

<b>Institution: De Montfort University</b>
<b>Unit of Assessment: 20</b>
<p><b>Section 1. Unit context and structure, research and impact strategy</b></p> <p><b>1.1 OVERVIEW, STRATEGIC AIMS AND MEDIUM-TERM STRATEGIC OBJECTIVES</b></p> <p><b><u>Overview of the submitting Unit</u></b></p> <p>The 37 (36 Category A and 1 Category B) staff submitted in UOA 20 are drawn primarily from the School of Applied Social Sciences, the largest of four schools in the Faculty of Health and Life Sciences. It is a multidisciplinary School with expertise in social policy, social work, sociology, education, criminology and psychology, contributing to three REF UOAs. Nine staff are drawn from elsewhere (allied health sciences, nursing and politics) and are included because they contribute to our interdisciplinary health research. Our research is largely applied, theoretically informed and practice-relevant, benefiting from excellent practitioner and other collaborations.</p> <p><b><u>Strategic aims</u></b></p> <p>The strategic goal of DMU is to produce research that contributes to the public good through societal impact, challenges existing social arrangements and ways of thinking, and has both local relevance and global reach. The only British university to have been awarded Global Hub status for United Nations Sustainable Development Goal (SDG) 16, DMU seeks to embed the SDGs into its research, teaching and community work.</p> <p>DMU staff teaching and researching in the fields of criminology, education, health and health policy, social work and youth work, share a set of values that privilege social inclusion, social justice, a recognition of the fundamental equality of all people, and the public good. As a result, there is an interest in challenging power imbalances and enabling the voices of less powerful and marginalised groups to be heard, and a desire to address inequalities and improve the quality of services upon which many depend. Much of our research has therefore set out to find novel ways of eliciting the voices of the under-heard, developing a stronger understanding of the experiences of different social groups and allowing effective take-up of research findings in practice and policy. Located in Leicester, one of the first UK urban areas in which no single ethnic group holds a majority, the commitment to engaging with the concerns of local communities can be seen in our extensive research on diversity and inequalities.</p> <p>These values have shaped <b>our Unit's strategic aim</b>, which is to produce high-quality research which is internationally excellent and seeks to address power imbalances and inequalities and to enhance human well-being through impact on academic debates, practice and policy within our University and in wider society.</p> <p><b><u>Medium-term strategic objective following feedback in 2014</u></b></p> <p>In 2014, there had been a drop in the number of staff submitted since 2008, we were rated 2* for our environment and the Panel indicated that our research culture had yet to be established. We had fewer PhD students and limited capacity for PhD supervision. These 2014 weaknesses have shaped our medium-term strategic objective which has been to enhance our research capacity, in the context of substantial commitments to teaching excellence, through developing an enriched and supportive research culture to become increasingly a destination of choice for motivated and capable postgraduate students and future research leaders.</p> <p>A more systematic approach to <b>building capacity</b> has been put in place since REF 2014 via the University strategy and, more locally, through the School Research Planning Group (RPG) which has succeeded not only in increasing the numbers of staff returned in UOA 20 but also in fostering a first submission in Psychology (UOA 4). To achieve this, we have created a more inclusive approach to research planning, restructuring the RPG to include relatively junior researchers (ECRs) and ensuring this functions as the main forum for agreeing and monitoring strategy. We have <b>strengthened our research culture</b> by intensifying support for research, building new collaborations, appointing to research-focused posts, putting our research Institutes onto a target-based and accountable footing, increasing research support for staff at all stages</p>

of their research career, integrating PhD students more explicitly into our research activities and building external recognition of DMU as a key venue for research events.

Evidence of our success in these medium-term strategic priorities can be seen in the following:

- an increased number of staff being submitted in UOA 20 (68% rise);
- an improved profile of women in our staff submission, now over 60% of our submission, with a greater presence in senior roles;
- increased numbers of ECRs in our submission (2 current ECRs with a further 9 appointed as ECRs or to research-focused posts for relatively junior academics during the census period);
- increased capacity for and success in PhD supervision (doubling the number of postgraduate researchers (PGRs) returned); and
- increased annual research income (55% higher than at beginning of the REF period).

Good ECR retention, the increased number of non-British nationals (5) in our submission and the growing presence of visiting researchers also point to our success in creating a more attractive environment for research.

## 1.2 DEVELOPMENTS SINCE 2014

Since 2014 we have focused our research in three thematic fields, all of which have produced international collaborations and impact.

### (i) Health, healthcare and health inequalities

As planned in 2014, we have sustained multidisciplinary strengths in health, expanding research in mental health and chronic conditions, supported by new appointments (**Berghs, Hanna, Northcott**), and increasing our profile in transdisciplinary health and humanities research.

Creating strategic and international collaborations has enabled us to bid successfully for funding for interdisciplinary and international health research. Extending further our strengths in arts, creativity and well-being around mental health, we are leading two Grand Challenges Research Funding (GCRF) projects (**Raghavan** PI, **Brown** £870,000) and are co-investigators in an Engineering and Physical Sciences Research Council (£122,000) project. These projects have strengthened our partnerships with government agencies and major NGOs in India and build on **Brown's** Arts and Humanities Research Council (AHRC)–funded research (£1,500,000, CI) on arts and mental health recovery. Building on research user collaborations, **Yates'** award-winning Department of Health / Public Health England–funded (**Yates** PI £107,000) research on parental mental illness has resulted in changed professional practices. **Hanna's** cutting-edge research on amputation has been recognised in an Advanced National Institute for Health Research NIHR Fellowship.

Responding to current policy priorities and by strengthening our relationships with the NHS, we have broadened our research on chronic health conditions. **Northcott's** (£525,000 CI) multi-site NIHR research into the care of people with dementia in acute settings has resulted in training for NHS Trust leaders and dementia carers, the production of training films with the Open University, a Radio 5 documentary and parliamentary debate. **Fish's** research on cancer (Macmillan, Hope Against Cancer) has shaped understanding of the distinctiveness of LGBTQ healthcare needs internationally. Our collaborations with Leicester University and Leicester's Diabetes Centre have generated £2,000,000 (NIHR, **Hudson** CI) to research diabetes self-management education programmes in multi-ethnic primary care settings. With Leicester as our immediate context and reflecting DMU's commitment to social inclusion, an understanding of the experiences and perspectives of people from Black and Ethnically Minoritised (BEM) communities is central to much of our research. **Raghavan** secured (£350,000 CI) NIHR funding to investigate the diagnosis of dementia in BEM communities with Leicester University, and social isolation in migrant communities in collaboration with Sheffield University. **Jaspal's** public health research, including (with **Fish**) on BEM men who have sex with men, has led to the development of the Health Adversity Risk Model.

