

**Institution: Middlesex University**

**Unit of Assessment: UoA18 Law**

## 1. Unit context and structure, research and impact strategy

### 1.1 Overview and mission

Within the School of Law and the Law UOA at Middlesex a vibrant and inclusive research culture exists, which stimulates and supports all staff, irrespective of their stage of academic career, in producing research with real impact. The Law UOA consists of 32 research active staff submitted to REF 2021 who, with 3 other colleagues in Law and 10 in Politics, form the Department of Law and Politics. This department, together with the Department of Criminology and Sociology, form the School of Law.

The depth and reach of the UOA's research activity is notable because of the programme of expansion and development which made it possible. The UOA had its beginnings in the work of a small number of scholars in the Law group of the Business School during the 1990s. That group grew rapidly as the result of strategic step-changes reported in RAE2008 and REF2014, which showed not only a dramatically improving record of publication but significant engagement with outside bodies and proven impact at both national and international level. In REF2014, the Times Higher ranking was 35th overall, comprising 23<sup>rd</sup> for impact and 40<sup>th</sup> for outputs; GPA 2.76 and a research power ranking of 55. 90% of impact in the three case studies was rated 3/ 4\*. The unit adopted a post-2014 strategy for further growth which has led to the appointment of new researchers in key areas, a substantially greater volume of publications, diversification in the sources (and an almost six-fold increase in the amount) of research income, a more than three-fold increase in PhD completions, and greater influence and impact both nationally and internationally. Table 1 summarises these trends.

	Number of staff submitted	Income	PhD completions
RAE2001	---	---	---
RAE2008	8	£63,843	5
REF2014	22	£900,000	9
REF2021	32	£5,170,157	30

*Table 1: Indices of research growth in Law at Middlesex 2000-2020.*

Research in Law makes a distinctive contribution to the sector by exploring a nexus of interactions between law and society. Researchers combine doctrinal, broader legal and socio-legal research with a central commitment to investigating issues of social justice, vulnerable groups, and questions of equality, diversity and inclusion. In these respects the UOA reflects a fundamental commitment on the part of the University to promoting a better society by pursuing a research and knowledge exchange agenda embedded in active engagement with private, public and voluntary organisations. Adopting approaches ranging from individual scholarship through to planned, impactful teamwork in funded projects, research in Law realises and adds to the University's ambitions and values in fields including public international law; human rights law; international criminal law; non-discrimination and employment rights; minority and indigenous peoples' rights; and national implementation of European decisions, especially at a political moment of dangerous rule of law "backsliding". In addition to these subject areas, which already had a proven track record in the UOA, researchers have recently also published on medical law, bio-ethics, EU and world trade law, banking, bankruptcy, maritime law, arbitration, legal theory, intellectual property law, and legal education. Researchers have linked their scholarship to engagement and impactful activity involving professional partners varying from international institutions such as the UN and major NGOs, through to local organisations and neglected and/or minority communities.

78 outputs are submitted, chosen from a substantially larger number of eligible publications during the REF period. Table 2, which excludes keynote addresses, conference papers, and blog posts, gives a breakdown.

Output type	2014-2020
Monograph books	20
Edited books	10
Peer reviewed articles	146
Peer reviewed chapters	165
Reports for national-level and international organisations	15
Text books	6
Total peer reviewed publications	362
submitted	78

*Table 2: outputs during the REF period from submitted staff.*

## **1.2 Research structure University, Faculty and UOA level**

Overall commitment to research at Middlesex is embedded in the University's mission and policies, reported in University-level documentation. Guidance comes from the Research Strategy, refreshed in 2015/16 and recently updated to 2031 in response to the appointment of our new

Vice-Chancellor, Prof Nic Beech. Those aims and values are implemented in policies designed to build on demonstrated research excellence: “focused investment” is made in proven fields, of which Law is one, as well as in some emergent subject areas; and interdisciplinary enquiry and action are encouraged to draw together diverse strengths and connections across the University. External engagement is also urged and supported, as being important for an “applied institution engaged with tackling complex issues to improve lives”. Public and commercial impact is emphasised, both for direct benefits to research users and enhancement of the University’s research culture.

Structurally, these aims and values guide committees and procedures as described in the University Environment Statement. The Law UOA adheres to, promotes, and gives practical reality to the University’s commitment to sector-level Concordats which are reflected in its comprehensive Code of Practice for Research. Key aspects of research conduct, including research integrity, and data management and protection, are overseen by specialised committees, each with clear terms of reference, lines of reporting to and from each Department, and a quality enhancement brief.

In 2012, in order to foster academic synergy, 6 University schools were concentrated into three Faculties, each with a Deputy Dean (Research & Knowledge Exchange) who oversees implementation of policies and values. Faculty-level Research and Knowledge Exchange Committees shape strategic ambitions, plans and targets; they have oversight of externally funded research, and serve as an essential communication hub on procedure and practice. Faculties are supported by a well-established University-level Research and Knowledge Transfer Office (RKTO), which also manages external funding for research groups and departments, monitors PhD student progression, and arranges an extensive programme of research-related staff development activity.

While delineated by this well-functioning research infrastructure, subject-level priorities and policies are set at UOA level. Substantial devolution has been granted for decisions on the content, direction and support of individual and team research to the Law research leader (RL), who works closely with the Head of Department (HoD). Since many of the UOA’s detailed arrangements were introduced as enhancements responding to research growth, the present research environment is best understood by describing first some main points of a longer trajectory and in particular two transformative moments: creation of a separate School of Law in 2012; and strategic decisions following REF 2014.

Law, a department of the Business School, had not been entered in RAE2001; but in order to develop the subject area the University and Business School invested subsequently. By RAE 2008, Law had become a viable entry, albeit with a modest profile (8 research active staff, 5 PhD completions). A number of the UOA’s current researchers (including Howard, Pascoe, and Corkin) gained their PhDs either shortly before joining or while working at Middlesex, benefitting from support designed to foster organic rather than sudden research growth. From 2007-2008, however, Law grew faster following the appointment of Castellino, whose vision, dynamic recruitment and other innovations transformed the group into a larger Department engaged predominantly in influential theoretical and practical work in international and public law. Appointments included Professors to lead thematic areas: Schabas (2011, recipient of the Order of Canada, international criminal law); Leach (bringing EHRAC, the Human Rights Advocacy Centre, impact case study in 2014 and 2021); and Pech (EU law, impact case study 2021). Other developments included promotions to SL and Reader: Wray and Dominguez-Redondo became Readers; and Howard was promoted to Reader, then Professor. Combined with growth in staff at other levels, such appointments resulted in a greatly enhanced research environment.

