Institution: University of Liverpool

Unit of Assessment: 20 Social Work and Social Policy

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

The **Department of Sociology, Social Policy and Criminology** is one of two departments within the **School of Law and Social Justice,** housed in a **£25 million state-of-the-art building,** opened in 2019. Our staff have a **demonstrable and long-term commitment to social justice** and since 2014 we have taken advantage of **growth in student numbers** to increase our annual budget for internal research ten-fold in order to increase our research capacity and achievements. We have appointed 16 new researchers in key and emerging areas, quadrupled staffing in the Research Support Office, increased external research funding (particularly from Research Councils), grown our PGR community, and established PGR/ECR training platforms across the region. Our research activity is co-ordinated and organised through two sizeable, well-established Research Clusters: **The International Criminological Research Unit (ICRU)** and the **Publics and Practices Research Unit (PPRU**).

i. **Unit context and structure**

ICRU areas of particular strength include: critical criminology, corporate and state crime, and neoliberalism (**Hart, Naegler, Whyte**); gender, crime, and criminal justice (**Evans, Measham, Walklate**); historical and longitudinal studies of offending and punishment (**Alke**r, **Godfrey, Roscoe**); juvenile/youth crime (**Goldson**); the criminology of war, radicalisation and counter-terrorism (**McGarry, Mythen, Walklate**); policing (**Baker, Turner**); and critical drug studies (**Coomber, Lightowlers, Measham**). The ICRU National Consultative Group (comprising leading academics and personnel from the criminal justice policy and practice communities in the UK) enables us to engage with and impact upon stakeholders and user beneficiaries, for example the Howard League for Penal Reform, the Magistrates Association, UK police force); and the International Reference Group (comprising some of the world's leading academic criminologists) provides a route to international research collaborations.

Led from our Department (**Morrin**, **Paton**), but with a membership that stretches across the Management School and the Departments of Architecture, Geography and Planning, and Public

Health, and a large number of PGRs who are supervised by staff within the cluster, **PPRU** is orientated toward critical research on contemporary state forms and their entanglements with capitalist economies. Topics of inquiry include: governmental form; environmental destruction and risk (**Mythen, Tepe-Belfrage, Whyte);** medical technologies; age and life-course (**Pickard, Vanhoutte, Vitellone**); poverty, education and exclusion (**Frost, Morrin**); innovative methodologies (**Brooker, Heng, Kirton, Mair**); and gentrification, urban cultural forms and organisations (**Campbell, Jones, Paton**).

ICRU and **PPRU** provide pump-priming funding for pilot or small research projects, organise joint events and regular work-in-progress seminars to highlight our research. They both have research budgets to provide co-ordination for dissemination and impact, to ensure that interdisciplinary/cross-disciplinary research flourishes. Both are public facing and policy engaged, as demonstrated by the array of events, activities and initiatives hosted (see s.3.4). The pinnacle of these is the well-established **Eleanor Rathbone Lecture Series** which draws large audiences (policy-makers, academics, general public) to discuss topical matters of significant public interest (in particular, lectures by the Executive Director of Advocacy and Engagement at the Refugee Council and Professor the Baroness Lister of Burtersett addressed issues of gender, marginalisation and austerity and drew large public and policy audiences).

Although all staff belong to at least one of the Research Clusters, many also belong to the intra- and inter-faculty research centres. **Campbell** worked with colleagues in the **Institute of Cultural Capital** (a strategic collaboration in the city between the University of Liverpool and Liverpool John Moores University) to develop policy that demonstrably benefited the culture and life of the Liverpool City region and its residents. **Mythen** and **Walklate** sit on the Management Board and supervise doctoral students for the **Institute of Risk and Uncertainty**, a national centre of excellence funded primarily by ESRC/EPSRC awards, which hosts the only centre for doctoral training in the UK focusing on the management risk and uncertainty in complex environments and natural and constructed systems. **Alker** is Director of the **Centre for Digital Humanities and Social Sciences,** which brings together researchers across the University to explore the development and deployment of digital technologies and tools, their uses, and social impacts. **Pickard** and **Godfrey** collaborate with colleagues from across the arts, humanities, and social sciences to enhance understanding of medical, (bio)scientific and technical practice in the **Centre for Humanities and Social Science of Health, Medicine and Technology**. **Godfrey** works with leading consultants in tropical diseases at the **Royal Liverpool Hospital,** the **Liverpool School of Tropical Medicine,** and the University of Liverpool's **Institute of Infection and Global**

Health to explore longitudinal global trends in transmission of disease, and collaborates with consultant paediatricians at **Alder Hey Children's Hospital** on children's safeguarding issues. **Lightowlers** is part of the **Liverpool Centre for Alcohol Research** alongside colleagues in the University's **Institute of Translational Medicine.** We have hosted public lectures and research workshops and collaborated on externally funded research projects with the **Heseltine Institute for Public Policy, Practice and Place** which brings together expertise from across the University, with civic leaders, policymakers and the diverse range of stakeholders to improve policy making for the future welfare of cities and city regions. Our membership of and participation in cross-university research centres and institutes helps to foster a porous inter-disciplinary research environment.

ii.   Research strategy

We have continued to develop and grow since 2008, with REF 2014 being an important milestone. The School formed from a merger of the Department of Sociology, Social Policy and Criminology, and the Department of Law in 2010 and its creation facilitated the growth of research synergies, but organisational changes took time to bed in. Therefore, REF 2014 was an appropriate point to assess both our strengths and ambitions, and also to devise strategies to take advantage of new opportunities for cross-disciplinary collaborations. Between 2014 and 2021 our objective has been to maintain the Department as a centre of excellence for published research (70% of our outputs were rated 3/4* in 2014), impact (100% rated at 3/4* in 2014), to support and invest in existing areas of strength (**historical and theoretical criminology** and **critical social policy**), and to create a sustainable research culture which benefits staff, our partners, and the policy and practice communities with whom we engage.

