

<b>Institution: University of York</b>
<b>Unit of Assessment: 20 - Social Work and Social Policy</b>
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p><b>1.1. Introduction</b></p> <p>Founded in 1966, the Department of Social Policy and Social Work's (SPSW) origins can be traced back to the pioneering social reform traditions of the city's Rowntree family. We aim to be a contemporary torchbearer of these traditions through the production of high-quality social policy and social work research that is relevant to policy and practice in the UK and beyond.</p> <p>In REF2014 we ranked third overall; nonetheless we flagged then our intention to make significant changes to our research and impact strategies by building on existing strengths and developing new agendas that would appeal to key funders.</p> <p>Since 2014, external funding has averaged over £2.2 million per annum. We have created a more flexible research environment that is better able to respond to changing research agendas, extended our support to early career researchers and taken greater account of equality and diversity issues.</p> <p>We have done this while remaining sustainable in the face of the major challenges to our disciplinary bases that have unfolded since 2014. Indeed, our strategic approach has proved remarkably robust in the face of continued public sector austerity, public service reforms that have weakened HEI participation in key public sector agendas, and pressures on the public sector arising from Brexit and Covid-19.</p> <p><b>1.2.1 Departmental Research Strategy</b></p> <p>The Department's Research Strategy is grounded in a broad vision of SPSW as a key player in intellectual debates in the applied social sciences, playing a leading role in advancing the methodological and theoretical dimensions of social policy and social work research. To achieve this vision, our strategy is founded on six key principles: Research Excellence; Innovation; International Perspective; Impact; Collaboration and Partnership; and Integrity.</p> <p>The strategy has four key objectives:</p> <ol style="list-style-type: none"> <li>1. Giving our major research strengths focus, identity and presence both within the University and externally (see immediately below);</li> <li>2. Recruiting and retaining the best researchers at all career stages, and supporting and mentoring existing staff, so as to offer all staff an attractive environment in which their research can flourish (see section 2);</li> <li>3. Recognising the role of the Department in supporting its staff in the development of their research interests and research careers (see section 2);</li> <li>4. Deploying University, Faculty and Departmental resources to support research excellence (see sections 1.2.2 and 3).</li> </ol> <p>The first objective is the most significant. We have adopted a new model of working that clearly articulates our research strengths through seven key research themes (detailed below), each of which is well-supported with respect to financial resources and infrastructure. The themes provide a flexible, yet focussed, model that guides research activity, each with a named lead at Professorial or Reader level.</p> <p>The second and third objectives are largely embedded within the activities of the themes, which are best placed to operationalise mentoring arrangements relevant to staff members' needs and allow for the planning of personal 'research strategies' in ways that take due account of individual research interests and career development. Cross-theme coordination and strategic</p>

decision-making are clearly important, however, and these functions are undertaken by the Department Research Committee (DRC), which plays *the* central role in the ongoing development of SPSW's research strategy. Theme leaders make up the core membership of the DRC, which is chaired by the Director of Research, who also sits on the Department's Management Team (DMT).

The final objective relates to how the Department works with the Faculty of Social Sciences and the wider University to further our research objectives. The University's decision to identify broad institution-wide research strengths has helped us to shape our own strategy in ways that articulate well with these wider overarching priorities, particularly via the University's 'Justice and Equality' and 'Health and Wellbeing' themes (Institutional Environment Statement (IES), paragraph 4). A significant outcome has been much stronger facilitation of cross-departmental research activity through an institutional research champion for each priority area; this has helped the Department in its own ambitions to grow collaborative cross-departmental bidding activity in order to expand our portfolio of funders (see 1.2.2).

We outline below our seven Departmental themes and examples of their key agendas and achievements.

### **Applied criminal justice (Lloyd)**

A significant new theme developed since 2014, established after strategic growth of expertise relating to criminal justice had reached critical mass. We place a particular emphasis on the interaction between social harms, vulnerability and the criminal justice system within a wider context of social policy and social inequalities. The theme's key strengths include work on drugs, prisons, policing, sex work and the care and control of 'vulnerable' groups of people. Key funders include **DoH PRP** (Drug recovery wings in prisons: Lloyd, Grace, Page), **ESRC** (Sex work and hate crime: Campbell, Brown), **N8 Policing Research Partnership** (Policing cannabis: Lloyd, Grace, Page; Sex work liaison officers: Grace, Brown, Redman) and **British Academy** (The politics of fake drugs in West Africa: Klantschnig).

### **Applied health and social care (Beresford)**

Led by the Director of the Department's Social Policy Research Unit (SPRU), this is a long-standing research theme that continues to generate research directly relevant to health and social care policy, service organisation, delivery and practice. Its portfolio of work encompasses evaluation of service delivery models and interventions, professional and provider issues, and the lived experiences of illness and impairment. Two large funded programmes have underpinned our work: the **NIHR School for Social Care Research (SSCR)**, led by Birks locally and nationally as Deputy Director, where membership was secured for a third time in 2018, and **The Martin House Research Centre** (co-directed by Beresford), an innovative partnership with Martin House Children's Hospice. In addition, significant funding from **NIHR** outside of the SSCR has supported activity, including the **NIHR's HS&DR** (Beresford on supporting adults with high-functioning autism and Asperger's syndrome) and **RfSC** (Baxter's qualitative study on finding and funding social care), along with grants from other sources including **ESRC** (Innovation in social care: Birks, Baxter), **ESRC/NIHR** (Inequalities in Dementia DETERMIND study: Birks, Baxter), **Abbeyfield Research Foundation** (Person-centredness In the community support of older people: Wilberforce), and **Thomas Pocklington Trust** (Vision rehabilitation services: Rabiee).

### **Applied mental health social research (Webber)**

This theme is based around the International Centre for Mental Health Social Research (ICMHSR), a cross-departmental, cross-institutional collaboration based in the Department and established in 2013 with support from the University's Vice-Chancellor's Initiative Fund. ICMHSR, though social-work led, is interdisciplinary and collaborative, connecting with psychology, psychiatry, health economics and social policy. It focuses on the development and evaluation of social interventions that aim to improve social outcomes for people with mental health problems, particularly where these focus on wellbeing in their local communities. Key funders include **NIHR SSCR** (Developing, piloting and evaluating implementation of the

Connecting People model: Webber), **SCENE - NIHR Programme Grant** (Improving quality of life and health outcomes of patients with psychosis through a new structured intervention for expanding social networks: Webber), **ESRC IAA** (Mental health training for police officers: Moran), and **Crisis** (Evaluation of Crisis Skylight's mental health services: Pleace, Bretherton).