Fresh impetus was given in 2012 by institutional reorganisation: the new Department of Law and Politics, together with Criminology and Sociology, became a School of Law, with Castellino as Dean and Pech as HoD of Law and Politics. The planned benefit of the restructure was to facilitate research synergy, drawing on earlier notable collaboration between scholars in Law and Social Policy, especially associated with the impact-oriented Social Policy Research Centre. Collaboration with the Business School also continued as the two schools remained part of the same Faculty. The Law UOA profile was strengthened further by the 2013 transfer to Middlesex of EHRAC, as well as by creation of the Whistleblowing Research Unit, led by Lewis, with its associated International Whistleblowing Research Network. The boundary between internal collaboration and external partnership/engagement was intended to remain porous, however; in 2018, Castellino became a fractional appointment so he could better integrate his Middlesex research with tackling social issues as Executive Director of the leading international NGO Minority Rights Group, which manages campaigns of strategic litigation, training, and media advocacy with around 150 partners in over 50 countries.

The re-positioning of Law research within the new School called for additional procedures in order to continue to ensure fairness and transparency. Revised arrangements shaped by the University's updated research architecture were introduced as regards research mentoring; research ethics and integrity; guidance to staff applying for staff development funding; and applications for research leave (which had awarded 12 colleagues periods of one-semester research leave each between 2008 and 2013). Combined with the audit point of REF 2014, the formation of the new School offered a new baseline for the period 2014-2020.

### **1.3 Research strategy since 2014**

The Law UOA follows a continuing strategy of linking research to addressing social issues and innovation. Practical arrangements reflect the University's wider values in striking a balance between four key objectives:

- (i) supporting the overall vitality of the group by investing in research by all staff, ensuring individual professional growth;
- (ii) building critical mass in prioritised specialisms where REF2014 had shown an intersection between research expertise, outputs and impact;
- (iii) contributing to the legal field, HE sector, and wider society, by sustaining current and growing new impact pathways;
- (iv) ensuring the sustainability of the unit's research environment, by attracting larger, reliable research income streams to help support the other three prongs of the strategy.

Together, these commitments are taken into account in the UOA's appointments and funding initiatives, further supported by fostering research collaboration between senior colleagues and ECRs across the school, the faculty and beyond, supporting external network-forming, ensuring the availability of staff development opportunities, and appropriately funding dissemination and professional engagement opportunities. Impact is built into research by all staff from the start. The three submitted impact case studies show the UOA's approach by including academics at different levels of their career: the "Rule of Law Backsliding" case study comprises work by Pech (Professor) and Grogan (Senior Lecturer/ECR); the "Strengthening Human Rights and the Rule

of Law within the Council of Europe Region” case study comprises work by Leach (Professor) and Donald (Senior Lecturer); and the “Minorities, Indigenous Peoples and Vulnerable Groups” case study comprises work of Castellino (Professor), Dominguez-Redondo (Associate Professor) and Doyle (Lecturer).

#### 1.4 UOA organisation

While the UOA has a strong tradition of working effectively informally, communication and collaboration have been supplemented in pursuing these objectives by two formal structures: clarification of the role of RL, and tasks taken on by the small UOA committee. The RL (Howard) liaises closely with the HoD on strategy, as well as on specifics including research time allowances, travel grants, sabbatical applications, and other matters. The UOA committee plans, prepares, and communicates arrangements related to the REF submission; three members of this group are also members of the Faculty REF committee, ensuring multi-level communication, and Howard also takes part in University-level REF meetings.

In her RL role, Howard creates as far as possible an open research environment by encouraging effective sharing of information, research interests and impact, strengthening collaboration with other disciplines. She prepares a report for each Department meeting on research news, publications and notable impacts; she conducts one-to-one mentoring (supported by others as appropriate); she maintains an open-door policy; and she advises on staff development available beyond the School. As RL she also liaises with the Doctoral Institute and PhD programme leader (Pecorella), with the department’s Chair of Research Ethics (Donald, who implements best practice guidance from the University Ethics Committee), and with research leaders in Politics and Criminology and Sociology. These activities and contacts enable the RL to maintain an overview of research activities within the UOA and the School and to assist in building interdisciplinary collaborations. All staff are required to enter publications in the University Research Repository on acceptance, and these are then available to other staff. Finally, Howard is a member of an internal project funding group, with Durant (Law), Duke (Criminology and Sociology), and Bradshaw (Head of School), which assesses applications to an internal research funding scheme that supports research, dissemination, engagement, and planned impact-related activity, as described in Section 2.

## 2. People

### 2.1 Staffing strategy

Central to realising the unit’s potential in research and knowledge exchange is achieving the best use of staff expertise and resources. In this respect, the UOA’s strategy gives local effect to the University’s mission: to be a leading University for transforming potential into success for both students and staff.

In 2014, Middlesex undertook an institution-wide mapping exercise to ensure staff were correctly placed in terms of level and development pathway. Two pathways were distinguished: “teaching & research” and “teaching & professional practice”, with scope to move staff between pathways depending on career trajectory. The University’s people strategy to 2031, “*Changing lives – A world class community in a world class University*”, fits well with the UOA’s plan for research growth. All appointments in Law, as well as deployment of staff in post prior to 2014, have a

research expectation except where an alternative practice deployment has been agreed. While two members of Law staff (Kerin and Shiner) maintain their practitioner involvement in developing clinical legal education – and so are on the “teaching and practice” route and not submitted for REF – both nevertheless remain active members of the Law research community, and have (co-) authored articles in academic journals. One other colleague has not been submitted as he is undertaking a PhD.

Key staffing aims since 2014:

- (i) to improve the balance in staff profile as regards demographic and subject expertise;
- (ii) to develop junior researchers;
- (iii) to create critical mass in research groupings;
- (iv) to lay foundations for concentrations in subject areas in which we are not yet active.

Realisation of the UOA's goals is informed by the *Concordat to Support the Career Development of Researchers*, in particular the principles of promoting an inclusive approach to staff development which enhances individual and collective research capacities; the aim of attracting and retaining research leaders and junior staff with high potential; and the value of promoting equality and diversity.

The composition of staff in the Law department is shown in Table 3.

