Sociology Public Talks seminar series that involves a range of external speakers and is open to all. External speakers have included: Dr Agnès Chetaille (Univeristé Libre de Bruxelles); Prof Patrick Brereton (Dublin City); Prof Harriet Bradley (UWE); Prof Robert Mears (Bath Spa); Dr Allegra Schermuly (Monash); Dr Michael Skey (Loughborough) and Dr Calogero Giannetta (Aix-Marseille Univeristé).

At Faculty level over the REF period PGRs have regularly presented at iSPER organised seminars and workshops. They have also assisted with organising high profile events e.g. **Gaskarth's** ESRC Seminar Series 'Normative Challenges to International Society – Rising Powers and Global Responses', 2014 <http://www.risingpowersglobalresponses.com/>

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Students take part in the University's three-minute thesis competition. SoLCG provides funding for all PhD students to undertake fieldwork and disseminate their research. The DTC facilitates doctoral work across a range of disciplines through fostering a vibrant intellectual environment, supporting students to work with rigour and integrity. The online GradBook system documents supervisory meetings, identifies progression points, and sets deadlines for PhD students and their supervisors. In the later stages of enrolment, publication work with supervisors supports PhD student career development.

PhD students are provided with a Director of Studies and at least one other supervisor with specialist research expertise in their area and, where possible, an ECR. All PGR supervisors, examiners and chairs attend mandatory training, including 'refreshers' every two years run by the Doctoral College. They are also fully integrated into the annual University and Faculty Research Showcase events that offer a vibrant platform to display their work. PGRs also receive funding to present their work at national and international conferences and take part in national personal development training e.g. Cumberland Lodge 'Life Beyond the PhD.'. In a further sign of progress, PGR students have published a number of papers in high-ranking journals such as *Nationalities Papers*, *Journal of Women and Aging* and *Third World Quarterly*, already during their PhD period or shortly afterwards, providing excellent *preparation* for academic posts after graduation. Recent PhD students (e.g. **Parsons**) are also encouraged to publish monographs from their research.

We have an excellent record of career progression for PhD students. Examples include: PDRF, University of Plymouth; Professor of Marketing, Munich; Executive Director, Therapies and Health Science, Cardiff and Vale University Health Board; Researcher at the ONS, winning a government social research award; Senior Business Analyst at the MET office; Research Officer, Department of Work and Pensions; Research Fellow, Exeter; Lecturer, Exeter; Lecturer, Royal Holloway. A recent PhD student was the winner of the Brett William Campbell Thesis Prize in International Studies, 2020.

c. Equality and Diversity

The unit is committed to equality and diversity and has comprehensive support structures in place to empower and support all staff. Our teams are diverse and there is a gender split of 6/11 (f/m). In terms of age, approx. 30% of submitted staff are under the age of 44, approx. 30% are between 45-54 and approx. 40% are 55 plus. We have implemented procedures to ensure that all staff in SoLCG work within an inclusive environment that includes: workloads, recruitment, promotions, mentoring and funding access, and research support. It is mandatory for all staff to undertake equality and diversity and unconscious bias e-learning packages, and those sitting on interview panels are required to undertake recruitment and selection training. There are additional e learning packages that provide training on disability awareness. The School supports flexible working for staff with caring responsibilities and staff with young children are able to benefit from the workplace nursery scheme and the University's parental leave policy.

Our staffing policy of implementing gender equality has resulted in significant improvements including leading research roles. This is reflected by the fact that two of the three professors are female and the Associate Head of School for Research position in SoLCG has been equally shared between men and women. There are more women in this unit with a full-time permanent contract than men. Also the unit has become more culturally and internationally diverse with approx. 12% of submitted staff from BAME background. Comparisons with 2014 are limited due to differences in the disciplinary composition of the unit. As part of our continued work to improve equality, diversity and inclusivity, SoLCG is preparing to submit an application for an Athena SWAN Bronze Award in 2021. A University level working group has been established to advance accreditation with HE's Race Equality Charter.