Healthy and sustained student growth, and a ten-fold increase in internal investment has enabled us to significantly extend and widen our research base and to secure a substantial raft of external research funding. Raised levels of investment, infrastructure and resource that came with the creation and subsequent expansion of the **School of Law and Social Justice** allowed us to go beyond the strategies outlined in 2014. Over this REF period we have developed, supported, and operationalised strategies that have:

- Supported existing areas of strength
- Widened the research base

- Underpinned a recruitment strategy across career levels to attract staff to strategic priority areas of digital social sciences, visual and quantitative sociology
- Developed Social Sciences capacity within the University and across the region
- Made a difference with respect to impact
- Internationalised our research to address global challenges

We have been able to achieve our strategic aims because the School research budget has grown tenfold from £77k in 2014 to £777k in 2020. A critical mass of new researchers were appointed to further bolster a significant concentration of ECR, MCR and Professors, and take us in different theoretical directions using innovative methodologies **(digital social sciences, visual** and **quantitative sociology)** to address global challenges and pressing policy-needs (**health and societal inequalities**). Between 2016 and 2020 we made 3 ECR appointments (**Alker, Brooker, Naegler**); 9 MCR appointments (**Baker**, **Doebler, Hart, Heng, Inckle, Lightowlers, Paton, Sirryeh, Tepe-Belfrage)**; we also appointed 9 PDRAs (three from internal investment - **Khoury, Massoumi**, **Patrick** - and 5 from external funding - **Morrin, Price, Richardson, Roscoe**, **Williams**). The appointment of established professors (**Coomber** from Griffith University, Head of Department 2018-2020) and **Measham** (from Durham University in 2019) further added research excellence and strengthened leadership in the Department.

The influx of new staff facilitated a step-change in our research capacity, and facilitated an ambitious strategy that capitalised on the enriched research environment. Our strategies are refreshed by Departmental Research Leads **Whyte**, **Pickard** (2014-2020)**,** now **Lightowlers** and **Jones**) and our progress is monitored by the School Research and Impact Committee (**Coomber, Goldson, Godfrey, Jones, Lightowlers, Pickard**) and by the Faculty Research and Impact Committee (that was chaired by **Godfrey** as Associate Pro-Vice Chancellor for Research and Impact, 2013-17).

iii.   Developing social science capacity

In 2015/16 **Godfrey** developed, in consultation with research leaders, a series of **Faculty Research Themes** (Children and Childhood, Slavery and Unfree Labour, Sustainable and Resilient Cities, Transforming Conflict, Digital Humanities and Social Sciences, Heritage). **Digital** and **Heritage** were subsequently established as University Research Themes. These themes are flourishing and members of the Department continue to contribute to, and benefit from, the leadership and administrative structures that support them, and also the internal and external

investment that flow through them. Indeed, we took a leading role, with **Alker** as Director of the **Centre for Digital Humanities and Social Sciences** and **Godfrey** a leading member of the **Modern Slavery and Human Rights Policy and Evidence Centre**. In 2017, our experience and expertise in developing successful growth strategies was utilised when **Godfrey** carried out a review of social science capacity and launched the **University Social Science Strategy**. Between 2020 and 2026 (coterminous with the University's Strategic Plan) we will embed/reinforce the policies and strategies which benefit researchers within this Department to sustain research of the highest calibre and develop further capacity in the social sciences across the University of Liverpool.

Our energy and commitment to social policy contributes significantly to social science capacity in the region. In 2011 the **ESRC North West Doctoral Training Centre** (NWDTC) was awarded to the University of Liverpool (as lead institution) and the Universities of Manchester and Lancaster; recommissioned as the **North West Social Science Doctoral Training Partnership** (**NWSSDTP**) in 2016 (with Keele University now added to the consortium) with **Mythen** as Director, **Goldson** as Liverpool Institutional Lead, and **Jones** as Northwest Leader of the Sociology pathway; **Kirton** leads our regular participation in the ESRC Festival of Social Science; **Brooker** is institutional lead for the Social Studies of Science, Technology and Medicine pathway; and **McGarry** for the Criminology, Social Policy and Social Work pathway.

The **NWSSDTP** is the largest in the UK and has become a research platform for generating future generations of social policy leaders. Since its inception the **NWDTC/NWSSDTP** has provided large cohorts of doctoral students with high-quality, flexible postgraduate training (as has the **AHRC North West Consortium Doctoral Training Partnership (NWCDTP)** with whom we are also partners). Training for the **NWSSDTP** is delivered through **Methods North West (MNW)**, an advanced research training network of which **engage@liverpool** (led by **Mair**) is a major component. This training platform is seen by the ESRC as one of the most distinctive and successful elements of social science training in the UK. **Engage@liverpool** provides specialist and high-level training for PGR/ECR across the region, including masterclasses, workshops, lectures with invited international experts. It reflects three distinctive strands in the research tradition at the University of Liverpool: **engagement** with the major moral, political and philosophical ideas and questions of the day; **engagement** with, and contribution to, methodological and intellectual innovation; and **engagement** with people through research – locally, regionally, nationally and internationally. In addition to bringing local benefits to the staff in the Department. the leadership provided by Liverpool in this area benefits the research

environment across the North West of England. This training portfolio will be enhanced by the University's new partnership with the National Centre for Research Methods (NCRM), locally led by **Mair**.

iv. Impact strategy

Rather than developing pockets of impact, impact creation is seen as a foundational activity across the whole Department. Impact is constant and on-going, embedded in our practices and developed through internal investment and collaboration with partners and stakeholders. The **School Impact Steering Group** regularly receives details of potential and developing impact case studies referred to it by Departmental Impact Lead (**Jones**, **McGarry**), accompanied by action plans for development and requests for support. Between 2014 and 2020, eleven members of the Department developed viable impact case studies. For REF 2021, we selected ICS themed around workplace safety regulation, criminological policy, and criminal justice practice, reflecting our established areas of strength. The impact currently being developed in the areas of 'inequalities', 'poverty', and 'exclusion' by staff in partnership with local, national and international bodies reflect emerging areas of strength engendered by the appointment of staff since 2014.

v. Internationalisation strategy

Our internationalisation strategy, first developed in 2012, encourage a deep, critical awareness of the legacies of colonialism in political, social and cultural terms. The strategy aims to nurture and sustain international collaborative links to enable us to respond to complex societal and global challenges that are beyond the capacity of one researcher, one research team, one institution, or one cultural and jurisdictional context; to maximise the exchange and development of new methods and intelligence with researchers, civil society organisations, policy makers and practitioners across the globe; and to bring lessons from international scholars to bear on research questions, approaches and solutions in a UK context. We have utilised internal investment (notably a School International pump-priming scheme with an annual budget of £20k) to create larger and more intensive collaborations. For example, our relationship with the University of Georgia (UGA), which began in 2014, evolved to encompass the establishment of summer schools for criminology undergraduates in 2016. In 2018 a collaboration between UGA and Liverpool led by **Godfrey** on race and imprisonment, funded by the National Endowment for the Humanities, then led ultimately to a large scale (£3.4m) research collaboration which involves

colleagues across the social sciences at Liverpool and UGA, led by Balch in the Department of Politics.