### **Children, young people and families (Skinner)**

A long-standing focal point for work in the Department, formally drawn together in the Department's Centre for Childhood, Youth and Family Research, established in 2015. Key strengths include child maintenance, child poverty, child wellbeing, child neglect, looked-after children and youth transitions. Our work on child wellbeing has broken new ground by focusing on children's own assessment of their wellbeing. Key funders have included: **NORFACE** (Policies and responses with regard to child abuse and neglect: Biehal), **Jacobs Foundation** (Children's Worlds survey: Bradshaw, Rees), **UNICEF** (Inequalities in child wellbeing: Hudson, Kühner), **ESRC** (The role of the family in children's health disparities: Kiernan; Outcomes for looked after children: Biehal), **Department for Education** (Evaluation of the Children's Social Care Innovation Support Programme: Dixon), and **Australian Research Council** (Women's access to child support: Skinner).

### **Comparative and global social policy (Holden)**

This builds on the Department's Centre for Research in Comparative and Global Social Policy (CRCG), developing a commitment flagged in REF2014 to capitalise on the Department's strengths here. Theme members have undertaken innovative work on how international trade impacts health services provision and public health outcomes, welfare state typologies, the political economy of welfare and the nature and extent of 'corporate welfare'. Key funders include **British Academy** (Welfare states and competition states: Horsfall; East Asian & European global medical travel: Lunt), **ESRC** (Transnational organised crime in West Africa: Klantschnig; Culture and welfare states: Hudson), **Joseph Rowntree Charitable Trust** (Corporate welfare: Farnsworth), **US National Institutes of Health** (The tobacco industry, public health and the global economy: Holden), **MRC/ESRC/DFID/Wellcome** (Strengthening health systems; Lunt), and **Praxis** (Family support service outcomes in Greece: Pleace, Roumpakis). Through CRCG, the theme also hosts the *Journal of Comparative and International Social Policy* (edited by Farnsworth and Irving).

### **Housing and environment (Pleace)**

Centred on the Centre for Housing Policy (CHP), established in 1990, this draws on expertise from across the Department and wider University in housing policy, housing markets, housing inequalities, sustainability and wider issues around equity, inclusion and the built environment. Work on the private rented sector has generated high-profile debate on gaps in policy frameworks and work on homelessness has contributed to the international evidence base supporting the innovative *Housing First* approach. Key funders have included **Joseph Rowntree Foundation** (Evaluating pro-environmental behaviour change: Quilgars; Preventing, mitigating and reducing poverty in a dynamic housing context: Croucher), **ESPRC** (Policy pathways to justice in energy efficiency: Snell, Bevan; Heat or eat - Food and austerity in rural England: Snell; Co-design of the built environment for mobility in later life: Tunstall), **FEANTSA** (Housing First for Europe, Pleace), **Leverhulme** (Shared ownership: Wallace), and **Nationwide** (Review of the private rented sector: Rugg).

### **Welfare, employment and conditionality (Dwyer)**

Focused on the interactions of work (paid and informal) and welfare within 21<sup>st</sup> century welfare states. Examining how welfare reform connects with the theory and practice of social citizenship and with social values and attitudes, work reflects the Department's long-standing expertise in the fields of social security and labour markets. Work on the lived realities of welfare reform has demonstrated the significant diswelfares arising from conditionality and highlighted significant gaps in social protection arising from welfare reform. The £2 million **ESRC-funded Welfare Conditionality: Sanctions Support and Behaviour Change** (WelCond) research programme (Dwyer), has been the largest project, but a variety of funders have supported our work including **DWP** (Employment and Support Allowance and the Work Programme: Sainsbury); **Nuffield**

**Foundation** (Covid realities; poverty and large families: both Patrick), **Forces in Mind Trust** (Welfare conditionality and transitions from military life to civilian life: Dwyer), **Joseph Rowntree Foundation** (Universal Credit in Northern Ireland: Patrick) and **Shelter** (Attitudes to welfare: Hudson, Lunt).

### 1.2.2 Relationship with the Wider University

We collaborate extensively with other departments at York. Examples include collaborations with: the Department of Health Sciences, the Centre for Reviews and Dissemination, the York Trials Unit and the Centre for Health Economics on many of our NIHR-funded projects; the Department of Economics on JRF-funded work on pathways out of in-work poverty; the Management School on ESRC-funded work on LGBT staff networks in public services; the Law School on an ESRC-IAA project on compliance during Covid-19; and the Department of Politics on an NIH-funded project on the tobacco industry, public health and the global economy.

More broadly, the University and the Department enjoy a constructive and mutually-beneficial relationship. The Faculty of Social Science's Associate Dean for Research, Professor Yvonne Birks, is a member of SPSW and the Department also provides the University with one of its Research Champions: Professor Nicholas Pleace ('Justice and Equality' lead). SPSW benefits from the shared research infrastructure developed by the Faculty of Social Sciences, especially with regard to research funding and impact. Funding applications are peer reviewed in the Department but we are able to draw on Faculty support for information about upcoming research initiatives and tailored advice for large grant applications and fellowships. Our research impact strategy (see below) is supported by University and Faculty-level Impact Managers and the Research and Enterprise directorate, who provide advice and co-ordinating support on major bids, act as conduits for KEI through Impact Accelerator funding and coordinate York's input into key networks, such as its partnership with the Cabinet Office Open Innovation Team or membership of the Universities Policy Engagement Partnership (IES, paragraphs 49-50). The Faculty is a major source of support for doctoral training, hosting the White Rose Doctoral Training Partnership, which is crucial to the Department's continuing success in postgraduate research recruitment. In addition, dedicated study space for research students is provided by the Faculty – an important resource that guarantees that research students are well-resourced and supported (section 2.8).

### 1.3. Knowledge Exchange and Impact (KEI) Strategy

The Department has an established knowledge exchange and impact (KEI) strategy, which feeds into the Department Management Team (DMT) through the strategic lead (Dwyer). Our KEI strategy outlines the responsibilities of staff across the Department and includes a clear reporting and monitoring framework. We support investigators to:

1. Recognise the value of different forms of impact (academic, economic and societal);
2. Develop individually-tailored project impact plans;
3. Engage with funders, relevant University staff and external partners to construct appropriate impact pathways;
4. Build awareness of the research process within each 'research audience';
5. Secure, support and encourage the commitment of a range of stakeholders to the research aims and process;
6. Identify and maximise dissemination and KEI opportunities;
7. Explore creative and novel approaches to participation, communication and knowledge exchange.