All research active staff have equal access to conference attendance funding, subject to application via robust processes. Furthermore, all staff have equal opportunity to apply for

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University seed-corn funding and are able to access internally and externally provided information about research calls relevant to their subject areas. Specialist training workshops are regularly promoted to all staff where, for example, researchers can receive feedback on their developing research proposals or advice on applying to particular funding bodies. All bids are internally reviewed which provides an opportunity for applicants (especially ECRs) to receive encouragement and constructive feedback. We seek to involve ECRs as much as possible in our grant application teams so that they grow in confidence and experience. The school ECR Forum and the University's Women's Network offer a collegiate and supportive space for researchers to discuss research related issues.

3. Income, Infrastructure and Facilities

a. Income

Sustaining and improving our research income track record was a key part of our REF2014 strategy. In an increasingly competitive environment for obtaining external grant funding, **the unit has been awarded £1.8 million over the duration of REF period and has partnered on successful grants or consultancy contracts worth over £10 million**, from a range of funding bodies. Of this, 80% has come from UK health research funding bodies or UK central/local government, or local authority health/hospital authorities. The income for many of our collaborative projects in the health field is reported in UoA3. Research council grants where we have acted as principal or co-investigator include ESRC, British Academy, Interdisciplinary Social Research Foundation, AHRC and Australian Research Council.

Health, Vulnerability and Inequality

Among research funding awarded: **R.Sheaff** as PI received £800k from HSDR for a project on 'Commissioning, Co-commissioning and Being Commissioned: The NHS and Third Sector Organisations'; £482k from HREP for a project on 'Diverse Healthcare Providers' (with **Clark** and **Asthana**); £382k from Department of Health for 'The Patient Safety Collaborative Evaluation Study'. Also, £428k from NIHR for a project on 'Integration and Continuity in Primary Care' and £168k on a HSDR funded project 'From Programme Theory to Logic Models for Multi-specialty Community Providers'. **R.Sheaff** and **Quinn** are CIs on a £2.7m NIHR project 'Dementia-Person Aligned Care Team (D-PACT)'. **Quinn** and **Callaghan** received funding as CIs on a £2m NIHR project 'Engager 2: Developing and Evaluating a Collaborative Care Intervention for Prisoners', as well as a £887k NIHR project 'Improving Health, under Community Supervision, with the Support of a Health Trainer'. **Asthana** is CI on a £2.7 million ERDF project 'eHealth Productivity and Innovation in Cornwall and the Isles of Scilly (EPIC)', and a £4.1 million follow on project and CI on an £82k ERDF project on 'Innovation in Healthy Ageing'. **Husk** received funding as PI from NIHR for a £608k project on 'Understanding the Implementation of Link Workers in Primary Care' and a £175k project 'Academic Partners Collaborative for the National Academy for Social Prescribing' (with **Asthana** and **Elston**). **Husk** is also PI on a £180k MRC PHIND project on 'Systems based approaches to Public Health Intervention development'. **Husk** is CI on a £270k AHRC project 'Optimising Cultural Provision to improve Older People's Wellbeing through Social Prescribing in the Context of COVID-19.' **Gradinger** is co PI on a £253k project from Torbay Medical Research Fund on 'Understanding the High Numbers of Children in Statutory Care in Torbay.' **Elston** is PI on a £100k project on 'Devon STP Social Prescribing Evaluation and Research'. **Asthana**, **Elston** and **Gradinger** were CIs on a £149k project funded by Torbay and South Devon NHS Foundation Trust on 'Organisational Integration and Implementing New Care Models in South Devon and Torbay.' **Elston** is CI on a £180k project 'Evaluation of Urgent and Emergency Care Vanguard Initiatives in the Southern Cluster'.

Environment, Culture and Society

We have been members of large teams that have successfully been awarded funding from UK Charities such as Big Lottery and Comic Relief. **Phippen** has served as a consultant on numerous research projects over the REF cycle and been involved in 20 Knowledge Transfer

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Partnerships (totalling over £2 million). Notably, he is Digital Research Director for Headstart Kernow, a £9 million Big Lottery Funded Project 2017-2021. **Anderson** was CI on a project investigating public perceptions of deep geothermal energy (Plymouth work package £374k in EU ESIF project led by Geothermal Engineering Limited with overall value £18m). While not reflected in our REF income these projects have brought significant value.

