

<b>Institution: Manchester Metropolitan University</b>
<b>Unit of Assessment: C20 Social Work and Social Policy</b>
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p>This submission features outstanding policy-focused research addressing the ‘wicked’ challenges facing society in the 21<sup>st</sup> century. Our unit aims to be a leader of research that works across boundaries within and beyond the University. Our work is characterised by participatory methodologies that situate our research at the forefront of hard-hitting problems, such as crime, drug abuse, poverty, exploitation, disability rights, domestic violence and mental health. Our research seeks to find solutions to global challenges across the Global North and South, including the ageing population, access to abortion and gender-based violence.</p> <p>We have invested in areas of excellence through high-quality new appointments and research infrastructure resulting in an increase in staff, outputs, awards, income and impact. The unit consists of 46.61 FTE staff: 12 Professors, three Readers (R), one Head of Department, two Principal Lecturers, 22 Senior Lecturers, two Research Fellows, one Practice Fellow and six Lecturers. We are returning over 220% more FTE than the 14.45 FTE in 2014. Research income has grown from £1.3 million in 2014 to £4 million in 2021.</p> <p>116 PGR students have enrolled since REF2014 with 40 conferments in this period. The strength of our PGR offer is recognised through membership of the ESRC White Rose Doctoral Training Partnership (WRDTP) with nine competitive PhD studentships in the assessment period. The results from the 2019 Postgraduate Research Experience Survey (PRES) place us in the top quartile for the quality of, progression, research skills and supervision for Social Studies.</p> <p>Our Impact Case Studies (ICS) feature innovative research pathways to policy impact in: substance use and end-of-life care; innovations in offender rehabilitation; campaigns to change abortion legislation and interventions to tackle the novel psychoactive substances ‘epidemic’.</p> <p>Most staff are from the departments of Social Care and Social Work (SCSW) and Sociology but we also have staff from History, Politics, Philosophy, Psychology and Law. Research has benefited from significant investment into existing and new staff. The results of this have led to an increase in student satisfaction, which can be partly attributed to a learning and teaching environment that is ‘rich in high-quality research’ (Manchester Metropolitan RKE Strategy). SCSW has moved from 44<sup>th</sup> to 9<sup>th</sup> place in the 2020 Guardian University League Tables for Social Work. Research networks with local authorities and third sector organisations have created opportunities that led to the University being the first in England to launch the Social Work Apprenticeship programme.</p> <p>Our unit is aligned with two University Centres for Research and Knowledge Exchange (UCRKE) (see REF 5a): the Centre for Health, Psychology and Communities (HPaC) and the Research Centre for Applied Social Sciences (RCASS). All submitted staff are full research members of HPaC or RCASS.</p> <p><b>Health Psychology and Communities (HPaC)</b></p> <p>HPaC is housed within the Faculty of Health, Psychology and Social Care (HPSC). It includes research with a focus on social policy that has an impact on individuals and communities. Members of HPaC use their professional and practice networks to deliver applied research relating both to the Greater Manchester Health and Social Care Devolution Partnership, and internationally. HPaC is home to 110 researchers including psychologists, nurses and social workers with expertise in ageing, mental health, disabilities and marginalised communities globally. Relevant research from HPaC is also being submitted to A3 Allied Health.</p>

**Research Centre for Applied Social Sciences (RCASS)**

RCASS is one of four UCRKEs situated within the Faculty of Arts and Humanities, one of the UK's largest concentrations of Arts and Humanities scholars with 530 academic staff. The mission of RCASS is to produce outstanding research that 'lives in the world'. RCASS aims to influence policy, inform public discourse and interact with local communities in ways that challenge assumptions about the world. Its contribution to this submission includes expertise in criminology, big data, programme evaluation, politics and substance use. Research from RCASS is also being submitted to C21 Sociology.

HPaC and RCASS are distinguished by their pursuit of participatory research with communities and users of services. This commitment to collaborative and engaged methodologies runs right through the design, delivery and dissemination of our research, underpinning many of our most outstanding outputs and examples of wider impacts.

Research is organised around four clusters:

1. Global perspectives, marginalisation and thriving communities
2. Social Aspects of Ageing
3. Policy Evaluation and Research Unit
4. Substance Use and Associated Behaviours

**Global perspectives, marginalisation and thriving communities (GPMTTC)**

This cluster focuses on the ways in which health, life chances and wellbeing are affected by experiences across the life course, and the inequalities that can arise as a result. Work is aligned to the United Nations Sustainable Development Goals and takes place across the UK and globally in countries including Brazil (**Fisher** and **Lawthom**), Columbia (**Duffy**), India (output references: 2109 and 2116) and Palestine (output 2092). Research is funded by the ESRC (**Chantler's** research on gender violence and domestic homicide (output 2107) and the Wellcome Trust (**Duffy's** research on the Liverpool-Ireland Abortion Corridor in ICS 4).

**Social Aspects of Ageing (SAA)**

This cluster engages in interdisciplinary research exploring the social experiences of older adults within communities. The members have a reputation for engaged methodologies that situate the perspective of community partners at the centre of all aspects of the research. This approach leads to transformative impacts on policy and practice. Research often has an international dimension and is funded by the ESRC (**Lawthom** and **Fisher's** PlaceAge project) and National Government (**Ahmed's** research to understand how legislation has been implemented by organisations involved in supporting people at risk of homelessness). **Campbell's** ESRC and NIHR-funded research explores how people affected by dementia experience their local neighbourhoods in England, Scotland and Sweden (output 2104). There is a focus on co-creation with experts by experience including people with complex histories and exposure to in-patient and community services. **Parry's** collaboration with Voice Collective was shortlisted for a Times Higher research award (2018) for bringing parents and services together to understand voice hearing in young people (output 2121).

**The Policy Evaluation and Research Unit (PERU)**

PERU is a multi-disciplinary team of evaluators, economists, sociologists and criminologists that has grown significantly during the assessment period. Research contributes to effective policy-making and the effectiveness of social policy interventions in criminal justice, social innovation, welfare reform, child wellbeing and education. PERU works in areas where government has traditionally struggled to evidence outcomes, where social policy domains interact to create 'wicked problems' that pose significant policy challenges and where change is or has been implemented. PERU's research is funded by the UK Government (Department for Education (DfE), Ministry of Housing and Local Government, Ministry of Justice); Education Endowment Foundation, Youth Endowment Fund, The Centre for Homelessness Impact and the European Commission. PERU incorporates research on crime and wellbeing big data, which has Cyber Security Approval by the UK Government, and data-sharing agreements with Greater Manchester Police (GMP) and West Midlands Police, Police Scotland and Ordnance Survey. Big

data research has benefited from a £1 million investment into a state-of-the-art advanced data science facility that has led to external funding through the establishment of an 'Operational Analytics Partnership' (£240k) with GMP and an ESRC large grant (£2.5m) to understand inequalities with the Universities of Edinburgh and Sheffield. Research on offender rehabilitation features in ICS 3.

