

Institution: University of Stirling
Unit of Assessment: C20 Social Work and Social Policy
<p>Section 1. Unit context and structure, research and impact strategy</p> <p><i>1.1 Overview</i></p> <p>Research in Social Work and Social Policy at the University of Stirling has a sustained history of high quality empirical work that is framed to respond to real-world challenges, designed to deliver impact and theoretically and methodologically robust. We have enhanced quality of life for marginalised and excluded groups and changed policy and practice to promote inclusivity and social justice and address contemporary global social challenges. Going forward, we are pursuing mission-oriented, translational research in the context of a research ecosystem that includes research users, people who use services, policy makers, practitioners and business.</p> <p>We are an interdisciplinary team from social sciences including social policy, social work, sociology, criminology, social statistics, demography, dementia studies, housing and urban studies, working alongside architects, pharmacists, clinicians and colleagues across the University and beyond. Our inclusive culture supports researchers at all levels from doctoral study to senior roles. We have particular strengths in research on ageing and dementia, child well-being and addictions, all of which deliver impact through knowledge exchange facilities such as the Dementia Services Development Centre. Our methodological expertise cuts across these topics and our applied focus means we place research end-users at the heart of our research, pioneering co-production with people living with dementia and addictions and in criminal justice.</p> <p><i>1.2 Organisation and structure</i></p> <p>Within the University structure, Social Work and Social Policy is located within the Faculty of Social Sciences alongside Education. University wide themes and programmes facilitate interdisciplinary working across the institution. Our work links primarily to the Living Well research theme, with connections to the other two University themes. We lead the Ageing and Dementia and Home, Housing and Community research programmes, and colleagues also work with other programmes, notably Extremes in Science and Society.</p> <p>Social Work and Social Policy is organised in four Research Centres and two Research Groups. These are collaborative and porous by design. All staff members and research students have a primary affiliation with one Centre or Group, and many also participate in one or more others, encouraging collaboration. As a result, there is substantial synergy across the whole research team.</p> <p>The Centres focus thematically on mission-oriented research in:</p> <ul style="list-style-type: none"> • the global ageing population (Centre for Environment, Dementia and Ageing Research); • equal outcomes for children in a world of inequality (Centre for Child Wellbeing and Protection); • the challenge of addictions (Salvation Army Centre for Addictions Services and Research); • high quality and fair criminal justice (Scottish Centre for Crime and Justice Research). <p>The Research Groups provide underpinning methodological and policy expertise across the Centres. They are:</p> <ul style="list-style-type: none"> • Social Surveys and Social Statistics; • Public Services and Governance.

Centre for Environment, Dementia and Ageing Research - CEDAR (Bowes, Dawson (lead), Douglas, Forbat, Gibson, Hapca, Hennessy; Lovatt, McCabe, McCall, Philp, Phillips, Reynish, Robertson, Rutherford, Ward)

The Centre (**Ageing**) conducts interdisciplinary, environmental gerontological research in social, built, natural and care environments for older people including those living with dementia. The Dementia Services Development Centre (DSDC) is the knowledge exchange vehicle for CEDAR's applied research (Impact Case Study ICS2). We host HAGIS, the Scottish longitudinal study of ageing. Our global reach includes research in China, Japan, North America and Scandinavia. Older people are front and centre in all research projects. Extensive national and international partnerships with industry, third sector organisations, policy and practice ensure impact. IRIDIS is a spin-out joint venture company, which innovates in design for dementia.

Centre for Child Wellbeing and Protection (Callaghan, Dominelli, Emond, Engstrom, Grant, Hale, Helm, Lucas, McIntosh, Morrison, Punch, Rigby, Shapira, Whincup, and Wilson).

Child Wellbeing specialises in research on domestic abuse and violence in childhood, post-disaster recovery and family life and child migrants. Our research on looked-after children has produced a pioneering longitudinal dataset. Our impacts are to improve the protection of children and young people, preventing harm, and improving their outcomes, nationally and internationally (ICS1). We work together with children and young people, families, communities and organisational partners to build knowledge that can be applied in practice settings. We advise UK Government on policy issues and new legislation, notably on domestic violence.

Salvation Army Centre for Addiction Services and Research (Parkes, Carver, Foster, Fotopoulou, Matheson, Miler)

Addictions launched in 2017 with core funding from the Salvation Army, the first such partnership it has supported. The investment has transformed the scale and scope of our research, which focuses on addressing addictions in context and on interventions that support recovery. Our knowledge exchange work provides practical and workable solutions to critical issues, such as the record drug deaths in Scotland, and our research feeds directly into practice for workers in the field and front-line peer supporters. Centre members work closely with Government addressing the challenge of substance abuse. We host the Scottish Drugs Research Network and collaborate internationally in Canada, Iceland and Ireland.

Scottish Centre for Crime and Justice Research (Brangan, Graham, Hamilton-Smith, Malloch, McIvor, Morran, Munro)

We co-host the Centre (**Justice**) with the universities of Edinburgh, Glasgow and Strathclyde. Stirling-based research is interdisciplinary, bringing together sociological, criminological and social work perspectives. It concerns criminal justice systems and processes; contested concepts within crime and justice; organised crime; and sexual abuse and trafficking. Close engagement of policy-makers and practitioners within the research of the Centre means our research impacts policy and practice both nationally and internationally such as in electronic monitoring (ICS3).

Public Services and Governance Research Group (Anderson, Matthews, Mackay, McCall, McKee, Rolfe, Rummery, Rutherford, Sherwood-Johnson, Simmons).

Governance researches public service change, reform and leadership and the experiences of service users and citizens in a range of social work and social policy areas, providing context for and links with the Centres' research. Outputs contribute novel empirical, methodological and theoretical understandings informing responses to challenges such as austerity, housing need, ageing populations, citizen participation and related changes in the delivery and governance of services, such as in the voluntary sector. Group members collaborate with Centre members and work across the University in leading the Home, Housing and Communities programme. A spin-

out is High-Speed Universal Broadband for Scotland (HUBS), a social enterprise working to address digital exclusion.

Social Surveys and Social Statistics Research Group (Griffiths, Lambert, Rutherford, Seaman, Shapira)

Statistics brings together researchers conducting analysis of large and complex statistical datasets to address a wide range of social phenomena and social problems. Our strategic priority is to provide expertise in high quality applied and methodological research related to the analysis of statistical datasets (ICS4). We are innovators in delivering novel methods such as administrative data-linkage, and we host the internationally adopted Cambridge Social Interaction and Stratification Scales (CAMSIS) system of occupational classification.

Research Governance

Governance operates at Faculty level, through the Associate Dean for Research and monthly meetings of the Research and Knowledge Exchange Committee (RKEC). RKEC reports to the Faculty Executive and the University's Research Committee. All Centre and Group leaders are members of RKEC, along with the PGR Directors and Dean of Faculty. Individual Centre and Group leaders organise regular meetings to ensure members are collegially supported and kept abreast of the changing research environment. Such collegiate support was especially useful during the disruptions of 2020 and helped us maintain a thriving research culture.