To maximise impact, we engage with a wide variety of stakeholders from grant development onwards. This includes organisations at: **international level** (e.g. Dwyer's WelCond project, which produced advice for the UN and OECD [see REF3 impact case study]; Webber's work on

social work development in India, which involved WHO; Bradshaw, Hudson and Kuhner's child wellbeing work with UNICEF [see REF3]); **national level both inside and outside the UK** (e.g. Sainsbury was a member of DWP Universal Credit Research Evaluation Advisory Group; Pleace's work on homelessness for the Finnish government; Lloyd's work with multiple UK government departments on drug recovery wings [see REF3]); and **regional and local level** (e.g. work by Brown and Grace with West Yorkshire Police on sex worker liaison roles).

It also includes working with: **politicians, civil servants, government departments and public sector organisations** (e.g. Pleace has provided advice to MHCLG for the 2018 Social Housing Green Paper; Patrick advised Social Security Scotland's senior team on lived experiences of welfare; Beresford has worked with a wide range of NHS trusts including South Tyneside and Sunderland, Sheffield Children's and Blackpool Teaching Hospitals trusts); **NGOs, charities, social enterprises and think tanks** (e.g. Farnsworth's work with Oxfam and the Joseph Rowntree Charitable Trust on corporate welfare; Parker's work with Carers UK and SCOPE on impairment, disability and caring; Patrick's work with the Resolution Foundation on the impacts of Covid on low-income households; Bretherton's work with Homeless Link on Housing First; Quilgars' work with Centrepont on Housing First for care leavers; Snell's work on fuel poverty with the EAGA Charitable Trust); **private companies** (e.g. Rugg's work on the private rented sector for Nationwide Building Society; Wallace's work with Lloyds Banking Group on landlord mortgages); **practitioners and professional bodies** (e.g. Skinner's work on collaborative law services for separated families with the national family law association, Resolution). Impact is also achieved through working closely with **service users and citizens** (section 4).

We utilise a variety of tailored approaches to enhance our established relationships and networks to cultivate, develop and deliver the instrumental, conceptual and capacity-building KEI activities required of contemporary social science. These include: developing KEI logs; hosting conferences, seminars and workshops; making presentations to national/international academic, policy and practice conferences; publication in international peer-reviewed academic and professional journals; producing research reports, executive summaries and briefing papers; undertaking multi-level, face to face briefings with policymakers and use of web based, social and mainstream media platforms.

KEI activity is enhanced by York's ESRC Impact Accelerator Account (IAA), particularly in supporting user involvement and facilitating co-produced outputs (section 4). Since 2015 the IAA has provided £324,562 to support the activities of 13 different PIs working across our Departmental themes. Examples include projects on: co-production of resources with sexually-exploited young people (Brown); communication between actors in child protection conferences (K Graham); digital technology's role in reducing loneliness (Webber); Growing up in North Yorkshire (Wenham), and participatory work on improving the delivery of Universal Credit in Northern Ireland (Patrick). Additionally, the Department itself is home to a long standing **Making Research Count** (MRC) hub, which runs around 10 events a year that translate research into lessons for social work practice.

#### 1.4. Research Integrity and Open Research

Integrity is a key principle of our research. Much of our research is of a highly sensitive nature, often with vulnerable people, so ethical research practice is woven into everything we do. All staff and students must submit a detailed application to our Departmental Ethics Committee (DEC) and receive detailed scrutiny before data collection may begin. The need for careful management of data is integral to this process, which has also allowed us, over the REF period, to begin to give effect to the cultural change necessary to implement open research as standard practice. Staff and research students are therefore now required to develop detailed data-management plans as part of their submissions to the DEC. This ensures researchers' responsibility for complying with regulations, codes and policies on data management, research integrity, open research and open access, as defined by funding bodies, the University, and the Department (IES, paragraphs 14-17).

Staff are supported to implement robust data-management procedures over the research life-cycle, including how data are collected, organised, securely stored, subsequently anonymised and deposited for further use by the wider research community. For example, Dwyer's WelCond project developed detailed anonymisation protocols and procedures that, in line with ESRC requirements, enabled the two new, substantive qualitative data sets it generated (anonymised transcripts from 1,083 repeat interviews and 27 focus groups) to be deposited with the Timescapes archive for future secondary analysis. New analyses of these data have informed a number of subsequent studies in other institutions, including a Health Foundation project and an ESRC studentship.

Consistent with our commitment to KEI and REF expectations, we ensure early sharing of outputs by making accepted versions of publications available in the White Rose Research Online repository wherever possible. However, we understand open research as stretching beyond open access or the promotion of openness, integrity and reproducibility of scholarly research, to also include making research accessible to the public and research participants themselves. Researchers are therefore encouraged to engage in innovative forms of public engagement and co-production (section 4.4).

### 1.5 Future Strategic Goals

Since 2014 we have implemented significant, strategically-driven, changes to our environment. These changes have safeguarded our research base in the face of a challenging external context, but in ensuring financial sustainability they have also laid the foundations for an ambitious new phase of our strategy from 2021 onwards. Central to our strategy has been more cross-departmental working, facilitated by York's institution-wide research priorities (particularly the University's 'Justice and Equality' and 'Health and Wellbeing' themes), which has allowed us to combine strengths and gain support from a wider range of funders. Further growth of cross-departmental activity of this kind will be key to future strategy.

For example, the work of our Applied Mental Health Social Research theme will be enhanced by the University's plan to establish a York Institute of Mental Health as part of its 2020-2030 Mental Health Research Strategy. This will create a visible home for mental health research within the University, provide institution-wide leadership for authentically co-produced mental health research, effective partnership engagement and knowledge mobilisation, and act as a hub to facilitate novel interdisciplinary working. The social determinants of mental health and co-production, key strengths in SPSW, will be core foci of its activity.

We expect to further grow the work of our Applied Criminal Justice theme by capitalising on linkages with other research themes in the Department to develop policy-focused agendas with a strong appeal to funders. In particular, we plan to develop research around concepts of policing, vulnerability and social harm that will draw together our thematic strengths in criminal justice, mental health, homelessness and welfare. We will also use collaborations developed with the Departments of Law and Sociology at York, both of whom have growing clusters of colleagues working on crime-related topics, as the base for significant new bidding activity. Internal pump-priming has supported both types of activity in this theme since 2019/20 in preparation for a large grant or centre bid in 2021/22.