Cited in the UK Sickle Cell Society's *2018 Standards for Clinical Care*, **Dyson's** research is at the forefront of our understanding of the interaction of race and ethnicity with sickle cell and thalassaemia, with a current focus (with **Berghs**) on the employment experiences of Black people (Big Lottery / Disability Research on Independent Living and Learning: DRILL £100,000, **Dyson** PI). **Dyson's** earlier work on education has resulted in the adoption of his school policy guide by countries across three continents. **Berghs's** research on ableism has been used by the special UN High Commissioner for Human Rights Special Rapporteur on the Rights of Persons with Disabilities. Her co-edited *Routledge Handbook of Disability Activism* won the 2019 Taylor and Francis award for Most Outstanding Handbook in the Social Sciences.

Following grant successes (e.g. Economic and Social Research Council (ESRC), NIHR, Wellcome Trust) in new areas of inquiry, we have significantly expanded our interdisciplinary research on human reproduction, now coalescing within the Centre for Reproduction Research (CRR), supported by new appointments (**KBaldwin**, **Herbrand**, **Law**) and the appointment of a chair (**Hudson**). **Hudson's** ESRC-funded work (£495,000 PI, £765,000 CI) advances our comparative social, political, economic and technological understanding of egg donation. Collaborating with Endometriosis UK and the Royal College of Nursing (RCN), the Centre's ESRC-funded research on endometriosis has influenced healthcare guidelines internationally and shaped nurse training in the UK.

### **(ii) Criminology, particularly probation and prisons**

Since 2014, we have capitalised upon our knowledge of European justice systems securing, as planned, EU and UK government funding to advance our probation research and shape European probation practices. Continuing as Scientific Expert to the Council of Europe on probation rules, **Canton** has collaborated with the National Offender Management Service (NOMS), 5 universities and 3 European penal organisations in two EU Framework projects (£175,000, **Canton** PI), influencing thinking on prisons and probation in 10 European countries. **Kemshall** led the research stream of Serious Offending Mobile European Criminals (SOMECE), a two-year project funded by the European Commission Directorate-General for Home Affairs (£143,000 **Kemshall** PI). Her research has influenced risk strategy in offender management in the UK and Europe.

We have built a body of research informed by the voices of the less powerful. As part of DMU's SDG 16 work, **Sadique** is collaborating with the Srebrenica Memorial Museum and Balkans Investigative Reporting Network to develop a culturally specific oral history methodology for collecting the accounts of survivors. We have used new appointments (**Little**, **Quinlan**, **Warr**) to extend existing expertise (**LBaldwin**, **Knight**) on the experiences of prisoners and former prisoners. Building on research into digital technologies and prisoners' perspectives on television, **Knight** is developing digital strategies with national prison services in the UK, Canada, Finland, Sweden, Czechia and Singapore. **LBaldwin's** research on maternal imprisonment has influenced national policy and practice. We have developed a new cross-disciplinary multi-professional Sexual Violence and Domestic Violence Research Network (**Fish**, **McKie**, **Quinlan**, **Turgoose**), with collaborative research boosted by local authority funding; and have launched and lead (**Canton**) a new international platform for criminal research and justice (International Network – Criminal Justice) with participation from US, Australian and European universities, the Confederation of European Probation and the Counter-Terrorism Unit of the United Nations.

### **(iii) Education**

Following internal restructuring, we are developing a body of expertise in education: specifically, the nature of work in universities, access among marginalised groups and the uses of technology in pedagogy here and overseas. **Hall's** HEFCE/Office for Students-funded collaborative research (£500,000, **Hall** CI) examined how a value-added metric and inclusive curriculum framework can address the BEM attainment gap, resulting in DMU's Decolonisation project and one of UUK's 13 Tackling Racial Harassment Case Studies. **Smith's** access to HE in Cuba research (Leverhulme ECR Fellowship-funded), **DCudworth's** research on spatiality and inclusion in education with Traveller Communities, **Wolf's** on music for social inclusion, and **Davy's** research on supporting transgender schoolchildren, along with her international

collaboration to produce *The Sage Handbook of Sexualities*, contribute further to our equalities and diversity portfolio.

We have enhanced international uptake of our research through collaboration for implementing change. Working with the UNESCO Teacher Task Force, International Voluntary Service Overseas and the International Council on Education for Teaching and drawing on a translational research methodology, **Younie** is summarising research findings for educational practitioners worldwide, via a digital platform she co-founded, now operating in 190 countries (MESH – Mapping Educational Specialist KnowHow). **Younie**, undertaking interdisciplinary research into children's handwashing practices involving a team drawn from three DMU research Institutes, and collaborating with a broad range of stakeholders in the UK, India and Sierra Leone, has co-created culturally relevant and impactful packages of educational resources for children to learn about germs and the importance of handwashing (ICS for UOA 4).

### **Impact strategy**

We have a strong tradition of participatory research, using **models of stakeholder engagement** to increase the value of our research to policymakers, practitioners, academics, service users and the public. This includes stakeholders shaping the focus, design and oversight of our research and working with beneficiaries to enable findings to influence practice. Ongoing collaborations, ad hoc workshops and regular seminars all provide ideal linkages.

We have a wide body of impactful research and our ICSs – **LBaldwin** on the care of female offenders, **Hudson, Law** on care for endometriosis sufferers and their male partners, **Kemshall** on European management of mobile violent and sexual criminals – illustrate effective approaches to securing impact and demonstrate our commitment to action-centred social justice and public good values.

Impact has been established through **strong collaborative links and networks** with practitioners and policymakers at national and international levels. For example, **Kemshall** worked with 14 European partners in the SOMECEU project in order to promote impact on European Probation, Policing and Prisons. Improving international responses to sexual offenders was extended through her Leverhulme (£52,000) network involving 5 countries and 46 NGOs focusing on effective practice in the community management of sexual offenders including across borders. The Leverhulme research also examined the effectiveness of public awareness campaigns in reducing child sexual abuse. The dissemination of **LBaldwin's** findings among practitioner and policy networks and UK media drew her research to the attention of national policymakers, including in the Ministry of Justice. **Hudson** and colleagues undertook ESRC-funded research in collaboration with Endometriosis UK and the RCN's Women's Health Forum and shared findings with a range of stakeholders in a workshop which led directly to several strands of impact, including the co-production (with the RCN and the British Society of Gynaecologists who specialise in endometriosis surgery) of a new knowledge and skills framework for Endometriosis Clinical Nurse Specialists.

Impact has been strengthened through **the use of consultancy and training** to take research directly to policymakers and practitioners. For example, **Kemshall** has shaped multi-agency management of high-risk offenders through national training for the NOMS and advised Her Majesty's Prison and Probation Service (HMPPS) on the 2020 *Risk of Serious Harm Guidance* for use by 15,000 HMPPS staff. **Hudson** and colleagues have improved the care of sufferers and their partners: nationally, through training for Endometriosis Clinical Nurse Specialists, and internationally through continuing professional development to European healthcare practitioners via the European Society of Human Reproduction and Embryology (ESHRE). **LBaldwin** has changed approaches to the care of convicted mothers through training delivered to professionals in prison, probation, social work, youth justice and midwifery across five UK areas; and her programme for mothers in prison is being rolled out across all female prisons in England and Wales.