1.3 Research Objectives 2014-2020

Our strategy for the period of assessment has been to drive forward our research addressing the challenges of ageing, equal outcomes for children and improved criminal justice. We have sustained and enhanced our key strengths in **Ageing**, and **Child Wellbeing**, and invested in new research in **Addictions**, an area of growing importance for Social Work and Social Policy. Our priorities to deliver this strategy have been:

- increasing research income from a diversity of sources;
- supporting high quality research and publications;
- increasing the international significance of our work;
- developing the socio-economic impact from our research.

A crosscutting theme throughout the strategy has been supporting research students and staff at all levels to excel, monitoring equality impact and modifying our practices to address inequity

Research development

Ageing research has grown and developed to form CEDAR, and is now a flagship focus for the University. Our **Child Well-being** Centre is delivering new research on children and families and influencing national policy. In **Addictions**, we have secured the Salvation Army investment, and are leading initiatives to address drug-related deaths.

Increasing Research Income: Our research spend has increased by over 60% during the assessment period. During 2019-20, we won an annual record total £3.7m in new awards. In 2020-21 to date, £5.4m of new awards have been secured. Key developments to achieve this objective have been:

- leading and collaborating in large national and international collaborative research projects, including major UKRI investments in research and knowledge exchange on societal challenges, such as the ESRC funded Centre for Population Change (**Ageing**); Improving Adult Care Together (IMPACT – the ESRC/Health Foundation UK Centre for Evidence Implementation in Adult Social Care) (**Ageing, Governance**); UK Collaborative Centre for Housing Evidence (CaCHE) (**Governance**);

- developing on-going relationships with funders such as the Salvation Army and Life Changes Trust, supporting a wide range of research activities in **Addictions** and **Ageing**;
- promoting and developing international income using funding sources such as Connect+ (institutional), ESRC network funding to pump-prime research on e.g. quality of life for older people in Sub-Saharan Africa and a Japan-UK partnership on design for dementia (**Ageing**);
- collaboration with the private and third-sector to lever-in funding for innovation e.g. work on designing for dementia in which partners include IKEA and Hitachi, funded under the Industrial Strategy Challenge Fund (**Ageing**);
- tailoring our support to colleagues depending on career-stage, leading to major awards for both early-career and established researchers, such as ESRC New Investigator grants (**Ageing** Lovatt; **Justice** Brangan);
- engaging consultants to provide training in grant writing e.g. research on looked-after children (**Child Well-being**).

Supporting high quality research and publication in high quality outputs: Our Faculty Peer-Review College of senior researchers provides constructive feedback on draft research outputs to improve their quality and make peer review processes with publishers more straightforward. Feedback from researchers, especially ECRs, is that this has transformed their confidence in the quality of their work, and enabled them to produce their best. In annual appraisal ('Achieving Success'), researchers identify key research outputs, discuss barriers to writing and instigate individual or collective support (e.g. training, collaborations, research discussions). A key investment has been to deliver structured monthly writing retreats, open to researchers at all levels. Generous research leave investments have included planned high quality outputs at each career stage, such as leave for social work researchers specifically to produce significant outputs.

Embedding research training and sustainability: Key contributions to research sustainability, such as major funding bids, ECR development and important writing projects, are encouraged and planned through the annual appraisal processes. We work closely with the University's Institute for Advanced Studies to provide specific training and support for ECRs. We contribute to advanced quantitative methods training through **Statistics**, particularly for ECRs, postgraduate students and practitioners throughout the UK and Scotland. We have sustained and enhanced our research postgraduate education through securing funded studentships and through our involvement in the ESRC Scottish Doctoral Training Partnership (DTP) across 10 universities.

Increasing the international significance of our work: We lead, participate in, and develop international networks and collaborative research, producing research outputs with international collaborators. Major international research collaborations include:

- **Ageing**, ESRC funded work on Dementia-friendly Neighbourhoods with colleagues in Sweden; and work in improving care and death experiences in Australian care homes;
- **Child Wellbeing**, ERASMUS+ funded project developing research-led social work curricula; and
- **Governance**, continuing work on homelessness with colleagues across several European countries and Cuba.

We have supported the development of international comparative work which is strongly linked to developing wider socio-economic impact, including in **Justice**, an EU-funded project on 'electronic tagging' and offender supervision policies (ICS3). Such work is supported by investment in staff travel. University funding has additionally supported 15 projects headed by 11 members of staff to establish new collaborations with ODA countries.

1.4 Objectives beyond 2020

Our strategic vision beyond 2020 is to build on our strengths in mission-oriented, applied research, continuing to innovate and respond to developing challenges and missions as they evolve. In the context of the Research and Development Roadmap (UK Government 2020) and Plan for Growth (2021), our ambition is to conduct forward-looking research that offers innovative solutions to the identified socio-economic challenges of changing populations, deprivation and poor life chances, and environmental resilience that align closely to our mission. People from all backgrounds will participate in and co-produce our research, and we will collaborate with private, public and voluntary sectors to identify workable impacts. The building blocks for this research ecosystem are in place in the form of our Centres and Groups, our local and global partnerships and the University's interdisciplinary research programmes.

We are at the heart of the institutional commitment to research that makes a difference, delivering sustainable innovations that enhance well-being and social justice globally and locally. This vision drives our strategy.

Ambition and leadership: Our research ambitions are embedded in the landscape of research which presents key opportunities for us in emphasising collaborative, interdisciplinary research. We will increase the number of large, interdisciplinary UKRI-funded research grants. We will develop and lead international collaborations, targeting international and bilateral funding schemes, in which we develop our mission to address the sustainable development goals of good health and wellbeing, sustainable cities and communities, and peace, justice and strong institutions. Our extensive partnering with business and public and third sector bodies places us well to take advantage of opportunities in the Research and Development Road Map. The Dementia Services Development Centre (DSDC) will continue as a world-leading vehicle for translational work in ageing and dementia, using our research to deliver socio-economic impact in building design and social care services. The City Region Deal Intergenerational Living Innovation Hub will provide a “living laboratory” for innovative multi-disciplinary projects, developing further collaborations between our Centres and Groups, wider stakeholders, and external researchers and supporting the delivery of impact.

City Region Deal: The Stirling and Clackmannanshire City Region Deal provides a key platform and unique opportunity for transformational research. Direct investment of £46m by the UK and Scottish governments is delivering economic and social transformation through major research and innovation infrastructure developments. An Intergenerational Living Innovation Hub (£7.2m investment) will provide a community-based test-bed for new approaches to societal challenges, and Scotland's International Environment Centre (£22m) focuses on resilience in the natural and social environments. These developments are leveraging substantial additional research and innovation project funding. We have already received two awards (£1.6m each) under the Healthy Ageing Challenge with significant business involvement, which will research (i) designing homes for cognitive ageing and (ii) digital and social connectivity for older people.

Building on strengths: across our Centres and Groups we will continue to drive mission-orientated research. Key to this will be enhancing our collaborations across Europe, India, Japan, North America and the Global South. We have demonstrated since 2014 our agility in using our expertise to respond to new issues. Most recently, this is evidenced by our grant awards since March 2020 in response to the COVID-19 pandemic (£1.3m). These projects are driven by our mission to respond to real-world challenges and deliver impact informed by excellent research. Going forward, our strengths in **Ageing, Child Well-being, Addictions** and **Justice** remain core, and we continue to enhance these. For example, our pioneering expertise in Green Social Work and community resilience will support work in all these areas.