Significant medium-term funding provides a strong base to continue growing our Applied Health and Social Care theme, including: membership of the 3rd phase of the NIHR SSCRR (Birks) that provides £1.8 million for activity in this area through to 2024; the Adult Social Care partnership, a £1.1 million NIHR HS&DR Programme grant (Birks) that starts April 2021; and a £390k partnership with Home Instead (Beresford) that supports a new programme of work, including a Research Fellow post, from 1 July 2020 - 31 December 2023. We expect closer working with the University of York Management School (UYMS) to open up significant new activity too, both by

building on recent joint grant success (e.g. Birks and Einarsdóttir, ESRC) and through new collaborations with the growing cluster of health services management specialists in UYMS.

Closer working with UYMS will also help us to enhance governance, management and delivery-related research in other research themes and to grow work concerned with the interaction between state and market. This will include new collaborative activity relating to our Housing and Environment theme (e.g. around the social dimensions of housing markets), Comparative and Global Social Policy theme (e.g. influence of global corporations on welfare), and Welfare, Employment and Conditionality theme (e.g. on low pay and precarious employment).

To maximise our contribution to the University's renewed civic focus, we plan to draw on around £1 million of our Rowntree endowment to support new activity that will address key debates around how public, private and voluntary sectors might work together to grow the economy in a socially-inclusive and sustainable fashion and, in particular, to consider the role of housing, and its interaction with social inequalities, in such agendas. This will include engaging with the York Central development, which has secured £155 million of public funding and aims to build 2,500 new homes, create 6,500 new jobs and grow the city's economy by up to 20% in the next 10-15 years.

While strengthening local ties, we will remain internationalist in outlook, particularly by further strengthening our networks in South and East Asia developed by the ICMHSR and the Social Policy East Asia eXchange (SPEAX). We will build on our global social policy work to strengthen links with development studies agendas, including by building on our participation in the University's Interdisciplinary Global Development Centre (IGDC) and expanding the quantitative child indicators work in our Children, Young People and Families theme to cover a still wider range of countries, including a much broader range of non-OECD countries.

Significant new appointments during 2021-23, along with significant investment in improved office accommodation, will support our strategy.

## 2. People

### 2.1 Staff: Introduction

The Department's research strategy recognises people as our key resource and is explicitly focused on the recruitment, retention, mentoring and development of staff (section 1.2.1). Key changes were heavily informed by an action plan developed via widespread consultation for our successful Athena SWAN bronze application and embedded in a significantly-revised workload model. A new line-management model and stronger research theme leadership have further improved mentoring. Continued strength in research income generation and student recruitment, along with devolved budget management, has allowed the Department to strategically invest in staffing.

### 2.2 Staff: Recruitment

We returned 39 staff to UoA22 in REF2014 and 38 staff to UoA20 in REF2021 but under the apparent stability in the numbers there has been important change. A significant number of retirements have occurred since 2014, including 9 professors and 5 Senior Lecturers/Senior Research Fellows, following a similar number of retirements ahead of REF2014. Our staffing strategy anticipated this major demographic shift, planning at senior level for a mix of new appointments either side of REF2014 alongside a strong emphasis on internal progression of current staff to senior levels, while also using resources released by retirements to invest in new appointments at lecturer level. Over the REF period a total of 34 appointments have been made: 6 in senior positions (Senior Lecturer/Senior Research Fellow level or above) in the key growth areas identified in 2014, or to support our largest funding streams (3 in Applied Criminal Justice, 2 in Comparative and Global Social Policy, 1 in Applied Health and Social Care); plus 8 lecturer

appointments and 20 Research Associate or Research Fellow positions spread across our research themes.

### **2.3 Staff: Supporting Career Progression**

Since 2014 there have been (excluding teaching-only posts): six promotions to Chair, plus six promotions within the professorial bands; five promotions to Reader; eight promotions to Senior Lecturer or Senior Research Fellow; and three promotions from Grade 6 Research Associate to Grade 7 Research Fellow. 55% of promotions have been female applicants, slightly below the proportion of staff in the group who are female (67%). Our Athena SWAN action plan identified actions to address this gap, especially in professorial promotions, particularly through refinements to Performance and Development Reviews (PDRs).

PDRs provide a structured forum for discussion about career progression, offering intensive one-to-one discussion with a senior colleague focused on both short-term objectives (12 months) and their alignment with longer-term plans (3-5 years). Identifying development needs is central. All reviewers are brought together at the end of the annual cycle to help the HoD identify patterns in development needs indicated by PDR meetings and to inform career-development support.

PDR is typically the first place where a promotion discussion will take place. We have formalised further opportunities for discussions and structured feedback about promotion, including the opportunity, each year, to receive detailed written and verbal feedback on a draft application. PDRs are undertaken by line managers and we have made changes to our line-management model so that managers have a smaller number of direct reports (typically no more than five) and are better able to accommodate proactive mentoring in their workload; this has been achieved by all Professors and Readers assuming line-management responsibilities as part of their role.

Opportunities for research mentoring have also been improved through the introduction of our research themes; theme leaders assist the DRC Chair in providing research leadership, playing a key role in mentoring colleagues aligned to their theme and reviewing draft funding applications. All theme leads are given a workload allowance to ensure they have adequate time to undertake mentoring and are provided with a budget to run supporting activity for staff in their theme. Each theme also runs a programme of events, including 'brown bag' style seminars where staff can present work in progress and receive feedback from colleagues.

### **2.4 Staff: Support for Development Activity**

All staff receive an individual annual allowance for training and professional development purposes, set at a level that facilitates participation in at least one national conference and/or training event per year (a minimum of £750 a year). Further support can be requested beyond this level to, for instance, support attendance at international conferences or fund significant development needs identified in PDRs.

We actively support staff to attend the excellent training and development opportunities offered by the University and ensure staff are reminded about current opportunities through regular bulletins. Researchers in SPSW are part of the Faculty's Research Centre for the Social Sciences (ReCSS), which has extensive infrastructure to promote social science research at York, including provision of training and skills development. The University also has extensive central training provision (IES, paragraphs 22 and 32). Staff have benefited greatly from these initiatives, developing a skills base in research methods, grant writing, research management and impact.

