Institution: University of Southampton

Unit of Assessment: 20 Social Work & Social Policy

1. Unit context and structure, research and impact strategy

1.1 Overview: structure and context

The University of Southampton's UoA20 submission brings together colleagues from the three Departments of Sociology, Social Policy & Criminology, Gerontology and Demography & Social Statistics, along with researchers within our two ESRC Research Centres - the Centre for Population Change (CPC) and National Centre for Research Methods (NCRM). The submission comprises 43.09 FTE (headcount 31F,15M) staff, representing a significant critical mass of researchers investigating key public policy issues and informing contemporary debates around health and social care, social protection, migration, crime, employment and family policy.

Research within the UoA is structured around seven interdisciplinary research clusters:

    a) Methodological Innovation,

    b) Population Change, Ageing and the Life-course,

    c) Families and Communities,

    d) Migration,

    e) Global Health and Wellbeing,

    f) Policing and Criminal Justice,

    g) Work and Organisations.

The UoA hosts two ESRC funded Research Centres alongside three internationally recognised centres of excellence (Centre for Research on Ageing, Centre for Global Health and Policy, and the Work Futures Research Centre), with its vibrant group of postgraduate researchers benefitting from the funding and training available through the ESRC South Coast Doctoral Training Partnership (SCDTP).

Building on its substantial 'core' disciplinary strengths, the UoA has an outstanding track record of inter-disciplinary and collaborative research, working with colleagues from across the University of Southampton (UoS) and other HEIs around the world, engaging with a wide variety of public, voluntary and private sector partners and user groups.

Colleagues regularly provide advice to a range of international and national governmental bodies including: Asian Development Bank, UN (including UNECE, UNFPA, UNICEF), WHO, World Bank, EBRD, the EU and other European governments; the UK government including BEIS, Cabinet Office, Defence, DfID, DWP, ONS, Home Office, Treasury; the Welsh Government; the Police and Crime Commissioner's Office, Her Majesty's Inspectorate of Constabularies and Fire Services, the College of Policing and the Charities Commission. We also work closely with our local authorities including Southampton City Council, Dorset and Hampshire County Councils, as well as NGOs such as What Works Centres, AgeUK and HelpAge International.

UoA members make a significant contribution to the wider research community through their involvement with UK and international funding bodies, advisory membership of government committees (e.g. ONS, DWP); executives of key learned societies (e.g. BSA, BSC, BSG, BSPS), editorships of international journals within the field and external peer review. Such wider citizenship and collegiality are explicitly valued within the University career pathways.

1.2 Research strategy

We are immensely proud that Southampton has continued to be ranked in the top tier of Social Work & Social Policy UoAs in RAE2008 (3rd) and REF2014 (joint 5th). Our central goal throughout this current assessment period has been to build on that success in '**the pursuit of excellence in research which makes a difference'**, supporting the wider institutional vision of 'changing the world for the better'.

Underpinning this is the principle of undertaking **methodologically innovative** and **intellectually rigorous** research that contributes to **resolving** the key challenges facing contemporary society, both in the UK and globally. Ensuring our research makes an impact - informing policy and practice - is integral to our mission and, whenever possible, our research is co-designed with users. All research is subject to ethical review (see **Section 3**), with training and support provided to ensure that research is conducted according to appropriate ethical and professional standards.

Our REF2014 submission set out our aims and plans for the assessment period. At it's heart was the ambition to continue to increase the scale, quality and impact of our research. Specific goals to support this included:

- Strengthening the core disciplines in the UoA by making excellent additional appointments at all levels, including attracting and retaining high quality PGRs;

- Extending our European and global research grant portfolio;

- Enhancing the collaborative and inter-disciplinary research ethos in the UoA.

We have realised all these strategic aims; **key achievements** during the assessment period include:

- **Investing in people:** Since REF2014 we have significantly enhanced our capability in the core disciplines, particularly in Criminology where there have been six new appointments (3F,3M). We have also been proactive in the development of research leaders, securing two (1M,1F) ESRC Future Leaders/New Investigator grants (**Clifford**, **Lavorgna**) and five (3F,2M) ESRC Postdoctoral fellowships, and our submission includes four independent researchers (**Ayrton**, **Nilsen**, **Qin**, **Troccoli**) (3F,1M). We have invested in and retained talent, with ten promotions (7F,3M) from Lecturer A (Level 4) to Lecturer B (Level 5), eleven promotions (7F,4M) to Associate Professor (Level 6) and seven promotions (5F,2M) to Professor (Level 7) in the period. 96 PGRs (61F,35M) have been supervised to completion. We are especially proud that members of the UoA led the successful application for an Athena Swan Bronze award, the first awarded to a non-STEM School within the University.

- **Ensuring sustainability:** Over the period 2014-2019 we secured renewed funding for our two ESRC Centres (NCRM, CPC); our research income totalled £14.5 million; and we published over 950 peer-reviewed outputs.

- **Growing our international research portfolio:** We have had great success in international research calls, securing funding from EU Horizon2020, EU JPI 'More Years Better Lives', ERC Consolidator, GCRF (with UoA members PI of a network and a hub), Wellcome Trust, ESRC-DFID, MRC-CONFAP, as well as several internationally focussed UKRI responsive mode grants. Reflecting this, nearly one-third (31%) of outputs published in this REF period have been co-authored with international collaborators.

- **Translating research into making a difference:** Since REF2014, we have strengthened our support to UoA researchers through proactive engagement with two institutional units (PublicPolicy│Southampton and the Public Engagement with Research unit; *see* **REF5a)**. We have also been successful in securing ESRC IAA funding, including additional SCDTP

Business Boost funding in 2018 and 2019. UoA members have enthusiastically embraced these opportunities, engaging with the public via the annual Southampton Roadshow and ESRC Festival of Social Sciences, partnering with the Open Innovation Unit of the Cabinet Office and co-organising events at the House of Commons with the Parliamentary Office of Science and Technology. Our commitment to ensuring our research translates into impact was recognised by the award of the **2020 ESRC Outstanding Public Policy Impact prize** to CPC, led by **Falkingham**. Further details on our strategy for making and enabling impact are provided in **Section 1.3** below.

Further evidence of our success is illustrated by the achievements within our research clusters outlined below, and in our impact case studies:

(a) Methodological innovation **(Ayrton, Berrington, Bijak, Edwards, Hilton, Hosegood, Lavorgna, Maslovskaya, Perelli-Harris, Sindall, Reed, Roth, Taylor, Ugwudike, Vlachantoni, Webber)**: Southampton has a longstanding and warranted reputation for excellence in the development and application of cutting-edge social science research methods, with the *ESRC National Centre for Research Methods* providing a strategic focal point for research, training and capacity building in quantitative, qualitative and mixed methods. In the assessment period we were successful in securing renewed funding for the NCRM hub for the period 2014-2019, with the NCRM Director (Sturgis) and Co-Director (**Edwards**) both members of the UoA.

Methodological innovation provides a connecting thread running through all our research clusters. Our strengths in *quantitative methods* are reflected in UoA colleagues securing seven ESRC SDAI grants in the assessment period (**Berrington**, **Edwards, Lavorgna, Maslovskaya, Perelli-Harris**, **Vlachantoni** (x2).The CPC modelling strand has contributed to changing the way ONS estimates mortality at the oldest ages, revising the English Life Tables which underpin actuarial calculations of pensions and life insurance (**Bijak**, **Hilton**); by developing innovative methods for estimating and forecasting mortality for all ages, our research has facilitated better and more prudent policy and business decisions, forming the basis of one of our impact case studies). **Bijak** has been awarded a prestigious ERC consolidator grant on 'Bayesian Agent-Based Population Studies: Transforming simulation models of human migration'. He has also collaborated with colleagues in Exeter to secure EPSRC network funding for "Models to Decisions" (M2D). Research by Sturgis and colleagues on methodologies for improving survey accuracy has led to changes in the rules of the British Polling Council (BPC) and the Market Research Society, leading to changes in the methodological procedures used by UK polling firms. the BPC-commissioned independent inquiry into polling, known as the *Sturgis Inquiry*, forms the basis for another of our impact case studies.