### **Substance Use and Associated Behaviours (SUAB)**

SUAB is a pioneering cross-institutional cluster that tackles emerging social problems about substance use and addictive behaviours. Developments in cryptomarkets, substance use in 'end-of-life' care and the expansion of new psychoactive substances (NPS) have led to knowledge gaps and challenges for policy and practice. Research is impactful and focused on changing drugs policy and practice at regional and national levels (ICS 1). Funding is provided by ESRC including **Askew's** research on UK drug policy reform (outputs 2045 and 2050). **Galvani** has two projects funded by the National Lottery examining the nature and extent of substance problems in palliative and end-of-life care, and an NIHR funding project about a new model of care for people using substances at the end of life (ICS 2).

### **Leadership and management of UCRKEs and research clusters**

Each UCRKE has a director and a leadership team, including an External Advisory Board made up of distinguished academic colleagues from outside the University. Each research cluster has a management team consisting of professoriate leads who are responsible for the contribution of cluster members to the achievement of objectives and strategy. This includes the development of a healthy, inclusive and sustainable research culture and environment, support for staff and PGR students, and engagement with wider institutional agendas.

### **Collaboration and interdisciplinary research**

Collaboration across HPaC and RCASS is actively encouraged through networking events and mechanisms, such as *MetroPolis* (see Section 1.4). Examples of collaborative activity include DfE-funded research on young people transitioning from care, and work on substance use.

Interdisciplinary work draws on psychology, sociology, geography, law, education and criminology. We focus on specific methodological challenges and inclusive, participatory approaches to substantive themes (criminal justice, substance abuse, abortion access, and welfare and ageing). We avoid a narrow disciplinary focus through prioritising research that addresses large contemporary policy questions. **Waghray's** work draws on legal frameworks to influence policy on law and equalities (output: 2060). **Hammond's** work draws on the sociology of personal life (outputs: 2096 and 2115).

SUAB provides a good example of how we support interdisciplinary activity. SUAB was initially established by a small group of researchers who could see that we had strength in substance use across a number of departments. They were able to access institutional funding that was set up for cross-disciplinary networks and drew in more staff from across the University, including colleagues from the Department of Natural Sciences with expertise in psychopharmaceutical chemistry. This alignment of interdisciplinary people and resources helped us to develop a cohesive 'offer' to external partners, such as Manchester City Council and NHS Trusts that were looking for expertise to support challenges associated with addictive behaviours. SUAB has now grown into a recognised research cluster and has unlocked further investment for new staff, including the external appointment of a new professor, **McVeigh**. The interdisciplinary success of this approach is evidenced by the fact that SUAB's research on tackling novel psychoactive substances is featuring in a case study that is being returned to A3 Allied Health, as well as a case study in this submission.

### **1.1 Review of REF 2014 plans and achievement of strategic goals**

In REF 2014, our forward plans were to increase the volume of researchers (from n=16 to n=24), to develop applied research in disability studies, criminal justice and professional practice, and to generate an increase in income and publication quality. We have significantly exceeded these target: our 2021 return includes 48 staff (46.61 FTE). Growth has come from new appointments

(particularly in criminal justice and policy evaluation) alongside excellent staff mentoring and development. 24 staff are new appointments and 13 were in post in 2014 but not entered. Research income has grown from £1.3m in 2014 to £4m in 2021, and we have dramatically increased the volume of our outputs as staff have produced 833 outputs (418 articles, 259 reports and 33 books) compared with 210 outputs in REF 2014.

## 1.2 Research and Impact strategy

Our aim is to produce engaged research of the highest quality that has a benefit to practitioners, community partners and policy-makers. Our ambition is to be recognised for policy-relevant, impactful research and knowledge exchange. The intellectual approach that underpins our strategy is a focus on the pursuit of research as a sustainable social intervention. Our work is both agenda-setting and responsive, influencing policy and practice at a regional, national and global level. The Greater Manchester devolution agenda provides a ready mechanism for the rapid translation of our research into practice and we aim to be inclusive and participative in our research culture, and in the way in which we engage with external partners.

Throughout the assessment period we have focused on delivering research that contributes to a more equal and progressive society. We seek to have an influence on policy and practice, and aim to improve outcomes for people who use services, their families, communities and practitioners. We explore methodological innovations and apply the use of qualitative and quantitative methods to deliver creative solutions for real world problems.

The plan to achieve our objectives has been to invest in new appointments that fit our ethos and can add value to our existing quality; to develop an inclusive research culture that provides clear progression and reward mechanisms; to continue to develop the infrastructure that is required to achieve our ambitions and to be innovative in our pursuit of external income and the delivery of impact.

We have invested in talented new staff (24 FTE in total including eight Professors and Readers) and in the development of our clusters, with further expansion of social care (learning disabilities) research underway.

Staff have benefited from a progressive and inclusive research environment that prioritises their professional development in ways that align to the principles of the Concordat for the Career Development of Researchers. We have mentoring schemes, clear pathways for promotion and training, opportunities to learn from each other, access to internal investment and many other support structures (see Section 2 for detail). We continue to make an important contribution to the strategic priorities of the social work and social policy disciplines, and staff have been recognised for their efforts, including an MBE for **Gregory** in 2019 (for services to exports).

We have created 'networks of opportunity' to deliver high-quality research that generates policy impact. Relationships exist with commissioning bodies responsible for formulating policy, including the DfE, NIHR and the European Commission, and we have formed close alliances with agencies who are responsible for the practical delivery of public services, such as NHS Trusts, charities, private providers, and the network of government/ESRC, and Big Lottery-funded What Works Centres. PERU has partnership agreements with police forces, including Police Scotland and Greater Manchester Police. We have strong relationships with community organisations and the groups that represent them.

We have also established the University's research-led think tank, *MetroPolis*, during the assessment period. *MetroPolis* was set up to amplify the University's policy-relevant work whilst building internal capacity for engagement with policy-makers. Its co-founder is **Fox** who also acts as its academic lead.

## 1.3 Our Future Research Plans

We will continue to carry out research that meets the needs of policy-makers and communities, and delivers wider impacts. We do not anticipate that we will grow (in terms of staff) at the same



rate as we have during this assessment period so we will look to coalesce in areas of strength where we have made new appointments. Research on domestic violence, disability (**Hatton** joined us from Lancaster after the census date and **Ryan** will join from Oxford in May 2021), substance use, criminology, homelessness and policy evaluation are strategic priorities, particularly in the wake of Covid-19, whose social and economic after-effects will bring the outcomes of our research into society's most marginalised populations into even starker focus.

We will continue to grow external research and knowledge exchange income from diverse funders, including growing our portfolio of ESRC and NIHR research. We have already secured some significant new grants in these areas (e.g. £340k Covid-19: Safeguarding Victims of Domestic Abuse project – see Section 3).

Driven by our Equality, Diversity and Inclusion (EDI) strategy, our recruitment strategy will continue to support research innovation and leadership across all career levels. We will ensure that we use our career development programmes and annual review processes effectively to increase diversity further amongst staff in relation to protected characteristics. Our ambition is to be one of the most engaged and inclusive research environments in the UK and we will place an even greater emphasis on embedding principles of EDI into our culture for both staff and PGRs. This will include our approach to working with community partners, where we will seek to lead the sector in methodological innovation around forms of ethical co-creation and two-way engagement. We will expand our leading contribution to the *MetroPolis* initiative to develop even greater capacity for policy-related impacts. We will seek out new international partners for a reciprocal process of sharing our collective research in some of our UK-related policy impacts for the benefit of global communities. We will make our research and its underpinning data as accessible and useful to the broadest set of stakeholders as possible.