Methodological advances: research development will be underpinned by methodological advances, led by co-production with participants, including people living with dementia, children and other key stakeholders across sectors. Co-production approaches are core to our ambitions.

We will also enhance our investments in statistical analysis, particularly the use of linked administrative data. We will build this multi-method expertise into newly funded, large-scale interdisciplinary research projects that are of use and benefit to research users. Examples include advancing *Healthy Ageing in Scotland* (HAGIS - ESRC) and the *Permanently Progressing* work on looked-after children (Nuffield/donor).

1.5 Approach to impact

Impact is core to our mission, as we address the societal challenges of ageing, equal outcomes for children, addictions and fairness in criminal justice. Our impact strategy has been to deliver change in policy and practice in these areas through collaboration with the public and third sectors, and to expand this to encompass wider engagement with social enterprises and business. We indicate below how each submitted case study has benefitted from our approach to impact. Elements of our approach that establish pathways to impact are:

1. *Embedding impact activity and evaluation* in research-design across Social Work and Social Policy;
2. Using *external funding* to support impact activities;
3. *Promoting engagement* to deliver impact;
4. Investing in *practice-near research* to ensure our research is embedded in policy networks and practice contexts.

To **embed impact activity**, we engage stakeholders directly and meaningfully at every research stage using participatory, co-productive and action research approaches. Examples include Unity, a group of people who use social work services, which is recognised across the Social Work sector as a model of good practice; close working by **Justice** with Scottish Government (ICS3); and the partnership with the Office of the Scottish Charity Regulator and Scottish Council for Voluntary Organisations (SCVO) developed by **Statistics** (ICS4). Our research supports meaningful participation of groups and individuals historically excluded from research such as people living with dementia, people with addictions and people experiencing homelessness. Through this, we foster close relationships with stakeholders that ensure the applicability and uptake of our work. Notably, **Ageing** have used a qualitatively-led multi-methods approach to collaborate with lay researchers to anchor understanding of quality of life within the lived experience of older people. **Ageing/Governance** created a 'serious game' to facilitate knowledge exchange between research, policy and practice concerning housing in later life. We benefit from the University's investment in industry partnership building and its public engagement strategy, including through City Region Deal projects.

External funding that supports impact activities is leveraged through building partnerships with organisations that use and communicate our research, such as Alzheimer Scotland (**Ageing**); the Life Changes Trust (**Ageing**); and the Aberlour Trust (**Child Wellbeing**). Important individual awards have been **Statistics'** project with the Scottish Council for Voluntary Organisations to develop data literacy in the voluntary sector through webinars and the creation of new datasets; and **Addictions'** use of Salvation Army investment to take the latest research on addictions, substance misuse and recovery directly to practitioners. **Child Wellbeing/Governance** (ICS1) secured ESRC follow-on funding to enhance relationships between children and practitioners in care settings by focusing on food practices.

Promoting engagement by embedding an ethos of impact and protecting time for impact activities is integral to our strategy. Staff identify priorities for impact, building appropriate networks and partners and developing a wide range of pathways and impact activities. Engagement includes: direct community engagement; social media presence; embedding research into practitioner education; building research capacity within communities of research beneficiaries; and engagement with policy communities through formal and informal networking and formal engagement as experts. Examples include recent engagement with the UK Parliament during the committee stage of the Domestic Abuse Bill (**Child Wellbeing**); delivering training and CPD events

for example on equalities and diversity in housing (**Governance**); adult support and protection (**Governance**); and child protection (**Child Wellbeing**). In **Ageing**, DSDC is a core element of impact infrastructure (ICS2). The University has invested in gold membership of the Campaign for Social Science Strategic Leadership Forum, which provides access to ministers and key influencers, for example discussing the Ageing Grand Challenge with Jo Johnson.

Our investment in *practice-near research* supports our approach of embedding impact and translating our research into policy and practice. In **Ageing**, we have fostered knowledge partnerships with research beneficiaries to critique existing 'service-led' paradigms in policy and practice and demonstrate alternative models of engagement between providers and service users. A recent evidence-synthesis of care at home for people with dementia for the Scottish Care Inspectorate led to training for Inspectors to enhance practice in health and social care inspection. Our research-led advanced training and teaching in social work is a pathway to socio-economic impact. **Child Wellbeing** research has informed practice in child protection, working with families and using child translators. Similarly, **Governance** research on adult support and protection has developed new models of understanding risk and protecting human rights in an under-research area of social work practice and is embedded in post-qualifying professional development.

Going forward, we are the Scottish academic partner in the ESRC/Health Foundation £15m funded evidence implementation centre for adult social care (IMPACT). This considerable investment provides a national strategic role in translating our research in adult care across our Centres and Groups into practice, building on our contribution to the ESRC Sustainable Care Research Programme with Sheffield and Birmingham universities.

1.6 *Interdisciplinary research*

Our interdisciplinary research strategy focuses on the global challenges aligned to our Centres and Groups. We have invested in interdisciplinary expertise across Social Work and Social Policy and in an interdisciplinary lead (Hennessy). We have also invested in a broader interdisciplinary group of staff, including Reynish and Philp who are medical doctors (**Ageing**), and Matheson, a pharmacist (**Addictions**). All three work within Social Work and Social Policy as Faculty members. Interdisciplinarity has also extended to our impact activities, with investment in architects in DSDC to support research and consultancy work in bringing our research on ageing, dementia and environments directly into the built environment (ICS2).

Our funding strategy targets larger funders. The cross-cutting relationships within and between our Centres and Groups, and the University research programme environment provide essential contextual support and our leadership of University level programmes demonstrates we are driving interdisciplinarity across the institution. Successes are illustrated in these examples: **Ageing** works closely with palliative care teams in research on care for people with long-term illnesses and end-of-life care (Forbat). **Child Well-being** has pioneered interdisciplinary working between social work, earth sciences and health sciences on interventions in disaster zones and in response to the climate crisis, work that links to the University's extreme events programme (Dominelli). **Governance** collaborates with public health researchers bringing housing research into understanding the links between housing provision and health outcomes (Anderson, Rolfe).

Notably, we also bring together social science, arts and humanities to innovate methodologically and engage participants in coproducing research. Examples of this include in **Ageing**, work on the Digital Economy through the EPSRC CHERISH-DE project (Phillips) and on the arts and dementia (McCall and Robertson); in **Child Well-being**, on innovative arts-based methods (Wilson); in **Governance**, on understanding complaints working with linguists (Simmons) and sustained collaboration with the AHRC's Connected Communities programme working with digital designers (Matthews). We have also worked with computer scientists and information technologists to innovate on 'big data' analysis, for example **Statistics** on the voluntary sector (Rutherford); **Governance** on administrative data (Matthews).

1.7 *Open research environment*

Research in Social Work and Social Policy at Stirling enhances the University's commitment to open access, in terms of both publications and datasets. We fully support open access publication and draw on University/project funding to support this where appropriate. In **Statistics** ESRC investments in administrative data processing and analysis have helped develop innovative methods for analysing and opening-up sensitive administrative data, including opening-up access to data on the voluntary sector in Scotland, and training voluntary sector organisations to use data effectively to understand and enhance their services. **Child well-being** has progressed understanding of approaches to secondary analysis of open qualitative datasets. Innovative coproduced research on quality of life in older age (**Ageing**) and with vulnerable, marginalised communities (**Governance**) has helped created rich data with research participants that is in the open domain.