All staff can apply for development leave under the Department's 'Research Excellence Support' scheme, which releases them from teaching, commissioned research and/or administrative duties for a pre-specified period of time. This offers a flexible, personalised and structured



approach. Crucially in a department with a high number of research-only staff, it is important to ensure that development opportunities are open to all. The DRC therefore reconfigured the previous research-leave arrangements to ensure that all staff can benefit from research leave via the scheme, regardless of contract type. Leave is planned around specific objectives, with the scale and duration personalised to take into account the purpose of the leave and developmental needs, and all staff receiving support and mentorship during their leave period. An enhanced version of this scheme for ECRs, called 'Career Development Support Leave', operates on a similar basis (see next section). We hold two writing weeks each year when all colleagues are encouraged to devote a full week to writing research outputs, alongside a programme of activities to share ideas and best practice, using a peer-support approach.

### **2.5 Staff: Enhanced Early Career Researcher Support**

ECRs in the Department have reduced administrative loads to allow them to embed themselves within research clusters at the University, Faculty and Departmental level and to develop their own research, which is facilitated by mentoring from a senior colleague and through a development-focused probation process in place of PDR. As noted above, ECRs can apply for 'Career Development Support Leave', which releases them from teaching, commissioned research and/or administrative duties for a pre-specified period of time and allows them to also apply for time with a named mentor as part of their leave. The University's Postgraduate Certificate in Academic Practice (PGCAP) is mandatory for all new lecturers, and colleagues receive a workload allowance to ensure they have time to participate.

A number of colleagues have been supported to secure significant research funding in the current REF period while ECRs, including: K Graham, Threlfall and Jobling (£159,000, NIHR RfPB programme); Patrick (Nuffield Foundation, £360,000 and £313,000; JRF, £74,000); K Graham (NIHR SSCR, £168,000); Devenney (NIHR RfPB £203,000).

### **2.6 Staff: Researcher Concordat**

A comparatively high proportion of our researchers are employed on research-only contracts (46% in 2014 and 43% in July 2020). This reflects our long-term success in securing significant levels of external research income, but also brings a responsibility to be particularly sensitive to the needs of research-only staff. To this end, we take great care to implement the principles of *the Concordat to Support the Career Development of Researchers*, ensuring researchers have the requisite support for their work and development. Key changes since 2014 that have strengthened this commitment include:

- A guarantee of the minimum 5% development time outlined in the *Concordat* for research-only staff within a new workload model;
- The provision of an annual allowance for all staff, irrespective of contract type, to attend training or conferences;
- The right of all staff to apply for research leave, in addition to any externally-secured funding.

There has been significant reflection on the equality and diversity issues arising from the fixed-term nature of much of our research funding. Corrective actions are included in our Athena SWAN action plan, with a particular focus on increasing job sustainability through improvements to contract monitoring, workload allocation and refinements to our strategy and target operating model. At institutional level the University has committed, with the campus unions, to reviewing all 'non-standard' working arrangements, including moving staff from fixed-term contracts to open contracts where this aligns with the nature of the work (IES, paragraph 26).

## 2.7 Staff: Equality & Diversity

The Department submitted a successful Athena SWAN bronze award application in March 2020. We have made significant changes to our processes and culture as part of this process. We have established an Equality and Diversity Committee that reports directly to the DMT to oversee implementation of the Athena SWAN action plan and to develop action plans addressing other equality and diversity issues. Our Athena SWAN submission recognised the need for a broad approach to equality and diversity issues, including an action point to increase the diversity of our staff group, committing to working with the University's Equality and Diversity Office and drawing on national good practice to increase ethnic diversity among the academic staff group. The Deputy Head of Department's role description has been significantly adjusted to include formal responsibility for leading on equality and diversity issues as part of these changes.

An understanding of equality and diversity plays an important role in staffing appointments and in managing staff. Those involved in recruitment and selection attend mandatory training, including unconscious-bias training. Around two-thirds of appointments to research roles have been female applicants, slightly above the proportion of female applicants for these roles. The Department actively supports flexible working requests and has accommodated all requests within the REF period; partly reflecting this, 33% of research staff in SPSW work part-time. Since 2014 there have been 12 instances of researchers taking maternity leave in SPSW, with 83% returning within 12 months.

We aim to create an inclusive research environment that supports all staff equally. Analysis undertaken for our Athena SWAN application showed that, for the period 2015-19, grant bidding activity broadly mirrored the gender composition of those staff who are eligible to submit applications (67% of named PIs were female) and that success rates were almost identical for female (41%) and male (39%) PIs. We adopted an inclusive and transparent process for managing decisions on the inclusion of activity in our REF submission, with all research staff involved in selecting returned outputs through a process of internal peer review.

## 2.8 Research Students

The Department has a strong postgraduate research community, with a good mix of home and overseas students. As of July 2020, we had 44 research students, of which 21 were home students, 6 EU and 17 overseas. In the REF period, 57.9 FTE PhD students (some co-supervised with other departments) and 4 MPhil students have completed. The Department also supported two members of staff to achieve their PhDs by publication. We secured 17 ESRC White Rose Doctoral Training Partnership (DTP) Studentships for students starting in the REF period.

Research students have at least one supervisor who they meet with regularly and a thesis advisor who acts as an additional source of advice. Training needs are planned with supervisors at an early stage and students can draw from Departmental and other University training provision (IES, paragraphs 31-32). Students are also encouraged to attend courses run by the ESRC, NCRM and the Essex Summer School. The Department runs a PhD seminar series involving three seminars per term, which all research students attend. PhD students have access to the wide range of staff research seminars run within the Department through our research themes, in addition to those run elsewhere across the University. Students are strongly encouraged to make presentations at academic conferences, including international and interdisciplinary conferences, and the Department runs a student development fund to support attendance.

Core research training provision is led at faculty level by the ESRC-funded White Rose DTP, including advanced quantitative methods, advanced qualitative methods and other specialist modules. SPSW is a key contributor to this faculty-level training, including a foundational 'Research Design' module attended by over 100 MA and PhD-level students from across the

University each year. All students are encouraged to complete a training needs analysis which then informs their ongoing Professional Development Plan so that they can consider employment goals from an early stage and plan their training needs accordingly. SPSW also holds a series of seminars given by PhD graduates on their personal career pathways.

### 3. Income, infrastructure and facilities

#### 3.1 Research Income

In an intensively competitive environment, SPSW has continued to raise significant levels of income across a range of funders; £15.5 million in total and an average of £2.21 million per annum since 2013/14. UK health and social care (primarily NIHR) is the largest source (46%), followed by Research Councils (20%, with ESRC the largest in this category) and UK Charities third (15%). Since 2014, we have diversified and refocused our research to take advantage of funding opportunities in the health and social care sector and research councils, with growth here compensating for a reduction in central and local government funding, which comprised 33% of research income in REF 2014 compared to 10% in 2014-20.