Staff (Department of Law and Politics)	Female	Male
Professors	1 (Howard)	6 (Castellino (0.2 FTE); Durant; Leach; Lewis, Pech, Schabas)
Associate Professors	3 (Barton-Hanson; Dominguez-Redondo; Pascoe)	1 (Keane)
Senior Lecturers	8 (Donald; Grogan (ECR); Hourani; Jones; Loumansky; Pecorella (ECR); Staunton; Zhao)	5 (Corkin; Cullen; Kerin; Kukovec; Schatzberger)
Lecturers	5 (Burton; Coleman (ECR); Gramcheva; Shiner; Watt (ECR))	6 (Doyle; McDonagh; Moran (ECR), Nsubuga (ECR); Watkins; Wheeler (ECR))
Total	17	18

Table 3: Staff in the Law department at Middlesex

7 members of staff are ECRs, all of whom have PhDs and publications. Three of those 7 ECRs joined the department after completing their PhD at Middlesex, competing with external applicants

but having been supported previously within the Doctoral Institute. Middlesex also assists staff with time and fee remission in gaining a PhD.

A number of staff left Middlesex during the REF period: 4 retired after successful academic careers; 6 left to pursue academic careers elsewhere (3 joined other Universities in the UK, 3 went to Universities in other countries). The UOA's research culture had enabled them to develop research profiles which helped them in gaining academic positions, including promotion, elsewhere; for instance 3 had enjoyed six months research leave each during their period at Middlesex. All leavers had published articles and chapters; 2 had also published monographs during their time at MDX; and 1 had given expert evidence in 2 legal cases. Some of these former colleagues continue their collaborative research with Middlesex staff; their contribution to our growing research culture now supports the development of new colleagues.

## 2.2 Equality and diversity

Reference to staff moving posts internationally highlights an important characteristic of staff in the Law UOA: its international make-up and internal diversity. Diversity and inclusion form a key part of the University's 2017-22 strategy for a "values-driven culture," and in October 2018 Middlesex was the first University to be awarded a UK Investor in Equality and Diversity Charter Mark by the equality, diversity and inclusion specialists UK Investor in Equality and Diversity (UKIED) (<https://www.mdx.ac.uk/news/2018/10/middlesex-is-first-university-to-receive-uk-investor-in-equality-and-diversity-charter-mark>). Middlesex is one of the most diverse in the UK with, in total, 29% of staff from a BAME background; University Equality and Diversity Networks include an Interfaith Group and Anti-Racism, LGBT+, Gender, Disability, and Parents and Carers networks.

The Law UOA reflects this diversity in its ethos and subject specialisms: staff represent 15 nationalities from across the world, with diverse backgrounds and an almost even split between men and women and younger and older colleagues. The inclusive, collegiate and supportive culture not only creates an environment where staff freely share experiences and assist each other in their research, it also infuses an international perspective, and distinct Global South lens, into the UOA's research and practice.

Clear arrangements exist for ensuring equality of opportunity, including for parental leave, flexible working, and accommodation of family, health and other circumstances, as well as for staff returning from parental leave or from a leave of absence through illness or disability. The UOA monitors individual needs as they arise and makes accommodations as appropriate on top of University-provided adjustments. Extra research support is given wherever a need is identified. All support measures for research – leave, conference participation, internal funding and support with grant applications – are transparent and open to everyone on an equitable basis. Previous allocations are taken into account to ensure an equitable distribution is maintained. Inclusive and transparent channels are in place for drawing attention to issues in this area, and for connecting with University-level and other services.

## 2.3 Research students

Research students are integral to our research community, and the UOA has a thriving PhD student community: diverse in background, nationality, religion, disability, sexual orientation, gender and age. PhD students are expected to participate in the School's research culture and are supported in doing so. They are accommodated in high-quality, dedicated office accommodation shared on a hot-desking basis, with good computing facilities. They have full

access to the well-resourced Sheppard Library on campus, with its own Law Library and good access to dedicated databases and to other major London libraries such as the British Library and the Institute of Advanced Legal Studies Library of the University of London. PhD students can apply for financial support for conference attendance where papers are accepted. At University level, RKTO organises generic skills training in an annual Researcher Development programme that runs through the academic year; and each summer a University-wide doctoral conference is organised. Submitted papers go through a formal review and feedback process, and presenters receive constructive feedback on their sessions.

The UOA has seen a significant growth in PhD completions, with 30 completions in the REF period - a more than threefold increase compared to the previous period. Two DProfs were awarded by the UOA; both were DProfs by public works, however, and, thus, are not included in the table.

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/2020	Total
PhD	0	4	5	4	7	8	2	30
DProf	0	0	0	0	0	0	0	0
TOTAL	0	4	5	4	7	8	2	30

*Table 4: PhD completions in this REF period*

Arrangements for doctoral admissions, supervision, and progression in the UOA are made by the PhD programme leader (Pecorella) and deputy (Kukovec), in conjunction with RKTO. Pecorella and Kukovec arrange twice-yearly, two-day doctoral seminars across the School of Law where PhD students can present work-in-progress. The doctoral seminars include skills workshops (e.g. on viva preparation) and mix practical sessions with presentations by distinguished speakers. All PhD students are members of the School's Doctoral Institute, led by Schabas, who supervises PhD students many of whom come to Middlesex specifically to conduct research under his supervision. The Institute also organises a regular international law study group and an informal general reading group, as well as screenings with discussion of relevant films. Contributing to longer-term career development, the Law Department provides opportunities for PhD students to teach seminars on undergraduate Law modules in order to gain teaching experience and enhance employability. Some research students who have done this have subsequently been appointed to academic posts, including three in Law at Middlesex: Coleman, Pecorella and Wheeler.

Middlesex regulations on PhD supervision require a minimum team for each student consisting of a Director of Studies plus a second Supervisor. Regular reporting and progression processes are in place; and training on supervision, PhD examination, and conducting vivas is compulsory for everyone involved in supervision and examination. Supervisors are appointed on the basis of expertise, but supervisory teams are further planned with a view of bringing together more and less experienced staff in order to ensure a sustainable research supervision culture. Currently, 20 colleagues are involved in PhD supervision. Of those, 13 have previous doctoral supervision completions; the median completion number across supervisors is 3. Most staff also act as internal reviewers on PhD Registration Panels, mandatory for each full-time PhD student after 6 months, and on Transfer Panels (when students transfer from being registered for an MPhil to PhD). Involving junior colleagues in these processes ensures they gradually gain experience; since



many have recently finished their own PhD, they also bring valuable recent experience to any mixed team.