UoA colleagues have also been working with Southampton's Academic Centre of Excellence in Cyber Security Research, the Web Science Institute (WSI) and Turing@Southampton to better understand how 'new' forms of data can support policy design and practice. **Ugwudike** received funding from the Alan Turing Institute (ATI) to study 'predictive artificial intelligence technologies in the Criminal Justice System', and ATI-Covid19 funding to understand 'public resistance in using Covid-19 digital contact tracing'. **Taylor** secured two WSI stimulus fund projects to investigate 'free labour and the sustainability of open-source software in digital infrastructure', and 'technology facilitated remote practice in multi-agency service delivery for domestic abuse support in a post pandemic world'. Other colleagues have been exploring cybercrime (**Webber**), the propagation of fake/fraudulent information online and health frauds (**Lavorgna**), understanding communities, communication and safe spaces in smart-rural areas of South Africa (**Hosegood**, **Roth)**. **Maslovskaya** is examining data quality issues in mixed-device online surveys in the UK.

We have also developed and extended new methods for longitudinal *qualitative* data (**Edwards** and **Weller**), queer methodologies (**Reed),** visual methods **(Ayrton, Reed),** stakeholder ethics in

qualitative policy research (**Taylor**), ethics concerning social media and other internet based research (**Roth**) and participation in protest movements in a comparative perspective (**Roth**). Members of the UoA have innovatively combined qualitative and quantitative data to understand the experience and impact of informal caring (**Vlachantoni**) and carried out cross-national comparative focus groups in 9 countries to better understand partnership behaviours (**Perelli-Harris**).

(b) <u>Population change, ageing and the life course</u> (**Bridgen, Evandrou, Falkingham, Langat, Meyer, Qin, Schröder-Butterfill, Vlachantoni, Willis**): This large interdisciplinary research cluster focuses on investigating the drivers for, and consequences of, population change with a focus on economic welfare and social support across the life course. The group combines the development of theoretical perspectives on ageing and the life course with rigorous empirical testing of hypotheses concerning demographic and social change on a national, regional and global scale. The cluster includes the *ESRC Centre for Population Change* and *Centre for Research on Ageing* and brings together researchers from disciplines across the UoA (demography, gerontology, social policy, sociology). There are considerable synergies with other UoA clusters, especially 'families and communities', 'migration', and 'global health policy'.

Since REF2014, the cluster has continued to strengthen its international focus. A new ESRC - GCRF Network brought together academics from China, India and sub-Saharan Africa to explore alternative models of long-term care (**Evandrou**, **Falkingham, Qin, Vlachantoni**,). Research has examined support for those living with dementia in Pakistan (**Willis,** HelpAge International), social, health and economic vulnerabilities across the life course in Indonesia (**Schröder-Butterfill**, ARC, ESRC) and the impact of cash transfers on intergenerational well-being in Kenya (**Langat, Evandrou**, ESRC-DFID). Working in partnership with the Ministry of Social Protection in Kenya to ensure that the study addressed questions of central concern to the Ministry, this research forms the basis for another of our ICS.

We have also continued our research on understanding population change in the UK in the context of a changing Europe, with projects funded under the ESRC UKICE initiative informing social policy debates around the rights of citizens post Brexit (**Bridgen, Meyer, Evandrou, Falkingham, Vlachantoni**) and on long-term care (**Evandrou, Falkingham, Vlachantoni** ESRC SDAI). Work within CPC has continued on the changing life course and intergenerational exchange (**Evandrou**, **Falkingham, Qin, Vlachantoni**). **Bridgen** and **Meyer's** research on pensions has informed the ongoing public debate on German pension reform.

 (c) <u>Families and communities</u> (**Berrington, Edwards, Hosegood, Perelli-Harris, Reed, Shah, Walker**): This new research cluster (since REF2014) reflects the growing strength of research across the UoA on families, communities and neighbourhoods, how these are shaped by gender, social class, race/ethnicity and generation and implications for policy. It brings together colleagues from social policy, sociology and demography. Examples of research in the assessment period include work on troubled families and inter-agency collaboration, conducted in partnership with Family Action (**Edwards**, ESRC SDAI); relationship quality and family transitions: (**Perelli-Harris,** ESRC SDAI); making queer families and understand how 'bi-invisibility' and 'biphobia' shape the experiences of bisexual people in forming and sustaining romantic relationships (**Reed**); transition to adulthood (**Berrington**) that includes issues around postgraduate funding (funded by HEFCE), driving (RAC) and the impact of the great recession, disadvantage and precarity (ESRC SDAI). Beyond the UK, research has examined transitions to adulthood amongst young people leaving care in Russia (**Walker**, British Academy**),** the consequences of changing family environments for children in South Africa (**Hosegood, Berrington**, ESRC) the consequences of changing partnerships in the UK, US, Norway, and Australia (**Perelli-Harris**, ERC), and the role of the Jain diaspora in preserving tangible and intangible heritage in rapidly globalizing India (**Shah**).

(d) <u>Migration</u> **(Bijak, Bridgen, Evandrou, Falkingham, Leonard, Matthews, Meyer, Qin, Roth, Troccoli, Villares-Varela, Vlachantoni, Zhang**). This cluster reflects the growing strength of research on migration and migrants across the UoA. Within CPC, projects have investigated what Brexit means for EU migrants living in the UK, including their pension, citizenship and welfare rights and the impact these rights have on the economy (**Bridgen, Meyer, Troccoli and Vlachantoni**), and international students' return migration intentions (**Falkingham**). In Spring 2020, **Bijak** was awarded a prestigious H2020 grant, *QuantMig*, which aims to produce comprehensive, multi-perspective quantitative migration scenarios across the EU.

Looking beyond Europe, UoA members have conducted research on aspects of rural-urban migration in China and India, including gender, children and older people (**Evandrou, Falkingham, Padmadas, Qin, Vlachantoni, Zhang**). **Leonard** explored the expansion of international migration into China as well as the experiences of British migrants in a global context. **Matthews** investigated the role of remittances from international migrants in the environmentally vulnerable Bangladeshi Ganges Brahmaputra and the Vietnamese Mekong deltas, whilst **Villares-Varela** examined the drivers of high-skilled migration and migrant entrepreneurship globally. **Roth** published pioneering work on the biographies and careers of aid-workers.

(e) <u>Global health and wellbeing</u> (**Channon, Falkingham, Hinde, Hill, Hosegood, Matthews, Qin, Neal, Nilsen, Padmadas, Väisänen)** This cluster promotes high quality scientific research aimed at improving the health outcomes and wellbeing of individuals globally, irrespective of where they live. The cluster is centred on the *Centre for Global Health,* with thematic foci including maternal, new-born and child health, family planning, sexual and reproductive health (including abortion), nutrition and evaluation of interventions. These key areas of research strength are embedded within international development frameworks including the UN Strategic Development Goals (SDGs), and a hallmark of our work is the analysis of large and complex datasets to inform policy design. The group collaborates closely with a number of high-profile policy organisations such as the WHO, UNFPA, UNICEF and DFID, and has an extensive network of international and national research partners from countries throughout the world.

Members have carried out research on fertility decline in sub-Saharan Africa (**Hinde),** HIV prevention and interventions (**Hosegood**, Wellcome Trust, MRC, NIH), abortion in Finland (**Väisänen**), family planning and reproductive health in China (**Falkingham, Qin**, **Padmadas**, UNFPA), catastrophic health care expenditure and impoverishment in the Mekong Delta region (**Nilsen**, ESPA), links between clean water and health (**Hill**, MRC/Wellcome, DFID), interventions to inform policy and improve health, strengthening social accountability amongst women and children in Brazil (**Channon**, EU QUERO), understanding universal health coverage and health outcomes in low income settings (**Channon**, **Neal**), as well as interdisciplinary research on climate change, environmental effects on wellbeing, and links with renewable energy (**Matthews**, **Falkingham**, EPSRC, ESPA/NERC). **Channon** and **Neal** are Co-Is for the GCRF funded 'REGHID consortium': a three-year programme of work designed to improve the sexual and reproductive health and rights of girls and young women experiencing protracted displacement in Central America.