We will review and develop existing areas of strength (e.g. ageing, substance use, abortion, and contribution to policy-making). We will review our research clusters to support emerging areas of strength (e.g. disabilities, mental health, social work education, and care experience).

#### 1.4 Enabling Impact

We have invested in the infrastructure that is required to ensure that all staff and PGR students feel equipped to pursue appropriate 'pathways to impact' with policy-makers, practitioners and communities.

##### Investment into staff that understand the impact agenda

New appointments are targeted from outside, as well as inside, academia. We have appointed practitioners with an outstanding policy background. For example, **Kumar** has 20 years' professional experience as Chief Economist at the Joseph Rowntree Foundation (JRF), economic advisor to Gordon Brown, and Senior Economic Advisor to the Department of Work and Pensions. **O'Leary** has fifteen years' experience of delivering major projects to central government departments, and is a former Chair of Housing in an inner London borough, and non-executive director of a regeneration company.

New staff from more traditional academic routes have been recruited, based on our policy impact agenda. This includes **Chantler** with experience of ESRC-funded projects in gender-based violence and government-funded domestic homicide. **Ahmed** has fifteen years' experience of researching marginalised communities. These new appointments have created an impact pipeline for the next REF.

New non-academic appointments include two Impact and Engagement Managers (IEM) who are experienced in social science research and public engagement.

##### MetroPolis

**Fox** and **O'Leary** led the establishment and ongoing operation of *MetroPolis*, the University's research-led think tank (see REF 5a). *MetroPolis* was formed to amplify the policy-relevant research that takes place within Manchester Metropolitan University whilst building the skills,

capacity and confidence of staff who want to engage more effectively with policy-makers. *MetroPolis* produces a magazine that is widely distributed and hosts events with policy-makers (e.g. Liz Kendall, Liz Truss, Angela Rayner and Andy Burnham) on provocative policy-making topics that align to the research expertise of our C20 submission.

One of the key mechanisms that *MetroPolis* has for enabling impact is the Chancellor's Fellowship scheme, which provides time and resources (up to £9k) for academics to be 'embedded' in organisations that use research to develop policy. Fellows have worked within Government departments (e.g. the Ministry for Housing Communities and Local Government), with think tanks, such as IPPR (The Institute for Public Policy Research) North, with international Government (e.g. the UN, and the Indian State Government) and with Local Government, NGOs and the third-sector (e.g. Volteface, and the Greater Manchester Combined Authority).

*MetroPolis* has made a valuable contribution to our impact. Funding, support for the organisation of key policy events, and a Chancellor's Fellowship with Volteface made a significant contribution to the generation of policy impact in the novel psychoactive substances case study (impact case study 1) led by **Ralphs**. A Chancellor's Fellowship with Mersey Care NHS Foundation Trust, along with funding for the production of influential reports, have extended the reach and significance of **Galvani's** impact case study (impact case study 2).

### Partnerships for impact

Our strategy includes the creation of 'networks of opportunity' that generate policy impacts. The PERU impact case study illustrates this approach as changes in offender rehabilitation resulted from a long-term partnership with Interserve/Purple Futures. We take a strategic approach to the development of these partnerships and often generate collaborative activities through knowledge exchange income, such as consultancy and evaluations.

### Use of funding to support impact

Our IEMs work closely with staff to ensure that impact is 'baked into' external funding proposals and we are adept at using internal funds to extend strategic areas of opportunity. For example, **Duffy's** impact on women's rights and access to safe abortion services used Global Challenges Research Funding (GCRF) to enable partnerships to be formed with activist groups in Colombia (see impact case study 4). This helped to build an evidence base for the impact of the research, which led to a successful 'policy implementation' grant awarded by the World Health Organisation (WHO).

### 1.5 Open Access

Our Open Access policy is fully aligned to REF requirements and we have systems and funding to support both green and gold open access routes (see REF 5a).

We have a growing RCUK / UKRI resource to facilitate APC payments, and access to institutional funding to apply for APCs for research of demonstrable quality, or that underpins important wider impacts. We have used over £20k to pay for important papers in *Addiction*, *Women's Studies International Forum*, *International Journal of Drug Policy* and *British Journal of Criminology*. For example, **Duffy's** paper (output: 2077) on abortion, emotions and health provision underpins her impact case study and **Ralphs'** paper on 'spice' in prisons (output: 2044) is included in the case study on novel psychoactive substances.

All our articles are deposited in 'e-space', the institutional repository. Papers with the most downloads include **Galvani's** work on social work and substance use (983 downloads), (output: 2019); **Askew's** work on the legitimising of adult recreational drug use (545 downloads) (output: 2033); and **Ralph's** work on the service provider challenges of new psychoactive substances (445 downloads) (output: 2105).

We actively 'tweet' and 'blog' content related to our work. Regular submissions for the *Conversation* and *MetroPolis* engage audiences in practitioner relevant work. The twitter feeds

for @PERU, @SUAB @SWManMet and @HPSCResearch provide contemporary commentary and research.

### 1.6 Research data

We are compliant with the Concordat on Open Research data. We have research data management plans in accordance with funder requirements, and regular training sessions are provided by the Library to ensure that staff and PGRs understand their responsibilities.

We have access to a £500k research data storage platform that provides the highest quality provision, and staff can share their data quickly and easily using the University's 'e-space' repository. The nature of our work is often sensitive, and researchers are attuned to navigating the governance requirements around this. For example, **Chantler's** ESRC-funded Domestic Homicide Review project is building a publicly-accessible repository to create a rich source of homicide data.

### 1.7 Research integrity

The nature of our research with marginalised human participants demands that we take our commitment to the Concordat for Research Integrity very seriously: for example, **Hammond's** research on women who pay for sex (output: 2115) and **Chantler's** research into domestic violence (outputs: 2108 and 2109). We undertake research within strict ethical guidelines, and staff within our submission also operate within professional frameworks (e.g. Social Work England and Health and Care Professionals Council).

Our unit has two Heads of Ethics and Governance, **Baines** and **Chantler**, who provide leadership, training and specialist guidance to staff whilst representing our interests at the University's central Research Ethics and Governance Committee. They work alongside an administrative team and two Research Ethics and Governance Managers who provide access to EthOS, an online system that manages a full electronic workflow for ethics. 23 staff from within the unit are members of our ethics reviewer college and devote time to reviewing applications from staff, PGR and undergraduate students.

**Baines** and **Chantler** carry out an annual audit of our activities and feed the results into the University's statement for compliance with the Concordat for Research Integrity.

## 2. People

### Staffing strategy

We are proud of our collegial and collaborative working environment, and the support that this offers for all of our staff to realise our collective research ambitions. We have implemented the principles of the Concordat to Support the Career Development of Researchers. Our staff have contributed to the University's action plans that have underpinned the award for EU HR Excellence in Research for the past eight years. **Ralphs'** progression was used as a case study in the documentation for our four-year review where he described the portfolio of staff development opportunities that have helped him to develop his career.