As this suggests, strategies for generating research income balance the need to respond to the external environment with our ambitions to maintain critical mass in each of our seven research themes. We pursue funding through researcher-led streams in the main funding bodies and respond to invitations to tender to fit current strengths, or where new areas of research have been identified for development. We have consolidated University-wide relationships to successfully bid for larger, longer-duration and interdisciplinary grant applications (e.g. DHSC Partnership for REsponsive Policy Analysis and REsearch [PREPARE] with King's Fund).

Particularly significant for the sustainability of our research base is that the Department's work has been underpinned by large grants or endowments that have supported our research activity and infrastructure, including:

- Membership of the **NIHR School for Social Care (SSCR)**, which aims to develop the evidence base for adult social care by funding world-class research. We have been members of the SSCR since its foundation and our membership was renewed, through a competitive bidding process, for a third time during the current REF period. Since 2014 the SSCR has provided funding in SPSW to support 8 projects and leveraged funding on 4 further ESRC and NIHR successful applications. The newly-commissioned phase will provide £1.8 million. Birks, who leads SSCR activity in the Department, is also the National Deputy Director for SSCR with the portfolio for capacity building nationally.
- The **Martin House Research Centre**, a partnership between Martin House Children's Hospice and the Universities of York and Leeds, which funds research on children's palliative and end-of-life care. The partnership has provided around £1 million of funding, leading to £3.4 million of external funding for the Centre.
- The **ESRC Welfare Conditionality: Sanctions, Support and Behaviour Change large grant (WelCond)**, a multi-institution, £2 million grant led from York that ran from July 2013 - March 2019. As well as providing underpinning funding for researchers in SPSW and our partner HEIs, the grant allowed SPSW to employ a dedicated WelCond Impact Officer.
- The **Rowntree Endowment**, which has supported housing-related research in SPSW since 1990, particularly the work of CHP.
- Membership of the **N8 Policing Research Partnership (PRP)**, a £3 million investment from HEFCE. The PRP was founded in 2013 as a platform for collaborations between universities, Police and Crime Commissioners, police forces and partners across the

north of England to enable and foster high-quality, independent research and to facilitate research-based contributions to public debate, policing policy, governance and practice.

All staff are supported to make applications on a regular basis and expected to be either holding a grant or preparing an application in line with our Research Expectations Policy. Our overall success rate for external grant applications for the REF period stands at 46%, reflecting strong peer review and support ahead of submission, particularly by the DRC Chair and research theme leads. We have fostered a collegiate culture where senior academics support each other and ECRs to achieve. This can be seen, for example, in the success of our Social Work team, which in REF 2014 had a less-intensive research portfolio but which now has high research intensity, with all of our ECR Social Work lecturers having secured research funding.

### **3.2 Infrastructure and Facilities**

A central part of SPSW's research infrastructure is our specialised in-house research support team, which is integral to our success. This includes our own Research Facilitator, who is supported by a Research Support Assistant. The Department also has a Research Support Manager and two dedicated Research Support Administrators. In addition, the high volume of externally-funded projects in SPSW means the Faculty of Social Sciences also provides us with a dedicated full-time Finance Officer, who assists with the financial management of projects. This team, in turn, are supported by the Faculty's and University's research infrastructure, as detailed in section 1. The research environment in SPSW is greatly enhanced by the Departmental team's work. Our Research Facilitator works closely with the chair of DRC and the HoD and provides frequent updates to all researchers on funding opportunities, training opportunities and any relevant changes to current policy and procedures. She works with research theme leads to provide one-to-one support for staff applying for research grants, offering more intensive support for ECRs unfamiliar with the processes around bidding (such as costing a proposal) and guiding colleagues through the requirements of each specific funder. Our Research Support Manager leads in managing complex operational issues relating to research, including HR and health and safety risk assessment. Our Research Support Administrators assist the research theme leads and provide bespoke project-specific support for PIs.

Our researchers also benefit from access to nearby facilities in the Research Centre for the Social Sciences (ReCSS), which provides all social science disciplines with additional research training facilities, access to research development, business development and impact support. It houses the principal offices of the ESRC DTP and workspace for doctoral and postdoctoral researchers, as well as visiting scholars and research groups. ReCSS also provides bespoke rooms for focus groups, interviews, audio-visual recording and editing facilities, sound-proof telephone interviewing rooms, high-quality research seminar and conference rooms and software support services.

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

Reflecting York's historic social reform legacy and the University's commitment to pursuing the public good, the Department is committed to high-quality social research that both advances our academic disciplines and directly informs policy and practice in the UK and across the globe, with the ultimate aim of improving social outcomes. That means working to support and develop our disciplines through proactively contributing to their learned societies and professional associations, building collaborations with academic partners across institutional and national boundaries, collaborating with non-academic partners on an ongoing basis, and reaching out to the public, marginalised citizens and service users through public engagement and co-production.

#### 4.1 Contribution to Research Base

The scale of our contribution to our disciplines is captured well by the volume of our output; since the start of 2014, staff in the Department have:

- published 713 journal articles, 68 books, 258 commissioned reports, 247 book chapters;
- delivered 411 invited talks, including 94 overseas;
- served on editorial boards 23 times.

We see our purpose not simply as building a thriving hub of social research, but as using our expertise to advance the wider profile of our disciplines and their associations through taking leading roles within relevant organisations and forums beyond the University. We strongly encourage the active participation of our staff in these bodies and have played a leading role in the life of the major **learned societies and professional associations** for social policy and social work during the current REF period, including:

- **UK Social Policy Association (SPA):** Ellison (as Chair), Farnsworth (as Treasurer), and Hudson, Kühner, Irving, Reuter and Roumpakis on the Association's Executive Committee. Three colleagues have served as editor of the Association's annual *Social Policy Review* (Farnsworth, Hudson, Irving). Ellison was (2011-15) and Holden is Chair of the Editorial Board for the SPA's *Journal of Social Policy*. Farnsworth and Irving are the editors of the SPA's *Journal of International and Comparative Social Policy*.
- **British Society of Criminology (BSC):** Vipond has served on the Executive Committee, including as Executive Secretary.
- **Foundation for International Studies on Social Security (FISS):** Sainsbury has served on the Board of Governors, including as Treasurer.
- **Housing Studies Association (HSA):** Wallace has served as Secretary.
- **International Society for Social Indicators:** Bradshaw has been a Board member.
- **The International Society for the Study of Drug Policy (ISSDP):** Lloyd has served as a trustee, including periods as Secretary and Treasurer.