In the assessment period UoA members have also worked closely with researchers from human geography (UoA 14) and engaged with *WorldPop* to produce novel geo-spatial estimates of key SDG indicators, available as open access data. UoA colleagues have contributed to global advisory boards and committees including the Adolescent Working Group on the UN Director's *Every Woman, Every Child, Every Adolescent strategy* (**Neal** and **Matthews**). **Neal's** research on early adolescent motherhood in low income countries (funded by British Academy and ESRC) underpinned the decision by the UN to introduce a new indicator on early motherhood into the health SDGs, as detailed in our final ICS. Reflecting her world leading expertise, **Neal** is currently a member of the UN Population Division Expert Group on Early Adolescent Fertility.

(f) <u>Policing and Criminal Justice</u> **(Fleming, Hamerton, Lavorgna, Moss, Newberry, Rizov, Sindall, Ugwudike, Webber).** From 2014-2016, **Fleming** was part of the *What Works Centre for Crime Reduction,* contributing research on the organizational environments of senior Police Officers. She is currently Co-I of the £1.4 million *Gateway project*, a randomised control trial funded by NIHR examining the effectiveness of an out of court community-based intervention programme aimed at improving health and well-being for youth offenders and reducing recidivism. Research within the cluster has also continued on understanding the changing nature of criminal activity in the digital economy (**Webber**) and policing gangs (**Webber**). The cluster has benefitted from significant investment in new staff over the assessment period, expanding the research portfolio into new areas including organised crime and internet-facilitated wildlife trafficking (ESRC New Investigator Grant, **Lavorgna**), the link between animal cruelty and human violence (**Newberry**), the status and legal rights of children (**Hamerton**), electronic monitoring and probation (**Moss)** and improving interventions and outcomes for young people through digitising a cyber-evaluation framework (**Ugwudike**). In common with other parts of the UoA, there is a focus on intersections of gender, class and race, with research using social media analytics to challenge online epistemic domination and amplify marginal voices (**Ugwudike)**, understand urban crime control through cinema (**Rizov**) and attitudes of young people towards the police (**Sindall**).

(g) <u>Work and Organisations</u> **(Clifford, Leonard, Roth, Taylor, Villares-Varela, Walker).** The cross-disciplinary *Work Future Research Centre* (WFRC) led within the UoA provides a hub to bring together the University's expertise on the changing nature of work and organization in the 21st century, informing work futures in the digital economy. Our research focuses on working lives and organisational change, and includes studies of the public, private and third sectors in the UK and internationally. During the assessment period, research has examined work and employment relations in different migratory contexts (**Leonard)**, the rise of migrant entrepreneurs (**Villares-Varela**, BA/Leverhulme), the delivery of employment services and organisational cultures within by the Third Sector (**Taylor, Leonard** ESRC), voluntary organisations (**Clifford**, ESRC and Leverhulme), how different welfare states impact on women's access to the very top board and executive positions (ESRC PDF Kowalewska), the experiences of older apprentices in England **(Leonard**, Nuffield), young people's entry routes into different regional labour markets in times of austerity (**Leonard**, ESRC) and apprenticeships in care homes for older adults (Luff and **Walker**). Research on the impact of ICT on aid relationships (**Roth**) and the engineering profession (**Leonard** and Tyers, ESRC), precarious work and 'overwork' amongst working-class men in Russia and Ukraine (**Walker**, EBRD), and the operation of UK-registered charities working overseas (**Clifford**, ESRC Future Leaders) add a further international dimension to the cluster's work.

1.3 Making and enabling Impact

Our research, detailed above, leads to diverse types of impact at a range of scales, with beneficiaries ranging from local, national and international governmental organisations, policy makers and practitioners, business and third sector organisations, and the general public. Our impact studies exemplify how our research has had impact on and across all these stakeholders.

Our approach to impact involves building long-term relationships with key users and beneficiaries, co-production of knowledge, provision of expert advice and consultancies and proactive public engagement. Examples of these strategies include:

- **Building partnerships**: The Centre for Population Change has a long-established collaboration with ONS, with methodological research commissioned under a framework contract. **Berrington, Bijak** and **Falkingham** sit on the ONS National Population Projections Expert Advisory groups, informing directly the fertility, migration and mortality assumptions for the national population projections. The impact of the "better data - better

decision making' facilitated by the partnership with ONS was recognised in the 2020 **ESRC Outstanding Public Policy Impact** award to CPC.

- The **direct funding of research** by government and **involving stakeholders in the design of the research** ensures that the research is relevant to their needs; recent examples being **Bijak** and **Hilton's** commissioned research on the Greater London Authorities population modelling, **Berrington's** work on postgraduate funding undertaken for HEFCE, and **Langat** and **Evandrou's** research on social pensions in Kenya conducted in collaboration with the Ministry for Labour & Social Protection in Nairobi.

- Members of the UoA are encouraged to sit on **expert advisory groups** for government departments and NGOs, providing the opportunity for their research expertise to shape the policy agenda. For example, **Fleming** sits on *Her Majesty's Inspectorate of Constabulary and Fire Services Academic Advisory Group* (since 2016) and the Quality Assurance Evaluation Steering Group for the Direct Entry/Fast Track programmes for the *College of Policing*. **Berrington** was expert advisor on families to the *DWP Life Chances/Workless Families Strategy*, directly informing their life course inequalities framework. **Roth** presented her research to *Ministry of Defence* and was subsequently invited to join the advisory panel for the MoD Veterans Strategy launched in November 2018. **Vlachantoni** provided evidence on informal care provision to the *Parliamentary Office of Science and Technology* and **Willis** worked with *Cabinet Office* on research on ethnicity and satisfaction with social care, both then informing the Green Paper on ageing and social care. **Ugwudike** was invited onto the Youth Justice Network, providing advice to the *Youth Justice Board* and *Ministry of Justice* on evidence for developing policy and practice, ensuring robust evidence is used to support decision making in the youth justice sector. **Clifford** is a member of the research advisory group of a three-year research project led by the *Church Urban Fund* and *Theos* on social engagement in Church of England churches. **Leonard** is a member of the APPG on Women and Work.

- Members also regularly submit **evidence to Select Committees** and other reviews; for example, **CPC** and **CRA** were invited to submit evidence to *Hampshire County Council* for their 2050 strategic plan; **Bijak** provided evidence on 'Uncertainty in the UK migration statistics' to the Expert panel on migration statistics, *Houses of Parliament*, London; **Edwards** provided invited evidence to the Evidence-based early-years intervention' hearing, *House of Commons Science and Technology Committee*; **Falkingham** was Special Advisor to the *House of Lords Select Committee on Intergeneration Provision and Fairness* (2018-19) and **Vlachantoni** provided invited oral and written evidence; Sturgis was Special Advisor to the *House of Lords Select Committee on Polling.* **Leonard** was invited to join a Treasury Policy Think Tank on Young People and provide advice for the Young Foundation, a Cabinet Office workshop on women and work and the *All Party Parliamentary Group on Wellbeing*.

- **Bijak** was an Expert witness, UN Mechanism for International Criminal Tribunals, The Prosecutor vs. Jovica Stanišić and Franko Simatović (MICT-15-96), oral testimony in October 2017.

- **Walker** presented his research on youth and social exclusion in Russia to the World Bank Russia office, Moscow, in 2017.

- In Spring 2020, **Ugwudike** joined the Advisory Group to the Independent Review on the governance of biometrics, convened by the Ada Lovelace Institute; she is one of only 11 experts on the Group, reflecting her expertise in the field of algorithmic systems in policing and the justice system.

All of these activities support and enable impact, ensuring our research contributes to the wider society.

Advice on building and maintaining relationships with stakeholders is available through **PublicPolicy│Southampton** (PPS), a unit established in 2013 and housed within the Faculty of Social Sciences until 2019 when it moved to central Research and Innovation Services (RIS). PPS worked with the research team investigating social pensions in Kenya to produce a policy briefing paper; this was then used to support a talk in London aimed at the general public, as well as circulated in meetings with the Ministry and international NGOs such as UNICEF and the World Bank in Nairobi. CPC has recently worked with PPS to secure EU funding under the *Science meets Parliament initiative*, holding an event on 'migration post Brexit' with POST in Westminster. **Taylor** and PPS ran a knowledge exchange event for healthcare policy makers, academics and practitioners and produced a policy briefing paper – 'Supporting Employee Driven Innovation in Healthcare'.