### 2.1 Staff development strategy

We focus on the development, recognition and retention of our staff, and we have a pipeline of successful researchers who attract prestigious grants and produce high-quality outputs. We have a well-established approach to mentoring, access to internal funding, training and development, and clear pathways for annual reviews, progression and promotion.

### Workload, annual reviews and probation

All staff have a minimum 20% workload allocation for research. Research workload allocations are linked to career status or progression and achievement of performance objectives, set out in individual five-year plans and reviewed annually through a Performance Development Review (PDR) process.

All staff are assigned a research mentor specifically trained to provide support on writing for publication and/or external bidding activities through one-to-one meetings. The mentors link the personal objectives of individual staff members to development opportunities and the wider goals of the UCRKE and academic department.

Annual PDRs include a detailed discussion with line managers around in-year achievements, objectives for the year ahead and longer-term career development aspirations. An assessment of whether RKE objectives have been met takes place, as well as conversations about any specific types of support or adjustments that might be required to carry out research productively (important for staff's individual circumstances).

New starters participate in an academic probation scheme that lasts for twelve months. During this time there is intensive support in terms of induction to the wider University and UCRKEs. Research and academic citizenship objectives are agreed at the same time as a mentor is assigned. Objectives are reviewed every six months and employment is confirmed at the end of the first year. We have a 100% record of successful probation.

### Promotion and reward

Promotion from Lecturer through to Professor is delivered through two Academic Career Pathways (see REF 5a). Colleagues at the top of their salary can apply for additional increments to reward excellent research or impact activities (the creation of impact features prominently in promotional pathways and reward mechanisms). Professors have their pay reviewed annually as part of a 'Professorial Contribution Process' introduced as part of our overall talent management strategy.

During the assessment period, one member of staff was promoted to Professor (**Runswick-Cole** (1b); one to Head of Department (**Fisher**); there were four promotions to Reader (**Duffy, Ralphs, Waughray and Wong**) and six staff promoted from Lecturer to Senior Lecturer.

### Training and development

All staff access a wide range of development opportunities, including workshops on how to be an 'engaged' academic, methodological approaches, writing (for publication and for external grant applications), impact, engaging with policy-makers, etc. We have RKE workshops, a programme of seminars, networking events and dissemination opportunities. Our staff are widely engaged in these, sharing their expertise. We provide writing retreats to support the production of specific outputs or external funding applications.

Staff access training opportunities at an institutional level (see REF 5a), including RKE Future Leaders (RKEFL) and Good to Great. **Fisher, Ralphs and Waughray** were RKEFLs with subsequent successful career progression. **Fisher** used the reflective practice sessions as part of RKEFL to ensure that she could retain a focus on research whilst being promoted to Head of the Department for Social Care and Social Work. **Ralphs** and **Waughray** were both promoted to Readerships following RKEFL.

### 2.2 Effectiveness of recruitment

We have appointed 24 FTE staff (six professors, one reader, one practice fellow, six senior lecturers and seven lecturers). This means we have appointed almost twice as many new staff as were returned in the entire REF 2014 submission. We have focused particularly on attracting senior professionals with strong links to both policy and practice, helping us to build greater capacity for policy impact. Notable professorial appointments include: **Kumar** and **Morris** (PERU), **Galvani** and **McVeigh** (SUAB), **Chantler** (GPMTTC) and **Ahmed** (SAA). **Kumar** and **Morris** brought a detailed understanding of research and its relationships with policy and practice. **Kumar** held senior positions at JRF and in Her Majesty's Treasury with Gordon Brown (see 1.4). **Morris** was previously Head of Evaluation at Natcen Social Research and Principal Research Fellow at the Policy Studies Institute. **Galvani** is a registered social worker who joined us from the University of Bedford after six years leading the Tilda Goldberg Centre for Social Work and Social Care. **Galvani** is also a founder of the BASW Special Interest Group in Alcohol



and Other Drugs. **McVeigh** was Director of the Public Health Institute at Liverpool John Moore's University and has previously contributed to UK national drugs strategies and NICE guidelines. **Chantler** has over 25 years' experience of working in the UK statutory and voluntary sector before taking up her previous role at UCLan. **Ahmed** brings a wealth of housing and ageing expertise for marginalised communities around social policy.

We have continued to make impressive professorial appointments beyond the census date, such as **Hatton** (previously Lancaster University) and **Ryan** (University of Oxford) who will continue our track-record of producing highly impactful work in disability policy and social justice.

Our strategy of appointing staff with high levels of policy-related experience is not limited to Professoriate recruitment. New staff including **O'Leary**, **Kinsella** and **Campbell** have joined our team from a professional and practice-based policy background.

We support staff at every stage of their academic career, as reflected in our staffing contract profile (Table 1)

Professor	Principal Lecturer and Reader	Senior Lecturer	Lecturer, Research Fellow
25%	13%	45%	17%

*Staff contract level profile (Table 1)*

All staff included in the submission are on permanent contracts.

### Early Career Researchers (ECRs) and postdocs

12% of our submission are ECRs. All new starters have a reduced workload, with a 25% uplift in preparation time for teaching in their first year at the University. We adjust expectations around the production of research outputs and research income to ensure that ECRs feel supported as they establish a publication profile. ECRs are encouraged to work closely with their mentor and other senior research staff as part of their induction into our UCRKEs to gain awareness of what we have available and experience the process for applying for external funding.

We organise staff development and training opportunities where ECRs are encouraged to take a leading role, e.g. by organising and presenting at internal seminars, undertaking PGR supervision, joining ethics committees and editing departmental newsletters. The contribution of ECRs helps to build our capacity across the research environment; for example, in SCSW, there has been a 300% increase in the number of staff involved in PGR supervision from October 2018 to March 2021, including four ECRs.

There is a variety of internal funding schemes available to support the career development of our staff (see REF 5a), including funding to attend conferences, Research Accelerator Grants and the Researcher Development scheme that is used to generate preliminary data for early-stage ideas. GCRF funds are used to develop impact-related partnerships; for example **Goswami** was able to set up a policy-related visit around his research into childhood and youth with colleagues in Bangladesh using GCRF funding.

### Sabbaticals and staff exchanges

Our staff can access sabbaticals for up to three months to focus on the production of significant outputs, to concentrate on large external funding applications, to develop impact, or to further an international collaboration. Sabbaticals are offered on a competitive basis accompanied with funding of £8,500, which can be used for teaching relief or for the appointment of a Research Assistant. Our Sabbatical Scheme is open to all staff (including fixed-term and part-time staff). Four staff have been granted sabbaticals; for example, **Ralphs** used a sabbatical to take up a Visiting Research Fellowship at the University of Victoria in Wellington, New Zealand. He used this time to share research on the development of 'spice' in prisons and to develop new international partnerships (ICS 1). **Fox** used a sabbatical to complete a major piece of work

examining the state of social impact bonds in the US and the UK in partnership with the University of Southern California, which led to an authored book (output 2062).