Global Instability and Justice

Examples of awards include: **Rallings** and **Thrasher** received £99k for their ESRC funded 'British Local Elections Database'; **Holliday** received £9k from the British Institute of Persian Studies/British Academy for a project entitled 'Iran and the International in the Modern Period'; and **Gaskarth** received £8k for British Academy project 'Holding the Intelligence and Security Services Accountable'

Methodological Innovations

Among research funding awarded, **Parsons** received £60k through an ISRF Mid-Career Fellowship Award 'Developing Social and Cultural Capital through Photographic e-Narratives at an Offender/Ex-offender Rehabilitation Scheme'. **Sutton** was CI on a £70k ESRC funded project on 'Embedding Quantitative Methods in the Social Sciences.'

b. Infrastructure and Facilities

The AI fosters a vibrant interdisciplinary culture hosting workshops, seminars, international conferences and visiting research fellows. We closely follow the university-wide code of good research practice, which outlines principles for ethics and professional practice. The Faculty research strategy is coordinated by the Associate Dean for Research (ADR), reviewed on an annual basis, and takes account of strategies at University and Subject level. We have established a set of processes to ensure that all bids are peer reviewed and undergo a risk assessment. The School Research Committee has its own dedicated budget and three rounds of competitive funding per year are available to support research activities.

The Faculty occupies a £30m state-of-the-art building with staff in SoLCG based in generous office space located across campus. The Seale Hayne Library provides a wealth of subject specialist printed and on-line resources to support staff scholarship and each discipline has a dedicated subject specialist. This provides access to approx. 14,000 current journal titles (and additional open access titles), 350,000 print books and 500,000 eBooks. It spends in the region of £115,000.00 on journals for SoLCG per annum.

The Sustainable Earth Institute (SEI), with which we work closely, is housed in the University's new Sustainability Hub providing a state-of-the-art low carbon collaborative space for sustainability research, education and partnership working. Members of the Environment, Culture and Society cluster regularly present their research at the annual SEI conference and collaborate in joint externally funded research council/industry funded projects.

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

a. Collaborations

A number of structures facilitate collaborative research within this unit at Faculty and Institute level. The ADR coordinates research calls and expressions of interest across the Faculty and University to bring together researchers with similar interests and appropriate expertise in order to create effective interdisciplinary research teams. Within the unit, relevant funding calls and collaborative opportunities are shared across the group. Our research clusters play a key role in facilitating and stimulating cross-disciplinary working and staff are encouraged to take on leading roles in disciplinary associations to expand our networks. Collaboration is also assisted through strategic appointment of Visiting Professors and Visiting Scholars including Professor Brigitte Nerlich, Nottingham (Co-Director 'Making Science Public', £1.6 million) and Li Shuqiao

Unit-level environment template (REF5b)

(visiting researcher from Donghua in 2019) and through our own visiting professorships overseas. Since 2014 stronger European connections have been forged through a range of ERDF and NIHR research projects (e.g. universities of Milan, Hohenheim, Groningen, Nordland, Minneapolis), the Karolinska Institutet and TK/WINEG.

The success of this strategy is evidenced by the fact that 53% of publications over this REF cycle were collaborations with external co-authors including from Oxford and Monash (16% with international co-authors). In addition, successful bids include collaborations with leading international HEIs (e.g. Monash and Alberta) and at the national level joint projects with researchers from Oxford, Exeter, St Andrews, UCL, Sheffield Hallam, Southampton and UWE. We have strong formal connections with top international universities. **Anderson** is an Adjunct Professor in the School of Social Sciences, Monash, and was invited to deliver a series of seminars at Fudan in 2017. In 2018, we hosted a three-month visit from Dr Schermuly (Monash), a research fellow on an ARC funded project with Anderson on digital media and patient activism. **R. Sheaff** is a PhD supervisor for the Groningen and in 2015 co-taught the Health Services Research doctoral programme at the Minnesota.

There is considerable collaboration between researchers and other HEIs nationally (e.g. LSHTM, Nottingham, LSE, Southampton, Manchester, Exeter, Warwick) that has considerably enhanced the research environment. **Holliday** was a visiting fellow at Exeter, 2015 and **Letherby** visiting professor at Greenwich in 2017. **Parsons** took part in a research residential on Research with Vulnerable, Marginalised and/or Hard to Reach Groups held at Girton College, Cambridge, 2017.