Following the Adrian Smith review of international funding in 2019, we again refreshed our Internationalisation Strategy (led by **Tepe-Belfrage**). Between 2021 and 2026 our strategy is to deepen and broaden our international activities to address GCRF priorities and form partnerships with partners in Overseas Development Assistance (ODA) listed countries with greater use of digital outreach. We established an International Visiting Fellowship for staff (pump-primed by the School with up to £20k annually) and an International Visiting Graduate Student programme which allows PhD students enrolled in research-based programmes outside the UK to undertake 3 months of their studies at Liverpool (for example, **Walklate**'s supervision of a PGR from the University of Porto). Doctoral students from XI'an Jiaotong University, our partner university in China, also annually visit Liverpool for three months as part of their PhD programme, and external investment by the China Scholarship Council facilitated a year-long placement for academics from Sichuan University. **Whyte** secured funding to enable participation of scholars from ODA nations at international conferences and a large number of grant awards have international co-investigators or are funded by international bodies. **Whyte**'s 'Exploring Corporate Denial of Corporate Human Rights' project was funded by La Trobe and Victoria Universities; **Godfrey, Goldson, Walklate** have each held several awards from the Australian Research Council; **Whyte**'s 'Revisiting Crimes of the Powerful' and **Godfrey**'s project on historical inequalities were both funded by the Social Sciences and Humanities Research Council of Canada.

vi.   COVID-19

COVID-19 was a significant test for the strategies and structures we had designed and implemented. Some adjustments to maintain research and impact during the lockdown period and immediate aftermath were relatively straightforward. For example, the University funded extensions to PGR to ensure that their research was supported and to reduce anxieties, and supervision sessions, ethics committees, and other administrative functions were moved online. To ensure that all staff felt supported during the disruptive period between March and October 2020, we initiated a contact scheme, with each member of senior staff contacting a small number of colleagues twice-weekly to provide more intensive support. Recognising the fast-moving research landscape in 2020, we used our existing structures to respond flexibly to new conditions and opportunities and capitalise on the collective strengths of the Department to reach out to new research and impact partners. **Walklate** and **Godfrey** used an UKRI grant to improve police and

court responses to domestic abuse during the crisis. We timetabled a set of **Departmental and School Research and Impact Committee** meetings for 2020/21 to be chaired by Jones and Lightowlers as incoming Research Leads. Through consultation with the staff base, we are already beginning to produce a set of strategies for the post-pandemic period and up to 2026 (the date of University's strategic horizon).

2. People

i. Staffing profile

There is a consistent core to the staff base (with 55% of the UoA appointed to the Department before 2013, and 31% before 2008). However, in taking advantage of thriving student enrolment, we have recruited 16 staff between 2014 and 2020, with 12 outgoing staff over the same period, (2 of whom retired, 5 moving to other departments, or to leadership positions within the University). This has taken our total staff group in the UoA from 16 staff returned in REF2014 to 29 (28 FTE) for this return. The staff group comprises 8 professors, 14 senior lecturers, 7 lecturers, in addition to a Leverhulme Fellow and 2 PDRAs. The mix of experienced and ECR staff is designed to lead to a vibrant and sustainable future for the Department.

Our staffing strategies and processes have been guided by our attempts to improve levels of diversity. During the REF period, 46% of applicants and 48% of shortlisted applicants for academic positions were women and 58% of appointments identified as female. Overall, the proportion of female staff increased from 47% to 57% between 2014 and 2020. We have appointed both BAME and staff with disabilities in this REF period, but we are committed to increasing and embedding greater levels of diversity (through appointments to both the staff base and the PGR community) beyond 2021.

We have striven to create a research environment which treats all staff equally and with respect (recognised by the School **Athena SWAN Bronze Award** in 2018, led by **Pickard**, with an application for **Athena SWAN Silver Award** planned for 2023). All of our policies are in line with the **revised 2019 Concordat to Support the Career Development of Researchers**. Locally, we disseminate an online handbook for staff and PGR students which sets out gender equality policies and clarifies procedures - from recruitment practices to promotion pathways - and support available including family friendly policies, flexible working, and mentorship.

ii. Embedding equality and diversity

We have a **commitment to consulting and working collectively to improve the research environment**. In 2016, the School implemented an action plan following the triennial Staff Survey, a University-wide consultation on staff satisfaction. In 2017 the Staff Culture Survey was launched, and the results discussed in Departmental staff meetings. At the same time, the PGR Culture Survey, designed by PGRs in the Department, was launched during the annual PGR conference. Following this the PGR Director (**Pickard**) began a wider process of consultation with PGRs and PDRAs on gender-related and wider inclusion/diversity issues. In order to update policy and to broaden debate and discussion of equality and diversity it is a standing item on SMT meeting agendas; at least one meeting of the School Board each year focuses on gender equality; and colleagues with a research interest in gender equality presented their research at the Faculty-wide Expert Forum seminars.

In 2019 the **School Equality and Diversity Committee** was created (with **Hart** as Deputy Director). In 2020 the School carried out a **Gender Audit** which allowed us to review current practices. Between 2020 and 2026 we intend to deliver a raft of policies to further enhance an equal and sustainable research environment. Specifically, we will continue to support female ECR to access leadership courses and mentorship, and to access research support mechanisms such as writing sessions. We ensure that female ECRs and PGRs are given the best opportunity to produce 4* research and annually monitor the number of research articles being published to ensure that a proportionate balance of female/male staff are being supported. We encourage and support female staff to attend and contribute to Impact Training; and ensure that mid-career and senior-career female staff are supported to take up research leadership positions (following open advertisement in October 2020, **Pickard** was appointed Head of Department; **Paton** became PGR Lead; and **Lightowlers** was appointed co-Research Lead following completion of the Future Leaders Course).