Staff can access funding from *MetroPolis* to undertake Chancellor's Fellowships, which provide funding to enable staff to spend time with policy-relevant organisations. **Galvani, Fox, Ralphs** and **Lawthom** have all been able to use Chancellor's Fellowships to build deeper relationships with partners, including NHS Trusts, IPPR North, campaign groups and national think tanks. Learning from these fellowships has been shared with the rest of the staff in our submission through the production of a handbook and the delivery of associated training on policy impact.

### 2.3 PGR students

PGRs make a vital contribution to our research culture and we make every effort to ensure that they feel integrated into, and supported by, our wider research environment. Since 2014, our PGR community has consisted of 116 students from a diverse range of backgrounds and countries. We have benefited enormously from our membership of the ESRC WRDTP (The White Rose Social Sciences Doctoral Training Partnership) and increased overall levels of conferment by 54% (from 26 in REF 2014 to 40 in REF 2021). **Lawthom** (and more recently **Ahmed**) is the Wellbeing, Health and Communities Pathway lead for WRDTP.

We have collaborated with Universities in Canada, Iceland, Italy and Malta for joint PGR supervision. The results of the latest PRES (2019) place us in the top quartile benchmarked against all providers for the quality of supervision, progression and research skills in relevant subject disciplines. We were ranked 3<sup>rd</sup> out of 40 universities in the Social Sciences cluster (the closest match for this submission) for supervision quality, gaining particularly good marks (above the average for the top quartile) for supervisor skills and knowledge, and the supervisor's role in identifying training needs.

### Recruitment of doctoral research students

At the time of the REF 2021 submission, our PGR students are recruited from 15 countries from all over the world (Italy, Iran, Greece, Hong Kong, and Zimbabwe) though the majority (83%) are from the United Kingdom. 93% are Home / EU students. Around 50% of our PGRs are part-time, reflecting disciplinary norms and the fact that many of them wish to remain in practice (e.g. social work or housing).

A relatively high proportion of our PGRs have declared a disability (17%), which underlines our commitment to support disabled staff and students. This is evidenced by the fact that we were the first UK university to be awarded 'Gold' status in the Business Disability Forum's Disability Standard scheme (one of only five organisations to receive the highest rating). This also reflects our commitment to research into the social justice-related aspects of disability.

61% of students are female and we have a greater number of male PGRs than might be expected according to national workforce statistics. 72% of PGRs identify as white; and 16% as BAME (4% as black; 3% as Chinese and 9% as Asian). 9% identify as mixed / other with 3% as unknown or information refused. Our students' ages range from 24 to 77.

### Studentships from major funding bodies

We have recruited nine studentships from the ESRC-funded WRDTP Wellbeing and Communities pathway, including a collaborative partnership with Pennine Care NHS Foundation Trust. We have also developed an ESRC-recognised Masters in Social Research for 3+1 studentships, which feeds applications to the WRDTP and provides a doctoral pipeline. We were lead members of the University Alliance Social Policy DTA (Doctoral Training Alliance) until 2018 and recruited two students through this European Commission-funded scheme.

We have funded five PGRs using institutional investment through a Vice-Chancellor's Scholarship (VCS) scheme. This has enabled us to support strategic research agendas, such as our commitment to the Greater Manchester homelessness charter in which **Lawthom** supervised a co-produced investigation into the translation of the charter into action.

**Monitoring and support linked to successful completions**

All PGRs have a minimum of two academic supervisors including a Principal Supervisor (PS). They support the academic development of the student's research and provide guidance on professional development opportunities (e.g. conferences, publishing and careers). 100 hours of annual supervision is divided between the supervisory team (regular supervision, setting deadlines, overseeing ethical approval and giving detailed feedback on thesis drafts).

All PGR supervisors must undertake either the Graduate School PGR supervisory programme or the University Teaching Academy 15-credit module on Research Degree Supervision and Examination. Staff without previous experience, or new to the University, are strongly encouraged to attend appropriate supervisory training and receive mentoring within an existing team. All staff must complete a training update every three years

All full-time (FT) PGRs are expected to submit within four years (pro-rata for part-time (PT) students). The online *SkillsForge* system supports student progress and development (see REF5a). *SkillsForge* generates automatic reminders about official milestones, and records training and actions from supervisory meetings. An Initial Project Review takes place after three months (for FT study) and two formal annual progression reviews after 12/24 months FT. Independent academics scrutinise annual progress reports and conduct an informal *viva voce*, in which any issues can be raised. In the 2019 Post-graduate Research Experience Survey (PRES) we were in the top quartile and 4th overall for progression with specific strengths in the quality of induction, the understanding of requirements and deadlines, and clarity over assessment processes.

**PGR skills development and preparation for future career**

All full-time PGRs are expected to complete at least the equivalent of two weeks (or ten working days) of development activities each year (pro rata for part-time), in line with the Concordat to Support Researcher Development. Training is delivered across six themes and PGRs are supported to attend conferences and writing retreats, and to access the Graduate School's Research Fund (see REF 5a).

In PRES (2019), we were in the top quartile, and 8<sup>th</sup> out of 40 overall for the quality of research skills with particular praise for providing students with the confidence to develop their creativity and innovation skills. We were also in the top quartile for the quality of professional development. **Lawthom** and **Fisher** have won the Students' Union Best PGR Supervisor of the Year (2018 and 2019 respectively).

We place a particular emphasis on preparing students for a potential career beyond academia. For example, PGRs have gone on to further employment in public policy settings, and one student has successfully gained an internship with the Department of Work and Pensions.

**Study Leave Arrangements**

The University's policy on Maternity, Paternity and Adoption leave for funded PGR students is in line with UKRI-funded students, and the student is entitled to up to 52 weeks of maternity, adoption or shared parental leave, with the first 26 weeks of each pregnancy paid at full stipend rate. The following 13 weeks are paid at a level commensurate with employee entitlements to statutory maternity pay, and partners are entitled to ten days ordinary paternity leave on full stipend.

**2.4 Equality and Diversity**

The University's commitment to EDI is set out in its Equality and Diversity policy and accompanying Vision for Equality and Diversity (see REF 5a). Staff within this submission have played a leading role in the University's equality fora around disability (**Lawthom**), LGBTQ + and race (**Cox, Carey**), which make a vital contribution to the University's achievement of the institutional quality marks and standards (see REF 5a). **Fisher** leads the HPSC EDI strategy. We have worked hard to create an inclusive research culture. The success of our approach to

flexible working procedures and the leadership of staff have allowed us to present a submission that is more inclusive and representative of a range of career stages than the sector-wide figures reported for the discipline.

### **Arrangements for supporting flexible working**

Our flexible working processes facilitate temporary part-time working, compressed hours, job-sharing, home-working and career breaks, all of which are acknowledged in the promotions process. Timetabling arrangements support colleagues with caring responsibilities. Disclosure of an equality-related issue (usually through a confidential process tied to annual UCRKE reviews) leads to an adjustment in expectations regarding research outputs. Similar adjustments are made for colleagues with caring responsibilities, chronic disabilities (including mental health issues), and return to work after sickness or family-related absence. For example, one member of our submission has been supported to be able to extend and subsequently deliver a prestigious overseas external funding opportunity following family-related absence. The impact of Covid-19 on staff working at home, particularly with caring or child-care responsibilities, is currently being fully considered in the promotions round, and a Covid Recovery Scheme is being rolled out to support staff whose research has been interrupted.