1.8 *Research integrity*

Our culture promotes high levels of research integrity. Discussions of ethics are critical to our work with vulnerable groups. This expertise means we have unique experience in ethical research practice such as obtaining informed consent with vulnerable participants. Contributions to applied projects that use secure secondary survey and administrative data have ensured that three staff (**Statistics**: Griffiths, Rutherford and Shapira) have rare and sought-after experience in protocols and processes for secure data handling.

We benefit from the advice and scrutiny of the General University Ethics Panel (GUEP), described in the institutional statement. Where appropriate, ethical scrutiny is also sought from external bodies including the NHS Research Ethics Service. GUEP ensures compliance with ethical codes and GDPR, within a context of flexibility and support for methodologies such as ethnography and coproduced research. We also benefit from University investment in secure data storage which ensures research data is protected and GDPR-compliant.

Section 2. People

2.1 *Overview*

Central to our work to create a research culture with vitality has been developing an environment in which all staff are appropriately supported to excel, in keeping with the University strategy. Key aspects of this approach include: research leave; supporting larger grant applications from major funders; ensuring 40% of staff time is devoted to research; refreshing the appraisal process to focus on research contributions and individual research strategies; grant-writing training; peer review and mentoring for ECRs; and developing extra training and support for doctoral supervisors and PGRs. In responding to COVID-19 we have worked within the wider constraints to ensure ongoing strategic support for research.

2.2 *Staffing strategy and staff development*

Our staffing strategy focuses on:

- Investing in capacity in our areas of key strength through new appointments at all levels;
- Supporting and developing the skills and capacity of our existing staff to ensure excellent research standards;
- Providing all staff with the skills, training and infrastructure to improve the reach and significance of research impact;
- Ensuring that staff have equal opportunities in their development and access to training and support.

Our staffing strategy and development opportunities have focused on our research priorities. The University has supported our strategy through investment in a range of posts:

- Chairs: Child Wellbeing and Protection (and Director of CCWP) (Callaghan); Social Work (Dominelli); Ageing (Forbat (Associate Professor), Hennessy, Phillips); Dementia Studies (Reynish); Global Ageing (Philp); Substance Use (Matheson).
- Early career lectureships: Social Work (Engstrom, Lucas, Sherwood-Johnson) Sociology and Ageing (Lovatt), Substance Use (Carver) Demography (Seaman) and Criminology (Brangan, Fotopoulou).

We have developed talented early and mid-career researchers through promotions (6 women, 4 men):

- Senior Lecturers: Hamilton-Smith (Criminology), Graham (Criminology), Griffiths (Sociology), Matthews (Social Policy), McCall (Housing), and Shapira (Sociology);
- Senior Research Fellow: Dawson (Ageing);
- Associate Professor: Emond (Social Work);
- Professor: Malloch (Criminology) and Rutherford (Social Statistics).

We have proactively supported high achieving doctoral students to pursue and secure post-doctoral funding from the DTP, winning two Fellowships in 2020 of six nationally.

Developing research expertise is achieved through a programme of dedicated research training sessions supported by the Faculty and University. The Faculty supports an annual seminar series, to which we contribute, and a regular 'Research Bites' programme, which responds to specific research needs such as: developing funding bids in response to specific calls; operational training in research systems; methodological expertise and the development of new methods and skills; and impact, engagement and knowledge exchange. University-wide researcher development for staff and postgraduate students has been enhanced by the establishment of the Institute for Advanced Studies.

Nine staff (seven women) have benefited from accredited leadership training since 2014 (Anderson; Callaghan, Engstrom, Griffiths, Malloch, Matthews, McCabe, Punch, Robertson) while Senior Research Fellow Dawson completed the Aurora leadership training programme. Lovatt, Graham and Engstrom are alumni of the University of Stirling Crucible; Gibson is an EPSRC Digital Crucible alumnus and also took part in the NIHR Leadership for Senior Trainees programmes.

To enhance our research, all staff with a research component to their contracts, including researchers on fixed-term contracts, have an annual appraisal meeting with a research leader and/or project PI. This process has increased emphasis on developmental conversations ensuring staff receive opportunities to discuss their research careers over the short-to-medium term focusing on ambitious research proposals, high quality outputs and developing advanced skills. Appraisers receive training to ensure the process is as effective as possible. Within appraisal meetings, staff are invited to discuss advancement plans and to develop their research strategy and outputs with this in mind. Since 2014, the Faculty has developed a mentoring network which staff can access via their appraisal meeting. Following our EDI action plan, all staff are asked about whether/how any protected characteristic might be impacting their success and how the Faculty might best respond.

Research leave policy is set by the University and implemented at Faculty level. Staff on permanent teaching and research contracts can apply for six months' leave after six semesters of teaching and for 12 months' leave after 12 semesters. Research leave is used strategically, with applications developing out of appraisal meetings, and plans targeting research funding and high quality outputs. Over the REF period, 19 staff have benefited from research leave. Staff returning from maternity or adoption leave also receive University funding to cover teaching for six months

on their return to work. Two staff have received this support during the assessment period (one twice).

All ECRs who join the Faculty are paired with a senior colleague mentor for their probationary period (usually three years). ECRs have a lighter teaching workload to maximise their research potential. Within their appraisal meetings, reviewers ensure they have an achievable research strategy to develop into independent researchers, capable of securing funding for and then managing larger-scale projects; since 2014, Carver, McCall, Sherwood-Johnson and Lovatt have all become PIs on their own projects.

On census date, we support 17 research assistants and fellows (not all of whom are REF eligible). They are fully engaged in the appraisal process to support their development. They are assisted to access all training and development opportunities such as being members of the General University Ethics Panel. Staff are encouraged to write these researchers into funding bids, where they have the necessary skills, to ensure continuity of employment. Specific development opportunities are identified for named researchers, such as training in advanced methods, and researchers are involved in writing outputs and given authorship recognition. These staff belong to our Contract Researchers Forum, which links to RKEC to ensure their interests are represented. Within our Athena SWAN action plan we are working further to enhance opportunities for this group of staff in accordance with the Concordat.

2.3 *Research students*

We have a large, multidisciplinary community of full and part-time doctoral students. Student numbers have doubled since REF2014 (when we had 67 students), and we now supervise 136 students, 32% of whom hold ESRC studentships. Over the assessment period, we have awarded 63.17 doctoral degrees (three times the 21 to 2014), one of which was a Professional Doctorate. From 2014 we have developed a contemporary PhD strategy, including: a cohort model to encourage collegial support; help to achieve completion within 36 months (full-time students); appropriate teaching experience with training; opportunities for research and wider activities beyond the PhD; and support for early publication. The Institute of Advanced Studies (IAS) provides institutional development support for postgraduate research (PGR) students.

We are committed to our PGR students as valued contributors to our research environment and full contributing members of our Centres and Groups. They engage in activities both on campus (e.g. Centres/Groups, skills training weeks and campus conferences) and at a distance (supervision, skills assessments, and online learning). To promote inclusion, activities are accessible face-to-face or via synchronous video-conferencing, allowing part-time and distance-learning students to participate and benefit.