The University's **Public Engagement with Research unit** (PERu) provides expert advice and seed funding. UoA members have participated in the annual UoS 'Bringing Research to Life Roadshow' organised by PERu, taking an exhibition of our research on population change to venues across the country including Countryfile Live and Glastonbury, reaching an estimated 20,000 people. The CPC exhibition '*How to live to 100'* was selected by Sir Mark Walport to form part of the UKRI exhibit at the AAAS in Washington 2019.

Funding for impact activities is available through **ESRC IAA** and strategic Faculty funds. The SCDTP has twice collaborated with the IAA to apply successfully for 'Business Boost' funding, facilitating the provision of bespoke training for staff and students on engaging with businesses. As a result, **Leonard** participated in an industrial placement at *Mott MacDonald* advising on Digital Work Futures.

Impact is also supported by the UoAs commitment to an **open research environment**. In line with the institution's policy, all outputs are deposited in the ePrints repository and made available as green open access. In addition, several research centres linked to the UoA have an **open access discussion paper series** facilitating research findings to be made available to a wide audience at an early stage. UoA members are regular contributors to NCRM methods working papers, videos, and podcasts, etc. CPC **briefing papers** are specifically designed to make our research finding accessible to a non-academic audience; the average monthly downloads of CPC Policy Briefings during 2020 was 1,760. Members of the UoA regularly contribute to *The Conversation* and a range of **blogs**. In January 2019, Dr Lambros Fatsis (UoA member at this time) was the winner of the first-ever 'British Society of Criminology Blogger of the Year Award'.

1.4 Future plans

Research: Over the next 5 years we aim to consolidate our position as a leading centre of excellence in understanding the drivers and consequences of population change in the UK and globally; maintain our world-wide recognition in ageing, the life course and intergenerational relations, and strengthen our research clusters on families & communities and migration. We will also continue to strengthen our research on global health, work & organisation and policing & criminal justice, building upon collaborations across the University, especially with the Web Science Institute and the Alan Turing Institute (ATI), ensuring our research remains at the cutting-edge methodologically. Given our commitment to conducting research that makes a difference, we will continue to strengthen our support for impact activities.

Staffing: Our 5 year plan is to grow academic staff numbers modestly (from 43.1 FTE currently to ~45 FTE by 2025), to exploit the research opportunities identified above, through a combination of: (i) strategic hires, as permitted by healthy Faculty finances, alongside; (ii) the

continued transitioning of outstanding post-doctoral staff to permanent academic roles, and; (iii) efforts to attract externally funded fellowships.

Funding Streams: We aim to further strengthen research income, rising to >£2M/yr (by 2025) by: (i) targeting larger bids, including a new ESRC centre; (ii) seeking greater success with UKRI Fellowships (see Staffing, above), and; (iii) consolidating our EU and other income.

Postgraduate Research: We will continue to grow PGRs in proportion with growth in staffing, supported by leadership of the renewal of the ESRC SCDTP. We will continue to focus on the quality of outcomes, with strong careers destinations.

Facilities: Our growth since REF2014, particularly in PGRs, has led to some pressure on our use of space; we will seek to expand and upgrade our built environment and to invest in a Secure Data Lab, facilitating our work with ONS and ATI.

2. People

2.1 Staffing strategy and staff development

The staffing strategy within the UoA has been to strengthen and enhance our research clusters by ensuring a careful balance between maintaining our core disciplinary strengths and enhancing inter-disciplinary capacity. We apply rigorous criteria in our appointment and promotion panels at all levels and wherever possible, look to appoint permanent staff. Our commitment to developing and retaining high potential staff has been key to our progress since the last REF and to our stability. The success of this strategy is evidenced in the growth of the UoA from 34 FTE in RAE2008 to 41 FTE in REF 2014 (when we returned 100% of eligible staff), to 43 FTE for REF2021. We are committed to ensuring equality of opportunity for all and fostering inclusion and diversity (see **section 2.3**).

Recruitment strategy: In our last REF submission we highlighted the appointment of several professors. In this assessment period, we have concentrated our efforts on securing the future pipeline of talent through our internal promotion process and recruiting ECRs. We are particularly pleased that we have been able to appoint two recipients of ESRC Future Leaders/ New Investigator grants (**Clifford** and **Lavorgna**) and host six ESRC post-doctoral fellowships (Kowalewska (2018), **Ayrton** and Tyers (2019); Garwood, Mukherjee and Yang (2020).

We have continued the strategic investment in Criminology through the appointment of one new Associate Professor (**Ugwudike**) and five new lecturers (**Hamerton**, **Lavorgna, Moss, Newberry, Rizov**) replacing three colleagues who moved to other HEIs. We have also invested in three posts in Social Policy and Sociology (**Reed**, **Taylo**r, **Villares-Varela**) maintaining staff numbers, and in Demography we appointed five new lecturers (**Clifford**, **Hilton, Maslovskaya**, **Neal**, **Vaisanen**).

Developing our people: We are proactive in the career development of our staff through a system of annual appraisals conducted by a network of line managers (see **REF5a**). An on-going programme of CPD offered by the Centre for Higher Education Practice (CHEP) hosted within the Faculty of Social Sciences, provides training for all academic staff in their roles as both educators and researchers. Additionally, all staff are offered the opportunity of working with a mentor outside their direct line management.

The Faculty of Social Sciences, within which the UoA is wholly located, operates a sabbatical application and reporting system in which the research objectives and outcomes/achievements during the sabbatical are monitored by the Deputy Heads of Department (Research), with the final report considered by the Faculty Board. During the period of assessment, a total of 33 periods of sabbatical leave have been taken by UoA staff.

During the assessment period, **Bijak, Hosegood, Meyer, Padmadas, Perelli-Harris, Roth** and **Vlachantoni** were promoted to Professor, maintaining and strengthening senior leadership

within the UoA following the departures of Halford (Sociology) to Bristol, Madise (SS&D) to Director of Development Policy and Head of Malawi Office, African Institute for Development Policy, McGhee (Sociology) to Vice Dean, Social Sciences at Keele, Sturgis (SS&D) to LSE and Zaidi (Gerontology) to the role of Vice Chancellor, Government College University Lahore, Pakistan. **Channon, Clifford, Langat, Lavorgna**, **Neal, Pathak, Villares-Varela, Walker, Willis** were all promoted to Associate Professor, reflecting our strategy of investing in and nurturing talent.

Valuing impact: We recognize that there are costs of time and money to engaging in activities that support impact-generation. Impact activity is treated as a significant element within the annual appraisal process, as well as in supporting promotion. UoA members benefit from being able to work with the CPC Knowledge Exchange team who support staff in successfully winning ESRC IAA Funding. Researchers are also supported to identify potential impact pathways by PERu and PPS.

Support for ECRs: The UoA has a thriving community of Early Career Researchers. Heads of Departments manage workloads to ensure that ECRs have sufficient time for research. New lecturers are given reductions in teaching load (up to 40% in year one if taking the Postgraduate Certificate in Academic Practice, 20% year two, and 10% year three), and undertake joint supervision of research students until they have gained sufficient experience to be the main supervisor. All are assigned a senior colleague who guides them through probation and advises them on their research plans. Our fixed-term contract research fellows/ assistants are further supported through the Faculty induction programme which includes awareness-raising with regard to the Concordat, Vitae and the professional services available to them. They also benefit from a formal **mentoring** system where a mentor (who is not their line manager) advises on career aspirations and general matters relating to research careers. The University and Faculty organise a **diverse range of research workshops targeted at all ECRs** (e.g. applying for your first UKRI grant etc); and fosters inter-disciplinary innovation amongst ECRs through the annual interdisciplinary ECR research conference. ECRs are prioritised in the School's competitive **seed funding** schemes and the Faculty's Strategic Interdisciplinary Research Development Fund.