### **Equality and diversity profile of the submission**

#### *Gender*

Our submission includes 55% women and 45% men from a 60%/40% eligible population. This means that our return is more balanced than the overall sector average, which is 65% female and 35% male. We have a gender-balanced professoriate with women occupying most of the senior leadership roles (**Lawthom** was Director of the HPaC UCRKE until 2019, and **Baines** and **Chantler** are Heads of Research Ethics and Governance). **Ahmed** is now Faculty HPSC PGR lead.

We provide access to specific training and development opportunities targeted towards women (e.g. Advance HE's Aurora mentoring scheme). We have senior colleagues who proactively support the development of equality and diversity in the discipline; for example, **Lawthom** was Chair of the Psychology of Women Section of the British Psychological Society (BPS) (2012 – 2015) and has mentored six staff on the Aurora programme during the assessment period, including **Fisher** and **Yarwood**. **Gregory** is a co-lead of the University's Gender forum and is leading on the next phase of the institution's submission for Athena SWAN.

#### *Disability*

6% of staff in the submission have declared a disability against an overall eligible population of 4%. This is in line with sector-wide data (7.1% of staff have reported a disability in the Social Work Social Policy discipline as reported in the Advance HE Equality Report for 2019), which underlines the effectiveness of our institutional support for supporting disabled staff (see REF 5a).

#### *Ethnicity*

Our submission is more ethnically-diverse than the eligible population, and much more diverse than the average for the sector. 79% of submitted staff identify as white within an overall eligible population of 81%. Our submission is 10% more diverse than the sector average of 90% for staff identifying as white in Social Work and Social Policy disciplines (Source: Advance HE 2019 Equality report). 19% of staff identify as BAME (9% as Asian; 4% as Chinese and 6% as Mixed / Other). 2% are 'Unknown'.

Our submission includes two female professors who identify as BAME out of an overall national total of 440 female BAME professors.

#### *ECRS and staffing mode.*

12% of our submission are ECRs according to the REF2021 criteria. All staff are on permanent contracts and we have two staff working part-time, including one Professor. Career pathways for



part-time and full-time staff are equitable, with all staff in the unit receiving equal access to support, mentoring, funding, sabbatical- and career development-opportunities.

### Equality and Diversity in the REF submission

We have been fair, transparent and inclusive in formulating our submission, complying fully with the University's *Code of Practice* to ensure that EDI is reflected in the return. We have monitored the gender balance of the selection of outputs and can report that 54% of the final selection included in the submission are assigned to female staff. This is in line with the overall gender balance and the volume of outputs that staff have produced during the assessment period.

All colleagues with significant responsibility for research and independent researcher status are included. Staff preparing the submission completed training on 'Managing Diversity', 'Equality and Diversity Essentials' and 'Unconscious Bias and REF2021'. The *Social Work and Social Policy REF2021 Coordination Group*, and the team who prepared this environment narrative, had equal gender representation with overall leadership coming from **Lawthom** and, latterly, **Fisher**.

All colleagues were aware of the confidential process for declaring individual circumstances. Five staff chose to submit details of individual circumstances and we have been able to balance our expectations of their contribution to the outputs without requesting a reduction in the overall output pool.

## 3. Income, infrastructure and facilities

### 3.1 Income

Strategic investment in staff, full deployment of QR resource and comprehensive support for funding proposals have resulted in external research income of £4.047m. This is a 211% increase on the £1.3m income we returned in REF 2014, with a large increase from charitable bodies (from £71k to £872k) and UK government sources (from £419k to £1.8m), reflecting the success of our mission to respond to some of the most difficult policy challenges facing society.

### Diversity of Income Sources

Source of Income	BEIS Research Councils	UK Charities, Open Competition & Other	UK Govt, Industry & other UK Sources	European Union	Non-EU
Percentage of Income	19%	22%	44%	14%	1%

Table 2: Diversity of Income Sources

### Strategy for external research income generation:

We have refined our strategy for external funding and our income has risen steadily from £284k in 2013/14 to £750k in 2019/20. We have achieved this by focusing resources towards the development of more substantial proposals with high-quality academic and non-academic partners. We are selective about where and when we choose to make applications, by allocating time and resources into building large networks of external partners with NGOs, charities and civil society groups who are equally passionate about our research agendas, e.g. end-of-life care, drug addiction, homelessness, ageing well and domestic violence. We have focused on being awarded 'bidding partner' status through strategic funders, such as the Education Endowment Fund, to ensure that we can take advantage of opportunities that match our experience in policy evaluation. We have sought to appoint staff who understand our collective ethos and who have a background in policy settings. This has positively impacted on our ability to develop credible partnerships that put us in a strong position for the generation of external funding.

The use of internal investment from the University's Strategic Opportunities Fund has enabled us to boost clusters of activity, such as Crime & Well-being Big Data within PERU. This research

area received £1 million investment into staff and infrastructure, including a secure and intelligent data system architecture capable of hosting sensitive and proprietary data, which has given us the capacity to get involved in quantitative proposals with universities including Edinburgh (see below) and public sector partners (NHS Scotland, GMP).

We have a strong relationship with our Research Development Team and our Business Development Managers working together on our long-term funding strategy. We also work with an International Research Development Manager and an experienced Research Delivery team. These relationships are key to our success by providing us with high levels of expert knowledge and support.

### Major competitive awards

We have secured £4.8m in research awards and a further £2.3m in knowledge exchange awards. Major awards include:

#### *End-of-life care for people with problematic substance use* – Big Lottery £425k (2016)

This project was the first of its kind to explore current practice and service experience from a range of perspectives. Inspired by practitioners' concerns about improving the end-of-life care offered to people with problematic substance use, and their families, friends and carers, **Galvani** used the findings from this project to create standards and resources that are widely used (see ICS2). The learning from this project led to a subsequent £287,258 award from NIHR (NIHR200054) in 2019 to explore what a new co-produced model of social end-of-life care should look like for people who are impacted by problematic substance use.

#### *Understanding Inequalities* – ESRC (ES/P009301/1) £2,076,267 (£301,259 to Manchester Metropolitan) (2017)

**Bannister** was a co-investigator on this large collaborative project with Professor Susan McVie from the University of Edinburgh, which investigated the causes and consequences of social inequality in Scottish society in a more in-depth way than had been attempted previously. Bannister's contribution to the project resulted in high-quality publications, such as, '*Towards a Planetary Urban Criminology*' in *Criminological Encounters* (output ref: 2120).