We have supported the organisation of major conferences in the field, including large scale, broad based, meetings. Examples include:

- The UK Social Policy Association annual conference was hosted in York in 2018 and the 2020 conference was to be held in York, but has been postponed to 2022 due to Covid-19;
- The 9th International Conference on Social Work in Health and Mental Health was hosted in York in July 2019 (Webber is also a member of the International Steering Committee for this conference series).

More focused events around large funded projects include high-level meetings that have brought together international experts, for example:

- The Welfare Conditionality conference in 2018 (c.125 scholars, policy makers and practitioners from 13 countries);
- The 2nd International Incident Disclosure conference in 2014 (c.75 international academics, policy makers, clinicians and third sector organisations).

Other significant examples of citizenship within the disciplines include:

- **Research council and other major funder activities:** Beyond refereeing, these have included membership of: the ESRC GAP; NIHR Academy; NIHR PGfAR; NIHR HS&DR; NIHR RfPB; Philip Leverhulme Prize Committee.

- **National committees:** Ellison is Chair of UoA 20 for REF 2021 and Lunt is a panel member. Birks is Deputy Director NIHR School for Social Care Research and part of its Executive. Additionally, our staff have been members of over 100 national, regional and local advisory committees including; North Yorkshire Police; Dementia UK; DWP; Research Centre for Life with Mobility Disability; Member of the Department of Health Science Public and Patient Participation Committee.
- **Editorial Board membership:** *Journal of Social Policy; Social Policy and Society; Global Social Policy; Social Policy and Administration; International Journal of Housing Policy; Policy Studies; Journal of Health Services Research and Policy; Journal of Social Work; Journal of Long Term Care.*

Prizes and awards from learned societies are another indicator of the depth of our contribution to the disciplines. Key examples include receipt of the SPA's International/Special Recognition Award (Ellison in 2019, Parker in 2016, and Glendinning in 2014), and Bradshaw and colleagues receiving the International Society for Child Indicators Impact Award in 2019.

#### 4.2 Key External Collaborations and Consultancies (Academic Partners)

In line with our outward-looking orientation, evidenced by our immersion in our disciplines' learned societies and associations, members of the Department have forged sustained collaborations with colleagues from other HEIs in the UK and beyond.

Examples of **major funded collaborations within the UK** include: the NIHR School for Social Care with the Universities of Kent, Bristol, Manchester, Birmingham, King's College London and LSE; a large ESRC NIHR DETERMIND grant on dementia with University of Sussex, LSE and University of Newcastle; the N8 Policing Research Initiative involving the Universities of Durham, Lancaster, Leeds, Liverpool, Manchester, Newcastle and Sheffield plus 13 police forces in northern England; the ESRC large grant on Welfare Conditionality with the Universities of Glasgow, Heriot Watt, Salford, Sheffield and Sheffield Hallam.

**International collaborations** are an intrinsic part of our work, with significant collaborations including: the Women's Homelessness in Europe Network (WHEN); the INTERDEM collaboration investigating social interventions for people with dementia (Wilberforce); the International Centre for Mental Health Research's British Council funded collaboration with University of Melbourne and WHO on a project with the Rajagiri College of Social Sciences in Kerala, India; the International Network of Child Support Scholars (INCSS) (Skinner is Co-Director); the 33-country COST Action CA15218 on 'Measuring homelessness in Europe' (Bretherton is a member and Pleace is Work Group leader for the 'Hidden Homelessness' strand); the 4-country 'Tobacco industry, public health and the global economy' research programme funded by the US National Institutes of Health and hosted by Simon Fraser University (SFU) (Holden was UK lead); the MRC/ESRC/DFID/Wellcome Project 'Strengthening health systems', a collaboration with LSHTM and the African Centre for Migration (Wits University) (Lunt); the WelCond project's extensive collaboration with a host of international policy actors and academics from 8 countries as well as the WHO and the UN, and Dwyer's subsequent ESRC-funded international research network on welfare conditionality, bringing together scholars from the UK and 6 other countries.

#### 4.3 Key Collaborations and Consultancies (Non-Academic Partners)

Our research strategy aims to support all seven of our themes to develop meaningful external collaborations with non-academic partners in order to make a significant contribution to the economy and/or society, including civil society organisations, professional associations and public service providers. Indeed, given the focus of work in the Applied Health and Social Care and Applied Mental Health Social Research themes, and our core funders here, almost all projects in these themes include local authority, NHS and/or NGO partners.

Key examples of collaborations and connections with non-academic partners within each research theme include:

### **Applied criminal justice**

A leading role in the Ex-Prisoners Recovering from Addiction (EPRA) Working Group, chaired by Lord Patel (Lloyd, Page; ESRC IAA); conducting a Department of Health Policy Research Programme-funded evaluation of the drug recovery wings in English and Welsh prisons (Lloyd, Page and Grace); leading the co-production of a bespoke training package on mental health awareness for frontline police officers and research methods training for mid-senior ranking police officers and staff to support evidence-based policing within North Yorkshire Police (Moran: N8) - this training was shared with Greater Manchester Police and forces in Canada and Australia; working with Leeds City Council, West Yorkshire Police and Basis to inform regional policy on the policing and protection of sex workers (Brown); working with Adfam, the national charity working with families of substance users, on a peer-support intervention for the families of forces veterans with substance use problems, for the Forces in Mind Trust (Lloyd).

### **Applied health and social care**

Work with: the National Autistic Society on the evaluation of specialist autism team service models (Beresford; NIHR HS&DR); Skills for Care & Development (the Sector Skills Council for adult social care and children and young people's services in UK) and LMCP Care Link (a community third sector organisation in Greater Manchester) on enhancing person-centredness in the community support of older people (Wilberforce; Abbeyfield Research Foundation); the DIPEX Charity (who specialise in disseminating health and social research to the public and professionals) and City of York Council on the experiences of self-funders in social care (Baxter; NIHR RfPB); Dementia UK and TIDE (a national network of carers of people with dementia) on an evaluation of a specialist nursing support service for carers of people with dementia (Parker, Gridley; NIHR HS&DR).