2.2 Equality, Diversity and Inclusion

EDI is embedded throughout the University's Strategy (see **REF5a**) and there is a strong commitment to the promotion of EDI across a range of domains and protected characteristics, not limited to but including gender, sexual orientation, disability, religion and ethnicity. The three Departments that make up the UoA were part of the successful Bronze Athena Swan application by the School of Economic, Social & Political Science, with the AS committee chaired by UoA member **Shah**. A positive culture that values gender equality, including support for flexible working, for maternity, paternity and adoption leave transitions, and core hours email etiquette policy are among the practices that helped us achieve this status.

The Action Plan represents a comprehensive effort to further develop and implement good practice that promotes gender equity and gender balance. Key features include:

- Ensure that gender equality and inclusivity is at heart of every School committee;

- Implement communication and training mechanisms for staff and students to engage with School's Athena SWAN goals;

- Promote gender balance on all Undergraduate, Postgraduate taught, and Postgraduate research programmes;

- Implement strategies to improve gender balance with regard to recruitment, promotion and retention of staff in all job families and levels;

- Continue support for flexible working, and for maternity, paternity and adoption leave transitions.

The current composition of the UoA reflects the sector norms of the disciplines within it, with 66% of staff female and 34% male. Women outnumber men at all levels, including PhD students. The gender imbalance is however particularly marked at Professorial level, with just three of the 13 Professors being male, the reverse of the trend for the University as a whole, reflecting the proactive mentoring of talented female researchers to seek promotion over the past decade. Going forward, this needs to be replicated with respect to other protected characteristics, including ethnicity. 69% of UoA staff report their ethnicity as white, with 16% BAME and 14% unrecorded; 65% report that they hold UK nationality, 22% EU/EEA and 12% from the 'rest of the world'. The University has signed the Race Equality Charter (REC) reflecting our commitment to address racial inequalities within the higher education sector and it is planned to apply for a REC Bronze Award in the next 3 years. members of the UoA are at the forefront of this, with **Pathak** currently chairing the Black Asian and Minority Ethnic Staff Network. From 2021-22, the SCDTP has agreed that a minimum of 3 out of 38 scholarships annually will be awarded to persons from a BAME background.

The University REF2021 EDI Committee was chaired by **Falkingham**. Full regard to EDI issues has been paid while constructing our submission. All staff have had the opportunity to input to this REF5b. We have closely followed Southampton's REF Code of Practice (see **REF5a**, Section 3.9). Of our final selection of outputs 69% are attributed to female colleagues, matching our gender profile.

2.3 Research students

The three Departments that comprise the UoA operate high-quality PGR programmes, and it is a matter of great pride that 96 PhDs (61F,35M) have been awarded in this assessment period (Table 1) at a substantially enhanced rate (13.7 per year) compared to REF2014 (8.3 per year). We are proud of our capacity to attract excellent candidates, provide a supportive and engaging research environment, and enable them to leverage a range of training opportunities. We outline our approach and track record in recruitment, mentoring and skills development in detail below.

Table 1: PhD degrees awarded since 2013/14

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total
13.15	13.1	13.1	10.1	15.6	12.4	18.7	96.15

a) <u>Recruitment and financial support</u>

All prospective students are interviewed by at least two interviewers who have been fully trained in interviewing, including issues of unconscious bias and EDI. Funding for the 40 registered PGRs (July 2020) is derived from four main sources:

(i) *UKRI Studentships:* The majority of funded PGR students are on UKRI studentships. Recent graduates and a handful of candidates currently near completion received funding via the (old) ESRC DTC or the EPSRC Web Science DTC, and current 1st, 2nd and +1 year candidates receive funding via the 'new' ESRC SCDTP (19 in July 2020). Both the Director of the previous ESRC DTC (**Leonard**) and the Director of the current ESRC SCDTP (**Vlachantoni**) are drawn from this UoA.

(ii) *External partnerships* Members of the UoA are also active in other partnerships outside the UoA such as the Alzheimer's Society Doctoral Training Centre, supervising students based in Health Sciences.

(iii) *Overseas students.* In addition to the four overseas PGRs funded by the SCDTP, the UoA hosts international students in receipt of scholarships from national governments (e.g. Malaysia, Oman) as well as Commonwealth Scholarships, Chevening and Fulbright.

(iv) *Institutional schemes* - the Faculty and University offer several competitive postgraduate studentship schemes, and we have had significant success in supporting students to secure funding from these sources, including the Vice-Chancellor's scholarships and the University of Southampton China Scholarship Council studentships.

b) Supervision and progression

The Departments strive to foster an enriching and supportive research environment for PGRs. In line with University policies (see **REF5a**), each student has a primary supervisor and secondary supervisor, as well as additional supervisory experts as required. This ensures that students have the option of varied sources of input to develop their projects which can evolve as their research journey progresses, and that they have continuity of support in the event of staff departures. Students on interdisciplinary projects can draw on supervisors from across other departments and faculties to ensure appropriate expertise is covered. Our multi-person supervisory teams allow more junior staff to develop their supervisory experience and skills with under the guidance of more senior staff.

PGRs complete an Academic Needs Analysis (ANA) to identify training and equipment needs within three months of commencing and the ANA is reviewed each year. At the outset PGRs register for a PhD and progress is reviewed by a single assessor to decide progression to the second year (FTE). At the end of Year 2 (FTE) students undertake a 'Confirmation' examination to progress to Year 3. This exam takes the form of a rigorous viva voce conducted by two internal assessors and based on the assessment of (at least) two draft chapters, a detailed work plan and a data management plan. The web-based 'PGR Tracker' database provides an online record of training courses attended, supervisory meetings, reports, progress reviews and study outcomes.

Mentoring is not limited to formal supervisory arrangements. It is also carried out collectively through dedicated slots in our seminar series for PGR presentations, writing workshops where students work alongside ECR staff in providing careful and constructive feedback on draft papers, and PGR forums focused on book reviewing, conference presentations, journal publishing, progression milestones and future career planning.

In terms of infrastructure to support the PGR student environment, the Departments are part of the Faculty Graduate School that oversees doctoral research activity and is responsible for policy and quality assurance associated with doctoral education. PGRs have representatives on a number of Faculty committees, including the Graduate School Committee, the Research and Enterprise Advisory Committee and the Health and Safety Committee. PGR committee members then act as conduits for consultations on policies with the wider PGR body within the UoA.

The effectiveness of our supervisory arrangements is evidenced by (i) excellent completion rates and (ii) strong destinations data (see section (d) below). Specifically, PGR completion rates (UKRI definition; i.e., mean time to submit thesis) averaged 3.88 years for full time and 5.38 years for part time students during the review period.

c) Skills development

Skills development is at the heart of the PGR experience. All PGRs take general skills/research training courses which are mapped to the UKRI sponsored *Vitae Researcher Development Framework*. The University Doctoral College (see **REF5a**) coordinates generic skills training via the GradBook online booking system and runs an annual Festival of Research event, facilitating

inter-disciplinary engagement. Throughout the REF period, our students have also had access to specialised training on a wide variety of research skills and data collection and analysis techniques via ESRC DTC / SCDTP research methods training courses, as well as advanced statistical, qualitative and other methods via the ESRC NCRM hosted at Southampton.

The shift to the SCDTP during the REF period has further enhanced the vibrancy and variety of what is on offer. The SCDTP runs workshops, discussion groups and other innovative events e.g. writing boot camps, annual final year conference focused on celebrating student research, preparing students for employment opportunities inside and outside of academia. UoA students have been at the forefront in taking advantage of these opportunities and more: travelling on overseas research trips to universities and public institutions in China, South Africa and Iceland (20+); attending research retreats at Cumberland Lodge (30+); and taking up internships at NGOs and public bodies (20+). Many of the SCDTP-funded training events (e.g. masterclasses in blogging, publishing in demography) are open to and benefit non-UKRI-funded students.

In addition to formal training, PGRs have access to a range of experiential learning opportunities such as demonstrating/teaching; internships; peer-coaching; outreach and public engagement; including courses offered by PublicPolicy│Southampton and PERu; for example, students from the UoA supported the CPC exhibition on the roadshow at Glastonbury, communicating research findings to the general public. The Faculty provides *all* PGRs - *regardless of funding sources* - with a Research Training Support Grant (RTSG) of £750 each year to support advanced training and conference attendance.