#### 2.4 Staff development

The Department has an inclusive and collegiate approach to supporting the development of all colleagues. Staff on “teaching and research” contracts are allocated research time in their work programme, and staff development needs related to research form part of annual staff appraisals with the HoD, a process that includes reporting on outputs, research income, engagement and knowledge exchange activity. The process is developmental and includes a discussion of future research plans.

Arrangements for staff development within the unit are headed up by the RL, who offers research mentoring to staff at all levels in addition to the general mentoring provided for all new staff. Research mentoring covers all topics, but particular focus is given to the importance of building impact by factoring it in from the start of any undertaking. With counterparts in Politics and Criminology and Sociology, the RL also organises workshops including sessions on “writing book proposals”, “writing grant proposals”, “how to review for journals and publishers,” and other methods workshops. There is also a “Work in Progress” forum, where anyone can present and receive feedback on work-in-progress, even at an early stage. Every few months writing retreats are organised, where colleagues write in the same place but have break-time discussions. Further staff development resources are available beyond the School, including a University-wide Researcher Development Programme for ECRs and PhD students, with 26 themed clusters of workshops.

Additional research support is available in the form of internal funding. Travel grants for attendance and presentation at conferences are awarded by Pech, as HoD; other funding is available as small grants. The application process for such grants is intended to foreshadow external grant applications, and feedback is given on individual applications. Where staff are awarded funding, they are required later to submit a report. As regards sources of relevant external research funding, advice on grant application writing, research costing, and application procedures is available both from the RL and RKTO. Emphasis placed on achieving impact from research has also been supported by a series of School awaydays on the topic, as well as by practical support sessions attended cumulatively by 92 academic staff and led by a specialist trainer.

For more extended research opportunities, a Departmental sabbatical scheme is in place. Since 2012, every year two people have each been awarded a six-month sabbatical period, an arrangement which has contributed to publication of a number of books (e.g. three by Dominguez-Redondo and Howard), as well as articles. The scheme has also resulted in successful completion of a PhD (Jones), and development of external grant applications. Some colleagues have spent separately funded periods as “quasi-sabbaticals” at universities in other countries (e.g. Dominguez-Redondo as Columbia University Fellow, and Durant as Visiting, now Honorary, Professor at the University of Hong Kong).

These various staff development resources allow for different styles of research production that range across individual scholarship, co-authorship, projects undertaken by ad hoc research groups, continuous work together by researchers in a centre, and external consultancy. Such varied approaches call for flexible responses as regards how best to support them. Unsurprisingly for Law, most publications submitted to REF are single-author works (50 out of 78); the same is

true of outputs produced during the period but not submitted. But the UOA's publications also show a significant amount of co-authored work (e.g. Corkin and Boeger, Nsubuga and Watkins; Pech and Grogan). In many cases, such collaborations involve co-authors at different career stages, allowing informal research mentoring (e.g. Schabas and Pecorella). Other co-author partnerships have brought together different (including interdisciplinary) expertise (e.g. Howard and Kofman); and some extend over a series of publications (e.g. Hourani and Oliviera; Staunton and De Vries; Durant and Davis, Durant and Leung). In taking varied forms, such co-authorship not only enriches the UOA's body of scholarly outputs, but helps to create long-term research collaboration and wider networks with other institutions.

Collaboration is encouraged in these varied forms partly because there is no fixed boundary recognised between co-authorship and collaboration that may be project-oriented. For example, Howard and Kofman's co-authorship was linked to projects funded by the European Union; Castellino and Bradshaw worked together on gender issues both in the UN's formulation of the Sustainable Development Goals (SDGs) 2015-2030 and in developing a subsequent MOOC; Hourani's collaboration with Oliviera (Royal Holloway), initially to organise a conference, led to the co-edited volume *Access to Justice in Arbitration: Concept, Context and Practice*; and Staunton's role as PI for a 2018-2019 project on "governance of data sharing for genomic and other health-related data in Africa", funded by the Wellcome Trust, continued into several research relationships, such that while still full-time at Middlesex she is now also a Senior Researcher at the Institute for Biomedicine, EURAC Research, Italy, and works closely with researchers at the University of Cape Town and the University of South Africa.

## 2.5 Equality, diversity and inclusion in the REF submission

Equality and diversity are reflected both in the UOA's research development and support programme, and in our REF submission; this reflects the University-wide Equality and Diversity Code of Practice (<https://bit.ly/2OgSWyV>). Drafts of the present UOA Environment Statement have been circulated to all colleagues for comment. Our selection of outputs was conducted by a UOA working group responsible for REF preparation, chaired by the RL (Howard), and consisting of Durant (Professor), Dominguez-Redondo (Associate Professor), Grogan (Senior Lecturer/ECR), and Nsubuga (Lecturer/ECR). The process adopted by the group was fully transparent and selection criteria including initial author self-nomination were shared with all UOA staff before adoption. The three submitted impact case studies were chosen after consultation within the staff group; All three illustrate collaboration involving staff at different levels in their career: Pech (Professor) and Grogan (Senior Lecturer/ECR); Leach (Professor) and Donald (Senior Lecturer); and Castellino (Professor), Dominguez-Redondo (Associate Professor) and Doyle (Lecturer).

## 3. Income, infrastructure and facilities

The University's Project Management Office records £12.6m spent on investment in facilities and equipment to support research in the period. Such investment implements one aspect of the Research Strategy, which calls for the University to "focus investment...selectively on areas that are truly outstanding and support our strategic priorities", one priority being that research should benefit students and the wider community. Investment in research is taken both to yield immediate value, created as the benefit to users of research and KE, and indirect benefits brought into teaching and reputational advantage.

Essential infrastructure for research and knowledge exchange activity is provided at University level in the form of RKTO. Led by the University's Director of Research (Comley) and Director of Knowledge Exchange (Gray), RKTO provides a "one-stop shop" that assists all staff in relation to opportunities for professional engagement, logistical support funding, managing research projects, and delivering impact. Specialised support is also offered on technical matters (e.g. in relation to contracts). In addition, RKTO oversees research metrics related to grant and contract research income, which are made available to senior managers and research leaders. RKTO also assists in identifying funding opportunities and provides support for individual researchers when making applications. At Faculty level, annual plans identify essential and prioritised research facility enhancements; support services plan their delivery, once approved.

Costs and income in the Law UOA relate to several interlocking financial streams: costed dual-use of buildings, equipment, office infrastructure and other charges; specific investment allocated by the University to support and grow research; and external income raised by grants, project funds, and consultancy. While the cost of research in Law may appear low by comparison with many other subjects, the necessary resources to produce impactful research still encompass general and some specialised infrastructure: buildings and physical space to work in; computer and IT equipment; library and database resources; budgeted time, event management and travel; and creation of a scholarly and professional milieu that encourages research and KE work and is hospitable to external partners.