**Advice and consultancy** have been key routes to impact. At an international level **Kemshall** advised EuroPris and European policing, including a guidance manual on information exchange for police, prison and probation staff across the EU. **Hudson** and **Law's** advice to ESHRE



resulted in new guidelines for professional practice across 110 countries. At a national level, **LBaldwin** provided policy recommendations to Lord Farmer and the Ministry of Justice and advised a range of third-sector and commercial providers of prison services such as Sodexo and the Prison Advice and Care Trust on the care of women in prison; **Kemshall** advised NOMS, HMPPS, Probation Board of Northern Ireland; **Hudson** and colleagues advised the National Institute for Health and Care Excellence, reflected in a new care guideline.

Since 2014, our research has been strengthened and invigorated by:

- strategic appointments in areas of existing strengths;
- the creation of more strategic international collaborations and closer relationships with the NHS, facilitating grant capture;
- strong practitioner networks and collaborations supported by an annual programme of research events enabling the development of ideas and new projects with research users;
- diversified dissemination of research via media coverage, public engagement and advocacy, enhancing impact;
- a system of research allowances with associated accountability for outcomes; and
- better sharing of information about grant opportunities.

### **Open access and research integrity**

We believe that the more widely shared research is, the greater the potential benefits. All outputs are published by the green route on DMU's open access repository, including, where possible, early version manuscripts; and we share abstracts via repositories such as ResearchGate. We use internal and external funding to publish selected journal articles under gold open access and have persuaded some journals (e.g. *Methodological Innovations*) to waive open access fees. New publications are tweeted and research is promoted through mainstream media coverage. We encourage researchers to publish their findings in a wide range of outlets suitable for reaching different types of audiences to enhance discoverability and accessibility. Staff write for open access publishers such as *The Conversation* and *Open Democracy*.

With regard to data sharing, we comply with funder requirements, and data relating to several projects (e.g. UKRC, Big Lottery) are lodged at the UK Data Archive at Essex University. Some of our staff are using Figshare, DMU's data management software. In keeping with DMU's commitment to open access, we will increase use of Figshare, including for PhD projects, where appropriate.

All research projects, including PhD projects, must receive approval from the Faculty Research Ethics Committee (FREC). Approvals are issued only after approaches to matters of ethics and integrity (including data management, GDPR provisions) have satisfied at least two reviewers. Ethics training is provided and staff undertaking NHS research are encouraged to attend Health Research Authority training.

### **1.3 FUTURE STRATEGIC AIMS AND HOW THEY WILL BE TAKEN FORWARD**

We have three strategic aims for the coming period:

#### **(i) Developing staff careers and expanding research capability, especially among BEM staff**

BEM staff are under-represented in our profile of researchers and, reflecting our **Decolonising DMU research development priority**, we will increase the proportion of BEM staff who have significant responsibility for research to meet or exceed the proportionate BEM staff presence in the relevant academic population. Four out of 7 staff receiving intensive mentoring through DMU's Next Generation Researchers Scheme are from BEM communities and we are monitoring ethnicity-related data regarding the allocation of internal research funds, including PhD scholarships, appointments to leadership roles, and the presence of BEM staff in PhD supervision and viva panels. We will expand our collaborations with DMU's new Stephen Lawrence Research Centre (SLRC), combining our expertise in participatory and BEM research with the SLRC's relationships with local communities and commitment to advocating on issues

of race and social justice. We will develop initiatives across our research (and in PhD study) that systematically pose questions of ethnic inclusion and equality and broaden participation in order to contribute to a shift in the UOA as well as in the University. For example, we will roll out existing ad hoc visiting researcher activities as a more structured scheme creating greater opportunities for participation by scholars in low- and middle-income countries.

We will increase the proportion of staff with significant responsibility for research further, meeting or exceeding DMU's goal of 60%. We will support the expansion of high-quality research in education with the ambition of a separate submission to REF 2028 in the Unit of Assessment for Education. As well as using strategic appointments, mentoring and appraisal to achieve this, we will continue to **develop staff careers** through increasing internal collaborations, integrating ECRs into bid-writing teams and supporting applications to DMU's Future Research Leaders Scheme and for NIHR, British Academy, Leverhulme and other fellowships, building on success to date (e.g. **KBaldwin**, **Hanna**). As well as continuing our current impact strategy, we will further embed impact in our work by developing ECRs' understandings of co-production in research and providing training on pathways to impact.

## **(ii) Establishing new areas of interdisciplinary research and contributing to DMU's SDG research**

We will continue to align our research with relevant external drivers especially government policy concerns, funding body priorities, and the needs of current and potential research users, as well as with DMU's commitment to the **SDGs**. We already contribute to these goals notably, countering Islamophobia (**Easat-Daas**), peace-building in the former Yugoslavia (**Sadique**) and Cyprus (**Kamenou**), SDG 16; **Smith** on access to HE, **Younie** on germs and handwashing, SDG 4; **Brown** and **Raghavan** on mental health in India, SDGs 3, 5 and 8. As well as seeking external funding and new international collaborations, we will use research Institute strategies and DMU Global SDG Fellowship awards (e.g. **KBaldwin** and **McKie** SDG13, although travel has been disrupted by Covid-19) to advance this work.

Alongside developing existing areas of strength, technology will form a new focus of our **interdisciplinary research**. Three strands of technology-related research have emerged (in education, criminology and reproduction research). Through collaborations between our Institutes and beyond, we will exploit overlapping theoretical concerns to develop synergy, coherence and interdisciplinarity (e.g. we will investigate governance-related challenges and priorities arising from the use of technology across different spheres of service provision). We will innovate methodologically in our emerging body of multi-species research (e.g. animal companions, animals in domestic violence) and bring together our research on dementia care and therapy animals. Our research will consider methodological innovations and the implications for marginalisation and deepening/reducing inequalities that arise from the digital shift and remote working evident now in public services and everyday life (e.g. service users' experiences of remote services in education and health). We will continue to seek funding in interdisciplinary research on arts, creativity and human well-being and play a key role (**Brown**, **DCudworth**, **Higdon** and **Raghavan** sit on the Research Committee) in DMU's Arts Council England co-funded £2,800,000 Talent25 longitudinal project assessing the impact on children and young adults of exposure to arts and culture.

## **(iii) Putting in place a succession planning strategy as part of a strategy to increase research income**

We have established Institute-based income targets, monitored by the Faculty Research and Innovation Committee (FRIC), and have improved the support available via DMU's restructured Peer Review College dedicated to **grant capture** in response to the decline in research income in the middle of the REF period. These mechanisms have had a notable impact on grant income from 2018/19 and we will continue to pursue this approach. We will use DMU incentives for collaborations and create new clinical partnerships to increase our NIHR income. We will make new appointments in quantitative techniques, having augmented our quantitative skills (**Fish**, **Jaspal**, **McKie**) and extended our portfolio of mixed methods research (including among PhD students), as a means to improve our grant successes in large, multi-method projects.