Collaboration at the international level has significantly expanded. For example, **Cladi** works closely with Andrea Locatelli (Catholic University of the Sacred Heart, Milan). **Anderson** is a founding member of the International Environmental Communication Association (IECA), served on its Board of Directors from 2013-2017, and is a member of the AHRC funded Global Green Media Production Network. **R. Sheaff** was Coordinator of the European Health Management Association Primary Care Special Interest Group, 2014-2016. New interdisciplinary connections have also been forged. For example, **Anderson's** involvement as CI in an ERDF funded project on attitudes to deep geothermal energy involving geologists, psychologists and sociologists and her research into public perceptions of microplastics with colleagues in Marine Biology and Psychology.

b. Contribution to the Research Base

Research council reviewing and research-related consultancies. **Kulpa** is an evaluator and rapporteur for Horizon 2020 and Marie Skłodowska-Curie Fellowships, and elected to the ESF College of Expert Reviewers (2019-2022). He has reviewed for the National Science Center PL and State Education Development Agency, Latvia. **Anderson** is an elected member of the Swiss National Science Foundation Steering Committee for the Sustainable Economy 2016-2021. **Anderson** and **Holden** are evaluators for Research Foundation Flanders. **Holden** reviews for the European Research Council. **Cordell** has reviewed proposals for Belgian, Italian, Irish and Polish research foundations. **R. Sheaff** reviews for Netherlands NWO Division for Social Sciences, Netherlands Organisation for Health Research and Development, Freiburg Institute of Advanced Studies Albert-Ludwigs-Universität Freiburg, and the Irish Health Research Board.

At the national level, **Anderson** and **Kulpa** have reviewed for the ESRC. **R. Sheaff**, **Quinn** and **Elston** are peer reviewers for NIHR. **Elston** is Research Adviser to the NIHR Leadership in Integrated Teams study, King's College and **Husk** is a member of the NIHR HS&DR Funding Committee. **Scott** was a member of the Governing Council of the British Academy 2016-19, Chair of Sociology Section of British Academy 2015-18, and member of Leverhulme Advisory Panel 2014-20. **Parsons** is an assessor for the ISRF and reviewer for Leverhulme Trust. **Holliday** is Member of the Research Committee, British Institute of Persian Studies.

Unit-level environment template (REF5b)

Journal editorships, members of editorial boards, journal refereeing and peer-reviewed book series. **Anderson** served as Editor-in-Chief of *Environmental Communication* (Routledge) from 2014-2017 and a Guest Editor of *PLOS ONE* in 2017. **Cordell** is Co-Editor of *Ethnopolitics* (Routledge) and Associate Editor of *Civil Wars* (Routledge). **Scott** and **Letherby** are Co-Editors of *Methodological Innovations* (Sage).

We are editorial board members on the following journals: *Sociology* (**Husk**), *Sociological Research Online* (**Husk**), *BMC Public Health* (**Husk**), *Mediterranean Politics* (**Holden**), *Environmental Communication* (**Anderson**), *Ethnopolitics* (**Holliday**), *Nationalities Papers* (**Cordell**), *Methodological Innovations* (**Sutton**). *Women's Studies International Forum* (**Letherby**). **Anderson** is an invited advisory board member of *Environmental Media*.

Invitations to review articles from highly-rated international journals include: *British Journal of Management*; *Health Policy*; *Implementation Science*; *Public Administration*; *British Medical Journal*; *Policy and Politics*; *Social Science and Medicine*; *Ethnos*; *Journal of Health Services Research and Policy*; *International Sociology*; *Biological Conservation*; *British Journal of Politics and International Relations*; *Third World Quarterly*; *Feminist Media Studies*; *Sociology of Health and Illness*; *Critical Public Health*.

Cordell is series editor of the Association for the Study of Nationalities Routledge book series and the *Routledge Handbook of Ethnic Conflict*. **Anderson** is an international advisory board member for *Contemporary Issues in Science Communication*, Bristol University Press, and an advisory board member for *Palgrave Studies in Media and Environmental Communication*.