### **3.1 Buildings and equipment**

Since the mid-2000s, the University has invested over £250 million in developing the Hendon campus, which now provides a highly conducive environment both for research and teaching. A major £2.1 million refurbishment of the Williams Building, where the Law and Politics Department is situated, took place in 2018-2019. Following this, the Department moved from the top to the ground floor in order to be located close to the Department of Criminology and Sociology. Offices were refitted throughout with new PCs, laptops, and printing and scanning equipment. A dedicated and fully equipped room for PhD students across the School was created. Along with events, including awaydays and an extensive programme of visiting-speaker seminars, this relocation together of all staff within the School of Law, with shared use of facilities (including a kitchen and staff common room), gave physical form to efforts to create new kinds of academic synergy, particularly research, impact and KE synergy, planned in the earlier restructure which had created the School.

One exception to the bringing together of School of Law staff was the relocation of two associated Research Centres, EHRAC (Law) and CATS (the Centre for Abuse and Trauma Studies, aligned with Criminology and Sociology). These two centres were moved into a renovated 17<sup>th</sup> century Grade II\* listed building roughly 50 metres away from the Williams Building. Acquisition and conversion of Church Farm House showed major investment in the School's research profile by the University. Both as a result of REF2014 and based on an internal assessment, the quality of research in human rights law and criminology in particular was recognised as a notable feature of Middlesex's research profile, justifying "focused investment" identified in the University's financial "Refresh" exercise. Use of the Farmhouse for high-level academic and professional seminars and meetings provides a way of simultaneously enhancing the research student environment and further increasing scope for interdisciplinary interaction among all staff, allowing the two research centres to build further on their established international reputations.

### 3.2 Libraries and IT

The state-of-the-art Sheppard Library (the main Middlesex University resource centre) reflects further the University-wide programme of increased investment in purpose-built new buildings and research infrastructure. It provides access to over 40,000 journal titles via Library Search, the University's Library Discovery Tool, in addition to a collection of over 350,000 books and e-books. This current collection represents a significant increase in titles since 2014. The Library also offers all academic staff and researchers a free "document supply" and Inter Library Loan service as a convenient way to source materials not held in the collection. Librarians provide expert subject support and termly training sessions on citation searching as part of an expanded Researcher Development Programme. The Library's Research Support Services Team manages the Eprints Research Repository which enables discovery of and access to research produced by Middlesex and Middlesex-affiliated authors. The team also provide information and support to REF, Open Access publishing, and management of research data. Middlesex University was one of the first to institute an e-repository for its published outputs (<http://eprints.mdx.ac.uk/>), a repository that now holds well over 20,000 items and for which the average number of yearly items deposited has increased from 980 in the previous REF period to 1207 items in the period 2014-20. Deposits from the School of Law average 215 per year (up from 180 between 2008-13), reflecting steady growth in published outputs.

The Library building contains a distinct "Law Library" on one floor, with extensive specialist holdings of books, e-books and law journals, as well as subscriber electronic resources available on campus or remotely. A full-time Law Librarian assists staff and students in locating scholarly literature and data, and provides training on specialised electronic resources. Staff can request purchase of books thought likely to be of long-term research community value. Additional resources are available because of the location of the Hendon campus within easy reach of central London and other parts of the capital: all staff and research students can access library facilities of other Universities within the M25 orbital motorway free of charge, and can use and participate in events arranged by the Institute of Advanced Legal Studies, which not only offers library facilities but also an extensive programme of lectures, training workshops, and other academic events. Staff members also regularly use the British Library. More specialised research resources are sometimes further tailored, on an individual basis, through staff contacts with relevant London chambers whose tenants (including Geoffrey Robertson QC, Stephen Kay QC, Sir Geoffrey Nice QC and Richard Hermer QC) are supporters of and occasional visiting speakers to the Department. Where other materials are needed, funding has been awarded for travel and use of other collections.

### 3.3 Invited speakers, hosted events

Among the intangible resources needed in enhancing and sustaining an up-to-date and well networked research culture is the framework created for collegial discussion, which is enriched by visitor and partner inputs. During each academic year, the UOA arranges many events involving presentations by external speakers including judges, barristers, solicitors, policymakers and academics who are active in the UK and other jurisdictions. Some of these events are specialist occasions; others are organised by individual members of staff so as to be embedded in their courses, which are then, where practicable, opened up for other students and for all staff. Most events, big or small, are open to everyone within the school as well as, often, to the wider (University) population. The Hendon campus offers attractive venues both for small-scale and larger events, with facilities for up to 350 delegates.

Among many events organised by the UOA, notable examples include talks by Judges Robert Spano and Paulo Pinto de Albuquerque of the European Court of Human Rights; Baroness Hale (then President of the Supreme Court); and Sir Patrick Elias. Other sessions have been led by members of our alumni, for example, Jonathan Achampong, solicitor and partner at Wedlake Bell LLP. A large programme of visiting lectures by leading academic and public figures is also available in cognate fields under the auspices of the Department of Criminology and Sociology, as well as in the Business School. Sessions involving internal rather than external speakers range from research seminars, through inaugural lectures by new professors, to brown-bag lunchtime discussions.

### 3.4 External income

Given that teaching income provides roughly three quarters of the University's income, it is understandable that over the REF period Middlesex has sought to supplement its core provision for research with an increase in the proportion of research-related income generated through external collaborations, access to KE funding, and opportunities for contract research. During the REF period, the UOA has accrued a total income of £5,170,157, roughly six times the £900,000 reported in 2014. That sum was in turn fourteen times the £63,843 reported in 2008. Since 2014, another trend, towards widening the range of funding sources, has also continued, supported by strategic encouragement of impact foresight early in projects, and more proactive competition for external grants.

In relation both to individual and project-related income, a system of internal quality control applies in addition to advice given by RKTO as described above. All funding applications must be discussed with the RL and HoD before submission, and are often also discussed with other senior colleagues in a more informal way. In some cases, preparatory work is funded in advance, through a small internal grant to allow projects to be scaled up subsequently. RKTO checks that satisfactory budgeting for external applications is in place. All staff are encouraged to apply for funding and the RL mentors colleagues individually as well as organising workshops on grant proposal writing in conjunction with RLs in Politics and in Criminology and Sociology.