We did not have a **succession planning** strategy in place earlier in the REF period to address the reduction in capability following the retirement of senior researchers and its impact on research income generation. We are building a succession strategy for the coming period, drawing on best practice in the sector, including bringing appropriate ECRs and mid-career researchers into the networks and bid-writing teams of senior researchers, enabling individuals and research Institutes to identify competency and skills gaps, creating bespoke training and development opportunities to address these, fostering continuity where this is wanted and strengthening the talent pool.

## Section 2. People

### 2.1 STAFFING STRATEGY AND STAFF DEVELOPMENT

This submission includes 37 staff (33.59FTE), including 11 professors, 4 Readers/Associate Professors (Research), 10 mid-career staff and 12 staff who are ECRs or are relatively junior, having been appointed as ECRs or to VC2020 posts. All Category A staff posts are permanent.

We have aimed to build our research capability, expanding an intellectual community in which innovative critical thinking and rigorous empirical work are combined with opportunities for personal development.

A principal feature of our staffing strategy has been significant financial and developmental investment in ECRs, exploiting DMU's strategy to strengthen our institutional research profile through the differentiated creation of new types of post. The Unit includes staff (**Berghs, Easat-Daas, Northcott**) who began their employment at DMU as one-year Early Career Academic Fellows in a programme designed to support the research capability of talented individuals. We secured 10 VC2020 posts (8 female) aimed at recruiting outstanding future research leaders and entailing a protected 50% research role and a fund (maximum £5,000) for expenditure on research in the first year of employment. Among other things, these budgets have enabled new data to be generated as the basis for impact and outputs (e.g. **Berghs** on sickle cell in Sierra Leone, **Kamenou** on sexual identity in Cyprus). Through these posts, we have been able to expand research capacity to include ECRs who demonstrate a strong ability to publish, work collaboratively, innovate, raise the profile of our research and win external and internal funding. For example, **Northcott** (graduated Manchester 2016), winner of a DMU ECR Research Excellence Award, has published a book and 4 high-quality journal articles and has gained £525,000 from NIHR (CI); **KBaldwin** (graduated DMU 2016) has published a book and around 10 articles and secured a prestigious Sociology of Health and Illness Mildred Blaxter Postdoctoral Fellowship.

Our strategy to build research capability, in keeping with the sector's career development Concordat, includes supporting members of staff at all stages of their research career. Staff, recruited initially for their professional expertise, who wish to develop as researchers are supported in undertaking PhD research. Mentoring from senior researchers has resulted in 15 research-linked promotions among our submitted staff (e.g. **Hanna** from VC2020 to Reader status). Outstanding achievement is also recognised through DMU OSCARS. We have supported colleagues (**KBaldwin, Herbrand, Northcott**) to compete successfully for places on DMU's Future Research Leaders and 7 to secure research leave time (5 female, 1 BEM), again awarded competitively to full-time and part-time staff at any career stage on the basis of expected outputs. Our Faculty ECR Forum facilitates networking and peer support, helps identify research support needs and organises ECR conferences, adding further to multidisciplinary debate and our research environment (around 50 participants in events). All new staff are invited to Research Induction events and benefit from our Research Mentorship Scheme, methodological and other research training, institute events and inclusion in successful (e.g. **Berghs, KBaldwin, Hanna, Law**) bid-writing teams.

We mentor ECRs to secure university-wide research allowances (one to two days weekly in addition to funded research) which are allocated annually on the basis of defined proposals and achievement of previous plans. Progress is monitored through annual appraisal processes. We have further strengthened our research capability and impact through a series of Research Excellence Workshops, designed to advance skills by complementing workshops organised at an institutional level, with attendance between 7 and 20 staff and podcasts enabling wider

dissemination. These have resulted, for example, in more effective impact data capture and increased use of social media and digital platforms to raise research visibility. Alongside informal or task-specific mentoring, our Research Mentorship Scheme (11 mentees in the current submission; 14 mentors of these and of 7 researchers-in-training) is designed to support staff at any stage of career development and has helped secure internal funding, high-quality outputs, extended networks and promotion. We have an established a Peer Review Scheme and Reading and Writing Groups (15 participants) to enhance the production of high-quality outputs e.g. resulting in publications in *Sociology* and *Sociology of Health and Illness* (many of these sessions moved online during the pandemic).

We host a diverse range of research events to broaden networks and use as vehicles for the fertilisation of cross-disciplinary ideas. For example, our interdisciplinary symposium on methodological dimensions of researching intersectionality enabled PhD supervisors to support several PhD students investigating the experiences of LGBTQ people in bringing greater conceptual coherence to their research. Typically these events are organised by individual research groups but may be organised by the School RPG, bringing together internal and external participants e.g. our multi-stakeholder events on women, families, crime and justice, which resulted in new writing collaborations. Other exchanges between researchers and non-HE organisations are facilitated by opening up some of our training events, participation in external multidisciplinary networks, advisory positions in external organisations and honorary membership for NHS personnel on the FRIC. We have appointed impact champions to mentor researchers and run impact events at School and Institute level.

The Professoriate Forum meets twice annually to feed into and receive updates about matters relating to University research strategy which are then brought to the School RPG to inform our Unit-level strategy. Our professoriate contributes through career and research mentorship, assistance in expanding networks and advice on grant applications. Through its appointments, DMU has effected a rebalancing of the male : female ratio among senior researchers (**Fish, Hudson, Jaspal, Younie** appointed professors; **Hanna, Herbrand, Ruane, Yates** appointed readers/associate professors (research)). Four out of the five research Institutes and Centres in the Faculty are led by women and one by a BEM staff member.

Our strategy has resulted in successful applications for promotion and good retention of a strong cohort of ECRs with grant and publication successes.

## 2.2 RESEARCH STUDENTS: SUPPORT, TRAINING AND SUPERVISION

Our approach to creating an enriched research culture has enabled us to expand our PhD portfolio, doubling the number of PhD students returned in this submission and almost tripling our completions (34 completions, including iPhDs and PhDs by publication; 69 continuing) compared with REF 2014. Recruitment (on an equal opportunities basis) has been boosted by 16 DMU fees only / full bursaries and High Flyers Scholarships (7/16 to BEM candidates; 12/16 to women) along with scholarships funded externally e.g. by local NHS organisations and foreign embassies, which strengthen the pool of applicants. Staff undertaking PhDs are sponsored by DMU, which covers fees and allocates a workload tariff to support PhD study.

**Table 1: PhD completions by year and type**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Total
PhDs	3	5	3	5	4	8	2	30

PhD students are integrated into our research culture as members of our Institutes, have representation on our FRIC, and are encouraged to participate in research events, Doctoral College events such as the PGR Lecture Series, and PhD student networks. For example, we host the British Sociological Association (BSA) international Human Reproduction Study Group conference annually and free places are made available for PhD students. We facilitate a Faculty-wide interdisciplinary student-led conference with attendance of 25–50, enabling students to acquire event organisation skills, present their own research and meet external speakers. Our strategy has resulted in more conference presentations, more sole or joint



authored publications and applications for external funds, for example, for fieldwork support (e.g. Parkes Foundation) and conferences (e.g. BSA-funded Postgraduate and Early Career Researcher Conference on Public Sociology and the Role of the Researcher). Several of our PhD students have won DMU Public Engagement grants and the Doctoral College Best Faculty Thesis Award, and have received media coverage for their research.