In order that our principles of equality and fairness were carried through to the **REF selection process**, we followed the **University's Code of Practice**. All staff are invited to submit outputs for internal review on a rolling basis in line with the institutional Code of Practice. The rolling reading process, along with other aspects of the REF, was overseen by a departmental REF Advisory Group (RAG) comprising the Head of Department (**Coomber**); previous REF panel

members (**Walklate** and **Goldson**); School Strategic Research Lead (**Godfrey**); NWSSDTP Director (**Mythen**); chaired by **Pickard** as Departmental Research Lead. The reading group itself comprised of senior staff (SLs and above) who volunteered and who had the necessary experience (**Coomber, Godfrey, Goldson, Jones, Lightowlers, Mair, McGarry, Mythen, Paton, Pickard, Tepe-Belfrage, Vitellone**, **Walklate** and **Whyte)** – 8 men, 6 women. Outputs were read and graded independently by two members of staff, with one being an expert in the subject as far as was possible. Readers carried out independent reviews and met to agree the final grade. Where agreement was not forthcoming, a third or external reader provide another view, and a sample of outputs were sent to two external experts for calibration. In line with our Athena SWAN commitments, we undertook four periodic gender audits of output submissions and gradings. In 2019 we adopted a School-wide process for evaluating and selecting impact case studies, monitored by the **School Impact Steering Group** (SISG) (chaired by **Godfrey**). Impact reviewers are selected in light of their expertise, including REF experience, broad social science, legal and policy expertise, and, as with the rolling reading programme, were required to undertake unconscious bias training and AdvanceHE equality and diversity training. In order to ensure equity and transparency in the impact case study shortlisting process, the SISG decided on a new shortlisting process in February 2019. All staff routinely record examples of their impact online, and all staff were considered for inclusion as potential ICS authors by the Departmental Impact Lead (**Jones**). The longlisted case studies were sent to the SISG who ranked the cases (later confirmed by the **School REF Committee)**. The ICS selected for REF 2021 were only a sample of some of the important and significant impact activities carried out by staff across the Department.

iii.   Supporting research careers

We have recruited excellent staff, and are committed to nurturing research careers from PGR to Professor ensuring that mentoring, training, and dissemination of experience and expertise is embedded into our practices. Establishing a high level of resource for research and impact activities, relevant research skills-training, and individual research mentorship at all career stages is central and has been core to our ambition of achieving a supportive research environment. Leadership was strengthened by internal promotions (**Mythen, Whyte** and **Pickard** were all appointed as Professors within the census period; seven lecturers were promoted to Senior Lecturer) and retention until retirement (**Coomber, Goldson**).

Since 2014, the **NWDTC/NWSSDTP** funded 208 studentships across the partners (with Liverpool securing 29%, including 22 awarded to this Department). Due to successes in attracting large-scale UKRI funding, we have added another 7 funded studentships to our postgraduate community since 2014 together with 4 UKRI postdoctoral fellowships. In terms of internal pump-priming, since 2014, the School has also funded an additional 7 doctoral students through our Graduate Teaching Assistant scheme, and a further two PGR funded by our Chinese partner university, Xian Jiaotong Liverpool University. The 82 doctoral students added a significant uplift to both of our research clusters and helped to stimulate research across the whole Department (presenting papers at Work-in-Progress sessions and the annual PGR conferences, shadowing and assisting researchers, winning funding to bring together postgraduate students from the UK in workshops and contributing in many other ways).

We are strongly committed to building and sustaining our large PGR community who have contributed so much towards our research environment. To repay their dynamism, staff have been determined to provide bespoke, tailored and focused mentorship and support to every postgraduate researcher. Following an induction designed to welcome each student to the processes involved in carrying out doctoral-level research, there is a comprehensive review of immediate training needs. We tailor the training expertise held in the department to our PGR community. Supervisors provide subject-specific training relevant to the research being pursued (theoretical and ethical issues, managing fieldwork, and developing an appropriate methodology) to ensure that every PGR researcher is fully equipped to begin their studies. As they continue through their PGR journey, we provide dedicated sessions on 'moving-on from doctoral study'; 'establishing a research trajectory'; and 'managing an academic career' (designed mainly but not exclusively for female PDRAs by **Godfrey)** as well as the research training and methods platforms, **engage@liverpool** and **Methods North West** and training workshops on, for example, visual sociology (**Heng**), the digital social sciences **(Alker, Kirton, Brooker)**, getting published in high-impact journals (delivered by **Walklate** as Editor-in-Chief of the *British Journal of Criminology),* masterclasses on 'Using Freedom of Information as a Research Method **(Whyte)**; provide training on longitudinal data analysis and historical data **(Lightowlers, Godfrey)**; and many ECRs take advantage of the School-funded writing retreats organised by **Paton**.

In terms of **governance**, the School PGR Director works with the Department PGR Director (**McGarry, Paton**) and DTP Institutional Lead (**Goldson**) to oversee all aspects of the academic process through the **School's PGR Committee**. The School PGR Director oversees the six-monthly reporting of progress. Independent Progress Assessment Panels (comprised of two

independent staff members) assess each student's progress and future training needs on an annual basis. They review examples of the doctoral student's written work, evaluate whether additional training should be accessed and whether the relationship between doctoral student and supervisor is still optimal. A report from each panel is then reviewed by the Department PGR Director, and action is taken if required. Students who are found to need additional support are provided with a route to relevant training, and a further panel is convened to ensure that the doctorate is 'back on track'. Both students and supervisors benefit from the support that this rigorous process provides, and we have increased our PhD completions from 34 reported in REF 2014 to 38 in this REF period (and because of the significant investment in PGR since 2018 completion numbers will rise throughout 2021 to 2026).

