

<b>Institution: University of Bristol</b>
<b>Unit of Assessment: 18: Law</b>
<b>1. Unit context and structure, research and impact strategy</b>

### Strategic Context

Part of the Faculty of Social Sciences and Law (FSSL), the University of Bristol Law School is committed to producing world-class legal scholarship which addresses important societal needs and the regulatory and governance challenges of our times. Recognising that these challenges are complex and multi-dimensional, and involve issues of law and social justice in a rapidly evolving political, economic, and social environment, the School supports a diverse community of scholars at all career-stages, deploying a wide range of approaches and methods to advance knowledge in the discipline. Legal scholarship of all kinds is supported: doctrinal, socio-legal, critical, and inter-disciplinary.

In REF2014, the School submitted over 90% of its academic staff and ranked fifth on research intensity, with 77.5% of outputs ranked 3\* or 4\*. The inclusiveness of our submission reflected our egalitarian and collegial research culture. Since then, the University has invested in the School, supporting an ambitious growth plan: we submitted 39 FTE staff in REF2014 and are submitting 63.5 FTE in REF2021. Growth has been supported by a significant expansion of our physical footprint into a beautiful Grade II listed building in Berkeley Square (BSQ), through a £7.4 million University-funded refurbishment project (<https://www.beardconstruction.co.uk/case-study/berkeley-square-university-of-bristol>).

During the current REF period, the School has strengthened its intellectual infrastructure, promoting the expansion and development of its externally-facing specialist Research Centres to supplement its five Primary Units (PUs), broad, internally-facing subject-based research groupings which act as intellectual homes for colleagues (see below). Centre development has built upon the foundations provided by the longstanding Human Rights Implementation Centre (HRIC) and the Centre for Law and Enterprise (CLE). There are now highly active Centres in Health, Law and Society (CHLS) and Law at Work (CLAW), and further new Centres have recently been created (see below). Our Centres have provided a focus for launching specialist LLM programmes, creating a strong community of PhD researchers, generating policy impact, and stimulating research grants, collaborative research, conferences and workshops.

The work of our Centres aligns with the University's prioritisation of inter-disciplinarity and is supported by the University's Research Institutes (URIs) and Specialist Research Institutes (SRIs): see Institutional Environment Statement: REF5a. Colleagues in CHLS and CLAW, for example, have worked on the intersections between migration, work, and health with the Jean Golding Institute (JGI: specialising in data science), the Elizabeth Blackwell Institute (EBI: organising collaborative research in health across the University, supported by the Wellcome Trust) and Migration Mobilities Bristol (MMB). A number of colleagues have also started working with the Bristol Digital Futures Institute (BDFI). Launched in 2019, BDFI is a URI which is supported by a £100 million award: £29 million from the Research Partnership Investment Fund, supplemented by £71 million from 27 business partners, including BT, Dyson, BBC, Airbus and Aardman. BDFI integrates social science and engineering perspectives on the development and use of new technologies, and its work intersects with the work of the Law School Centres in areas such as

Unit-level environment statement (REF5b)

regulating gig work, the use of personalised genetic information to design health interventions, the rise of algorithms in public and private decision-making and the implications of all of these for personal privacy. BDFI will eventually be housed in the University's new Temple Quarter Enterprise Campus (TQEC), an ambitious civic regeneration in central Bristol (REF5a).

### **Strategic Objectives**

The main goals of our research strategy during this REF period (evidenced in this Environment Statement in the indicated sections) have been:

- Maintaining a research environment that supports and facilitates high-quality legal research of all kinds (Section 1)
- Embedding impact and engagement in our culture as core aspects of our research activity (Sections 1 and 4)
- Developing strong School-based Research Centres that build upon and extend existing research strengths (Sections 1 and 2)
- Delivering an ambitious recruitment strategy to support growth and maintaining a good balance between senior and Early Career Researcher (ECR) appointments to facilitate intergenerational collaboration and mentoring (Section 2)
- Ensuring, in line with University policy, a positive staff:student ratio benchmarked against the Russell Group mean and commensurate with sustainable workloads (Section 2)
- Increasing our research grant income (Section 3)
- Promoting the highest standards of research integrity and a culture of open research (Section 1)
- Using the Law School's new physical space in BSQ to ensure the maintenance of single offices for academics; provide enhanced shared work and recreational space for our Postgraduate Research (PGR) community, and create new conference and workshop space for academic events (Section 3).

### **Research Support and Management**

The School has a highly collegial, liberal and inclusive research culture and provides colleagues with a highly supportive research environment. School-level support for research supplements the excellent and comprehensive support provided by the University's central Research and Enterprise Development (RED) team (REF5a).

Overall responsibility for research lies with the Head of School (HOS), supported by the School Research Director (SRD), the Deputy Research Director, and REF Lead. A Research and Impact Committee (RAIC) exercises strategic oversight.

The two basic units of research organisation in the school are our PUs and Research Centres. The five PUs are broad-based research clusters (in private and commercial law; crime, medical and family; law and governance; international, EU and human rights; legal theory and socio-legal); all academic staff and research students are members. Led by senior Professors, the PUs not only provide intellectual homes for colleagues but are used to provide mentoring and career development advice.

The School supports a generous research leave policy of one full year for every three years engaged in teaching and administration. This allows the time and head-space needed for ECRs to turn PhDs into books and more experienced researchers to complete high-quality outputs.