**Ruane** sits on the University's PGR Training Committee, which has overseen a restructuring of doctoral training now integrated into a Researcher Development Programme based on the principles of the Vitae Researcher Development Framework. **Ruane** leads the Applied Social Sciences strand of this Programme, providing around 70 hours per year in advanced methodological and professional development training. Available to all University doctoral students and ECRs, this represents a significant contribution to DMU's strategic aim of promoting a high-quality PGR experience and embedding interdisciplinarity in PGR and ECR culture. Provision is offered through (1) dedicated research training days organised around workshops on methodology, ethics, inclusivity, impact, stakeholder engagement and thesis composition; and (2) methodology modules on the Master's in Research, each of which maps onto a number of ESRC PGR research methods learning outcomes. Methodological training is complemented by more generic training for instance in bibliographic, computational and presentational skills. In a small number of topics (e.g. ethics) training is compulsory; however, the majority of uptake of training is determined by a Development Needs Assessment which is reviewed annually. Some of our training is co-produced with current/former PGRs and delivery is flexible, with almost all training available online. With 12–20 attending most sessions, student evaluation shows training is highly regarded and the PRES 2020 survey reported Faculty PGR satisfaction with 'Research Skills' at 90%, above the sector average.

Eleven students have used our Doctoral College Development Fund (up to £500) to attend external conferences and training. We support the future employability of our PhD students by developing their personal effectiveness, project management and research skills, encouraging their paid contribution to teaching where appropriate, facilitating professional networking and offering support for research collaborations or external mentorship. For example, one of **Hudson's** students was funded to travel to Austin, Texas where local expertise helped shape the theoretical direction of her research and where new contacts led to joint authorship and a research assistantship. Students are encouraged to promote their research via events, digital platforms and social media.

PhD students at DMU are guided by supervisory teams of two or three individuals, all of whom have completed at least six hours of training and at least one of whom has supervised to completion. Monthly progress is monitored via an electronic records system and key milestones involve an independent assessor. Additional support is offered to students with disabilities that affect learning and our doctoral training is compliant with Universal Design for Learning requirements which provides for learning through different media (e.g. live interactive teaching and audio recordings with transcripts). PhD students are provided with dedicated space within the Faculty, consisting of workstations, a kitchen, a sitting area and lockers, to supplement dedicated facilities in the University library. PhD students are able (but not required) to use DMU's data management software.

### 2.3 EQUALITY AND DIVERSITY

As set out in DMU's Code of Practice, we believe attention to matters of equality, diversity and inclusion (EDI), as well as being a good in itself, allows staff and students to flourish; this is reflected in equal opportunity recruitment and selection, in DMUfreedom, the University's charter for equality, diversity and inclusion and in the monitoring of EDI data relating to staff and PhD students. EDI committees, established at institutional and faculty levels, focus on improving outcomes. While all staff have been assisted through flexible working arrangements during the pandemic, 9 staff have benefited specifically from family-friendly policies e.g. through parental leave and flexible working provisions, which are applied to all full-time and part-time staff regardless of gender, age or other protected characteristic. All staff are required to undertake a foundation Equality and Diversity Training course, upon which other EDI training is built, including recruitment-related training. Staff in UOA 20, along with other employees who are members of a University Involvement Group, such as the LGBTQ and Allies Network, Black and

Minority Ethnic Staff Network Group or Disabled Staff and Allies Group, are given time off with pay in order to attend University-approved meetings of these groups that fall within their normal working hours.

Because of our research strengths, the Unit has been central to embedding values of diversity and equality into University and Faculty priorities. We contribute to, and encourage researchers at all stages of their career to participate in the cross-faculty, multidisciplinary DMU Women Initiative, promoting women in academic leadership. **Herbrand** co-convenes the Faculty's Women in Science, Society and Health network (15–20 participants at each workshop) and chairs the School's Athena SWAN Working Group. **Hall** and **Hudson** also sit on this committee. We have played a major role in the DMU LGBTQ network, established in 2013, which includes students. It promotes a safe and inclusive campus culture, organises a schedule of events, including research and DMU Pride, throughout the year, collaborating with, among others, Phoenix Arts, Curve Theatre, the Leicester LGBT Centre and local artists. During **Fish's** 4-year tenure as network chair, DMU was named one of Britain's most inclusive employers in Stonewall's Top 100 Employer list (in the top 40 of 400+ employers in 2019 and 2020, with our work on trans inclusion specifically acknowledged). **Davy** co-authored the University's Trans, Non-Binary and Gender Fluid Policy for Staff and Students, launched in 2017. Our international LGBTQ scholarship has been awarded to recipients in Kenya and Lebanon. **Hall** led the evaluation of the University's Universal Design for Learning project, focused upon provision for disabled students but benefiting all learners including PhD students. As evidenced elsewhere in this document, principles of EDI are embedded in our own, and our PhD students' research (e.g. 11/34 completed PhDs related to matters of EDI).

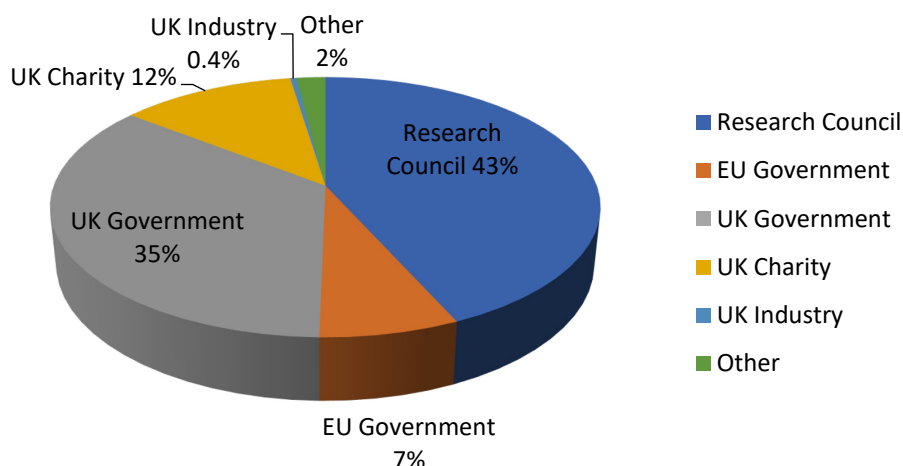
DMU is one of only 17 Race Equality Charter award holders (awarded by the Equality Challenge Unit) and was *The Sunday Times'* University of the Year for Social Inclusion in 2018. The University's Decolonising DMU programme, building on **Hall's** BEM attainment gap research, is analysing the impact of changed practices upon staff and students in research and teaching outcomes at DMU and exploring ways to become an anti-racist university. **Raghavan** provides training to staff and PhD students on recruitment techniques to enhance BEM inclusion in research. **Hall** co-convened the 'Radical Pedagogies: Macpherson 20 Years On' conference with the SLRC. We have organised events in DMU's Black History Season for many years.