#### *Co-creation of Service Innovation in Europe (CoSIE)* – European Commission (ID: 770492) €4,960,721 (£279,213 to Manchester Metropolitan) (2017)

This project is typical of a portfolio of transnational collaborative projects led by staff from PERU, themed around innovation in the development of public services and democratic participation; (other projects include Innovative Social Investment: Strengthening Communities in Europe (InnoSI) ID: 649189 (€2,375,832) in which we were the coordinating partner). CoSIE, working across 24 EU partners (**Baines** being our lead), had two aims: to advance the active shaping of service priorities by end users and their informal support networks, and to engage citizens, especially 'hard to reach' groups, in the collaborative design of public services.

#### *Does UK drug policy require reform? Engaging drug takers into the debate* – ESRC (ES/R007225/1) £243,132 (2018)

Academics, policy-makers, practitioners and NGOs are discussing (and advocating for) drug policy reform in the UK, focussing on the usefulness and relevance of the Misuse of Drugs Act (MDA) 1971 and the Psychoactive Substances Act (PSA) 2016. This project, led by **Askew**, builds on previous experience of engaging with end users to generate a national drugs action plan that will be informed by the lived experiences of drug takers.

#### *Whole School SEND evaluation* – Education Endowment Fund £510,787 (2019)

**Morris** used his professional experience of working in policy settings to lead PERU's successful pursuit of this DfE-led evaluation of SEND provision in secondary schools. The project will evaluate the effectiveness of SEND in over 5,000 schools and will have major impacts for future education policy.

We have already secured further significant awards to ensure the long-term sustainability of our research environment beyond REF2021. These include a £340k UKRI Covid-19 project on Safeguarding Victims of Domestic Abuse (led by **Chantler**), a £50k NIHR project on performance-enhancing drugs (led by **McVeigh**), and an investigation into Cognitive Behavioural Therapy in the Criminal Justice system, funded by Nuffield (**Fox**). **Hatton's** and **Ryan's** appointments will increase this further by over £2m from NIHR and other funders.

### 3.2 Infrastructure and facilities

#### Research and Knowledge Exchange Directorate (RKE)

RKE offers 'full service' support incorporating the Graduate School, RKE Systems, support for grant bidding, IP, commercialisation and contracts. This includes a dedicated Research Development Team, an International Research Development Manager, and a Research Delivery Team, including post-award specialists and legal professionals supporting procurement, logistics and financial management. We have support from two Impact Engagement Managers and two Research Ethics and Governance Managers. A Senior Business Development Manager, a Partnership Manager and an award-winning KTP team support our business engagement.

RKE Systems manage *Symplectic*, which is used by all staff to maintain records of outputs, OA compliance, and web profiles; *Worktribe*, is used for the online management of external funding applications; *EthOS*, is used for research ethics and governance; and *SkillsForge* is used to manage the PGR student journey. RKE Systems also provide management reports and data for annual review processes.

Administrators in the University's Graduate School work closely with our Research Degrees lead and the Postgraduate Arts and Humanities Research Centre (PAHC). We also have a dedicated press officer, a Human Resources business partner, Information Systems and Digital Services support, and Finance and Legal Services.

#### Library

The University Library is open 24/7 and offers access to online resources for staff and PGRs. We work closely with our subject librarian who contributes to workshops and training in InfoSkills and Open Research. Journal titles, monographs and online resources are reviewed annually. Inter-Library loan requests are free. The SCONUL network facilitates access to other university libraries. International research methods packages are available, e.g. SAGE Research Methods. The Library manages Green OA through the e-Space repository and funding for Gold OA APC charges. The provision of online resources has been particularly significant during the pandemic and there has been further investment in e-books.

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

#### Support for, and effectiveness of, collaborations, networks and partnerships

We have extensive links with networks and collaborators. Over 60% of our submitted outputs include international collaborations with partners in the USA, Brazil, Canada, Ireland and Australia. We have co-authored work with over 35 UK universities including papers on drug policy and ageing with the University of Manchester; research on children and society with Lancaster University, and papers on abortion with the University of Liverpool.

Our international partnerships include arrangements with the Price Centre for Social Innovation at the University of Southern California, resulting in reciprocal Visiting Professorships, study visit opportunities for PhD students and the production of a jointly-authored book on Payment by Results and Social Impact Bonds (2018). We have a significant role within the rapidly expanding UK Government/ESRC-backed 'What Works' Centres (**Morris**). **McLaughlin** leads the Greater Manchester Social Work Academy Partnerships research and evaluation group and is co-founder of the European Social Work Research Associations' Special Interest Group in Service User Involvement in Social Work Education and Research. **Lawthorn** and **Fisher** have worked with three Universities in the south of Brazil and three in India on the Place Age project. **Galvani**

works with La Trobe University (Australia). **Lawthom** has worked with researchers at Ryerson University (Canada). **Duffy** has collaborated with Universidad de los Andes in Bogota, Columbia. **Stevenson's** work in Guatemala is with charities that support street-based children (output: 2126).

We attract visiting international scholars, and applications are considered on quality and potential contribution to our research environment. Notable examples include: Professor Dowse who has visited around disability, Professor Chair (around ageing in Hong Kong) and Professor Michelle Fine (around social justice marginalisation).

### **Wider contributions to economy and society**

#### *Ageing in Cities*

Researchers in Social Aspects of Ageing have worked on international ESRC-funded projects alongside policy-makers and practitioners to challenge attitudes, working practices and delivery for age-friendly cities and communities. Our research has influenced locality planning, e.g. in Edinburgh, where age-friendly designs and interventions are being integrated into locality plans, and the research is being used by Edinburgh City Council to apply for WHO Age-Friendly City status. We have influenced the delivery of plans to support ageing populations in Brazil and India. For example, in Brasilia, our work was used to lobby successfully for additional funds to support the development of a community centre for older people in a low-income neighbourhood.

#### *Social Work*

Funded by the DfE, we have worked with Social Workers across local authorities in England to establish robust evidence on recruitment, retention and progression in child and family social work. The DfE are using the research to influence discussions with local authorities and education providers to consider how best to prepare social workers for practice, and ensure that social workers remain in the workforce, given issues of organisational culture and leadership. SCSW have researched Fitness to Practise under the Health and Care Professions Council (HCPC) guidance and the findings are informing discussions with Social Work England (output: 2539).

#### *Social Care*

Researchers across the unit were funded by the DfE to evaluate the impact of two Leaving Care pilot programmes (Shared Lives and Staying Close). The research findings are available in reports published by the DfE in 2020, and having influenced service development in this area, going forward.

#### *Big Data and Policing*

PERU has data-sharing agreements with GMP, West Midlands Police, Police Scotland, Transport for Greater Manchester and the Ordnance Survey. Our research is being deployed by GMP, Capita and the College of Policing to revise the DASH assessment tool used by police and non-police agencies to identify victims of domestic abuse. The Home Office uses our research to support proposed revisions to the police funding formula. The latest Her Majesty's Inspectorate of the Constabulary report cites PERU research as an example of excellence in the support of the police understanding and addressing of vulnerability.

#### *Offender rehabilitation*

PERU has a partnership with Manchester College and their not-for-profit social enterprise, Novus, focussing on offender learning and employment, providing evidence-based support to help Novus to restructure its provision. Outputs included a Rapid Evidence Assessment on Offender Learning (output: 2086), and a Realist Review of Offender Learning (output: 2070), published in academic journals as well as being used on an intranet system that Novus provided for its staff. PERU staff regularly attend meetings of Novus' Executive Group, inputting into decisions and ensuring that the latest research informs strategic discussions within the organisation.