## Unit-level environment statement (REF5b)

The Law School provides a range of resources to support the work of its academics. Normally, all colleagues have a personal research allowance of £1500 pa, designed to encourage national and international conference attendance and collaboration. The Law School also has a Strategic Impact Fund (see below) and Strategic Research Fund (SRF: £20,000 pa) which provide financial support for initiatives that further the School's overall research strategy. COVID has seen personal research allowances temporarily suspended but we have continued to support research with our SRF. A substantial Research Grant Capture Fund (£28,000 pa) provided by the Faculty (FSSL) and managed by the School provides administrative and research assistance, as well as some teaching relief, to those applying for external grant funding. An annual Research Funding Workshop, supported by RED, further promotes grant capture. The Law School also supports a prestigious research seminar series, involving external and internal speakers. The Law School research blog and online 'Law Research Paper Series' disseminate our research to a public audience.

The inclusivity of our research environment is based upon a mainstreamed commitment to equality, diversity and inclusion (EDI), and a recognition that world-class research thrives in a fair and transparent workplace.

### **Research Ethics and Open Research**

We follow the institutional policy on Open Access to research publications (REF5a). Research ethics reviews are conducted at School level, subject to Faculty and University oversight. The Law School has a Research Ethics Committee (LREC), the rotating membership of which is drawn from both junior and senior researchers in the School. LREC undertakes prior review of both staff and postgraduate research involving human subjects, conducts research ethics audits, and develops and provides advice and annual training for staff and postgraduate research students on ethical issues relating to legal research. Its most recent project has been liaising with colleagues in the University's Research Data Service to incorporate research data management processes into School research practice to facilitate more effective digital preservation, support open research data, and enable efficient and ethical data reuse. LREC is supported by a new role of School Information Rights Officer.

### **Embedding Impact, Knowledge Exchange and Engagement**

Our Impact, Knowledge Exchange and Engagement strategy has six main strands:

- Providing strong leadership through our Director and Deputy Director of Impact and Knowledge Exchange
- Providing bespoke training and awareness-raising for staff (Section 3)
- Offering financial support for those developing potential Impact Case Studies through our Strategic Impact Fund (£10,000 pa)
- Using our Research Centres to support and foster the engagement and impact efforts of their members (further, below and Section 4)
- Encouraging collaborations with community partners (e.g. civil society organisations and museums) and translational activities and public engagement via national and international media. Our extensive use of a wide range of social media (see our blog and Twitter accounts) is co-ordinated by a dedicated Communications Manager who leads a marketing and communications team. The team has grown from 0.8 FTE and a web intern in 2016 to a current FTE of 4.
- Developing strong, clear links with sources of support for impact in the wider University (via e.g. dedicated funding streams and open 'impact surgeries' to facilitate

Unit-level environment statement (REF5b)

brainstorming) including RED, PolicyBristol and the Professional Liaison Network (Section 3; REF5a).

We have adopted a 'lifecycle' approach to impact, recognising that meaningful impact and engagement is more likely to be fruitful if, where possible, it is built into research projects from the outset. National and international engagement is strongly encouraged – and is a real strength of the School – but individuals are equally supported when reaching out to the local community as part of Bristol's 'Civic University' agenda.

We believe the Impact Case Studies we have submitted demonstrate the efficacy of our approach: three have been directly driven by research undertaken in Centres: HRIC ('Implementation'), CHLS ('Abortion') and CLAW ('Workers' Rights in Europe'). Three came largely or partly out of externally funded projects ('Implementation', 'Abortion', 'Housing Law').

### **Development of Research Centres**

In 2014 the Law School determined to build upon on the success of its world-leading HRIC. In 2015, CLE was launched to consolidate the School's outstanding research in critical company law, corporate governance, and social enterprise. In 2017, two new Centres were introduced following a series of targeted appointments in existing areas of scholarly strength: health law and ethics (e.g. Coggon, Laing, McGuinness, Syrett), and the law of work (e.g. Bogg, Bales, Conaghan, Cruz, Ford, Novitz).

A Centres Fund with an annual budget of £12,000 is administered by the School RAIC, and each Centre is supported by a dedicated administrator. Each Centre also has an external Advisory Board which meets annually. We ensure that leadership opportunities are fairly distributed and that there is diversity in the work the Centres undertake. The Centres submit annual Centre reports to RAIC detailing achievements and future plans.

Centres and Centre status are kept under regular review. Since 2014, the Centre for IT and Law has been incorporated into the new Centre for Global Law and Innovation (CLGI: see below); and the Centre for the Study of Law and Religion, lacking the critical mass of staff required to warrant continued Centre status, has been redesignated a research theme.

HRIC, established in 2009 by Murray and Evans, is recognised globally for its work on human rights law policy and law reform, particularly around the Optional Protocol to the Convention against Torture (OPCAT), the African human rights system, and the implementation of human rights standards by States. The work has been supported through project-specific grants, awarded from a range of funders including the Foreign and Commonwealth Office, AHRC, ESRC, European Commission, Oak, Open Society Foundation, and the Nuffield Foundation. Over 70 students from across our programmes participate in the associated Human Rights Law Clinic every year. HRIC is a hub for PhD students working on human rights implementation; eleven PhD students are currently associated with it.

CHLS was launched in 2017 to reflect the Law School's exceptional strength in this area and is already recognised as an outstanding centre of research excellence. It has seventeen school members. It contributes to the activities of the University's EBI, URI and Population Health Science Institute (PHSI). CHLS has already organised five well attended international workshops, three annual symposia, and regular 'continuing professional development' events with medical practitioners. These have led to special issues of the *Northern Ireland Legal Quarterly*, *History*, and

Unit-level environment statement (REF5b)

*Public Health Ethics*. Members of CHLS have also had considerable success securing external funding for projects across a wide range of topics from a diverse group of funders. This has helped them achieve significant impact. Coggon, for example, was a co-investigator in a Canadian Institutes for Health Research-funded project on Artificial Intelligence and public health interventions, led by the University of British Columbia (Bristol share Can\$39,058). CHLS has developed a strong graduate community around its activities. There is a successful LLM in Health, Law and Society and the Wellcome Trust now funds three LLM students annually, providing a pathway into PhD study. Fifteen PhD students now work with CHLS.