Of a staff population of 83, 53 (64%) are female and 30 (36%) are male; 10 (12%) are BEM. Of 37 staff in this UOA 20 submission, 22 (59%) are female and 15 (41%) are male; 8% are BEM or other mixed background, and information has been refused in one instance. Under-representation among BEM colleagues is being addressed (see Section 1.3).

### Section 3. Income, infrastructure and facilities

#### 3.1 INCOME

Nineteen submitted staff, along with former members of staff, have secured external income as PIs for over 100 UOA 20 projects during the REF period, with other members of the Unit contributing to income as CIs. As well internal resources, we have secured grant funding from a range of funders, principally Research Councils, the EU, government departments and charitable organisations.

**Figure 1: Sources of Research Income**

We have raised just under £3,000,000 in research income since 2014. Our income dipped in the middle of the census period following the retirement of experienced researchers and the arrival of ECRs. We addressed this through prioritising research income as a standing agenda item on the FRIC, requiring research Institutes to create strategic plans, setting grant submission and research income targets and providing annual reports on achievement; and requiring Research and Innovation Allowance (RIA) allocations to include income objectives. This approach was having an impact by 2018, with income more than doubling between 2017/18 and 2018/19, and over the REF period our annual research income has risen 55% from £450,000 annually in 2013–2014 to £700,000 annually in 2018–2020. As well as a clear increase in income since 2018, we have had some major successes so far in the current financial year, boding well for the new REF period, for instance, **Hudson's** (CI) £765,000 ESRC grant on donor conception; and **Hanna** securing DMU's first Advanced NIHR Fellowship (£636,000) to improve patient preparation for amputation surgery.

### **Strategies for generating income**

We have sought to build expertise and credibility through small-scale awards and to leverage larger grants for national, then international research. For example, **Brown** in a series of external and internal collaborations has built a body of research in health humanities over the past decade, using small AHRC grants to create a health humanities network, which then became a platform for a collaborative AHRC (£1,500,000, 2013–2018) national project on creative practice and mental health. This underpinned successful GCRF applications (£870,000) with **Raghavan** to conduct international research and supported the establishment of DMU's collaborative £2,800,000 Talent25 project with the Arts Council.

As well as including ECRs onto bid-writing teams to increase capability, we use small internal and external grants to capture larger external awards: for example, **Hudson** used an internal pump-priming award plus a Sociology of Health and Illness Foundation award to gain a large ESRC grant (£495,000). We support ECRs to pursue modest charity-sector grants to build confidence and track record for later bids (e.g. **Little's** £5,000 Bell Foundation award for prison education research).

Creating new collaborations has enabled us to secure funding for methodologically innovative research: for example, **Raghavan's** collaborations with the Tata Institute of Social Sciences, Mumbai, India's National Institute of Mental Health and Neuroscience and community theatre groups have made possible the use of theatre and storytelling practices to explore understandings of mental health resilience among slum-dwellers in India. Collaborations with beneficiaries have enabled us to design fundable research with impact in mind. For example, **Dyson's** research on employment experiences was supported by Big Lottery / DRILL funds),

included people with sickle cell chairing the project management group and policy development workshops, and NGOs running focus groups.

We have deepened links with the NHS to improve grant capture, for example through collaborations to aid research (e.g. **Yates** on parental mental illness) and partnering with clinicians on NIHR projects (e.g. **Hudson** on diabetes, **Northcott** on dementia). We maintain excellent links with the East Midlands Research Design Service (RDS), hosting several RDS staff through NIHR funding for part of the REF period and accessing support for methodology and public-patient involvement. The RDS East Midlands focus is EDI, especially relevant for our research, and **Fish** sits on the new committee.

Our cross-faculty, multidisciplinary research Institutes and Centres create an environment in which interdisciplinary collaborations are easier to develop. We have clustered our research around our three thematic strengths cross-cutting these with our expertise in BEM and gender/sexuality inequalities and diversity, yielding funded research on chronic ill-health experiences of LGBTQ and BEM people (e.g. grant income from Public Health England, Hope Against Cancer, Big Lottery). **Raghavan** has co-created a toolkit of best practice to enhance the recruitment of BEM participants which has supported the expansion of BEM research.

While we have used medium-sized grants to influence practice internationally (e.g. **Canton's**, **Kemshall's** EU projects; £300,000), significant impact can be achieved through smaller grants (for example, **Younie's** international impact around understanding germs and handwashing has been supported by small grants from Next PLC, the Society for Applied Microbiology, Wederell Trust as well as crowdfunding).

Grant income has facilitated our high-quality publications. For example, ESRC and Big Lottery-funded research enabled **Dyson** to produce his state-of-the-art *Sickle Cell and the Social Sciences: Health, Racism and Disablement* (Routledge). On the basis of their ESRC-funded research **Herbrand** and **Hudson** have collaborated with a filmmaker and partners in the UK, Spain and Belgium to make films about egg donation, launched at the Fertility Fest, London Barbican.

### 3.2 INFRASTRUCTURE AND FACILITIES PERTAINING TO RESEARCH AND RESEARCH IMPACT

Leadership infrastructure is provided through the Faculty Associate Dean for Research and the Institute and Centre Leads and the University PVC for Research. Research governance at faculty level is undertaken through the FRIC and the FREC. The School RPG monitors the implementation of research strategy. Administrative support is provided through the Faculty Research and Innovation Office.

The Research Services Directorate (RSD) assists with research funding, finance and post-award support and provides training. DMU has restructured its support into a Peer Review College which provides one-to-one mentoring for bid-writing. A team within the RSD supports research impact. Our Directorate of Social Impact and Engagement (SIE), DMU's outreach arm, fosters collaborations with external stakeholders and knowledge exchange. For example, **Younie's** research on awareness of germs involved collaborations brokered by the SIE in Leicestershire and India; and the Community Solutions Programme connects researchers with Leicester City Council for projects aimed at rebuilding after the coronavirus pandemic (current participants include **Hall**, **McKie**, **Ruane**). The Talent25 project makes spaces in community centres and schools available to researchers and funds a creative and delivery team of five to support an interdisciplinary research project promising a high level of future impact.

Applications under development by staff are aided by the Peer Review College. To ensure all applications are being supported equitably, processes are in place to assess past applications by protected characteristics to ascertain where further supportive action might need to be focused (e.g. early career researchers, BEM staff). Our Faculty's Women in Science, Society and Health Network runs events to foster aspiration among women and facilitate networking for mutual support. The Decolonising DMU programme is monitoring the impact of DMU processes on BEM staff and PhD students: for example, the allocation of internal grant awards such as for



knowledge transfer partnerships, and whether current approaches to research priorities reduce or exacerbate BEM inequalities.