*Substance use*

The Substance Use and Addictive Behaviour Cluster, which works in improving and developing care for people using substances, has involved close collaboration with Merseycare NHS Foundation Trust, the Association of Directors of Adults' Services, Thomas Pocklington Trust, Alcohol Change UK and Marie Curie. It has also forged strong and ongoing partnerships with leading national charities, e.g. Marie Curie, Aquarius, Adfam, Change, Grow, Live, and local authorities and NHS trusts (see ICS 2).

*Taxation and Fiscal Policy*

We have established a network of organisations that are interested in our analysis of the tax/benefit system, including the Joseph Rowntree Foundation, the Institute for Public Policy Research (IPPR) North, the Scottish Government and the Resolution Foundation.

Many staff have roles on Key Advisory Boards. Notable examples include:

- **Morris:** What Works Centre for Children's Social Care and member of the Government Trials Advisory Panel.
- **Ahmed:** Ageing & Demography Thematic Advisory Group (TAG) ESRC/UKRI.
- **Bannister:** Greater Manchester Violence Reduction Unit, Academic Advisor.
- **Fox:** Member of the HM Inspectorate of Probation Advisory Board and Probation and Youth Justice Advisory Group.
- **McLaughlin:** Co-Chair, Joint University Council Social Work Education - Research Committee.
- **Galvani:** Advisory Council on the Misuse of Drugs.
- **Parry:** Member of the Division of Clinical Psychology, Faculty for Children, Young People and their Families Committee within the BPS.
- **Duffy:** External Member of the Centre for Reproduction, Technologies and Health (CORTH).
- **Lawthom:** Appointed to BPS expert reference 'From Poverty to Flourishing'.
- **Ahmed:** Non-Executive Director: Mersey Care NHS Foundation Trust. Board member: Somali Adult Social Care Agency. Treasurer: Social Policy Association Executive. Trustee/Board Member: Knowledge for Change (K4C).
- **Chantler:** Scientific Committee Member for the European Conference on Domestic Violence.
- **Kumar:** Member of the St. Mungo's Audit Committee.

**Public engagement**

We are committed to two-way engagement with community partners and have formal mechanisms in place for staff and PGRs to make a meaningful contribution to this agenda. We have 'hub' status in the ESRC Festival of Social Sciences and staff in the unit play a leading role in coordinating activities alongside community partners, and the Universities of Manchester and Salford. For example, **Runswick-Cole** was our institutional lead in 2016; **Fisher** and **Lawthom** have organised events on ageing and communities in all years between 2016 and 2019; and in 2020 staff led events on gender inequality (**Campbell**) and the racism experienced by Chinese communities throughout the Covid pandemic (**Wong**).

*MetroPolis* organises a wide range of policy-relevant events for communities in Manchester. Events, such as: the 'The Future of Drugs' (**Askew**); Homelessness in the Private Rented Sector (**O'Leary**); and **Cities 2050** (**Lawthom** and **Fisher**) take place throughout the year with a particular emphasis on national opportunities for promotion, such as UK Parliament Week.

We host a variety of high-profile guests at public lectures and seminars. Speakers have included Lyn Romeo (Chief Social Worker – Adults) and senior civil servants in the Ministry of Justice and Home Office through our partnership with the Academy for Social Justice.

We are regularly asked to contribute to public discourse through the media. Recent examples include **Kumar's** work on national fiscal policy and **Duffy's** work on access to abortion services in Ireland.

We are passionate about looking for ways of valuing the experience of our community partners in funded projects and try to ensure that the time and expertise of partners is recognised. This commitment follows through into the dissemination of research, and we regularly invite community partners onto author teams.

### Contribution to the discipline

Our researchers demonstrate sustained and important contributions, nationally and internationally, to their respective disciplines and fields of study, and interdisciplinary research.

This includes Peer Review for bodies including: Education Endowment Foundation, ESRC, The MRC, NIHR, Leverhulme, Alcohol Research UK, Canadian Institutes for Humanities and Social Sciences, AHRC) and WHO Department of Sexual and Reproductive Health and Research.

Our staff are highly sought after internationally as doctoral examiners. Examples include: **Fox**: University of Helsinki (2019); **Lawthom**: Malta (2015); **McLaughlin**: Griffiths University, Australia (2016).

Guest-editors for journals include: Journal of Social Inclusion, Journal of Social Policy and Society, International Journal of Environmental Research and Public Health, International Journal of Drug Policy, Social Policy and Society. Editors in Chief include: Urban Studies (**Bannister**); Social Work Education: The International Journal (**McLaughlin**); Community, Work and Family (**Lawthom**); and Gender, Work and Society (**Gregory**).

Membership of editorial boards of journals include: **Morris**: 'Sociological Research Online', **Ahmed**: 'Journal of Social Policy and Society', **Fisher**: 'Community, Work and Family (Associate Editor)', **McLaughlin**: 'Journal of Gender and Family Studies' and 'Childhood and Society', **McVeigh**: 'Drug Education Prevention & Policy', **Galvani**: 'Drugs: Education, Prevention and Policy' and **Hammond**: 'Sociology.'

Peer reviewers for journals include: Journal of Social Policy; Sociological Research Online; The British Journal of Social Work; Qualitative Inquiry; Ageing and Society; British Journal of Criminology; Critical Social Policy; BMC Public Health; Addiction Research and Theory; and International Journal of Drug Policy.

Our staff hold Fellowship awards including: **Bannister** - Distinguished Visiting Professor, Chinese Academy of Science (China) and Visiting Professor, Wuhan University (China); **Fox** - Distinguished Fellow at the Sol Price Center for Social Innovation at the University of Southern California Price School of Public Policy; and **Lawthom** - Visiting Professor UNSW (Australia).

Invited keynote addresses at major conferences include: **Ahmed**: 'On being a good grandmother' ESRC Families and Migration Conference, 2017; **Bannister**: 'Alcohol and Crime', Society of Evidence Based Policing, Annual Conference, 2018; **Parry**: 'Oh It's Just a Job; Ugh No It Isn't', Developing Together SWTP Emotional Resilience and Wellbeing in Social Work Conference, 2019; **Lawthom**: Psychology of Women and Equalities BPS Social Psychology Conference 2016; **McLaughlin**: 'Decade after the financial crash, people need to know that the austerity it led to is over and that their hard work has paid off. A social work perspective', BASW, 2019; **McVeigh**: 'Public Health Heroes, Villains and others', City Health International Conference, 2019; and **Galvani**: La Trobe University Conference on End of Life Care for People using Substances, Australia, 2020.

We have PGR training collaborations including: **Fisher**: ESRC WRDTP; **Cox**: General Nursing Council Trust; **McLaughlin**: European Social Work Research Association, Oslo Metropolitan University; and **Galvani**: Society for the Study of Addictions.

The evidence here indicates that staff in this unit have made important and timely contributions to academic and policy debates in social work and social policy.