CLAW was launched in 2018 and involves twenty-two Law School members. Its aim is the study of employment law beyond established boundaries and examining issues related to work across a range of legal and extra-legal disciplines. CLAW has already organised five workshops on diverse themes (intersectionality; food justice; gig work; freedom of association; criminal law regulation of work). This has led to publications by Oxford University Press and Hart-Bloomsbury and special issues of the *King's Law Journal* and the *International Journal of Comparative Labour Law and Industrial Relations*. Five PhD students are associated with the Centre. A specialist LLM, launched in 2020, enhances our graduate community in the area.

Centre development has continued with three further launches in 2020: the Centre for Law and History Research (CLHR), CGLI, and the Centre for International Law (CIL). RAIC was satisfied that each would be supported by a critical mass of colleagues and would contribute to the research objectives of the School.

### **Future Strategy: 2021 and Beyond**

The development of our Centres means that we are now well-positioned to respond to important contemporary economic, political, technological, and public health issues, locally and globally. In response to the COVID-19 pandemic, for example, bids were developed and submitted (pre-July 2020) under the auspices of CLAW and CHLS involving Jennifer Collins as PI on an AHRC project ('Fraud During a Pandemic'; Bristol share £31,870) and Coggon as Co-I on an AHRC 'COVID-19 Ethics Accelerator' project (Bristol share £191,726). Both were successful, as was a pre-July 2020 bid with Cruz as Co-I on an UKRI project on the impact of COVID-19 on the UK paid and unpaid childcare sector (Bristol share £15,122). Online hubs for coronavirus and Brexit research promote and disseminate our work in these areas.

We will be prioritising working with colleagues from across the University to shape interdisciplinary research agendas within the University and beyond. In addition to the links noted above, several colleagues are collaborating with the University's MMB SRI (Acosta, Bales, Dias-Abbey, Prabhat) and two of our Centres (CLAW and CLE) are participating in the Inclusive Economy Initiative (REF5a). Research by colleagues on the regulation of emerging technologies, the gig economy, and the use of AI in health-care decision-making will contribute to the work of BDFI, which also offers possible synergies with our newly established CGLI.

There will also be opportunities for us to collaborate with STEM colleagues researching the technologies associated with TQEC (e.g. University of Bristol Cyber Security Group, Quantum Technology Innovation Centre, Smart Internet Lab), all of which raise major regulatory issues. An example is Vranaki's work as Co-I and Policy and Regulation lead for REPHRAIN (Research Centre on Privacy, Harm Reduction and Adversarial Influence Online), an £8.6 million three-year UKRI Research Centre of Excellence (bid submitted pre-July 2020; award post-July 2020).

Additionally, the University also has major partnerships with some of the UK's leading high-tech industries, and our strategy is to build on these to increase the impact of our research in the region. We have links with law firms (Burgess Salmon, Osborne Clarke and Slaughter & May) and governmental bodies (MoD and the NHS), and are collaborating with the LV Insurance Advanced Data Science team. Our recruitment strategy will focus on expanding capacity in high-tech areas.

## 2. People

We provide high quality infrastructural support to colleagues and a highly collegial and supportive environment aimed at ensuring that everyone is able fulfil their research and impact potential.

In 2014, we identified a number of objectives:

- Ambitious and sustainable growth, targeted at prioritised thematic areas for both professorial and ECR appointments and at maintaining a staff:student ratio commensurate with sustainable workloads and high-quality research.
- Embedding EDI into our research culture.
- Maintaining a balance between senior and ECR appointments to ensure good intergenerational collaboration and mentoring.
- Providing outstanding support to our PGR students, regardless of financial means, as the foundation for future sustainability.

We believe that outstanding scholarship is best supported in an equitable, fair and cooperative environment and in a community that reflects the world we seek to serve. We appoint on permanent contracts whenever possible: all teaching and research ('Pathway 1') colleagues are on permanent contracts. We are committed to intergenerational equity and to mentoring throughout the career lifecycle. Our research students are partners in this enterprise, with our Graduate Teaching Assistant (GTA) Scheme as the PGR corollary of the institutional commitment to secure employment.

### Recruitment and Retention

We recruit and retain high quality researchers, including professors of the highest distinction and ECRs with outstanding potential. Staff retention is exceptionally high. During this period, we have made lateral professorial appointments from the Universities of Cardiff (Syrett), Durham (Phillipson), Oxford (Bogg, Green), Sheffield (Plomer) and Southampton (Coggon). We have also recruited numerous exceptionally promising early career colleagues as lecturers (Atrey, Bales, Bell, Cheng-Davies, Collins J, Cruz, Dias-Abey, Dunne, Ferrando, Galani, Jayathilaka, Kabra, Lu, McConnell, McCunn, Mulder, Powley, Rooney, R Russell, Y Russell, Tsagas, Torrible, Vranaki). Our staff:student ratio has improved from 23.6 in 13/14 to 17.0 in 19/20.

Some of these appointments, particularly at professorial level, have been targeted at existing areas of strength and we have sought to achieve a balance between public and private law at all levels. Anticipating the law's response to emerging technologies, special attention has been paid to developing research capacity in these areas (Cheng-Davies, Green, Lee, Lu, Plomer, Vranaki). Supported by the BDFI URI, the School's ambition is to be a sector leader in this field post-2021.

### **Equality, Diversity and Inclusion**

The University has made EDI an institutional priority (REF5a) and the School is committed to ensuring equality and diversity in both recruitment and internal progression. We pride ourselves on our diversity. This is reflected in our staff profile.