Staff at all stages of academic career have secured funding, individually or with others. Types and amounts of funding vary from substantial sums awarded to international team projects to smaller sums from a variety of sources. The UOA's focus on social justice has increased funding from charities and NGOs at the same time as it has provided an important route to societal impact.

Examples of funded activity include:

(i) Funding associated with the "Human Rights Law Implementation Project" (Donald and Leach, with Speck [now PhD student at Ghent University]). The grant awarded by the Economic and Social Research Council [Grant No ES/M008819/1; 2015-2018] was £1,115,512 total (with £302,341 accruing to Middlesex). Another grant [AJU/39096], of £77,754 was awarded by the Nuffield Foundation to continuing work by Leach and Donald on "Democratic legitimacy in human rights implementation: the role of parliaments in the implementation of judgments of the European Court of Human Rights" (2013-15). Many other grants also awarded to EHRAC are reported in the related impact case study, and costs of legal and administrative staff, as well as overheads, were funded through separate external fund-raising.

(ii) Funding associated with the involvement of Pech, as board member and leader of the work package dedicated to "The Rule of Law" (principles), with Corkin, Grogan and Howard, in the

Horizon 2020 Reconnect programme, “Reconciling Europe with its Citizens through Democracy and Rule of Law” (2018-2022). The consortium was awarded €4,999,686; Middlesex receives the work package segment of £278,448, in total £186,598 over the REF period.

(iii) Funding associated with Lewis’s work as consultant on whistleblowing principles, legislation and policy: £43,778 awarded in 2014 by the DHSS for Quantitative research for the “Freedom to Speak Up” independent review of whistleblowing in the NHS (the Francis Review); £14,750 awarded in 2015 by the UK Nursing and Midwifery Council for “Analysis of responses submitted by nurses, midwives and health visitors to the Francis review of whistleblowing in the NHS”. Two sums of €10,000 awarded in 2018 and 2020, the first under the PECK 11 scheme from the Council of Europe mission to Kosovo (for work in drafting whistleblowing legislation, 2018); the second from the Council of Europe under the AEK-MKD scheme (“Introducing whistleblowing legislation in North Macedonia”).

(iv) £14,316 awarded to Donald, Howard and Keane by the Equality and Human Rights Commission for NatCen Social Research (contract awarded 2014; work completed 2016).

(v) £120,000 (Leverhulme Trust Fellowship) awarded to Doyle (2016 – 2019). Doyle’s “research delivered in practice”, as project coordinator working with indigenous people while in the UOA, was externally funded but channeled through the following third-party organisations: German Development Agency GIZ: £45,000 for a project, “Implementing Free Prior and Informed Consent protocols in indigenous peoples’ territories” (2018-2019); £90,000 for the project “Realizing collective rights: Assessing the role of indigenous peoples’ consultation and consent protocols and policies”, 2015-2016; and, £35,000 for the KE project “Business & Indigenous Rights Policy and Training: Funding”, working with the European Network on Indigenous Peoples (2015-2016); Tebtebba Foundation and other donors: £20,000 for a further KE event in the Philippines.

(vi) £21,561 awarded to Howard by the EU Commission for the 2017 report for the European Network of Legal Experts on Gender Equality and Anti-Discrimination: “Religious Clothing and Symbols in Employment”; and, £10,936 for “Research Study for the EU Parliament: on the Implementation of Directive 2000/78/EC with Regard to the Principle of Non-discrimination on the Basis of Religion or Belief” (2015).

(vii) £39,419 awarded by the European Commission under the Erasmus+ programme to Pech which funded the Jean Monnet Chair 2014-2017, in recognition of and for ongoing scholarship and impact in the area of rule of law.

(viii) £25,323 awarded by the Wellcome Trust to Staunton, as Principal Investigator in the project, “The governance of data sharing for genomic and other health-related data in Africa” (2018-2019).

Finally, substantial research contributions by members of the unit were made to projects where the PI is reported in REF2021 under a different UOA. This income is *not* counted under Law. However, such contributions are worth noting given the University’s encouragement of interdisciplinarity and wider collaboration.

(ix) Contribution to £37,787, awarded to Kofman (PI, Social Policy), with Harding (Criminology), Howard (Law) and Vacchelli (Social Policy) for the 2015-2017 project, “DiverCITY: Preventing and Combating Homo- and Transphobia in Small and Medium Cities across Europe”. European Project JUST/2014/Action Grants.

(x) Contribution to £27,169 awarded to Kofman (Social Policy) as PI, with Howard (Law), by the European Commission, DG Employment, Social Affairs and Inclusion for the 2018-2020 project, “PHS-Quality: Job Quality and Industrial relations in the Personal and Household sector”.

These final two funding sources evidence the interdisciplinary nature of research in the UOA, as well as high levels of collaboration among academic and non-academic stakeholders, and the Unit’s commitment to social engagement across international, national and local societal contexts. Involvement of staff at all levels of their careers in the funding acquired above further illustrates the UOA’s commitment to succession management and career development of junior researchers.

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

The contribution made by research in the UOA is positioned ultimately by the University’s stated research strategy and the role of research within its wider institutional mission. Research must be assessed as a blend of three elements: (i) the extent to which it addresses social issues in an applied way; (ii) how far it impacts on identified research end-users; and (iii) how far at the same time it can enrich curriculum development. The UOA’s focus on responding to pressing issues of social justice and how these are framed in law and policy underpins engagement and collaboration with diverse professional communities and social actors at national and international level, and at the same time contributes to a rich and challenging departmental programme of learning and teaching.

The traceable impact and effects of research have become a more explicit focus of the UOA research culture since 2014. Research discussions have given increased attention to how best to create effective connections between publication and dissemination formats, modes of engagement with professional bodies, and effects on possible beneficiaries. More emphasis has been placed on writing reports and producing guidance documents; assisting in or advising on the drafting of legislation and commenting on case law; working to strengthen the voice of disempowered or disenfranchised groups; strategic involvement in litigation and policy development; and training and capacity-building with targeted professional groups. The UOA emphasises the value of and seeks to encourage involvement in such avenues of research activity alongside traditional scholarship.

##### **4.1 Contribution to the scholarly community and higher education sector**

The range and quality of resources available to legal scholars and practitioners have been enhanced, first of all, by the number, depth and distinctiveness of publications produced in the UOA during the period. Given their subject matter and formats, readership varies from judges, legal practitioners and scholars through to policy makers, NGOs and other social actors. The UOA has submitted a total of 78 outputs, but the total number of peer-reviewed scholarly outputs and reports, excluding blogs and conference papers, is 362 (see Table 2).