### **Applied mental health social research**

A Connecting People Pilot and Demonstration Project worked with: the Jewish Family Service of Atlantic County (JFS) and the Atlantic County Jail on prison and homeless populations with mental health difficulties in New Jersey, USA (Webber: Robert Woods Johnson Foundation); the Mental Health Coalition in Sierra Leone to create Sababu, a social intervention based on Connecting People; and the development of a cultural adaptation framework for social interventions with the National Institute for Mental Health and Neurosciences in Bangalore, India. Other collaborations include: Webber and Irvine (N8, ESRC) worked with North Yorkshire Police and Tees, Esk and Wear Valleys NHS Foundation Trust on co-design, co-evaluation and co-learning of street triage, mental health and policing in North Yorkshire; Webber, Moran, Dixon (ESRC-IAA) North Yorkshire County Council and youth mental health charity Young Minds were partners on *Supporting the Mental Health of Looked After Children: using co-production to develop a training package for children's social workers* project.

### **Children, young people and families**

Dixon and Biehal worked with York and Leeds local authorities on including children and young people in research on the child protection system (ESRC-IAA); extensive collaborations in our research on child well-being (Bradshaw, Hudson, Kühner, Rees) with UNICEF (via Innocenti Report Cards), OECD (in its How's Life for Children series), ONS (in its Measuring National Well-being series), the Children's Society (Good Childhood reports), European Commission, CPAG and the Child Poverty Unit; Skinner has provided advice issues around child maintenance to a wide range of bodies, including the National Audit Office, the Child Maintenance Group of the DWP, the OECD; Wenham has worked with North Yorkshire County Council, North Yorkshire Children's Trust Board and Scarborough Sidewalk Youth Project on youth transitions with a particular focus on coastal towns (ESRC-IAA).

### **Comparative and global social policy**

The Social Policy East Asia eXchange (SPEAX), led by Lunt, acts as a focal point for our exchange of knowledge and research with East Asia specialists, regularly hosting delegations of

policy makers, for example from the Korean Ministry of Health and Welfare, the Korean Ministry of Safety and Public Administration, the Korea Institute for Health and Social Affairs, the Korea Central Self-Sufficiency Foundation, Korea's Presidential Committee on Jobs, the China Family Planning Association, and a three month delegation from Vietnamese civil servants on leadership, social policy and public management (Project 165). Hudson acted as adviser for a Renmin University (China) based, ILO and Friedrich-Ebert-Stiftung (FES) funded, 7-country project on social security and economic growth.

### **Housing and environment**

Place headed an international review of the Finnish homelessness strategy with colleagues from Tampere, Lund and Pennsylvania; Quilgars has been working with the Housing First Hub Europe, a collaboration between FEANTSA, the European Federation of Homelessness Organisations, and the Finnish Y Foundation, a quasi-governmental body focused on homelessness, advising on interventions in relation to youth homelessness; Bevan and Wallace worked with the charity Electrical Safety First informing current debates about health and safety compliance in social housing; Rugg produced a review of the private rented sector for the Nationwide Foundation, as well as advising Cambridge House, a legal advice organisation, on the characteristics of criminal landlord behaviour and tenants' experiences of landlord criminality, with work from the latter voted the top housing report of 2020 by *Inside Housing*, the leading monthly magazine for housing professionals.

### **Welfare, employment and conditionality**

Patrick has served on Oxfam's UK Poverty Policy Advisory Group; Sainsbury was Chair of the Trial Steering Committee Individual Placement and Support pilot for people with alcohol and drug dependencies (Public Health England); activity stemming from attitudes to 'welfare' research (Hudson, Lunt, Patrick) included a policy roundtable in the House of Lords organised in association with CPAG, and a roundtable event organised with Shelter - these events included representatives from 36 other policy organisations, including campaigning groups, think tanks, policy research institutes and governmental bodies. The WelCond project (Dwyer) collaborated with numerous policy stakeholders to influence national/international debate, policy and practice; examples include Dwyer's membership of the Labour Party's Commission on Social Security, which informed the Party's 2019 election manifesto commitment to scrap Universal Credit. Similarly, his two-day visit to the Manx government in 2018 was instrumental in their subsequent decision to abandon plans to introduce Universal Credit and intensify conditionality within their social security regime.

## **4.4 Co-production and Public Engagement**

Our motivation to undertake research to serve the public good is underpinned by a commitment to using participatory approaches to work collaboratively with welfare service users and marginalised citizens to co-produce knowledge and proactively shape knowledge exchange and impact activities. Much of this activity is underpinned by [Involvement@York](mailto:Involvement@York), a public and patient involvement network supported by The Centre for Future Health, an interdisciplinary research centre jointly funded by the Wellcome Trust and the University.

Examples of co-production and public engagement include:

- The *Exploring experiences of loneliness and improving social care support* project, which included My Life My Choice, a charity run by and for people with learning difficulties, as a partner;
- Patrick's work on lived experiences of welfare collaborating with Dole Animators, Thrive Teesside, ATD Fourth World, Joseph Rowntree Foundation and the APLE Collective;
- Dixon's work with care leavers, involving five DfE funded evaluations and two ESRC IAA studies, which included young people's co-development of research materials, as well as participation in advisory groups and dissemination activities;



- *Supporting carers providing end of life care* project (Lunt), which utilised participatory learning and action research to support involvement of members of the public with experience of caring for a dying relative in co-designing the intervention;
- Webber's *Connecting people implementation study*, which had a co-production group including service users developing the implementation pack.

An important dimension of our approach in recent years has been the growth of public-facing dissemination through creative visual media. Using ESRC IAA funding to bring in artists and filmmakers in many instances, we have expanded our use of participatory arts approaches in particular, not least because of their scope for co-producing outputs with service users, carers or members of the public. Key examples include:

- Brown's work on young people's experience of childhood sexual exploitation and moving on from it: [Breaking Through](#) (the launch of which involved her being interviewed on Radio 4's Today programme; a YouTube video has over 3,500 views);
- Patrick's work, including the [Dole Animators](#) project (with a YouTube video viewed over 16,000 times);
- A project led by Jobling and Wenham on the experiences of young people growing up in coastal towns that involved collaboration with Sidewalk Youth Organisation and culminated in a co-produced art installation '[Coastopia](#)';
- A photography exhibition, *Celebrating people and place* (2019), that supported the IAA *Local area coordination* project, led by Lunt. Images were showcased in community locations across the City, designed to celebrate people and place within each locality;
- Baxter and Lindley's work on *Finding and funding social care*, in which [Socialcaretalk.org](#), a website of self-funders' experiences, was tested by self-funders themselves.

These examples of our recent co-production and engagement activity both underline the role of the ESRC-IAA in facilitating important KEI activity and point to the direction our new strategy will head (section 1.5). We see co-production and engagement as central to our ethos and plan to significantly increase resources and infrastructure supporting these dimensions of our work.