DMU supports research and impact through internal funding schemes, including Faculty-administered funds channelled through Institutes, and university-wide schemes: e.g. VC2020 funds, the QR-GCRF, Research and Innovation Fund, HEIF, Knowledge Transfer Partnerships and the Research Leave and SDG Fellowship Fund. Around 20 submitted staff in the Unit have won funding through these competitive schemes which reward excellence, impact and visibility and which incentivise interdisciplinarity, methodological innovation, new collaborations, knowledge transfer, impact and public engagement. The staff development fund facilitates conference attendance and external training. In addition to University schemes, around £275,000 is available annually to support research in the Faculty. DMU further supports research through waiving fees e.g. in consultancy work.

Further infrastructural support is available from other departments of the University. Alongside traditional services, Library and Learning Services enable sharing of our research through DMU's open access repository and through data management software. We work with the press and media office to aid research visibility and potentially impact.

Staff have office space, a networked work station and access to computer labs when required and are being supported to work from home during the pandemic with additional equipment where necessary. Following refurbishment, we have dedicated research spaces in criminology, education and reproduction. The £100,000,000 Campus Transformation Programme has created bespoke venues for symposia, seminars and book launches in the new Vijay Patel building and conference rooms in The Venue. We also use the atrium and auditoria in the Hugh Aston Building and the award-winning Queen's Building for our research events.

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

##### **4.1 COLLABORATIONS, NETWORKS AND PARTNERSHIPS, INCLUDING WITH RESEARCH USERS, BENEFICIARIES AND AUDIENCES**

Collaborations have enabled us to energise our research by increasing grant successes, extending impact and raising the profile of our work. As well as conference networking, we have used stakeholder events, media and dissemination among academic and practitioner networks to help identify potential collaborators and stimulate new partnerships.

We use external collaboration with colleagues, research partners, service users and other stakeholders (i) to facilitate comparative and multi-method work, such as **Herbrand's** collaborative research on cross-border surrogacy in France, the UK, Belgium and Israel, funded by the French Ministry of Justice and the Centre National de Recherches Scientifiques; (ii) to extend our international research and impact e.g. **Younie's** collaborations on handwashing with India's Environment Sanitation Unit, the Together in Development and Education Foundation and Manav Sadhna Charity; and (iii) to create connections with, and channels of influence in, a range of institutions whose policies and practices we seek to influence e.g. **Fish's** work with a small group of invited clinicians, scientists, advocates and policy experts at the first National Summit on Cancer in the LGBTQ Communities in New York, creating a ten-point plan to influence the international LGBTQ cancer policy and research agenda.

Collaborations have allowed us to develop partnership work for impact (e.g. with a UK-based Nigerian paediatrician, an invitation to speak at the medical school of Minas Gerais, international medical contacts and civil society links during research on the war-wounded led to collaborations with community groups, NGOs and health workers resulting in the translation and adaptation of **Dyson's** sickle cell school policy guides in Nigeria, Sierra Leone and Brazil). Internal collaborations between research Institutes have enabled us to produce interdisciplinary research with impact: for example, **Jaspal** and **Fish's** Public Health England-funded research with psychology colleagues established connections between stress and barriers to take-up of care among marginalised men who have sex with men, contributing to British Association for Sexual Health and HIV guidelines and influencing practice in sexual health charities (ICS for UoA4).

Collaborations create opportunities for joint authorship and have enabled us to raise the profile of our researchers, for example, **Kamenou's** collaboration with the Irish Embassy for the

2018 Women in the Peace Process series of events in Cyprus. They have enabled us to reach new audiences: **Northcott**, working alongside others including Dementia UK, collaborated with the British Film Institute and Alzheimer's Society to co-produce a toolkit, *Dementia Friendly Screenings: A Guide for Cinemas*; and **Herbrand** and **Hudson**'s ESRC research has led to the development of online resources in collaboration with Pride Angel and the SEED Trust to address support needs of egg donors. Exhibitions in museums, libraries and health centres have also carried our work to wider audiences (**Berghs, Ruane, Younie**). The quality of research underpinning these initiatives is evidenced by publications in high-ranking international journals such as *Human Reproduction*, *International Journal of Primary, Elementary and Early Years Education* and *BMJ Medical Humanities*.

Collaborations have enriched our research culture by attracting visiting professors/researchers (e.g. Layder (Leicester), Allan (Middlesex), Kuhnt (Duisberg-Essen, Germany)) and by drawing ECRs into team-based research more rapidly than would otherwise have been the case (e.g. **Law** in Wellcome Trust Society-funded research). They have extended the network of researchers who wish to present their research at DMU (e.g. Profs Fox (Sheffield), Pennings (Ghent) and Wahlberg (Copenhagen)), widening the ideas in circulation, creating future research possibilities and developing PhD researchers' professional networks. Visits by external collaborators serve multiple research purposes. For example, Prof. Rosemary Gido (Indiana University, editor-in-chief *The Prison Journal*) contributed a keynote address, chaired a roundtable discussion and facilitated a workshop for PhD students and postdocs, resulting in a special issue of *The Prison Journal* being edited by **Quinlan**.

## 4.2 CONTRIBUTIONS TO THE RESEARCH BASE

### Using research events to advance scholarship, networking and impact

We have strengthened the research capability of the sector by hosting research events at DMU. We have organised scores of such events (now online), typically open to staff, students and external stakeholders, to foster debate, advance knowledge, enhance dissemination, cultivate a stronger understanding of application to practice and add to the public good. For example, alongside seminar programmes, we host the annual international Human Reproduction Group and BSA East Midlands Medical Sociology Group conferences and events of the Midlands branch of the British Society of Criminology. Other conferences include the Emotion and Criminal Justice Annual Conference (2017, 2018); the Probation Institute Conference (2017, 2018); and World Social Work Day Conference (2018, 2019). Staff serve on conference organising committees (e.g. British Education Research Association) and have delivered numerous keynote and plenary addresses.

### Contributions to journals

We serve or have served on the editorial boards of 25 international journals, including:

- *Sociology* (**Davy**)
- *European Probation Journal* (**Canton**)
- *British Journal of Social Psychology* (**Jaspal**)
- *Ethnicity and Health* (**Dyson**)
- *Sociology of Health and Illness* (**KBaldwin, Herbrand**)
- *Journal of Integrated Care* (**Baggott**)
- *Sociological Research Online* (**Davy**)
- *BMC Public Health* (**Berghs**)
- *Journal for Critical Education Policy Studies* (**Hall**)
- *The Prison Journal* (US) (**Quinlan**)
- *Disability and Society* (**Yates**)

- *The Probation Journal* (**Kemshall**)
- *Prison Service Journal* (UK) (**Knight**)
- *Technology, Pedagogy and Education* (**Younie**, Editor-in-Chief)

As well as conference abstracts/papers and book proposals/scripts, staff review articles for more than 100 journals and have examined almost 100 external PhDs.