Our investment in boosting employability, promoting access to bespoke careers support, and enhanced professional development have also resulted in a number of our PGRs co-authoring publications with supervisors (**McGowan, Hopkins**), gaining external research funding with supervisors (**Barlow** and **Walklate**), and being appointed to PDRA positions (**Khoury, Moretta, Price, Singer, Vaughn, Williams**). In 2019 **Vaughn** completed a PhD co-funded by the **John Lennon Scholarship** and the **Institute of Risk and Uncertainty**. Her sociological, qualitative, multi-phase inquiry into how practitioners imagine and operationalise the safeguarding 'risk-work' for identifying and working with 'childhood radicalisation' (PREVENT) was supervised by **Godfrey** and **Mair**. She then co-authored the UK Collaborative on Development Research (UKCDR) 'Safeguarding in International Development Research Guidance' (2020) and was appointed in January 2020 as Derby Fellow for the Research Theme of 'Slavery & Unfree Labour'. Introduced in 2018, the Derby Fellowships are designed to recruit and nurture a new generation of outstanding and ambitious academic leaders. Our second Derby Fellow, **Vanhoutte,** bolstered our health sociology research strand, collaborating with **Pickard** who spearheads this area. **Vaughn** is now developing exciting, innovative interdisciplinary research and knowledge production with colleagues in the Politics Department and is part of the H2020 Counter Radicalisation and Social Inclusion project alongside **Walklate** and **Mythen**. In 2019 **Moretta** completed a NWDTC CASE Studentship in collaboration with the Institute of Employment Rights (supervised by **Whyte**). His unique inquiry into UK compliance with international labour standards led to two high profile publications widely distributed and cited by the main UK trade unions ('Access to Workplace Justice', 2016) and 'Benchmarking Freedom of Association', 2020). Following completion of his PhD, a postdoctoral fellowship funded by the Faculty and HEIF supported the empirical work for a third publication co-authored with **Whyte**. This work also provided the evidence base to support his successful application for an ESRC Postdoctoral Fellowship based in the Department

mentored by **Whyte**. In 2018, **Morrin** was appointed as ESRC postdoctoral fellow. Her research examined 'entrepreneurial investments' in the Academies Programme in England, considering elite actors in the academies programme (venture philanthropists, sponsorship and policy interventions), and the everyday negations of those engaged in, with, and against academies. Still closely working with **Paton**, in 2019 **Morrin** joined the Department as Lecturer. **Roscoe**, having already held research posts as a Caird-Sackler Fellow at the National Maritime Museum (2019) and Pearsall Fellow at the Institute of Historical Research (2017/18), was first appointed ESRC Fellow, and then secured a three-year Leverhulme Fellowship in 2019. Her work on Black-British, Afro-Caribbean, Chinese and East-Asian convicts has attracted a number of prestigious awards including the Hakluyt Society Research Grant (2018), Tomlin Bequest from the Society for Nautical Research (2018), National Archives of Australia/Australian Historical Association Postgraduate Scholarship (2016) and the Australian Bicentennial Scholarship from the Menzies Centre of Australian Studies (2014). Her collaborative work, with **Godfrey**, now places carceral labour at the centre of globalisation, industrialisation and technological modernisation, linking these historic structures to our continuing reliance on unfree labour within the global supply chain. Our PGRs and PDRAs continue their academic career in lectureships at Liverpool and elsewhere (**Alker**, **Barlow, Briggs, Ellis, Khan, Hopkins, Griffiths, McGowan, Massoumi, Morrin, Patrick, Pötschulat, Robinson, Watkins**). Becoming an ECR in our Department means having support and mentorship to ensure that PGR/PDRAs make a successful transition to becoming established researchers.

iv. Leadership and succession

In order to sustain leadership and carry the Department through to the next phase of its development, we have grown a staff base with vast potential to become tomorrow's research leaders. We will **continue to appoint successful academics** at all levels who have the potential or a demonstrable track-record of high-quality publications, grant acquisition, and/or who are making a significant impact with their research. The appointment of 16 staff over the REF period has provided a fertile research base from which we expect future leaders to emerge.

As a consistent thread through our REF submission, **research mentoring** takes place at all levels, and is **seen as essential to the process of helping all staff to achieve their full potential**. ECRs have reduced workloads for the first three years and are provided with a mentor upon appointment. Informal mentoring was replaced in 2020 with a formal mentoring scheme for all staff. In addition to the annual PDR, all staff benefit from regular Research 1-1 meetings to discuss

research opportunities and to identify resources which might be needed to ensure that stretching research targets are achievable and achieved.

Allied to research mentorship is the support for **preparation to leadership positions**. Staff are encouraged to attend Faculty and University-wide career development courses, including **Springboard,** a personal and career planning course for women targeted at ECR, and the **Aurora programme,** which supports female MCRs. MCRs have access to the Faculty's **Future Research Leaders** course. **Campbell** completed the course in 2016/7, before securing the AHRC-funded **'Art of Reconciliation'** project led by Professor Shirlow in the Institute for Irish Studies at the University of Liverpool. Research excellence and leadership is rewarded through internal promotions, and this helps to maintain a healthy succession policy.

Lastly, our professorial staff contribute significantly to research structures and initiatives across the Faculty and across the University. Their contribution is no less in their leadership of research in the Department. Professors are expected to lead major research initiatives, act as research mentors, secure external investment to build capacity, provide one-to-one guidance on developing and extending research careers, make a major contribution to our REF preparations, and further extend our international profile. We are confident that we have a sustainable future for the Department based on a strong record of good appointments, mentorship and training, and a high level of support for research which extends from PGR to Professor.

3. Income, infrastructure and facilities

i.   Income

Research income totalled just under £2.4m between 2014 and 2020. Our grant income has risen because of investment and capacity-raising strategies put in place in 2014. We have seen particular success in growing income from Research Councils, from £114,443 for the year 2013-14, to £274,333 for the year 2019-20, an increase of 140%. During this period, our staff group has been involved in 14 successful awards, from a total of 38 applications to research councils, a success rate of approximately 37%. We recognise the benefits of external funding in improving the research environment (providing time and resource for research and impact creation, appointing PDRAs, providing publications and creating new rafts of ICS).