Over 50% of the School's academic staff are women, as are fourteen of our thirty-two Professors (44%; HESA national average 20%) and six of our eleven Associate Professors (55%). Eleven of the School's academic staff have an ethnic minority background (12%), and thirty-four originate from jurisdictions outside of the UK (38%). From REF2014 to REF2021, the proportion of female submitted staff rose from 51% to 53%, and BAME submitted staff from 5% to 9%. In 2020, Prabhat became our first BAME professor. This diversity is also reflected in our PGR community. In our current PGR cohort of seventy students, forty-five are female, thirty are BAME, and ten have a registered disability. BAME representation in our PGR community grew from 20% in 2013-2014 to 43% in 2019-20.

The School encourages flexible working arrangements to accommodate family, health, and other needs, and our workload model ensures the fair and transparent allocation of teaching and administrative duties.

We are addressing structural barriers to research excellence for under-represented groups and those with caring responsibilities. Part-time colleagues (who are predominantly female) are entitled to the same research funding allowance as others, while the School's study leave entitlement applies to all research active staff, ensuring that leave is available to those with caring responsibilities or whose ability to work full time is affected by other factors, such as disability. Research leave can also be designed around flexible patterns (e.g. reducing teaching and administration responsibilities over a two-year period). Research allowances can be used to support childcare payments, which has been a critical support to our researchers who are lone parents. The School has supported its academics to return from part-time to full-time employment following periods of caring responsibilities. For example, one colleague worked part-time (2008-09:0.4 FTE; 2009-14:0.6 FTE; 2014-17:0.8 FTE) with a phased resumption of full-time employment in 2017. She was promoted to Associate Professor in 2015 and Chair in 2018.

The School received an Athena SWAN Bronze Award in 2018, the first non-STEM School in the University to do so. The award recognises our commitment to gender equality and to advancing the careers of women in higher education. Implementation of our Athena SWAN action plan, to apply for a Silver Award in the next four years, is undertaken by our EDI Committee, led by Bales.

The central purpose of our EDI Committee is to address issues of inequality or discrimination amongst students and staff, and to foster a diverse and inclusive Law School. The SRD is an *ex officio* member, and its remit includes devising, co-ordinating and monitoring steps taken to comply with the Equality Act 2010; reviewing the School's Equality and Diversity Policies, and ensuring that all documentation is compliant and effectively disseminated; monitoring the composition of the School's workforce and student body, and its admission and recruitment practices; preparing and maintaining an institutional plan to ensure that equal opportunities policies are translated into programmes of action, and reporting annually to school meetings. PGR students are active on the EDI Committee, and Lara Farrell, a current PGR student, is an 'income inequality' champion. In its first year of operation, the EDI Committee formulated a mandatory inclusion policy for visiting

Unit-level environment statement (REF5b)

speakers and Bristol-supported conferences, to ensure inclusive participation. This has been reflected in the diverse profile of visiting speakers since the policy was introduced.

The School complies fully with the University equal opportunities policy: in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration is whether and to what extent the individual meets the requirements of the role description. We ensure that our appointment panels are representative in terms of seniority, gender and ethnicity. Female academics have occupied many of the most important leadership positions in the Law School during this REF cycle, including HOS (Conaghan), SRD (Green), and three of the current Heads of PUs (Giliker, Layard, Seabourne).

We have ensured that REF decision-making, both in relation to criteria and final selection, was undertaken by a transparent, inclusive, and representative Committee. Our REF Committee comprised seven men and five women: Oliphant (HOS, Chair), Bogg (REF lead), Capps (SRD), Cruz (Deputy SRD), Giliker (Head of PU), Green (ex-SRD), Ireland (PVC Research), McGuinness (Deputy SRD), Phillipson (Impact Director), Prosser (Ex-REF panel member), Seabourne (Head of PU), and Syrpis (Deputy HOS). Selections were based upon at least two internal reviews of each output; further external reviews were sought where there was significant disagreement or uncertainty. Where there were significant discrepancies between authors' self-assessments and reviews, there was further dialogue with authors. Where outputs received equal ratings, diversity was considered, in accordance with the University's code of practice. The distribution of the proposed selection was analysed in terms of its EDI profile, and across career stages. The views of EDI Committee were sought before the submission was finalised.

### **Fair Employment**

The School is committed to fair and egalitarian employment practices based on permanent employment, in line with the Concordat to Support the Career Development of Researchers. As such, the School actively helps staff at all career stages to develop as researchers. All staff in REF 2021 are employed on permanent contracts and workloads are carefully managed. Our workload allocation is open and transparent and is regularly reviewed to ensure that it provides an accurate measure of real burdens.

We are committed to succession planning, inclusion, and staff development in the allocation of research-related administrative roles. Both research and impact are supported by 'deputy' roles, which were recently occupied by ECRs (Cruz and Dunne). Centres are required to have a constitution and have made provision for cyclical rotation of 'director' positions to facilitate wide participation in research leadership roles.

### **Staff Development**

All academic colleagues belong to at least one of our five PUs. As well as providing an intellectual home, the PUs support personal development through mentoring, staff review, and assistance with study leave and promotion applications. Annual staff reviews and research audits are used to discuss research objectives with colleagues, give them feedback on performance, identify development needs, and assist them with promotion applications. Bristol's recently revised promotion procedures recognise research contributions of all kinds and promote equality, diversity and inclusion (REF5a).