The range of outputs can be illustrated briefly by books published by Schabas during the period, which include a 1500 page OUP commentary on the European Convention on Human Rights, and a highly accessible and yet authoritative speculation, *The Trial of the Kaiser*, which allows a non-specialist readership to understand the formation and history of international criminal justice and the establishment of the International Criminal Court. Another pointer is offered by the two

monographs published by ECRs (three more ECRs [Coleman, Pecorella and Watt] have book manuscripts with publishers pending publication during 2021). Nsubuga's *Employee Rights in Corporate Insolvency: a UK and US Perspective* (2019) offers a new focus on the treatment of employee rights when a debtor employer initiates proceedings; and Wheeler's *The Right to be Present at Trial in International Criminal Law*, unpacks changes in what is meant for the accused to be present during international criminal trials and the impact absence from trial can have on the accused's fair trial rights .

The significance of reports may be thought easier to assess than books, despite their actual influence depending on policy processes beyond the reports themselves. Some reports produced by staff during this period are featured in the impact case studies submitted. Others include the research by Keane and others for the Equality and Human Rights Commission on caste discrimination, leading to EHRC Research Report 91: "Caste in Britain: Social-Legal Review"; and, EHRC Research Report 92: "Caste in Britain: Experts' Seminar and Stakeholders' Workshop". Schabas' preparation of the 2020 Quinquennial Report of the United Nations Secretary-General on the global status of capital punishment is mentioned below.

The range and reputation of journals in which authors have published, and so the specialised readerships reached and potentially influenced, is worth noting. The following list shows a selection of journals in which more than one piece by a Middlesex author has appeared: *Journal of Social Welfare and Family Law* (Barton-Hanson, Burton); *Human Rights Law Review* (Donald, Howard, Keane); *Conveyancer and Property Lawyer* (Pascoe, Schatzberger); and *Journal of International Criminal Justice* (Coleman, Schabas, Wheeler). Pech published two particularly high-citation articles in *Common Market Law Review* as well as two in *Cambridge Yearbook of European Legal Studies*. Other articles and chapters published by staff cover a wide range of subjects including sustainable development, medical ethics, company and commercial law, property law, intellectual property law, legal education, trade law, and international criminal law.

Ten edited books have emerged from international collaborations. Examples include, Buckley, Donald, and Leach, *Towards Convergence in International Human Rights Law: Approaches of Regional and International Systems* (2016); Durant and Leung, *Meaning and Power in the Language of Law* (2017); Keane and Waughray, *Fifty Years of the International Convention on the Elimination of All Forms of Racial Discrimination: a Living Instrument* (2017); and, Howard, Dominguez-Redondo and Baez, *Affirmative Action and the Law: Efficacy of National and International Approaches* (2020).

Alongside publications, a significant contribution to the sector has been made by the many roles that researchers in the UOA have taken on, including acting as PhD external examiners, participating in Editorial Boards of academic journals and appointment panels at other institutions, assessing grant applications, among others. Data on each role show high levels of staff involvement, for example 7 significant Editorial Board memberships including *International Journal of Human Rights* (Doyle); *International Journal of Discrimination and the Law* (Howard); *Industrial Law Journal* (Lewis); *Hague Journal on the Rule of Law* (Pech); *Montesquieu Law Review* (Pech); *Medicine, Science and the Law* (Spencer); and, *Journal of Immigration Asylum and Nationality Law* (editor Wray). Staff also regularly contribute peer review assessments to academic journals or on book proposals, and/or act as grant application reviewers.

Another contribution, to the "law in higher education" and "law and policy" communities, can be seen in organisation of specialist conferences. Among many examples, the scale and aims of such events organised by staff in the UOA may be illustrated by:



(i) The bi-annual conference of the International Whistleblowing Research Network (organised by Lewis);

(ii) “Parliaments and Human Rights Implementation”, a workshop on the international Human Rights judiciary and national parliaments, hosted by Middlesex with the support of the Democracy as Idea and Practice Fund of the University of Oslo, November 2015 (Donald);

(iii) The International Maritime and Commercial Law Conference: “West Meets East: Challenges for Today and Tomorrow”, London, 2018, held at Clyde & Co LLP (Zhao);

(iv) “The Role of Access to Justice in Arbitration”, organised by Hourani and Oliviera (Royal Holloway); this event led to an edited book in the International Arbitration Law Library series, an award at the 2019 Vienna ICC YAF-YAP Conference, and forms the basis of a pending external grant application.

Other contributions, again among a large number of examples, include Cullen’s participation in expert roundtable discussions convened by the Remote Warfare Programme of the Oxford Research Group, 2017-2018; and Dominguez-Redondo’s role in the International Human Rights Summer Course, also at Oxford University (2020). Colleagues have presented at academic events set up to pursue change or development agendas with aspirations beyond academic debate; and an overwhelming majority of staff have made numerous conference presentations during the period, in many cases as keynotes, at international events bringing scholars together with lawyers, judges and diplomats.

#### **4.2 Contribution to wider society**

The UOA’s wider contribution to the economy and society goes well beyond our impact case studies. Apart from the reports mentioned above and those reported in the impact case studies, reports written by UOA members have gained significant traction among policymakers, as Lewis’s quantitative contribution to the Francis Report on “Whistleblowing in the NHS” did, contributing directly to major reforms.

Propelled by the UOA’s commitment to providing research evidence in discussing and assessing contemporary issues, staff research has sought to contribute wherever possible to teaching and training of civil society bodies, NGOs, judges, and lawyers, especially where work is directly concerned with issues of social justice. Professional engagement in relevant sectors has been built on instructional and training formats developed in-house for educational purposes, to foster closer dialogue between educational, professional and public debates. Our impact case studies also show examples of this, including training run by EHRAC for lawyers and NGOs. Other examples are Doyle’s KE programmes, including training sessions on international human rights given to civil society and indigenous representatives in Geneva and the Philippines on behalf of the European Network on Indigenous Peoples. Castellino and Bradshaw collaborated in designing innovative rights units within a MOOC developed by Columbia University, following their involvement in the formulation of the new UN SDGs, 2015-30.