The £1.7m AHRC-funded 'Digital Panopticon' which operated between 2014 and 2018 (led by **Godfrey**, with partners at the Universities of Oxford, Sheffield, Sussex and Tasmania), comprised

over twenty academics, six PDRAs and eight co-supervised PGRs. The £600k ESRC-funded "Access to Justice" project (**Walklate** and **Godfrey**) comprised a team of six academics and two PDRAs. Both of these projects have developed research teams within **ICRU** which continue to produce high-quality publications, and which increase our capacity to apply for further large-scale funding (and not only large-scale funding – we operate a mixed economy which encourages applications to support meaningful locally-focused research i.e. **Frost's** Leverhulme funded 'Work, Authority and Poverty: Charles Booth and Liverpool'; **Lightowlers'** Evaluation of the Merseyside Violence Reduction Partnership; **Turner**'s four-year Catalyst project on effective policing). We also collaborate with colleagues across the Faculty on a range of projects (**Campbell** works with colleagues in Irish Studies on three AHRC funded projects; **Godfrey** works with colleagues from the Department of Modern Languages on an AHRC-funded project on imprisonment and also co-supervises three ESRC PGRs with colleagues in the Department of History).

We are fortunate to be able to build upon the strong foundation of a dedicated and enthusiastic staff base who willingly share their expertise on planning research applications and running externally-funded projects. However, we are conscious of the need to build on our capacity for securing external funding in an increasingly competitive funding environment. With this in mind, in 2020 we launched an intensive annual programme of **'Support and Training for Advancing Funded Research'**. Led by **Godfrey,** with Stalford (Department of Law), this new School initiative aims to support colleagues to develop concrete research funding proposals. It is designed to ensure that a small cohort of staff take an early draft of a grant application through to submission, supported by tailored small-group workshops by experienced researchers with one-to-one weekly meetings and writing sessions with experienced mentors **(Walklate, Whyte, Measham**). This programme will complement support and training already in place at Departmental, Faculty and University level, but with a specific focus on bringing research funding ideas to fruition over the course of the year in order to build sustainable, ambitious and proactive research teams, units and centres for the future.

ii. Infrastructure

Pump priming

Research applications take time to write, and impact takes time to develop; sometimes pilot projects are necessary; and inevitably some applications are unsuccessful, and will need time to recycle or be re-evaluated. In order to accommodate this, staff are eligible to apply for up to one year's research leave after six semesters in order to write publications, develop large research

bids and/or impact activities. The majority of staff take one semester's research leave after completing nine semesters (23 different staff have had a total of 37 semesters of research leave since 2014). We have also introduced rapid response funding and grant support for impactful, policy relevant research which responds to topical challenges: for example **Coomber**'s work on County Lines; **Mair**'s work with Columbia Law School's Centre for Human Rights on armed drones and the use of explosive weapons in populated areas; **Walklate** and **Godfrey**'s UKRI-funded COVID-19 project on domestic violence with English and Welsh police forces, the Crown Prosecution Service, and Her Majesty's Courts and Tribunal Service; **Mythen** and **Walklate**'s research on radicalisation and inclusion; **Whyte**'s research on corruption in the global north. Alongside this responsive approach (which provides support at short-notice, as is often required with external research bid applications and with impact creation), are structures such as the new School level **internship fund** (£10,000 per year) which provides short-term research and administrative support for the preparation of bids.

Every member of the Department is encouraged (by mentors and by staff tasked with developing research and impact) to consider how their research contributes to the field, can engage public and policy audiences, or can impact directly on practice. We then identify and locate the relevant local structures and mechanisms that can support impact creation. In order to resource research and impact activities, in 2014 we introduced the School Research and Impact Development Fund (RDF), a major investment which has distributed £257k funding across the School between 2014 and 2020). This is in addition to the personal research allowance of £1,300 which can be spent on attending conferences, travel, smaller research projects, and pump-priming pilot projects that can lead on to larger grants, all at the discretion of each staff member. This funding has facilitated **high quality publications** (**Hart**'s edited collection on austerity, welfare and punishment resulted from an RDF-funded conference**; Pickard** was funded to produce an edited book in 2019 with leading international scholars in gender, health and illness); and to **build networks** (RDF supported the building of a network involving academia and the public in education research leading to publications by **Morrin** in 2020) and to pump-prime pilot research that led to larger research bids (e.g. **Vitellone**'s large Wellcome Trust application).

In order to support impact activities, the School provides £2,500 annually to **ICRU** and **PPRU** to co-organize meetings and workshops with local, regional and national third-sector, public sector NGOs and governmental partners; to host events; and to attend events nationally and internationally to research-user communities. The School has also provided PDRA to support impact (£38k) and the capturing of evidence of impact (a time-consuming activity for academic

staff who very much value this additional support). Lastly, staff have taken advantage of the extensive University Knowledge Exchange Vouchers which for example, funded **McGarry** to work with Royal Wootton Bassett to archive letters and documents about the repatriation of military personnel. This was welcomed by the local authority, and impacted significantly on the relatives of soldiers.

Support for researchers

The financial and human resources that support research and impact provide the vital infrastructure that takes on much of the administrative burden that comes with being a PI, leaving academics to pursue cutting-edge research and impact in their fields. During this REF period, the School Research Office was separated from the Finance and Research Office and expanded to include a dedicated team of six professional services staff that now support research. This significant investment has paid off by improving the support that researchers now receive by: horizon-scanning for grant opportunities to ensure that PGR, ECR and established staff are all appraised of opportunities for research funding and support; processing PGR applications and monitoring, gathering data to support periodic reviews (e.g. gender audit work); administer committee meetings; and managing the research grant application process. Post-Award support is provided by four dedicated Research Office staff who monitor budgets, co-ordinate a vast array of research marketing and events, online and offline, and routinely showcase research and impact highlights on our digital platforms.

All bids are peer reviewed by at least one colleague in addition to the Director of Research, prior to being signed off by the HoD. This process has substantially improved both the quality of applications (and has translated into higher success rates), and the experience of designing and submitting grants for the applicants themselves. Peer review is also provided by the Institutional ESRC Peer Review College (established in 2016), to which staff in this UoA (**Godfrey, Mythen**) contribute.