## Unit-level environment statement (REF5b)

In 2018, fourteen Law School colleagues were promoted internally, nine of whom were women. Three of the promotions were to Chairs and six to Readerships. In 2019, nine colleagues were promoted internally, four of whom were women, with two promotions to Chair. In 2020, there were five promotions (including one Professor and two Associate Professors), all of whom were women. Between 2012/13 and 2019/20, the percentage of female Associate Professors/Readers rose from 24% to 74%. There has also been a significant increase in female academics in entry-level lecturer positions: between 2012/13 and 2019/20, the proportion rose from 53% to 69%. These are the tangible results of systematic mentoring and the mainstreaming of equality, diversity and inclusion in the School, which culminated in our Athena SWAN bronze award and the concurrent creation of our School EDI committee.

## ECRs

We offer excellent support for our ECRs, with a comprehensive induction programme to ensure they are fully integrated into our community. They become members of our PUs and benefit from reduced teaching loads and minimal administrative obligations in their first two years. All ECRs have a dedicated mentor, usually drawn from their PU.

ECRs are encouraged to participate fully in PU activities, in informal seminars where they have the opportunity to present and get feedback on their work, and in the all-School research seminar programme, with papers from both external speakers and Bristol colleagues. School-level support for ECRs is supplemented at Faculty and University levels. ECRs are required to complete Levels 1 and 2 of the University's Cultivating Research and Teaching Excellence qualification (CREATE: REF5a). ECRs are also supported by the FSSL ECR-led Early Career Network (co-established by Dunne) which operates across the Faculty.

## Impact, Engagement and Knowledge Exchange

Our annual staff reviews and research audits are supportive exercises which we use to help colleagues develop and realise their research agendas and plans for impact. In one case (Acosta), they led to the School funding the regular research trips to South America which underpin his ICS (REF3, Migration Laws). This School-level support is nested within extensive provision at Faculty and University levels, through a suite of staff development courses, senior leadership mentoring, the CREATE programme, and tailored training from RED.

Active support is provided to stimulate and facilitate engagement between academia and business, public or third-sector bodies. We have, for example, been very successful with the prestigious Parliamentary Academic Fellowship scheme in which Laing, Murray, Phillipson and Syrpis have participated. In 2017-18, Jack Simson Caird, a senior constitutional law specialist at the House of Commons, spent time with us as an Honorary Fellow. The ESRC-funded *Productive Margins* project (Sections 3 and 4 below) led in 2020 to the City Fellows Programme, a major University of Bristol collaboration with Bristol City Council and the Social Justice Project which seeks to foster team-based solutions to systematic inequalities in the city.

Based in RED, PolicyBristol has facilitated many exchanges between the School and the private and public sectors: Boeger won an ESRC Knowledge Exchange Fellowship in collaboration with Policy Bristol and law firm Bates Wells. The Faculty's Professional Liaison Network assisted McDermont in applying jointly with civic partners for an Ideas grant from the Brigstow Institute URI. This has funded a one-year pilot, establishing a citizens advice service within Dorset County General Hospital.

### **Research Students**

The School has continued to strengthen its PGR community during this REF period, recruiting exceptionally high-calibre students and supporting them to become successful, research-active academics. We redesigned our PGR website in 2019 to showcase the opportunities open to Bristol PGRs and have used social media to raise awareness of funding opportunities in the Law School.

We have expanded our PGR community from 50 students in 2013-14 to 70 in 2019-20. The proportion of female students has remained stable, fluctuating between 64-70%. The proportion of BAME students has grown from 20% in 2013-14 to 43% in 2019-20, whilst the proportion of those with a disability has remained steady (10%: 14%). Our PhD completion rates (see below) suggest that expansion has not compromised the intellectual quality of our graduate students. Our growth plan is based upon sustainability and aligning PhD study with the strategic identification of Research Centre themes. Eleven PhD students are currently working in the HRIC, fifteen in CHLS, and five in CLAW.

### **PhD Scholarships**

A small number of students are self-funded, but the majority receive scholarships, helping to ensure that the brightest can pursue PhD study regardless of social background. Early recognition of the excellence of the MSc in Socio-legal Studies gave us a substantial number of ESRC 1+3 PhD students, now supplemented by funding for the MRes which also offers an ESRC 1+3 and the South West Doctoral Training Programme (SWDTP), which enables training of doctoral students across Bath, Bristol, Exeter, Plymouth and UWE. Fifteen of our students have been supported through the ESRC during the current REF cycle. Doctoral funding has also come from the AHRC (three students) and national scholarship schemes (four students). We have particularly strong connections with China and Chile. During this REF period, we have secured funding for Chinese PhD students through the Denis Chang Scholarship and the China Scholarship Council (six students). Three students from Chile have been supported through the Chilean Ministry of Education. The University offers PGR scholarships on a competitive basis and we have secured five such scholarships. We have also funded a Graduate Teaching Assistant (GTA) scheme, which covers full tuition fees plus a living allowance, while providing teaching experience. We advertised three GTA positions this year.

### **Support for PGRs**

We provide our PGRs with excellent support tailored to individual needs. All PGRs have at least two supervisors and we have excellent collaborative interdisciplinary supervisory arrangements with other Bristol Schools and other universities in the South West. SWDTP training and core units are compulsory for ESRC students and are strongly recommended to all PGRs, who can also attend appropriate units in the MSc, LLM and MA programmes. PGRs are grouped in a PU for Research Students (PURS) for each year of their studies. These groups provide tailored training appropriate to the relevant stage of research, including research planning, publishing from the PhD, future career applications and applying for post-doctoral funding. The PURS course is taken alongside a compulsory course in Advanced Legal and Socio-Legal Research Methods, delivered through the LLM-level unit on the MSc in Socio-Legal Studies. This applies methodological insights developed in the LLM unit into the design of the student's own research project.

Our specialist PGR administrator performs an important pastoral role, building close relationships with our PGR students. This personal dimension has proved particularly important to those

## Unit-level environment statement (REF5b)

returning from periods of leave resulting from caring responsibilities or illness, and it is highly valued by our students. PGRs also have full access to University support structures for mental health and wellbeing. We also provide a bespoke 'resilience for legal researchers' session, led by the School's 'Senior Tutor' and PGR Director.