To ensure a breadth of applicants we: encourage staff to have up-to-date, inclusive profiles on the web; actively identify strong undergraduate and Masters' students, including those from non-traditional backgrounds, and support them to make applications to the ESRC DTP; and support international applicants. Much of this activity is one-to-one, ensuring that applicants have strong, well-developed research proposals and CVs. We also hold online postgraduate research information sessions to support a broader pool of applicants. Funded studentships are always advertised on a part-time and full-time basis and we include an inclusion statement.

Staff complete training regularly on the supervisory lifecycle from recruitment to completion. Training supports staff to reflect upon and adapt practice in a culturally responsive manner in the provision of doctoral supervision. Our PGR Directors (Forbat and Malloch) link regularly with supervisors to discuss changes to regulations and issues in supervision, and share experiences in a supportive environment. Experienced doctoral supervisors are paired with less experienced supervisors wherever possible and chosen to provide a congruent disciplinary and methodological mix.

All PGRs have at least two supervisors who work as a team with the student. Regularity of meetings is agreed between the student and the supervisors. Records of meetings are kept by students on the University's 'Research Compass' system, along with a skills-assessment based on the Vitae framework. Key progression points are the end of first year and end of second year (or part-time equivalent) with an independent expert review of documents submitted by the student. PGRs are also allocated a Personal Tutor who can provide further pastoral support and raise any concerns with supervisory arrangements. Students participate in the University-wide programme of developmental activities co-ordinated by IAS. PGRs are supported to present their work at the annual Faculty Doctoral Conference, internal PGR seminars, and international conferences. They are encouraged to engage actively with professional academic associations, to organise events (e.g. a BSA event on the sociology of youth, a BSG event on carers), and to develop their work for publication.

We are an active partner in the Scottish ESRC DTP (and former DTC), participating in pathways in Health, Families, Relationships and Demographic Change, Social Work and Social Policy, Socio-Legal Studies and Criminology, and Sociology. Six colleagues have held varied leadership roles within the DTP. We run an ESRC-compliant Masters in Research Methods. Our DTP involvement allows all our postgraduate researchers to access additional advanced training and resources. We contribute to Scotland-wide DTP doctoral training, for example in advanced quantitative methods, visual methods, and interdisciplinary research. We have a strong track-record of developing collaborative ESRC-funded doctoral projects to build relationships and deliver impact through our research, with partners including Skills Development Scotland; Office of the Scottish Charity Regulator; National Galleries of Scotland; Wheatley Housing Group; the Improvement Service for Local Government in Scotland; and Shelter Scotland. We also supervise cross-institutionally with other DTP institutions.

PGRs are formally represented within Faculty governance. The Graduate Officer represents PGRs and is responsible for promoting Faculty events such as the Postgraduate Research Seminar Series and the university-wide Three-Minute Thesis competition. The Postgraduate Research Conference Lead organises an annual doctoral conference and the International Students Lead addresses issues for overseas students.

2.4 *Equality and diversity (E&D)*

In the context of the University's E&D policies and practices, the Faculty established an Equality and Diversity (E&D) Action Plan in April 2017, and in 2020 applied successfully for an Athena SWAN Bronze Award. Our E&D Committee leads implementation of the Action Plan and E&D is a standing item on Faculty Committees. Activity completed to date has focused on advancing gender equality. Future activity will be intersectional to ensure a supportive and inclusive research environment for all. Key actions of our E&D plan are, working with the wider University: addressing structural barriers to promotion and advancement from doctoral students through to Chairs; supporting continuing professional development for fixed-term research staff (most of whom are women); widening accessibility of training materials to doctoral students studying part time; and embedding equality discussions into all committees with decision-making power. We recognise the potential disadvantages related to the gender imbalance in the staff group. As part of the E&D Action Plan, we promote inclusion through several means, including our refreshed mentoring scheme, Contract Researchers Forum and measures to support continuity of employment. These also support our commitment to the Concordat to Support the Career Development of Researchers. We have taken advantage of accredited leadership, management and coaching training, much of which is ILM accredited, to support these activities.

Among staff who share other protected characteristics, we have for example used occupational health support to ensure staff who are disabled are well integrated and reasonable adjustments are in place. Staff have accessed HR support to address ethnicity issues, including right to work. The University flexible-working policy has enabled 10 staff to hold part-time contracts and one has an agreed full-time flexible working pattern. These staff are fully engaged in Faculty development

opportunities, with efforts made to ensure events are timed to enable wide attendance. Our ongoing commitment to equalities also includes the consideration of broader patterns of gender division, for example greater numbers of male researchers in statistical research and of women in social work and qualitative research. We are committed to longer-term work to address these broader challenges.

Embedded E&D is reflected in our approach to output selection. Our strategy is that *all* staff should be supported to develop excellent research and that their high-quality outputs are submitted to the REF. ECRs were made aware of expectations regarding research quality and mentored and resourced to achieve these. Within the framework set by the University, we have ensured that outputs ranked highly by internal and external assessors are submitted. Assessment processes were transparent, with regular communication with staff as to the process and staff informed of the results as soon as possible. The process was Equality Impact Assessed and found to be fair.

Section 3. Income, infrastructure and facilities

3.1 Overview and strategy

Over the period since 2014 our total research spend was £8.9, an increase of £3.6m over the previous REF period. This spend included £1.8m from UKRI and associated funders; £2.1m from charities; £4m from government bodies and the balance from other sources. We currently hold awards to the value of £4.5m, including £1m specifically related to COVID-19. Most are competitively awarded, with some specific commissioning that recognises our specialist expertise, such as a philanthropic donation for longitudinal study of looked-after children (Whincup) and a crowd funding campaign for work on Bridge for young people (Punch).

Our funding strategy is guided by our research priorities previously described, rests on our partnerships across sectors, actively engages with the University's themes and programmes and targets large, national and international projects. We plan our grant-raising activity and target specific calls, diversifying our target funders to reduce risk. Recently for example the UKRI ISCF Healthy Ageing Challenge funding and COVID related calls from the Chief Scientist and UKRI have proved fruitful sources to allow us to take forward our ambitions in **Ageing** (housing and connectivity for ageing), **Addictions** (harm reduction strategies) and **Governance** (procurement in public services).

A number of strategic actions are important to our funding success. These include the investment in leadership roles that broaden our networks in core areas (e.g. Forbat, Philp, Phillips and Hennessy in **Ageing**). We work collaboratively across disciplines to contribute to larger scale multi-centre work at mid-career and Professorial level e.g. **Ageing** work on neighbourhoods (Ward), **Child Wellbeing** on family violence (Callaghan). We have supported early career researchers, both postdoctoral researchers and lecturers, to enable them to become independent principal investigators and develop strong reputations in their discipline (e.g. **Addictions**, Carver). Most recently, the success of this approach was seen in ECRs being awarded grants as PIs for COVID-19 response awards, or their inclusion as Cols. Travel funding, including GCRF pump-priming funding, has allowed a diverse range of researchers, at all career stages, to travel internationally and establish networks to develop research proposals.