PGRs have access to a dedicated section of the University of Southampton's Careers Service which runs dedicated 'employability' events for doctoral researchers, including academic and non-academic career-path sessions and doctoral-level placement programmes. Our REF2014 submission identified the priority of strengthening opportunities for internships; we have achieved this, with PGRs encouraged to take advantage of SCDTP internships and institutional visits as well as other schemes available across the University. In the assessment period, PhD students within the UoA have spent time at Southampton City Council, Hampshire County Council, ONS, DWP, the Home Office, Equality and Human Rights Commission, AgeUK, HelpAge International and the BBC.

d) Destinations

Collectively, our approach to PGR student recruitment, mentoring and skills development has made the programme very successful in helping students to finish on time and produce high-quality PhDs. We have an excellent record in supporting our students' transition into work. During the assessment period our PhD students have taken up exciting positions within the policy world and business, including: United Nations Population Fund, UNDP, House of Commons Library, ONS, AgeUK, Ernst & Young, Willis Towers Watson insurance and risk management, Thames Water and Facebook. Our PhD students have also taken up academic positions in other HEIs including Bath, City, Edinburgh, Oxford, Surrey, St Andrews as well as Southampton.

3. Income, infrastructure and facilities

3.1 Infrastructure

The University's research governance consists of three layers of Research and Enterprise committees, at University, Faculty and School level (see **REF5a**). Established and Early Career researchers can access funds for building research networks, seed-funding for pilot research projects, and small projects. This system of internal funding comes with the expectation that successful applicants will proceed to apply for external funding (contingent on the outcome of the pilot). These internal support structures provide opportunities for capacity building for our

ECRs, through providing them with application writing, peer-review, and research project management experiences.

The UoA constituent departments are embedded in an environment that supports and stimulates robust research of the highest quality in the following ways:

- The Research and Enterprise Advisory Committee develops the School's research strategy and administers seed-corn funds through the *Strategic Research Development Fund* for pilot research projects and research network formation and consolidation.

- The Deputy Head of School (Research & Enterprise (DHoSRE) spearheads research policy and strategy and liaises with the Associate Dean (Research & Enterprise) and the University Research and Innovation Services to exploit interdisciplinary opportunities.

- The School DHoSRE is supported by the three Departmental Directors of Research from our UoA, which means that interdisciplinary opportunities are underpinned by strong disciplines.

- UoA staff are line-managed by Heads of Department and Directors of Research Centres, who have responsibility for research as well as ensuring that staff have sufficient time to develop and realise individual research plans through the annual appraisal system.

- Funding is made available within Departments to support research activities, conference attendance by staff and research students, visiting academics and guest speakers. Funds are boosted by sharing overheads on grants between the School and grant holders, providing funding for international conferences and for bridging funding for fixed term researchers to extend their contracts to undertake specific pieces of work in between one grant ending and another commencing.

- The Departments underwrite applications to external bodies for post-doctoral fellowships, such as Leverhulme, British Academy and ESRC UKRI Future Leaders Fellowships.

- RIS provides bid support, including advice on proposal guidelines, impact activities and justification of resources for UKRI and EU applications. They also provide specialist advice on ethical aspects of research and supporting colleagues through the Ethics and Research Governance Online (ERGO) system; contract management, including drafting University template contracts, liaising with 3rd parties; training and workshop sessions for ECRs.

- The Faculty's Ethics Committee (currently chaired by **Roth** from our UoA) maintains standards of research quality and integrity; *all* research requires FEC approval prior to the substantive research commencing. The University, through the seven person Research Integrity and Governance team within RIS, ensures that all reviewers and members of Ethics Committees are fully trained and kept up to date with all relevant legislation, Codes of Practice, Professional Guidelines, etc., that affect all aspects the research process.

- The Doctoral College (see **REF5a**) and the Postgraduate Research Office in the Faculty Graduate School provide dedicated support for PGR matters, including the administration of student training awards, bursaries, and the annual post-graduate conference.
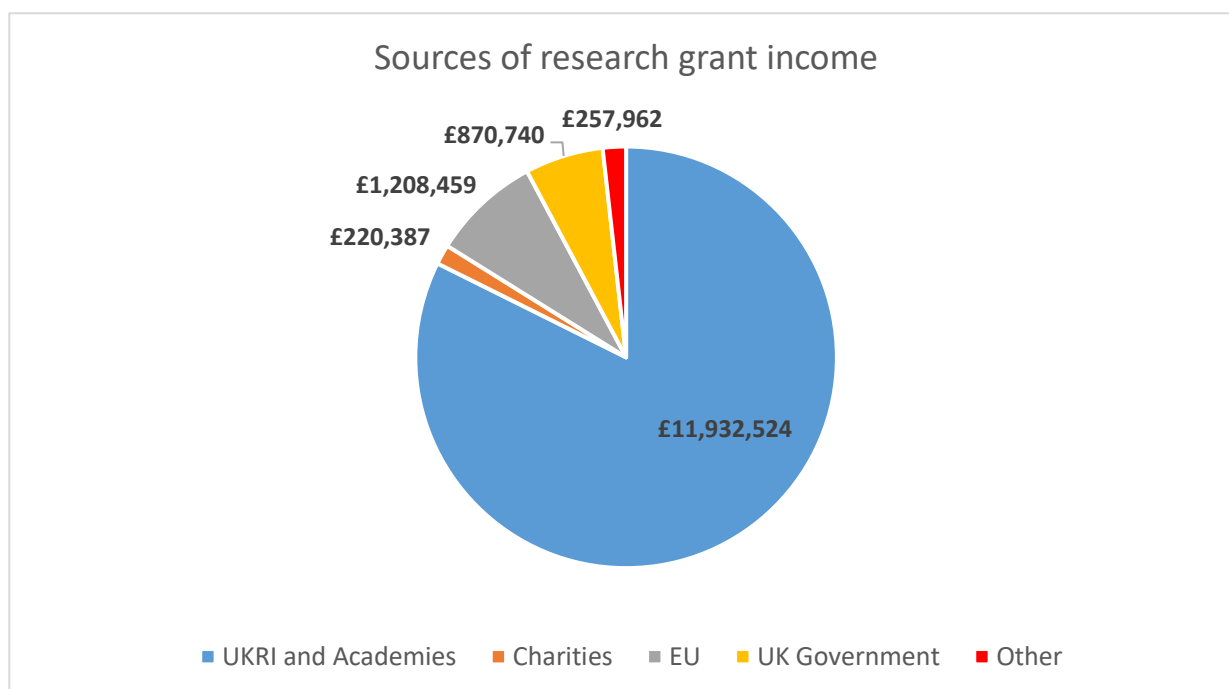
3.2 Facilities

Academic staff and researchers have access to world-class research facilities including the University's High Performance Computing facility and University library. Our policy is that every full-time PGR student has access to a desk with lockable storage facilities, a password protected internet-linked desktop computer and appropriate relevant software (as agreed with their supervisor) for the duration of their registration. Part-time PGR students will have access to a computer and bookable/shared desks. PGR student facilities are located in the same building as

their academic supervisors and the Departments and/or research centres they are affiliated with and there is regular refurbishment of postgraduate facilities.

3.3 Research Income and Awards

UoA staff at all levels of seniority have been active in securing research awards from a wide range of funders, with *applications* totalling nearly £70 million submitted during the assessment period, resulting in 67 successful *awards* valued at over £15 million.

Research grant *income* within the period to members of the UoA totalled more than **£14.5 million**, including successful bids for renewed funding for the ESRC *Centre for Population Change* and the ESRC *National Centre for Research Methods*. We have also been successful in securing ESRC Future Leaders/ New Investigators (2 awards), ESRC-DfID (3 awards); ESRC Secondary Data Analysis Initiative (6 awards) and at least one open response mode bid a year.