PGR progress is closely monitored with:

- A norm of one supervisory session per month with more intensive supervision at key times
- An annual progress review (twice-yearly for ESRC students) led by the Director of Graduate Studies and PGR Director and monitored by the Faculty Education Director
- A demanding upgrade/review process during the second year, including submission of a report of 10-15,000 words and a meeting with a panel of internal examiners, which produces a detailed report for the student.
- We have an 'enhanced academic support' (EAS) procedure where there are concerns about progress, involving more intensive supervision, documented supervision meetings, an agreed work plan with strict timetables for completion of work, and an assessment of progress at the end of a 3-month period. On the three occasions where EAS has been used, it has produced positive outcomes.

During this REF cycle, 65 PhD students fully or co-supervised by UoA colleagues have completed successfully. 52% of our full-time PhDs completed successfully in under four years, and 96% in under five years. We have supported seven part-time students to successful completion, with 72% completing within seven years. Following growth and the recruitment of additional staff earlier in the REF period, our number of PhD completions has now begun to rise.

PhDs awarded (by proportion of School of Law supervision; no professional doctorates)							
2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Total
4	9.5	10.9	6.83	5.6	7.5	12	56.33

### PGRs' Contribution to our Research Environment

Our PGR community makes a key contribution to the vitality, richness and sustainability of our School. PGR students are encouraged to attend school events and conferences, with discretionary financial support provided for the latter: £10,000 pa across all PGRs. Research funds can be used flexibly, particularly by PGRs with caring and childcare responsibilities (e.g. purchasing printer consumables where access to printing facilities in the office is impaired). We provide desk space in shared offices for all PGRs in our new BSQ premises, as well as a communal area and kitchen space. This has helped to establish a strong sense of community. We provide offices for those in their final year or engaged in teaching.

PGRs have many opportunities to present both to their peers and to staff in supportive settings such as the Gender and Feminism Reading Group, the Political Economy Reading Group, and a PGR-led series of events on Black History Month. There is a PGR e-newsletter, indicating sources of funding and conference opportunities, and social media is actively used to showcase PGR activities.

To ensure our PGRs have a voice in shaping their own experience in the School, a PGR representative sits on the student-staff liaison committee and has the opportunity to raise issues and highlight support needs. We participate in the Postgraduate Research Experience Survey, the results of which are considered in formal meetings, chaired by the PGR representative and

Unit-level environment statement (REF5b)

attended by the PGR Director and Administrator. This has led, amongst other things, to the implementation of changes to our careers support (a new half-day session on academic and non-academic careers), to a visit from representatives of a leading academic publisher to talk about publishing PhD research, and to improved information on University mental health support. All PGRs also have access to a wide range of training opportunities provided by the SWDTP and Bristol Doctoral College.

### **PGR successes**

Bristol PGRs routinely obtain academic posts in other institutions (recently at Birmingham, Cardiff, Exeter and Leeds). Many former students have joined the School as academics (Bell, Cheng-Davies, Galani, Powley, Russell R and Torrible). Patrick Nash is now a research fellow at the Woolf Institute in the University of Cambridge. Mary Synge and Alice Venn hold academic posts at the University of Exeter. Lydia Hayes has recently been appointed as a Professor at Kent. Her book, *Stories of Care*, which builds upon her doctoral work at Bristol, was awarded the 2018 SLSA Early Career Award, and the 2018 Peter Birks Prize. The work of our current PhD student, Robert Craig (recently appointed lecturer), was cited in the two recent leading constitutional cases in the UK Supreme Court, *Miller v Secretary of State for Exiting the EU* (2017) and *Privacy International* (2019).

## **3. Income, infrastructure and facilities**

Our two main objectives for the REF period were:

- To expand the School's physical space to ensure the maintenance of single offices for academics, provide conference space for academic events, and enhance the shared work and recreational space of our PGRs.
- To improve our research grant income from its level of approximately £1.7 million during the preceding REF cycle.

### **Infrastructure and Facilities**

During this period, there have been significant enhancements to the School's physical infrastructure, the centrepiece of which has been the addition of a second Law School building through the £7.4 million development and restoration of 8-10 Berkeley Square (BSQ), situated just a few minutes' walk from the main Law School building, the iconic Wills Memorial Building (WMB). The proximity of the buildings means the School has gained considerable extra space without loss to our sense of academic community.

This BSQ development, shortlisted for a BREEAM award in 2016, contains the new Lady Hale Moot Court and a state-of-the-art hub for our PGRs, including shared office space, breakout research rooms, and a communal kitchen. In addition, there is a dedicated shared office space for our growing body of post-doctoral researchers with room for visiting research scholars. Together with the Great Hall and Reception Room in WMB, the Moot Court has facilitated the hosting of large international conferences and other events. As well as housing academic offices and a range of communal spaces, BSQ also provides numerous seminar rooms, all equipped with state-of-the-art audio-visual facilities. There are currently 36 academic staff based in BSQ and 56 in WMB.

## Unit-level environment statement (REF5b)

In addition to teaching and office space, WMB houses the refurbished Wills Memorial Library providing legal resources and study space. The £3.1 million refurbishment was unveiled by Baroness Hale of Richmond in December 2013. We have a specialist Law Librarian (Niles). The Law School regularly provides funds from its own budget to enrich Library provision – for example, investing £180,000 in June 2017 to secure access to the ‘Making of Modern Law’ database of legal monographs published between 1800-1926.