Grogan’s “Sticky Tricky Law” is a public legal education project explaining aspects of law on Facebook and Twitter (<https://stickytrickylaw.wordpress.com/>): post-it format explanations drawn and written by Grogan reach around 2000 followers including (as shown by follow-up communications) legal academics, law and politics lecturers, judges, civil servants and NGOs,

journalists and second-level educators, as well as being adopted as recommended reading by staff at law schools at Cambridge, Reading, Newcastle, and Birmingham. Grogan's initiative is an innovative, hybrid project which seeks to connect, for a general audience, the educational impulse of a textbook with the currency and influence of blogs and other social media.

Many colleagues besides Grogan are active on social media, both as a way to reach and engage with large, non-specialist audiences and also to put in place a kind of laddering between engaging with legal issues via social media and accessing more detailed, authoritative resources beyond social media. Providing an additional platform for such work, the University also has its own blog, MDXMinds (<https://mdxminds.com/>) and staff in the UOA are active on it as well as via external blogs that can be illustrated by:

(i) People v Parliament and A Case for a Second Referendum, Verfassungsblog, October 2019 (Kukovec);

(ii) A commentary on the African Court's Decision in the Case APDF and IHRDA v Republic of Mali: Why Socio-cultural Endemic Factors of a Society Could Never Support Arguments Based on Force Majeure, International Law Blog, 14 January 2019 (Pecorella);

(iii) An Alternative to the Brexit Backstop: An All-Ireland "Common No-Custom Area" under Art. 24 GATT, Verfassungsblog 30 September 2019 (Moran with Sacerdoti);

(iv) The Legal Reality of the Recognition and Enforcement of Cross-Border Blockchain-based Arbitral Awards: Beyond Futuristic Idealism?, Off the Chain blog post, 05/2019 (Hourani);

(v) Towards a tort of political negligence: Political deceit, political misrepresentation and the Brexit conundrum. International Law Blog, 2019 (Nsubuga).

Members of the UOA have appeared on numerous occasions in traditional media as commentators and interviewees, pre-eminently Pech and Schabas, both in print and on radio and television. Kukovec comments on Brexit and other EU law issues on national TV in Slovenia and publishes in Slovenian newspapers; and, Lewis has been interviewed for many TV channels regarding whistleblowing, gagging clauses and settlements agreements. During crucial stages of Brexit, Grogan made around 150 media appearances taking insights and condensed analysis from her research and as articulated in "Sticky Tricky Law", to audited international radio and television audiences counted in millions.

### 4.3 Impact

During the current REF period, planning for and delivering impacts from research has been an increasingly important area for the UOA, to which an increased level of attention has been given in relation both to an immediate and much longer-term timescale. Alongside the four selected REF impact case studies referred to below (three submitted in Law, one substantially legal but interdisciplinary and submitted in Business), a selection of other impactful research initiatives are notable, including the following:

(i) Burton's research resulted in input into: the review of the Legal Aid, Sentencing and Punishment of Offenders Act 2012 by the Ministry of Justice; the Equality and Human Rights Commission's inquiry report into legal aid for victims of discrimination; and her own commentary submitted to the All Party Parliamentary Group on Legal Aid.

(ii) Cullen worked on a legal brief concerning the law applicable to use of non-lethal weapons by the Indian army in Kashmir for senior advocate Colin Gonsalves, in a case heard in the Indian Supreme Court.

(iii) Hourani provided expert contributions on block chain contracts and block chain arbitration to companies and SMEs including Software & Support Media GmbH (2019) and Mozaic Works (based in Bucharest, Romania) (2018); she also made invited contributions to reports submitted to UNCITRAL (the UN Commission on International Trade Law) (2018), the Tunisian Chamber of Arbitration (2017-2018), and the Electronic Frontiers Foundation (EFF) white paper on the internet and trade agreements (2015).

(iv) In 2016, Keane acted as consultant, with collaborators in other universities, on the “Guidance Tool for the UN System on Discrimination based on Caste/Descent” for the UN Office of the High Commissioner for Human Rights. He also acted as advisor on the International Convention for the Elimination of All Forms of Racial Discrimination (ICERD) for the Association of Mixed Race Irish (AMRI), 2018 to 2020, leading to a written submission to the Commission of Investigation into Mother and Baby Homes (Ireland): “Ireland’s Obligations to the Mixed Race Irish under ICERD”. His earlier “AMRI Shadow Report”, a written submission to the UN Committee on the Elimination of Racial Discrimination (2010), resulted in a separate section on “Mother and Baby Homes” in “CERD, Concluding Observations – Ireland (2019)”, UN Doc. CERD/C/IRL/CO/5-9, at paras. 17-18.

(v) Throughout the REF period, Schabas has continued to analyse and advocate the elimination of the use of capital punishment throughout the world, a cause on which he has published extensively. He delivered high-level lectures on capital punishment in several retentionist States (e.g. China, Japan, the United States, Indonesia and Thailand), and produced several publications including most significantly his preparation of the 2020 Quinquennial Report of the United Nations Secretary-General on the global status of capital punishment (as he had also done in 2010 and 2015). The report provides a benchmark on the subject for the UN, and, like most such reports, is presented as the work of the Secretary-General; unusually, however, in this case it is tagged with the name and professional affiliation of the consultant who prepared it, albeit in the form of footnote 2, on page 6.

(vi) Staunton has advised the South African National Health Laboratory Service on the legal status of dissemination of HIV test results for at-risk babies (2019). In 2018, she was involved in the development of regulations for stem cell research with the Stem Cell Regulations Committee of the Kingdom of Bahrain. She has also provided guidance to the Uganda National Council for Science and Technology on the protocol and standard operating procedures to develop a national biorepository in Uganda. In 2017, she was part of a team of 6 which drafted the Ethics and Governance Framework for Best Practice in Genomic Research and Biobanking in Africa, which has been adopted by a number of national research ethics committees.

Further illustrations of the UOA’s impactful activity are reported separately, in the four freestanding impact case studies submitted as part of REF: three in Law – “Strengthening Human Rights and the Rule of Law within the Council of Europe Region” (Leach and Donald); “Rule of Law Backsliding” (Pech and Grogan); and “Minorities, Indigenous Peoples and Vulnerable Groups” (Castellino, Dominguez-Redondo and Doyle). Lewis’s whistleblowing research, consultancy to business and public bodies and assistance to legislative drafters is submitted on this occasion (unlike in REF2014) from a policy rather than legal perspective, in the REF2021 Business UOA.

**Unit-level environment template (REF5b)**

Alongside their intrinsic interest and wider significance, these case studies provide examples of the UOA's commitment and approach to impact, how collaboration between researchers at different career stages is achieved, and the kinds of effect and influence which can result from the managed research environment described above.