Sources of research grant income

- £220,387
- £1,208,459
- £870,740
- £257,962
- £11,932,524

■ UKRI and Academies ■ Charities ■ EU ■ UK Government ■ Other

Our multi-disciplinary research is evidenced through our participation and leadership in the successful ESRC GCRF Network on *Global Ageing and Long Term Care* (**Evandrou**, PI), the GCRF *TRADE Hub* (**Mathews** PI) and the MRC/ CONFAP/ Newton bid on *Strengthening the Health System in Brazil* **(Channon**, PI). This has meant that UKRI funding within the UoA has averaged over £1.5M per year over the past seven years, with funding from UKRI and the British Academy accounting for 82% of the UoA's research income over the assessment period.

Our portfolio of European funding has grown, as our aims from REF2014 intended, with funding secured under the H2020 programme for our participation in ATHLOS and MoPACT and most recently our leadership as PI (**Bijak**) of the H2020 project on 'Understanding migration mobility patterns'. Over the assessment period, income from the EU amounted to £1.2M (8% of total income). We have also been awarded grants from a range of other funders including NIHR, DEFRA, Australia Research Council, Oman Social Observatory Research Program, and AgeUK,

Our success in maintaining a high level of research income is a direct result of:

- **Rigorous internal procedures to improve bid quality**

   In addition to University-wide demand management and bid-enhancement protocols on ESRC / ERC standard grants, our UoA undertakes rigorous internal peer review of all applications resulting in more high-quality grants, translating into increased income.

- **Diversifying our grant income streams**

  We have actively targeted overseas schemes, both in Europe and beyond. We have also sought to develop interdisciplinary research collaborations across the University, which has in turn led to us securing grants from non-traditional sources, as well as the GCRF TRADE hub and EPSRC.

Going forward, we will continue to grow and consolidate our international networks in China, India and sub-Saharan Africa and across Europe.

Grant success has also translated into impact. In addition to our Impact Case Studies, highlights include:

- The ERSC funded 'CPC-ONS-UUK Survey of International students in 2017' and follow-up in 2019 (**Falkingham**) has directly informed revisions to the way international student migration is measured and reported by ONS.

- Research by **Willis, Evandrou, Pathak** and Khambhaita funded by NIHR SSCR, has been cited in NICE guideline 86 on 'Improving the Experience of Care and Support for People Using Adult Social Care Services' (February 2018) https://www.nice.org.uk/guidance/ng86

- Research by **Walker** into Masculinities and Transition, funded by European Bank for Reconstruction and Development (EBRD) & TaiwanBusiness EBRD TC Fund, is informing recommendations for engaging men in training and advocacy.

- Findings from the ESRC funded 'FloraGuard: tackling the illegal trade in endangered plants' by **Lavorgna** is informing discussions on the Convention on International Trade in Endangered Species of Wild Flora and Forna.

- Recommendations from **Meyer**'s pension research funded by Friedrich-Ebert-Stiftung has directly influenced the manifesto of Germany's Green Party regarding strengthening mandatory employer pension contributions.

- ESRC IAA funded research by **Leonard** has informed the written evidence base for the UK Parliament's report on Living Online.

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

4.1 Sustaining collaboration and contribution through our vibrant research culture

Since RAE2014, we have sustained our participation in national and international research collaborations and consortia. Our thriving research culture benefits from a large and diverse set of external speakers presenting in our numerous seminar series and public lectures. Each discipline and all research centres in the UoA host weekly or fortnightly seminars (including many joint events across disciplines and research centres) where guest speakers present to an audience of colleagues and PGR students. In the assessment period, we have hosted over 200 seminars. These are complemented by public lectures delivered by esteemed speakers, including the NCRM annual lectures Gary King (2014), Mandy Chessell (2015), Jane Elliott (2016), Lesley McAra (2017), Danny Dorling (2018),the annual Marshall lectures as well as a special CPC lecture in autumn 2018 by Rt Hon David Willetts, presenting research on intergenerational relations. As we moved online during the pandemic, the WFRC hosted several esteemed speakers in their 2020 online lecture series, including Daniel Susskind and Michael Arthur.

Our Keynote Lectures: Members of the UoA have **delivered** 75+ keynote lectures at international conferences and other distinguished gatherings which have included both academic and policy-makers in the audience. Examples include: **Berrington** plenary *Understanding*

Society Research conference, July 2014; **Bijak** keynote on Statistical Modelling for Official Migration Statistics: State of the Art. DIME/ITDG Plenary, *Eurosta*t, Luxembourg; **Edwards** plenary *British Sociological Association* 2015 conference and keynote 3rd *World Conference on Qualitative Research*, Lisbon 2019; **Evandrou** keynote *Chinese Gerontological Association* 2018 conference, Beijing; **Falkingham** delivered *2ⁿᵈ Jan Hoem Distinguished Lecture in Demography*, Stockholm University, 2017, Keynote at 'Science meets parliament' hosted by POST, October 2020; **Fleming** plenary *CEPOL, European Police Research and Science Conference*, Lisbon, 2015 and A*ustralasian Institute of Police Management*, Sydney, 2016; **Leonard** invited keynote 'Gender and Ethnicity at Work' to senior MPs, Civil Servants and business leaders *Cumberland Lodge 2016*; **Meyer** invited keynote *Association of Occupational Pension Actors* (aba in Berlin) annual meeting 2015; invited expert at Expert Group Meeting on *Family-Sensitive Social Protection* in Doha, Qatar organised in collaboration with United Nations Economic and Social Commission for Western Asia, June 2018, and invited speaker 2018 *Tübingen Seminar on Social Europe* attended by EU policy-makers and senior academics from across Europe; **Perelli-Harris** keynote *18th International Conference of the European Network for the Sociological and Demographic Study of Divorce*, October 2020; **Vaisanen** keynote 'A life course perspective to fertility and women's health' at the University of Exeter Q-estival, September 2019.

Organising conferences: We have also been involved in organising major conferences and workshops that have helped shape the research agenda. For example:

- UoA colleagues in the **Centre for Research on Ageing** organised the *British Society of Gerontology* conference September 2014, bringing together 500 academics and policy makers and practitioners.

- UoA colleagues in the **NCRM** hub led the organisation of the *ESRC Research Methods Festival* at St Catherine's College Oxford, 2014 and University of Bath 2016 and 2018.

- **Leonard** organised two Conferences at the *House of Commons* on Gender Equality at Work (2014 and 2016) attended by MPs, members of the House of Lords, senior trade unionists and charities / third sector representatives such as the Fawcett Society.

- **Maslovskaya** organised an international research conference jointly with ONS *'The Future of Online Data Collection in Social Surveys: Shared learning on the challenges, opportunities and best practice'* (June 2019, University of Southampton). The event brought together academics, people working in national statistical organisations, data collection agencies and government departments.

- **Perelli-Harris** organised a conference on behalf of the International Union for the Scientific Study of Population's scientific panel on *New and emerging family forms around the world*. (Barcelona, 2018).

- **Roth** was one of 3 academics who organised BSA 'Work, Employment and Society' (WES) Conference, Belfast 2018 on the theme of '*Putting Sociology to Work – Interdisciplinarity, Intersectionality & Imagination*'. During the three-day conference, 250 papers were presented by 313 delegates. Delegates came from over 30 countries and represented 143 different universities.

- **Walker** co-organised the BEARR Trust Annual Conference in London, November 2019 on 'Violence against Women and Girls in Eastern Europe and Central Asia'. The conference brought together over 60 representatives of civil society, academia, international organisations, lawyers, consultants and students from Moldova, Ukraine, Russia, Tajikistan, Georgia, Uzbekistan and the UK.

- **Zhang** organised an international conference on *Urbanization and Development in China* (October 2014) and a follow-up meeting with the Chinese Academy of Social Sciences in Southampton in 2019.

In addition, members of the UoA have presented more than 300 papers at the annual conferences of UK learned associations, including the Social Policy Association (SPA), British Sociological Association (BSA), WES, MedSoc, British Society of Population Studies (BSPS) and the British Society of Gerontology (BSG), as well as their European and International counterparts. For example, members of the UoA and PGRs contributed over 20 papers at the 2017 International Union for the Scientific Study of Population (IUSSP) in Cape Town, South Africa.