### Grant Income

The School has successfully and significantly increased its grant income during this REF period, with a spend of £4.3 million (REF4b) and grants won worth well over £5 million, including approximately £2.6 million (ESRC), £150,000 (AHRC), £350,000 (British Academy), £1.1 million (European Commission), £170,000 (FCO), £130,000 (Horizon 2020), £200,000 (Leverhulme Trust), £70,000 (Nuffield), £90,000 (Wellcome Trust) and £70,000 (Wellcome Trust). These successes are testament to the excellent and comprehensive support offered to colleagues by the central RED team (REF5a) and our enhanced School-level infrastructure: this period has seen the appointment of a Research Manager (Mills) and an Executive Assistant (Spicer). A total of 48 members of staff (more than half our total FTE) have attracted money from funders including the research councils (ESRC (>10), AHRC (>5) and charitable funders (Wellcome Trust (3), Nuffield Foundation (3) Leverhulme Trust/British Academy (>10)).

The School has a strong record of **early career grant success**. McDermont’s ERC Starter Grant, *New Sites of Legal Consciousness: a case study of UK advice agencies*, for example, secured funding of €1,029,298, concluding in March 2016. These early career successes have continued with Prabhat securing an ESRC Future Leaders Award ‘Understanding “Quasi-Citizenship” in Immigration Law and Practice’ (2014-2017) (£244,381) a key output of which was her monograph *Unleashing the Force of Law: Legal Mobilization, National Security, and Basic Freedoms* (Palgrave 2016) which won the prestigious UK Society of Legal Scholars (SLS) Peter Birks Prize (2017). Psygkas won a British Academy Rising Star Engagement Award (2016) (£14,937) to complete his monograph *‘Democratic Deficit’ to a ‘Democratic Surplus’: Constructing Administrative Democracy in Europe* (OUP 2017), which was shortlisted for the Socio-Legal Studies Association (SLSA) Theory and History Book Prize (2019). Recent early career funding successes include Jayathilaka (British Academy Small Grant, £6,895), Dunne (SLSA, £2,995), Jennifer Collins (SLS, £3,000), McCunn (SLS, £2,600), and Rooney (SLS, £3,000), and provide evidence of the supportive approach to research capacity building at all career stages that is central to the School’s research ethos.

The ESRC was the biggest funder of research in the School during the current REF period. Funding included:

- McDermont (PI) – ‘Productive Margins: Regulation for Engagement’ (£1,856,108, Apr 13 – Jun 18) (Research took place during this cycle)
- Prabhat (PI) – ‘Understanding Quasi-Citizenship in Immigration Law and Practice’ (£244,381, Oct 14 – Sep 17)
- Masson (PI) - ‘Establishing outcomes of care proceedings for children before and after care proceedings reform’ (£455,788, Sep 15 – Jul 18)
- Murray (PI) - ‘Implementation and compliance with human rights law: An exploration of the interplay between the international, regional and national levels’ (£1,099,963, Sep 15 – Feb 19) (REF 3, ‘Implementation’)
- Layard (PI) - ‘Ways of neighbourhood working and knowing’ (£26,883, Dec 14 – Dec 16)

## Unit-level environment statement (REF5b)

- McGuinness (Co-I) 'Death Before Birth: Understanding, informing and supporting the choices made by people who have experienced miscarriage, termination, and stillbirth' (ESRC, £429,780, Sep 16 – Sep 18). This contributed to an ICS (REF 3, 'Abortion').

Other Research Council successes include Coggon as CI on 'The Role of Values and Participation in Judicial Deliberation and Mental Capacity Law' (AHRC, total award, £802,720, Nov 18 - Oct 21) and Bibbings' collaboration on an AHRC World War One Community Heritage Centre. Beyond the Research Councils members of the School were successfully involved in other UKRI funded research, e.g. Nolden (CI, Innovate UK, total award £319,514). The School's agile response to global challenges is evident from several successes in the recent UKRI COVID funding stream (Collins J, PI, Fraud during a pandemic, UKRI, Bristol share £31,870; Coggon, CI, Ethics Accelerator, AHRC, Bristol share £191,726; and Cruz, CI, Impact of Covid on UK Paid and Unpaid Childcare Sector, UKRI, Bristol share £15,122).

A key area of growth in this period was the School's strategic engagement in collaborative research activity and an increase in the number of staff involved in large national and international research consortia. Notable examples include:

- Three members of staff were co-investigators on Horizon2020 funded research projects:
  - Charlesworth, co-investigator on the Privacy Flag project on personal data protection (€4.5 million, 2015-18, Bristol project, Law School share £97,289)
  - Novitz and Gammage collaborated on Sustainable Market Actors for Responsible Trade (€3.8 million, 2016-20, Law School income: £33,983)
- BABEL: Balancing Best Interests in Ethics and Law, a Wellcome Trust Collaborative Award, exploring best interests decision-making in healthcare, ethics and law (total award £1.5 million, September 2018 - ongoing) (PI: Huxtable, CIs: Laing and McGuinness)
- Two members of staff (Coggon and Syrett) are co-investigators on two (of only four) major UK Prevention Research Partnership (UKPRP) Consortia Awards:
  - TRUUD: Tackling the Root causes Upstream of Unhealthy Urban Development (total award £6.6 million over five years)
  - SPECTRUM: Shaping Public Health Policies to Reduce Inequalities and Harm (total award £5.9 million for five years)

Law School members have also been actively involved in internationally funded research, including: Acosta, co-investigator and collaborator on the ERC funded 'Prospects for International Migration Governance (MIGPROSP) (total award €2,127,927); collaborations by Novitz on 'Inclusive and sustainable Swedish labour law - the ways ahead' funded by Swedish Research Council (Bristol share £77,790) and Syrett on 'Just Coverage Decisions: Including Legal Analysis into the Assessment of Health Technologies' funded by the Canadian Institute for Health Research (Can\$380,000).