We have edited special journal issues such as **Hall** on Neoliberalism, Policy and Primary School Communities in *Power and Education*, **Hudson** on Methodological Innovation in *Reproduction Research*, **Ruane** on Taxation and Social Policy in *Social Policy and Society* and **Brown** on Textualities of Trauma in the *Journal of Medical Humanities*. **Hudson** is joint series editor for the Emerald Publishing Book Series *Reproduction, Culture and Society* and **Younie** is joint series editor for the Routledge Publishing Book Series *Learning to Teach*.

#### **Advising on funded research**

We contribute through reviewing grant applications for around 15 organisations, including for the ESRC, the AHRC, the GCRF, the NIHR, the Wellcome Trust, the Leverhulme Trust, the European Science Foundation and the Medical Research Council. We advise on several international research projects e.g. the European Research Council-funded Citizenship, Care and Choice led by Coimbra University (**Davy**) and contribute to research advisory bodies including the Social Sciences and Humanities Research Council Canada (**Fish**) and Research for Social Care Committee of the NIHR (**Raghavan**).

### **4.3 CONTRIBUTIONS TO SOCIETY AND THE ECONOMY**

#### **Shaping debate through reports and submissions in response to inquiries**

We share our expertise through research-informed reports for external stakeholders, for example, the Ministry of Justice on Circles of Support and Accountability (**Kemshall**); Ministry of Education, Sri Lanka on digital sharing of education research (**Younie**); the Gender Advisory Team, Cyprus on women in the peace process (**Kamenou**); and Macmillan Cancer Support on experiences of cancer care among LGBTQ patients (**Fish**). About 12 staff have also submitted briefings to ministers or evidence to parliamentary committees: for example, **Herbrand** on the science of mitochondrial donation to the Australian Senate Community Affairs References Committee; **Ruane** on integrated care systems to the Health and Social Care Committee; **Younie** to the House of Lords Committee on Digital Skills; **Fish** on health and social care inequalities among LGBT communities to the Women and Equalities Select Committee and the Department of Health roundtable on LGBT health inequalities; and **Kemshall** on managing high-risk offenders to Parliament, and to Members of the Legislative Assembly, Northern Ireland, with briefings to the Home Secretary's Office, Number 10 Office, Justice Office Northern Ireland, Scottish Office and Scottish Executive, Welsh Office, Gibraltar Police, and Governor's Office Cayman Islands. **Berghs**'s evidence to the United Nations Human Rights Office of the High Commissioner is cited in its Disability and Bioethics Report. We have undertaken reviewing for 2 support charities, a think tank and 7 departmental and non-departmental bodies including NOMS, the Ministry of Justice and the Equality and Human Rights Commission.

A broad range of our research informs mainstream media including news programmes, national newspapers, and magazine or investigative programmes such as Woman's Hour (**Davy**), Thinking Aloud (**Knight**), File on 4 (**Ruane**) and the World Tonight (**Herbrand**). We have supported ECRs to disseminate their research via the media: for instance, coverage of **Northcott**'s research on the care of people living with dementia in *The Observer* and BBC Radio 5 Live resulted in a formal statement from the DHSC and engagement with the House of Lords and Welsh Assembly.

#### **Seeking influence through advisory positions**

Individuals entered in UOA 20 have sought influence through advising and serving on a number of committees/boards, including Board of the Risk Management Authority (Scotland), Advisor to the Welsh Government on female offenders, Belgian Advisory Committee on Bioethics, Advisory Board of the Terrence Higgins Trust, Advisor to HM Chief Inspector of Prisons on its inspection

strategy, Chair of Trustees, Open Library of Humanities, International Council on Education for Teaching, National HIV Commission Advisory Group, Singing in Music steering committee of the European Association of Music in Schools, Tell MAMA National Advisory Board, Committee of HIV Prevention England, Advisor to the Council of Europe on the ethics of digital technology in prison, NSPCC Prevention Committee, Equality and Diversity Advisory Group of Public Health England's 100,000 Genome Project. As evidenced above, we are equally committed to bringing our expertise to local organisations e.g. Hope Against Cancer Board of Trustees, Healthwatch Derby Board, Leicester Primary Pupil Referral Unit Management Committee and the Independent Monitoring Board for a Leicestershire prison.

We undertake consultancy (e.g. **Canton** to the Council of Europe on Probation Recommendations and to the Cabinet Office on restructuring the National Probation Service); and generate commercial income (e.g. **Fish, Turgoose** on service user involvement in domestic violence services). **Ruane** was Executive Director for the think tank, Centre for Health and the Public Interest, which she co-founded.

### Awards

Our researchers have been formally recognised. **Canton** was made Honorary Life Member of the European Probation Confederation for distinguished contributions to probation in Europe in 2018 and **Knight** won the Rising Star Award from Cambridge University in 2016. **Jaspal** was awarded a Ten Out Of Ten award by Countdown to Zero for his contribution to achieving the UN Target for ending new HIV diagnoses by 2030 and the nOSCARS South Asia award for his contribution to sexual health among BEM communities. In 2016, **Dyson** received the Social Health Impact Award from Ontario's Sickle Cell Disease Association and in 2020 the UK Forum on Haemoglobin Disorders 25 Year Award for Lifetime Achievement for his research on sickle cell.

### 4.4 SARS-CoV-2 PANDEMIC

The 2020 coronavirus pandemic represents a major challenge to all societies. In addition to our Community Solutions work with Leicester City Council, we have responded by collaborating with the government (e.g. **Knight** with the Ministry of Justice on the use of videos in court cases), submitting evidence to consultations (e.g. **McKie** to the Environmental Audit Committee's Inquiring into Greening the Post Covid-19 Recovery); presenting at international online events (e.g. **Ruane** in a symposium on European–Latin American comparative health policy responses to the pandemic); securing grant income (e.g. **Yates**, Leicestershire County Council on parental mental illness); conducting empirical research (e.g. **Hanna** with colleagues at Cambridge, Imperial and Glasgow on wearing face masks); and writing blogs and other outputs (various). The Centre for Reproduction Research has created an online digest on all Reproduction and Covid-19 related calls for projects, news articles and other content, shared via the CRR blog. **Berghs** and **Turgoose** have received expert acknowledgement from Parliament for sharing their Covid-19–related expertise. Following survey research, **Dyson** has created a policy guide for NHS Trusts to improve services for shielding patients with sickle cell; these are being used in three Midlands Trusts, they have been endorsed by the National Forum of Haemoglobin Disorders for sharing nationally and have been requested by Australian Sickle Cell Advocacy Inc. **Younie** is a member of the Emergency Advisory Group for Learning and Education responding to SAGE Independent's request for advice on the implications of Covid-19 for schools and is working with Voluntary Services Overseas on how lower-income countries are managing education in the pandemic, collating good practice across low-income countries.

### 4.5 CONCLUDING REMARKS

In conclusion, our research has contributed to social policy by adding to understandings of the experiences of LGBTQ and BEM communities, advancing knowledge and interdisciplinary expertise in novel fields of human reproduction, and playing a significant role in the movement to use arts in health.