3.2 External investment and awards

The key areas for external investment have been the four Centres that have received University support. Funding sources reflect our strategic focus on diversification and building on strengths to support sustainability.

Our research in **Ageing** has received significant University investment over the assessment period. This brings together distinctive research strengths across the institution in dementia and

ageing, sport and physical exercise, health behaviour, health economics and social marketing. The new City Region Deal investment in the Intergenerational Living Innovation Hub (£7.2m) will support application of our research and impact development in a live setting.

Research council funding in **Ageing** has included partnered work with other institutions such as Neighbourhoods *and Dementia* (£436k ESRC to Stirling – total project funding £2m) and our Co-I role in the Centre for Population Change (£417k ESRC/£6.7m). Significant interdisciplinary grants, benefitting from our staff investment, include our £136k NIHR funded project on outcomes of people with cognitive impairment and/or dementia admitted to the general hospital (Reynish) and £598k NIHR funded research on improving end of life care in care homes (Forbat). Collaborative work with **Statistics** and across the University (with Economics) has generated the HAGIS funding, with a recent ESRC award of £570k for a new phase of work on fear of COVID (Douglas). ECR successes include Lovatt's New Investigator project *Reimagining the Future in Older Age* (£234k, ESRC).

A major partner and charitable funder for **Ageing** has been the Life Changes Trust (LCT), funding five projects on improving quality of life for people living with dementia, culminating in a £500k award for an evaluation of their work (McCabe). LCT funding recognised the centrality of inclusive, participatory methodologies in our research. The Abbeyfield Society funded our work on volunteering in dementia care because it closely reflected the Society's aim of inclusivity (McCall).

Collaborations with industrial and public sector partners have also delivered innovative research such as an Innovate UK study on using IT to integrate health and social care, partnered with SME Talking Mats Ltd who have developed a tool supporting people with communication difficulties to express their views; and the award of an Innovation Voucher from the Scottish Funding Council, partnered with SME Bettergen to develop a punchball for use by people with dementia. **Ageing** attracted European Regional Development Fund investment for work on social care in remote Northern Europe, in partnership with municipalities across the region, and has been awarded two large grants by ESRC (£1.6m each) under the Healthy Ageing Challenge to work in partnership with businesses for research in design for cognitive ageing and connectivity in older age.

The international reputation and applied focus of our research on **Ageing** is recognised in awards to develop international research. We lead the ESRC/AHRC Designing for Ageing and Dementia International Research Network with partners in Japan (Bowes). Phillips was a partner in the Swedish-led UserAge FORTE funded programme. Working across **Ageing** and **Governance**, we received funding from the Norwegian National Association for Public Health (Nasjonalforeningen for folkehelsen) to transfer a model to encourage volunteering among people living with dementia into the Norwegian context (McCall).

Child Wellbeing generates income which funds flagship projects as the sustainable core of its work. These include a £1.6m award from ESRC for *Developing the evidence base for social care responses to children/families affected by domestic abuse* in 2019 (Callaghan). The international reputation in research on looked-after children led to *Permanently Progressing* (Whincup), the longitudinal study of looked-after children, receiving two phases of substantial investment from a private donor, with matched funding from the British Association of Adoption and Fostering and (from 2020) the Nuffield Foundation (£863k in total).

Child Well-being also follows the diversification and interdisciplinarity strategies, generating funding from a range of sources including UKRI, local and national government and NGOs. Examples include funding (in collaboration with **Justice**) to deliver Social Work research-led support for children who are victims of trafficking or who are unaccompanied asylum-seekers awarded by Scottish Government (Rigby 16k), Barnardos (Rigby £10k) and the Scottish Refugee Council (Lucas 17k). Here, smaller grants were linked and staff collaborated to ensure coherence and continuity of this research.

External partnering is increasingly significant for **Child well-being**. Members are involved in the development of the Intergenerational Living Innovation Hub and Dominelli is contributing to the International Environment Centre (£22m from the City Region Deal) to bring social work and social policy research directly into practical responses to climate change. International research in **Child well-being** has included ERASMUS funding to develop research-led curricula for social work in Central and Eastern Europe (Rigby, Engstrom and Emond).

Addictions' partnership with the Salvation Army has secured core funding of £731k since 2017. The funding provides a platform for developing new research supported by other funders that links directly to practice applications. Major research awards since its inception have included £376k from the NIHR *Harm reduction intervention for severe drug and/or alcohol dependence among people who are homeless* (Parkes) and a recent award from the CORRA Foundation of £300k researching the Scottish Drug Checking service on behalf of the Scottish Drug Death Taskforce (Matheson).

Our ability to respond to real world needs was recognised in the award of three projects in the Scottish Chief Scientist Office COVID-19 emergency response call for research on: people with drug addiction problems (Matheson); people experiencing homelessness alongside alcohol addiction problems (Parkes) and people who work with people experiencing homelessness (Carver).

Partnering and networking are central to funding strategies here. **Addictions** has hosted the Drugs Research Network Scotland (DRNS) since 2017 with £638k core funding from the Scottish Funding Council. This cross institutional network has generated further significant research opportunities, including new funded projects on Benzodiazepine prescribing, overdose prevention and drug consumption rooms.

Justice is supported by funding from the SCCJR partner universities: Stirling, Edinburgh, Glasgow and Strathclyde. Through a collaboration agreement with Justice Analytical Services, Scottish Government and Police Scotland, **Justice** researchers undertake research and provide policy advice in response to requests issued. This has led to over £150k of commissioned research. Recent examples include research on organised crime (£114k Hamilton-Smith)) and on problem-solving justice (£8k Graham, Malloch). International expertise was recognised with investment as part of the major Horizon 2020 project *Creativity and Effectiveness in the Use of Electronic Monitoring as an Alternative to Imprisonment in EU Member States* which has subsequently had significant impact on Scottish law and criminal justice practice (ICS3). ECR success in **Justice** is demonstrated in Brangan's recent ESRC New Investigator Grant on mass decarceration ((£233k).

Key areas of methodological expertise in **Statistics** have catalysed external research investment. These have included Rutherford's expertise in administrative data linkage in collaborative projects with colleagues in **Ageing** on researching outcomes for hospital patients with dementia (£136k), and with colleagues in **Child Wellbeing** on *Permanently Progressing* (£863k). The National Institutes for Health invested in HAGIS (Rutherford, £260k with Economics), and the Nuffield Foundation in research about the impact of curriculum policy change on educational outcomes in Scotland (Shapira, £272k with Education). Members of the group also worked with **Governance** on an equalities-themed analysis of the 2011 Scottish Census, funded by the Equality and Human Rights Commission in Scotland (£18k).

The contribution of **Governance** across the research groups is demonstrated by the £188k research award related to projects with colleagues in **Ageing** on housing and social care, and developing active citizenship among older people (McCall, Rummary). Halley Stewart funded work (£40k) on vulnerability in older people's everyday life contributes Social Work perspectives on this key issue (Sherwood-Johnson and Mackay). Outward engagement by members of **Governance** includes participation in the Centre on Constitutional Change (Rummary), building on investment by the ESRC in the previous REF submission period and in CaCHE (the housing evidence centre, McKee), a £6m ESRC investment. The focus on excluded groups by researchers in **Governance**

has led to £177k investment from Disability Research on Independent Living and Learning for research on the experiences of disabled people accessing housing and personalised care (Rummary, Anderson). We have secured sustained investment of over £120k from charities and housing providers in research to understand challenges for veterans in accessing housing (Anderson, Rolfe).