4.2 Research Networks and Collaborations

Within the UK, members of the UoA collaborate with other researchers through the formal collaborations, e.g. through the ESRC Centre for Population Change (joint with St Andrews, Edinburgh, Stirling and Strathclyde) and the nodes of the ESRC NCRM, and more informally through individual research networks and through organising ESRC and World Universities Network (WUN) Seminar series with colleagues from other universities. Within Europe, CPC is a founding member of *Population Europe* – a network of Europe's leading demographic research centres - where **Falkingham** is Chair of the Board of Governors. **Fleming** is a founding Member of the Policing Network Group for the European Criminology Association and **Meyer** was a board member of the Network for European Social Policy Analysis (ESPAnet) from 2008 to 2015.

Reflecting our strengths in demography, global health and international social policy, in addition to working with many European universities active in these areas, we have rich collaborations with **HEIs across the world**, including: the Universities of Ghana, Botswana, Lesotho, Malawi, Namibia, Zambia; Ibadan (Nigeria); Cape Coast (Ghana); Witwatersrand and Cape Town (South Africa); Xiamen, Peking and Nanjing (China); the Institute for Social and Economic Change, Bangalore; the Centre for Development Studies, Trivandrum; Jawaharlal Nehru University, New Delhi; the International Institute of Population Sciences, Mumbai (India); the Higher School of Economics, Moscow (Russia); Federal University of Maranhao, Federal University of Jatai and Minas Gerais (Brazil). The UoA has strong links with **non-governmental organisations** and academic institutions such as Wellcome Trust Africa Centre for Health and Population Studies (South Africa), African Population Health Research Centre (Kenya), China Population Development Research Centre and the Institute for Population and Labour Economics (Chinese Academy of Social Sciences). We also work closely with **research users,** and members of the UoA have strong research partnerships with ONS and international agencies such as EBRD, WHO, UNECE, UNFPA, and World Bank.

External Examining of PhDs: In the assessment period, UoA colleagues have examined 80+ PhDs as external examiner in the UK and abroad (e.g. at ANU Canberra, Barcelona, Bremen, Ghent, Groningen, Warsaw).

4.3 Contributions to the wider research base, economy and society

Members of the UoA contribute to the **UK** research base through peer review for funders such as ESRC, NIHR, Rowntree, Nuffield, Leverhulme, the Alzheimer's Society, and the Wellcome Trust, and participation in review panels and advisory boards which benefit the wider economy and society (as discussed above in our impact strategy).

Over a quarter of the UoA (12 colleagues) are members of the ESRC Peer Review College. **Berrington** (to 2015)**, Hill** (to 2019) and **Vlachantoni** (from 2019) have been members of the ESRC Grant Assessment Panel; **Berrington** served on ESRC Secondary Data Analysis Commissioning Group (2014-15) and Population Research Resource Steering Group (2019-); **Edwards** ESRC Methods and Infrastructure Committee (to 2015) and ESRC Training and Skills

Committee (2015-16); invited member of Nuffield Foundation Family Justice Observatory Task and Finish Group on quality standards for qualitative research in family justice. **Evandrou** member of NIHR Ageing panel (2018). **Falkingham** ESRC Council (2015-2020), Chair ESRC Grants Delivery Group (2018-), Chair ESRC COVID-19 funding panel (2020-), member ADRUK Board (2020-); **Meyer** member ESRC Governance after Brexit" panel (2018); **Perelli-Harris** Family Topic Champion for the UKHLS Scientific Board; **Clifford** member Research Advisory Group, National Council for Voluntary Organisations; **Ugwudike** member Research Advisory Group Howard League for Penal Reform; **Walker** member GCRF Youth Futures panel (January 2020); **Leonard** was Judge for the Philip Leverhulme Prize in Social Policy 2020.

Members of the UoA also contribute to the research base *internationally* through their peer reviewing activities for research funders in Austria, Belgium, Canada, Germany, Hong Kong Ireland, Italy, Netherlands, Norway, Poland, South Africa, Spain and the European Research Council, and their participation in review panels and advisory boards. For example, **Bijak** was member, ERC Advanced Grants Panel AdG-SH3 (2017-18), and external expert, European Asylum Support Office (EASO), Malta, 2017; **Evandrou** invited by NWO to review postgraduate programmes in Gerontology in the Netherlands; **Falkingham** Chair Open Research Area (ESRC-NWO-DFG-ARN) funding panel 2018, 2020; **Leonard** panel for Volkswagen Foundation Freigeist Fellowships 2018, 2019, evaluator for prestigious SARCHI Fellowship, South African Research Council; **Meyer** member, Advisory Board EU Commission FP7 initiative on *Strategic Transitions for Youth Labour in Europe* involving research partners from 25 countries, also member DFG panel for major research centre on Global Social Policy; **Vlachantoni** member (2019) and then Chair (2020) review panel for *Forte*, the Swedish Research Council for Health, Working Life and Welfare; **Walker** panel member (Social Policy, Sociology of Education, Social Problems) Polish National Science Centre open grant competition 2020.

Journal Editorships

A total of 18 (39%) colleagues (15F,3M) serve(d) as Editors, Associate Editors, or on the Editorial Boards of 24 major journals:

- Editors-in-Chief: *Ageing and Society* (**Vlachantoni**, deputy editor); *Criminology and Criminal Justice* (**Lavorgna** and **Ugwudike**, with Gelsthorpe); *Demographic Research* (**Bijak**); *European Review of Organised Crime* (**Lavorgna**); *International Journal of Social Research Methodology* (**Edwards**); *Journal of European Social Policy* (**Meyer**); *Policing and Society* (**Fleming**); *Social Movement Studies* (**Roth**).

- Associate Editors/ Editorial Board appointments: *Ageing and Society* (**Schroder-Butterfill**); *British Journal of Criminology* (**Ugwudike**); *China Population and Development Studies* (**Falkingham**); *Critical Policing Studies* (**Ugwudike**); *European Journal of Population* (**Perelli-Harris**); *European Journal of Probation* (**Ugwudike**); *Forensic Science International: Animals and Environments* (**Lavorgna**); *Genealogy* (**Edwards**); *International Journal of Forecasting* (**Bijak**); *Journal of Marriage and the Family* (**Berrington**); *Journal of Official Statistics* (**Bijak**); *Journal of Survey Statistics and Methodology* (**Maslovskaya**); *PLOS* ONE (**Channon**); Policing *and Society* (**Ugwudike**); *Springer Nature Humanities & Social Sciences* (**Lavorgna**); *Social Enterprise Journal* (**Clifford**); *Sociology* (**Leonard**, **Roth**, **Villares-Varela**); *Sociological Research Online* (**Shah**); *The Sociological Review* (**Roth**); *Work, Employment and Society* (**Taylor**, **Villares-Varela**).

Academic Association Memberships: Colleagues are active members of 40 different national, European and international Academic Associations and networks, including BSC, BSG, BSPS, SPA and BSA, with many serving on the executive boards. Selected exemplars:

- **Falkingham** President, *British Society for Population Studies* (2015-2017), President, *European Association for Population Studies* (2018-2020);

- **Lavorgna** member *ECPR Standing Group on Organised Crime* executive**;**

- **Schroeder-Butterfill** co-coordinator and founder of Special Interest Group 'Ageing in Africa, Asia and Latin America', *British Society of Gerontology*;

- **Willis** Treasurer *British Society of Gerontology* (2014-17);

- **Ugwudike** founding member of Race Matters Network (BSC), member *British Society of Criminology* executive (2016-2018);

- **Vlachantoni** member BSPS Council (2017-2022).

In recognition of their contributions to their disciplines **Edwards, Evandrou, Falkingham** and **Leonard** are *Academicians, Academy of the Social Sciences*. **Falkingham**, **Leonard** and **Pathak** are Fellows of the *Royal Society of Arts*.

Honours: **Bijiak** was awarded *Allianz European Demographer*, 2015; **Clifford** was awarded the *Philip Leverhulme Prize for Social Policy*, 2018; **Perelli-Harris** was awarded the *Dirk J. Van de Kaa Award for Social Demography*, 2016. **Falkingham** was awarded the OBE for services to Social Sciences in 2015.