We ensure that all bids meet the highest ethical standards. **Lightowlers** and **Measham**, who sit on the University Ethics Committee, provide detailed feedback on ethics for research bids at the development stage. The vast majority of applications for ethical approval (save for those deemed 'high risk') are submitted according to stringent criteria through an online portal, (developed and supplied by external specialists, Infonetica), and scrutinized at School level. This is part of a process which ensures that our research activities are ethical, legal, and meet professional frameworks. With much of our work concerned with young people, criminalised and marginal

groups in society, and the socially and economically disadvantaged, ethical concerns are prominent at each point in the research process, from inception to dissemination.

iii. Physical Facilities and Digital Architecture

The University's investment in a new £25 million School of Law and Justice building (completed in 2019) brought together all colleagues in the School for the first time. The School Research Office is housed in the same building, as are research seminar rooms, workshop and break out room facilities, and dedicated large event space for dissemination of research. The formal (and also the incidental corridor) conversations are producing new research synergies bridging law, criminology, and criminal justice across the School (particularly around the treatment and lack of legal protection for asylum seekers, refugees, and migrant children). We also have dedicated physical research space provided as a result of our collaborations with Alder Hey Children's Hospital. A Research Office on the hospital site provides an opportunity for researchers to carry out projects on children's rights and safeguarding whilst undergoing medical treatment and (and to discuss potential new research projects with medical practitioners). Staff are supported to design research projects (i.e. **Godfrey** and Stalford working with consultant paediatricians on safeguarding processes) by the Hugh Greenwood Research Fund (an £800,000 gift for Children's health research projects held between the University of Liverpool and Alder Hey Children's NHS Foundation Trust).

The changes brought about by COVID-19 revealed that we are able to continue and indeed improve some of our research processes using remote methods. The excellent online infrastructure at Liverpool has facilitated multiple research, dissemination, and impact activities to continue (and, actually, to flourish). Our staff regularly communicate with national media via local BBC offices in Liverpool and via the Faculty media suite. The School Digital Communications Officer has supported a constant and rapid updating of digital dissemination; and we have been able to step-up our provision of webinars, online lectures, and virtual workshops, for example **Alker**'s online Institute of Historical Research's "Digital History" seminar live-streamed on YouTube. In 2021 we will re-evaluate our digital strategy – moving even more research events online, creating virtual research environments, enhancing digital research methodologies, and, indeed, creating a better online base for internationalising our research.

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

i. Collaboration and contribution to the research base

Research carried out within **ICRU** and **PPRU** is highly published and prize-winning. In 2015, **Heng** was awarded the International Visual Sociology Association Prosser Award for Outstanding Visual Methodologies. In 2016, **Walklate** was awarded the prize for the best paper published in the Asian Journal of Criminology**.** In 2017 **Heng** won The Sociological Review Annual Award for Outstanding Research. In the same year **Mair** collaborated with honorary research fellow **Elizabeth Minor**, co-recipient of the 2017 **Nobel Peace Prize** for her work with Article 36 on the abolition of nuclear weapons; **Goldson** was awarded the 'Juvenile Justice Without Borders' International Award for his research on incarcerated children; and **Mair** and **Jones** were awarded the John Stewart Prize for Best Paper in Local Government Studies. In 2018, **Campbell**'s article was the 'most impactful' in Sociology; **Roscoe** was awarded the British Commission for Maritime History's Boydell and Brewer Prize for the best doctoral thesis; **Whyte**'s book *The Violence of Austerity* was shortlisted for the Bread and Roses Award; and the British Society of Criminology awarded **Walklate** the 'Women, Crime and Criminal Justice Network Prize' for her article in Criminology & Criminal Justice. In 2019, **Paton** won the Sociological Review Annual Award for Outstanding Research; and **Coomber** was awarded the Paolo Pertica Award to recognize innovation and outstanding contributions to public health interventions within the criminal justice context. In 2020, **Walklate**'s article published in Critical Criminology was selected as the Best Journal Article by the American Society of Criminology's Division on Critical Criminology and Social Justice. Following a public lecture at the Institute for Advanced Studies in Australia and an interview on *Late Night Live*, **Godfrey's** discussion of imprisonment, past and present, was profiled by the Australian Broadcasting Corporation as one of five "Big Ideas" of 2020.

ii. Contribution to national and international research bodies

As part of our outward-facing commitment to the field, our staff make a major contribution to national and international research bodies. **Coomber, Godfrey, Goldson,** and **Walklate** are Academicians of Social Science. **Pickard** is Associate Editor of Ageing and Society. **Jones** is an editor of The Sociological Review. **Heng** is co-chair of the BSA Visual Sociology study group; and **Paton** is co-chair of the BSA Cities study group. Our staff contribute to the **Peer Review Colleges** of UKRI Future Leaders Fellowship, British Council, AHRC, ESRC, Medical Research Council, Australian Research Council, Canadian Social Science Research Council, Russian International Affairs Council, Russian Science Foundation, and the Israel Science Foundation. **Goldson** Chairs the European Society of Criminology Thematic Working Group on Juvenile Justice and is a