3.3 *Investment in impact*

Impact champions (Dominelli and Ward) provide leadership in this area, and impact activity is promoted through training at University level and strategic support.

DSDC is a unique vehicle for impact in **Ageing**, located in a purpose-built facility (the Iris Murdoch Building). Investment here has included employing trainers to deliver accredited (City and Guilds, RCN) CPD courses. The Centre is recognised as an authoritative source of evidence-based policy advice by policy makers internationally through, for example, the Canadian Dementia Knowledge Translation Network. Employing architects has enhanced the impact from our interdisciplinary research on dementia and design, and allowed for benefits to the lives of people globally (ICS2). DSDC also offers UK and international environment design consultancy.

Within our approach to securing funding and investing in infrastructure, we use partnerships to provide pathways to impact, as earlier described. These include the partnerships with key organisations that use and communicate our research, such as Alzheimer Scotland (Ward **Ageing, Governance**), the Life Changes Trust (**Ageing**); and the Aberlour Trust (**Child Wellbeing**). We host Scottish Government funded knowledge exchange work, including: the Drugs Research Network Scotland (£540k) to support knowledge exchange work on reducing substance misuse and addiction, and minimising harm; and the Scottish Government's National Adult Protection Coordinator (£260k) to provide a knowledge exchange and professional development function for social work in Scotland.

We have raised funding to support impact. Examples include **Statistics** project with the Scottish Council for Voluntary Organisations to develop data literacy in the voluntary sector through a series of webinars and the creation of new datasets; and **Addictions'** Salvation Army partnership. **Child Wellbeing** and **Governance** secured ongoing funding, including an ESRC PhD studentship, to extend their impact on changing the perceptions of food in residential care for young people to enhance relationships between children and practitioners (ICS1). The new ESRC/Mental Health Foundation funded adult social care implementation centre (IMPACT) will enhance our funded impact work.

3.4 *Operational and scholarly infrastructure*

Faculty and University professional staff provide support for funding applications and research projects. We benefit from University investment in IT systems, data management and governance, and scholarly communications infrastructure. This has included Microsoft Azure and Office 365; a comprehensive research management system (WorkTribe); and continued support for the University online open access depository for research data and outputs. Bespoke support, such as software for statistical and qualitative research, is also provided centrally. The Institute of Advanced Studies provides institutional support for postgraduate and early career researchers. Research and Innovation Services provide scaled support for the development of research proposals, and for enterprise activities that have facilitated our projects with industrial partners, and importantly with the City Region Deal.

3.5 *Investment in facilities*

The University has invested substantially in facilities as detailed in the institutional statement, from which we benefit. For example, the Campus Central development will provide important space for nurturing interdisciplinary research. At Faculty level, in the Iris Murdoch Building, which houses

DSDC, we have developed partnerships with companies to use the building to demonstrate care environments. We have invested in refurbishing offices on the campus to provide new working space for the growing number of staff, including bespoke office space for **Child Wellbeing** and **Addictions**. The City Region Deal will result in a substantial investment in the Intergenerational Living Innovation Hub, as a new living laboratory.

3.6 *Investment in collaborative infrastructure*

Our commitment to research collaboration is evidenced by the **growth and sustainability of key networks** many of which have attracted external funding. Much of this activity is also international in scope, with examples of important interdisciplinary collaborations including: the UK-Japan design for dementia and ageing network (**Ageing**, Bowes); our leadership in the International Association of Gerontology and Geriatrics, Global Social Initiative on Ageing University (Phillips, Deputy Director; **Ageing**); EU project on alternatives to custody (**Justice**, Graham); and a European network on Offender Supervision in Europe (EU-COST Action). GCRF funding has enabled engagements with researchers and research users in ODA countries, including Armenia, China, India, Kenya and South Africa.

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

4.1 *Overview*

Our structure of Centres and Groups and our research and impact strategies facilitate broad collaboration internally and externally. We work closely with a wide range of research users across the public, private and third sectors in the design, implementation and dissemination of research and these relationships enable significant contributions to the research base, economy and society.

Our **contribution to the social sciences has been recognised** since 2014 through Bowes' and Rummery's elections as Fellows of the Academy of Social Sciences, nominated by the British Society of Gerontology and the Social Policy Association; Phillips is a member of the Council of the Academy of Social Sciences. Internationally, Dominelli was awarded an honorary doctorate from the University of Malmo and Rummery was awarded an honorary Professorship at the University of Jyväskylä, Finland. In 2020 Phillips was appointed UKRI/ESRC Research Director for the Healthy Ageing Challenge.

Our external engagement and reputation has resulted in the large, collaborative research projects detailed above and the City Region Deal investments. We provide substantial and valued contributions to multi-university collaborative centres: the Centre for Population Change (**Ageing**, lead Southampton); the Centre for Research on Families and Relationships (**Child Well-being**, lead Edinburgh); the Scottish Institute of Policing Research (**Justice**, lead Edinburgh Napier) CaCHE (the Housing Evidence Centre, **Governance**, lead Glasgow). Going forward, our role in the adult social care evidence implementation centre (IMPACT) is an additional significant partnership (**Ageing**).

4.2 *Contribution to research base*

We contribute to the research base for Social Work and Social Policy in REF, for leading journals and for research funders. Staff in the Faculty have **contributed to the REF**: in 2014 Bowes was a panel member for Panel C, UoA 22; for REF2021 Phillips was appointed to sub-panel 20 for the assessment phase and the Interdisciplinary Research Advisory Panel; from 2017 Parkes has been a member of the Equality and Diversity Advisory Panel.

Over the assessment period eight researchers have been/are **editors** of journals, reflecting our interdisciplinary and collaborative research. Notable journals have included: *Journal of Cross-*

Cultural Gerontology (Phillips); *Journal of Family Therapy* (Forbat), *Journal of Enabling Technologies* (Gibson); *Psychology of Women* (Callaghan); *European Journal of Probation* (Graham); *Criminology and Criminal Justice* (Malloch); *Local Government Studies* (Matthews); *Housing Studies* (McKee);.

In supporting the wider scholarly community, 21 researchers have had roles on **editorial boards**, or acted in advisory roles. Again, the focus has been on supporting interdisciplinary research in our key areas and the wider research base in Social Work and Social Policy. Notable journals have included: *Physical and Occupational Therapy in Geriatrics* (Hennessy); *Social Policy and Society* (Matthews and McCall); *International Journal of Care and Caring* (Phillips); *European Journal of Ageing* (Phillips); *Geriatric Medicine* (Philp); *Policy and Politics* (Simmons); *Criminology and Criminal Justice* (Brangan, Hamilton-Smith, McIvor).

Since 2014, 27 staff have been **reviewers for grant-awarding bodies**, including 17 staff as reviewers, or members of the ESRC Peer Review College; eight have reviewed for the NIHR and one for the European Research Council. Bowes and Phillips have chaired ESRC grant-awarding panels.