Conference organisation. The unit has organised many international conferences and symposia including the following: **Parsons** was co-organiser of the 6th BSA Food Studies Group Conference, Prato, 2019. **Anderson** was co-organiser of the 15th biennial Conference on Communication and Environment, UBC, 2019 that attracted 300+ scholars from 25 countries; **Kulpa** is a co-founder of the biennial European Geographies of Sexualities conference and a member of the organising committee. He also served as Board Advisor for the 5th Queering Paradigms International Conference, Ecuador, 2014.

At the national level. **Parsons** was co-ordinator of the Media, Culture, Sport and Food stream at the BSA Annual conference in 2019, and **Cordell** was Co-convenor of the Conflict Research Society Annual conference, Birmingham, 2018. We have regularly hosted the BSA South West Medical Sociology Group conference at Plymouth and an annual Methodological Innovations (MI) conference attracting in the region of 100 delegates. The health cluster supported by the IHC, and in conjunction with the BSA MedSoc group, has also run events such as 'Using Secondary Sources to Support Social and Health Research'. Other notable examples include regular events organised by the MI cluster including a symposium on 'Reintegration, hospitality and hostility' with invited speakers Prof Fergus McNeill (Glasgow) and Alison Urie (Vox Liminis), organised by **Parsons** in 2019. Together with **M. Sheaff**, she also organised an event in 2019 on 'Lone Parent Families and Food Poverty in Three European Countries' featuring Dr Rebecca O'Connell (UCL).

Invited conference papers and keynotes. We have delivered 17 keynote presentations at national and international conferences. Over the period. **Phippen** has given keynotes at: Farrers Annual Safeguarding Conference, London; Institute of Mental Health conference on online wellbeing, Birmingham; Safer Internet Day conference, Suffolk; Virtual Violence Conference, Ipswich; Blurring Boundaries Conference, Suffolk; NSPCC Online Safety Conference, Leicester; Methodist Independent Schools Trust, London, and NOTA, Dublin. **Cordell** has delivered keynotes at Warsaw, and the European Centre for Minority Issues Summer School, Lviv; Canterbury Christ Church; and Central European, Budapest. **Kulpa** has delivered keynotes at Utrecht and Tartu. **Anderson** delivered a keynote at the Brazil-UK Symposium on Communication Research, GCRF/ Institute of Advanced Study, Warwick.

Unit-level environment template (REF5b)

Campbell delivered a keynote at the European Population Conference, Brussels. We have given numerous invited papers including: **Parsons** 'Food and Embodied Identities in the Early Modern and Modern World', Cambridge, 2018 and the BSA Auto/Biography Summer Conference, Wolfson College, Oxford, 2019; **Anderson** 'ESRC Centre for Corpus Approaches to Social Science Symposium', Lancaster, 2015; **R. Sheaff** 'NIHR Service Organisation and Delivery Research Programme', London, 2017.

External PhD examining. Staff regularly serve as external examiners for PhDs including over the period: Bath; Oxford; Nottingham; Christchurch; St Andrews; Kent; Cardiff; Sheffield; Westminster; Dublin City; Trinity College Dublin, Birkbeck; Bradford; Keele; Birmingham; Essex; LSE; Middlesex; Bedford; Bournemouth; Sussex; Melbourne; Monash; Griffith, Witz; Turku and Tasmania. Cumulatively we have externally examined **46 PhD candidates** and 4 professional doctorates in the current REF period.

Visiting students. We have also hosted visiting international Masters students/ECRs from the following institutions: UNAM and Korean Institute of Science and Technology.