member of the UN Advisory Board; **Mythen** leads the International Sociological Association Risk and Uncertainty Network; **Godfrey** is founder member of The Australian and New Zealand Society of Criminology History section; and also founding member of the Historical Section of the American Society of Criminology. **Whyte** is Chair of the *Law and Society Association* sponsored International Research Collaborative (IRC) 'State of Exception, Law and Economy'. **Goldson** and **Walklate** previously sat on the Social Policy and Social Work, and the Sociology REF panels. **Godfrey** was a member of the **AHRC Advisory Board** (2014-17). **Walklate** is President of the **British Society of Criminology** and was Editor-in-Chief of the **British Journal of Criminology** (2014-2019). **Goldson** was appointed to the Expert Advisory Board supporting the **UN Global Study on Children Deprived of Liberty** in 2018; **Godfrey** was a member of the **Magistrates Association Adult Courts Committee** (2014-17). **Whyte** has been a member of the Executive Committee of the **Institute of Employment Rights** (since 2014) and is a member of the Advisory Board of **Corporate Watch**; both organisations are integrated into the research and research training work in the Department. **Mair** and **Whyte** sit on the Methods North West Executive Committee. **Mair** is Senior Research Fellow in the new UK **Research Methods Training Centre** and is Academic Lead for the North West New Forms of Data Methods Exchange. Together these roles afford the Department a strategic position in regional capacity building and future development of PGR training across the North-West of England. Since 2014 we have initiated additional relationships with global partners (for example the Renkei Partnership in Japan through **Pickard** and **Vaughn)**. **Walklate, Coomber** and **Goldson** are adjunct professors at Queensland University of Technology; **Walklate** is conjoint Professor of Criminology at Monash and Research Associate at West Virginia University; **Godfrey** is Alexander Fellow at the University of Western Australia, Russell Ward Fellow at the University of New England, and Honorary Professor at the Universities of Tasmania and Xi'an Jiaotong Liverpool; **Whyte** is Honorary Professor at Turku University and Visiting Research Fellow at Oñati.

iii. Contribution to policy-making

Our collaborations have strengthened and nurtured our research and provided much greater opportunities to contribute to social policy across the region, nationally, and globally. We engage a range of impact partners and public/policy audiences. The ESRC funded "Access to Justice" project team (**Godfrey, Walklate**) work with NGO/government partners (the **National Archives, Howard League for Penal Reform**, the **Office of the Commissioner for Victims**, the **National Policing Lead for Victims and Witnesses**, **Citizens Advice, Ministry of Justice-funded Witness Service**, and **Victim Support**). **Mythen, Walklate** and **McGarry** have a long-standing

relationship with the **Foundation for Peace** (and have ESRC CASE studentships with the Foundation)**. Whyte** has a long-association with **Corporate Watch; Godfrey** is Inaugural Research Fellow, and **Goldson** a member of the Research Advisory Board, of the **Howard League for Penal Reform**). **Pickard** has a long-standing relationship with the **British Geriatrics Society**, the **Irish Geriatrics Society** and the **American Geriatics Society** in exploring health and illness in old age, particularly in terms of 'frailty'. We are inaugural members of **N8 Policing Partnership** (with **Walklate, Turner, Godfrey, Coomber, Measham** acting as Institutional Leads) which was established to enable and foster research collaborations that help to address the problems of policing in the 21st century, achieve international excellence in policing research, and deliver at a scale with real impact. The partnership has funded a number of projects, led by Liverpool and N8 partners, that have contributed to the development of policy and police practices. **Turner** led a programme of public engagements around policing; **Walklate** led a collaborative N8-funded project on domestic violence with colleagues at Lancaster University which resulted in new tools being taken up by Merseyside Police.

In terms of influencing policy, **Lightowlers** has contributed to a number of Parliamentary inquiries on alcohol, crime and sentencing; **Mair** gave evidence to the All Party Parliamentary Group on the Use of Armed Drones; **Measham** advises government through her permanent membership of two Advisory Council on the Misuse of Drugs standing committees; she was also part of Dame Carol Black's Home Office Review of the Misuse of Drugs Act. Whyte provided evidence to the House of Commons Regulatory Reform Committee Inquiry in 2018 and the United Nations Open-ended Inter-Governmental Working Group on Transnational Corporations and Human Rights in 2016; **Whyte** was invited by the Popular Unity Candidacy group of the Catalan Parliament to observe the policing of the independence referendum in 2017.

Alongside our long-standing relationships, we have also forged **new relationships**, particularly in the **digital and visual arena. Alker McGarry, Kirton** and **Brooker** work collaboratively with **local and regional digital innovation companies** and the **British Library. Godfrey** held secondments with **ProQuest**. We have AHRC funded collaborative projects with digital forensic anthropologists (i.e. **FaceLab)** and filmmakers at Leeds University which have resulted in visual exhibitions in the UK (London Metropolitan Archives, Liverpool Metropolitan Cathedral) and internationally (Hobart Penitentiary Chapel, Australian National Trust, **Godfrey**); **Heng** produced an exhibition shown at The Arts House at the Old Parliament, Singapore.

iv.   **Public engagement and open data**

Our strong local engagement strategy has created new links and opportunities to make a meaningful impact within our local community. Since 2014, the **Bluecoat,** Liverpool's Centre for the contemporary arts, has hosted a number of public-engagement events (**Jones, Coleman, Paton, Morrin**) which have created a new audience for sociological research in the city of Liverpool; funded by NCRM, 'Social Science in the Open' discussed how people inside and outside academic fields can learn from one another. During 2017, to mark the tercentenary of the building that hosts the UK's oldest arts centre, **Jones** was appointed **Sociologist in Residence** at Bluecoat – he delivered a programme of teaching bringing together undergraduates and members of the public, and led over 20 public-facing research events. **Whyte** organises an annual collaborative methods summer school with Corporate Watch, 'Researching Private Companies' that is attended by a mix of NGOs, advocacy groups, PGRs and professional researchers. The freely-available online award-winning film *Art in Fremantle Prison* made by **Godfrey** with the collaboration of local indigenous communities in Western Australia gained 11 Laurels from international film bodies.

All of the above activities are in line with our impact and public-engagement strategies and also our **open data strategy**. Data created through research council-funded projects is deposited as required by the funders, and we participate in the University's shared data-repository, the **Open Libraries of Humanities** and **Humanities Common.** The **Digital Panopticon** produced freely-available data, joining together over 50 large datasets for genealogists, students, teachers, and researchers; and subsequent collaborations with the Alabama Archives and History Department will produce free-data for the descendants of slaves and nineteenth and twentieth century African American prisoners. In addition to democratising data, we also subscribe to the principles of **open access publishing** (supported by access to £600k University open-access funding). We exceed current REF requirements by having an open access books policy, and our intention to create an ever-growing number of online open access publications online. We intend to significantly increase our open-data activities from 2021 with greater use of digital technologies and expertise (**Alker, Brooker, Godfrey**). Our approach to impact and public engagement has therefore been strategic, but also flexible enough to take advantage of new opportunities as and when they emerge, something we will continue to pursue in 2021-2026.