Staff have been involved in organising **major international conferences** since 2014. This has included hosting the 45th British Society of Gerontology Conference in 2016 (led and co-ordinated by McCabe, **Ageing**); the Society for Longitudinal and Lifecourse Studies Conference 2017 (Lambert, **Statistics**); International Co-operative Alliance Global Research Conference 2017 (Simmons, **Governance**). In 2018 Rutherford was on the International Academic Conference Committee of the International Society for Third-Sector Research. Over the assessment period, 21 staff gave **invited keynotes** at international conferences for academic and practitioner audiences in both Global North and Global South contexts.

The quality of research by individuals has been recognised in **awards** including prizes for papers: best Article of 2017 for the China Journal of Social Work (Dominelli); Sociology of Health and Illness Mildred Blaxter Award Highly Commended 2017 (Gibson; Lovatt); Local Government Studies George Jones Prize for best paper by an ECR 2017 (Rolfe); Campbell Adamson Memorial Prize for Best Paper at NCVO/VSSN Conference 2017 and 2018 (Rutherford).

Thirty-eight staff are members of **learned societies or professional bodies**. Dominelli has been Chair of the Committee of Disaster Interventions, Climate Change and sustainability International Association of Schools of Social Work from January 2014 and Chair of the British Association of Social Workers Special Interest Group on Disaster Interventions since September 2018. Simmons is the European Board Member, International Co-operative Alliance Research Committee. McCall, McKee and McCabe have been Executive members respectively, for the Social Policy Association, Housing Studies Association and British Society of Gerontology.

We contribute to **doctoral development** through active engagement in the DTP including substantial investment in kind. Simmons has held a part-time role in the DTP since 2018 as a Hub Lead, following Parkes, who served 2013-16 as Deputy Director of the preceding DTC; Bowes, Malloch, Punch, Simmons and Wilson have held roles as Pathway Leads for the DTC/DTP, selecting studentship recipients. We also contribute to advanced training through Summer Schools and other events, such as Parkes' keynote on using VLEs to deliver doctoral training at the National Centre for Research Methods.

4.3 *Interaction with research-users and contributions to policy and practice*

Staff regularly make **strategic contributions to the development of policies and practice** in their areas. Reflecting our commitment to co-produced research, an important investment has been in the Social Work users group *Unity*, which supports both research and teaching, including running an annual conference to showcase their work. This commitment has also been reflected in engagement with service-user panels in research in **Ageing** and **Addictions**, and the

involvement of participant-researchers in **Ageing, Addictions and Governance**. The groups closely engaged in such research have included: older people with and without cognitive impairment; people with addictions and substance misuse challenges; people who are disabled; and people who identify as LGBT+.

As demonstrated in our Impact Case Studies, staff work closely within policy networks at a local, national and international level to contribute research to policy and practice. Other notable examples of this engagement include:

- Phillips chaired Welsh Government ministerial groups on Housing and Ageing (2016-17);
- Forbat contributed to an Australian ministerial think-tank on palliative care and aged care (2017);
- Philp was a member of the WHO Frailty Expert Group (2016) and the Commission for Delayed Transfers in Care, NHS Providers (2015);
- Hennessy was a member of the Prime Minister's Task and Finish Group on Rural Dementia-Friendly Communities (2017);
- Rutherford is a Trustee of AgeScotland;
- Callaghan advised the Department of Work and Pensions on Bereaved Families and Families fleeing domestic abuse (2014);
- Dominelli represents social work in the United Nations Framework Convention on Climate Change (2010 onwards);
- Matheson Chairs the Scottish Government's Drug Deaths Task Force, and Parkes is a member (2019 onwards);
- Malloch was a member of the Victims Taskforce convened by the Scottish Government Cabinet Secretary for Justice and the Lord Advocate (2018-2019);
- Anderson is a member of the NHS Scotland, Health and Homelessness Group (2015 onwards) and was a Board Member, Homeless Action Scotland (2011- 2017);
- McCall was a committee member of the Scottish Federation of Housing Associations (2016–2020).

4.4 *Wider contributions to economy and society*

We are committed to research that should lead to an improvement in people's lives and we are proud of our record of delivering impact.

Our **contributions to inclusivity and social justice** are evidenced across our Centres and Groups, going well beyond the selected impact case studies. In **Ageing**, we directly inform dementia care by training paid and unpaid carers, care inspectors and managers in the latest advances, drawing on research such as our observational studies in care homes and publish, through DSDC, well-used guidance on aspects of dementia care such as dealing with delirium and responding to distressed behaviour. In **Child Well-being** our researchers are in demand to provide expert advice in sensitive areas such as domestic violence and child protection. Callaghan for example worked with the Westminster government, Women's Aid England, Action for Children and the NSPCC to influence the Domestic Abuse Act 2020's approach to services for children and young people experiencing domestic abuse. Callaghan and Morrison have produced new training for domestic abuse workers supporting mothers and babies. In **Addictions**, research for NIHR in collaboration with the Salvation Army has developed a peer support intervention which is being operated across Salvation Army services. Matheson and Parkes are directly involved in Scottish Government's efforts to tackle drug deaths in Scotland, through their Chairing and membership of the Ministerial Task Force. In **Justice**, Hamilton-Smith's influential research on policing football matches directly informed Police Scotland's thinking on the use of cameras at matches.

Our network of **partnerships with business** supports economic impact of our research and helps support economic growth. In particular, in **Ageing**, we partner with care companies to improve their practice. We work closely with companies who are keen to be involved in our research from

the start to share the learning process, such as with a large building company that plans to build a new demonstrator house on campus to showcase advances in design for dementia. Major international companies linked to our work include IKEA and Hitachi. Economic contributions have derived from research that specifically understands costs, and provides recommendations on the use of resources, such as optimal use of technology in care services. The City Region Deal is a major development that will enable us to further this business engagement, as we have described. We see these engagements and opportunities as significant for economic recovery following COVID, providing vehicles for us as researchers to contribute productively in the future.

We have two **spin outs** that contribute to economic development whilst also promoting inclusion and social justice. IRIDIS is a joint venture with Space Group, a large architecture firm, that produces and markets apps for use by the public (free of charge), care providers, architects and designers to develop dementia friendly design in both existing and new build homes and public buildings. HUBS C.I.C. is a social enterprise that brings together a range of community broadband groups to improve access to high-speed broadband in remote and rural areas, addressing digital exclusion.

We contribute to wider society and deliver impact through our **postgraduate teaching for professionals** in housing, social work, addiction services and dementia care. Several of our teaching innovations have been used globally. The innovations in coproducing research with people with dementia have informed innovative pedagogy of the group delivering the MSc in Dementia Studies. Across Social Work programmes, research has been used in practitioner education to improve decision making in adult and child protection by incorporating current research into programmes on Adult Support and Protection and Child Welfare and Protection.

Concluding comment

Our research environment supports and promotes our contribution to addressing the challenges of global ageing, better outcomes for children, addictions and their consequences, and fairness and quality in criminal justice. We have demonstrated sustainability through the success of our strategies, growing and developing research and impact significantly since 2014. Our supportive, vital research culture shows our ability going forward to continue producing impactful, applied, mission-driven research that contributes to economy and society across social work and social policy.