Prestigious research fellowships and awards. **Scott** CBE is a Fellow of the British Academy. He received the BSA Distinguished Service for Sociology award in 2014, Honorary Doctorate, Essex (2016) and Edinburgh (2020, to be awarded 2021). **Anderson, Asthana, Letherby** and **Scott** are elected fellows of the Academy of Social Sciences. **Anderson** is an elected Fellow of the Royal Society of Arts and nominated in 2018 by the Swiss National Science Foundation to appear in AcademiaNet, a European database of outstanding female academics. During the REF period, **Parsons** was awarded the Sociology of Health and Illness Foundation Mildred Blaxter Post-Doctoral Fellowship Award and an ISRF Mid-Career Fellowship. **Holliday** was appointed Director of the Modern Research Project, British Institute of Persian Studies, British Academy <https://www.bips.ac.uk/research-programmes/modern-iran/> **Husk** is Honorary Senior Public Health Research Fellow, Public Health England, an Honorary Senior Research Fellow, Exeter, and Affiliate Member of the Royal College of Paediatrics and Child Health. **Elston** is Honorary Research Fellow, Public Health England and Fellow of the Faculty of Public Health. The article 'Repositioning the boundaries between public and private healthcare providers in the English NHS' (co-authored by **R. Sheaff, Gibson, Clark** and **Asthana**) was selected as a Highly Commended Paper in the 2020 Emerald Literati Awards.

c. Contribution to Economy and Society

Our breadth of interdisciplinary expertise enables us to bring multiple approaches and methods to addressing urgent social policy issues in health, global instability and society, and the environmental crisis. This has enabled us to deliver applied and theoretically informed world-class research to a wide range of groups including national and local government, healthcare providers, NGOs, social enterprises, patient groups and offender communities. A key element of our impact strategy has been to encourage staff to develop effective channels of knowledge exchange, including the provision of evidence and advice to parliament and government bodies.

Asthana has given evidence to the Communities & Local Government Committee Seminar on Needs Assessment, 2016, and sits on the Advisory Committee on Resource Allocation (the independent body that advises NHS England on the distribution of over £100 billion of NHS resources). **Phippen** has given evidence to BBFC on the impact of Digital Economy Act 2017 and to the Information Commissioner's Office Inquiry in Age Appropriate Design Code. He has provided evidence to the Law Commission Review and the Welsh Government, and provided evidence directly to Government (including the Ministry of Justice, Department of Digital, Culture, Media and Sport, Department for Education and the Office of the Australian eSafety Commissioner). **Anderson** was an invited advisor to the Department of Energy and Climate Change on the Pathways to Paris 2015 publication. Her research on public perceptions of microbeads in cosmetics is referred to in a Parliamentary POSTnote (528 June 2016) and the European Commission (Initial Statement by the Group of Chief Scientific Advisors, 2017). **M.**

Unit-level environment template (REF5b)

Sheaff has provided written evidence to the House of Commons Health Committee and **Parsons** on the Future of the Probation Service.

Asthana has sat on: Commissioning Panel, Policy Research Programme (DH); Change Grow Live; National Institute for Health and Clinical Excellence (NICE); Technical Advisory Group to the Advisory Committee on Resource Allocation (DH); Rural England; Royal Society for Public Health; Community Organisers and Community First Expert Reference Group (Cabinet Office), and Commission for Rural Communities (DEFRA). **Gibson** has worked with the National Rural Crime Network and Cumbria Police and Crime Commissioner's Office to produce a Police Workforce Simulation Model. **Holden**, as Honorary Lecture Secretary for Plymouth Athenaeum, has staged a variety of public talks in conjunction with U3A.

Researchers in the Environment, Culture and Society cluster have undertaken a variety of pathways to impact to engage audiences and contribute to society e.g. public lectures, international and national media coverage and webinars. For example, **Phippen** has delivered talks on young people and internet safety at Callywith College, Bromsgrove College Treviglas School and Wadebridge School and his work on internet safety has attracted extensive media coverage including Telegraph, Times, Guardian, Independent, Daily Mail, BBC Radio 1, BBC Radio 4, BBC Radio 5, Sky News, BBC2, BBC3, BBC4, Channel 4. Other examples include **Anderson's** public lecture in the 'Science in the News Explained' Nobel Series for British Science Week 2016, webinar presentation 'Is the Media Failing us on Climate Change?' (Hope for the Future 2020 series) and interview for ORF (news channel FM4) and Der Standard, Austria. Funding from the ESRC Festival of Social Science has enabled us to engage the public on the climate crisis and behaviour change and on young people and digital technology. It has also enabled **Parsons'** research collaboration with Landworks (on resettlement of offenders) to reach a wider audience. One of the outputs from this is a website that has had over 14,000 views from 85 countries.