The School also secured a range of awards from charitable funders and representative organisations with clear translation of research findings into important policy impacts. Hitchings was awarded funding from the Bar Council for her work on 'McKenzie Friends in Private Family Law Cases: an exploration of their capacities and practices' (£20,000). Cowan was PI on the 'Shared ownership: crisis moments' Leverhulme Grant (£72,000) – the outcome of this activity informs Cowan's ICS (REF3, Housing Law). The School built on a track record of securing awards from the Leverhulme Trust: Mulder and Murray have been awarded Leverhulme International Academic Fellowships (£22,000 each), Plomer was awarded a Leverhulme Fellowship (£119,155),

Unit-level environment statement (REF5b)

and Bogg brought with him from Oxford his Phillip Leverhulme Major Research Fellowship (£40,000). Our family law researchers have continued their successful record of grants from the Nuffield Foundation: Masson (£250,000) and Hitchings (£285,078, Bristol share £197,328).

Staff have also undertaken research either funded or commissioned by the following organisations, not all of which contribute to HESA data, which reflects broad engagement in civil society: Shelter, the Police and Crime Commissioner for Avon & Somerset, Bar Society, Chief Scientist Office of Scotland, Department for Business, Energy & Industrial Strategy, Welsh Assembly, Virgin Enterprises Ltd, Sustainable Inshore Fisheries Trust, Open Society Foundations, Equality and Human Rights Commission, Irish Human Rights and Equality Commission, Deutsche Gesellschaft für Internationale Zusammenarbeit, and Slynn Foundation.

### **Strategies for generating research income**

In addition to the excellent University-level support offered by RED, we have developed a comprehensive infrastructure for research bid development, running an annual Research and Impact training day, open to all and compulsory for those who wish to apply for School study leave the following year.

The School offers excellent support for the writing of funding applications, involving assistance from PUs, mentor support for ECRs, and advice from the SRD and previously successful colleagues. The School has also invested in the appointment of a Research Manager who informs staff of funding opportunities and sources of support through a fortnightly e-newsletter 'Research Matters', and coordinates with RED and Finance to support ethical approval, funding applications, and financial costings.

Expertise within the School and wider University is used to support colleagues in developing the impact potential of funded projects by building it into projects from the outset. Peer review of funding applications encourages applicants to be imaginative and ambitious in incorporating plans for engagement with external partners and, where possible, partnerships with relevant stakeholders. Numerous successful examples of this include Bibbings, Cowan, McDermont and Hitchings (above and Section 4). The School actively builds general awareness of impact opportunities and the skills to develop them through its training programmes, and its Strategic Impact Fund (£10,000 pa) then actively supports staff developing Case Studies.

The School's seven Research Centres are central to our ambition to increase external grant income. Our commitment to supporting and developing our Centres in a sustainable way is evident from the continued success of the HRIC (established 2009). The Centres contribute to securing large multi-disciplinary funding awards furthering University research agendas in, for example, transdisciplinary health research (CHLS: Coggon, Syrett and others), the transformation of technology and society (CGLI: Vranaki and others) and ensuring the School's capability in securing responsive-mode funding (CLAW: see above Collins and Cruz, UKRI COVID).

During this cycle, the School appointed an Executive Assistant with primary responsibility for Centres support and introduced an annual £10,000 Centres research fund. The success of our Centres as a mechanism for capacity building is evident in a range of ventures. For example, following two successful workshops co-hosted by members of CHLS and HRIC (McGuinness, Rooney) the University was invited to enter into a strategic partnership with the United Nations Population Fund which was formally signed and launched in February 2019.

Colleagues have access to a personal research allowance and can apply for further funding through the School's Strategic Research Fund (SRF), subject to formal review by RAIC. In addition to ensuring that ECRs have access to opportunities to build networks, the School has expanded the terms of the fund to cover childcare costs where this facilitates conference attendance, archive visits, etc.

**Faculty/University:**

School support is complementary to the professional services infrastructure offered through the Faculty and RED. RED has several bespoke teams which provide advice and support, including horizon-scanning; external partnership development; research and consultancy contracts; and compliance. It also supports applications to responsive-mode calls, maintaining a repository of successful applications, and rigorously reviewing drafts. RED works across faculties to ensure that multi-disciplinary teams can be quickly mobilised to respond to 'challenge-led' funding opportunities.

The University also supplements external research incomes with internal funding opportunities and membership of regional funding networks. Successful awards in this category include seven members of staff for ESRC IAA funding (Acosta, Cruz, Kelly, Laing, McDermont, McGuinness, Quick), two GW4 initiator awards (Gammage, Rivers), and three GW4 accelerator awards (Gammage, Hitchings, Rivers). Staff have secured funding support through Bristol's URIs (e.g. EBI for Health Research, Brigstow Institute) and SRIs (e.g. MMB, PHSI). During this REF cycle the Faculty has also introduced a 'Grant Capture Fund' to incentivise bid progression by providing to those applying for external grant funding administrative and research assistance, teaching relief, and an intensive in-house writing retreat.

During this REF period the University has reviewed its International Research Partnerships (IRP) portfolio which supports global strategic research activities. IRP provides a range of support to facilitate global research excellence. Members of the School have successfully hosted six Benjamin Meaker Distinguished Visiting Professorships (Louise du Toit, University of Stellenbosch; Stephen Bottomley, Australian National University; Anita Ho, University of British Columbia; Lawrence Gostin, Georgetown University; Johanna Olson-Kennedy, University of Southern California; Janelle Orsi, Sustainable Economies Law Center). Benjamin Meaker Professors all give public lectures during their visit and many were involved in high profile conferences, postgraduate research master-classes, and follow-on publications. School members have also been supported in international research activities with funding from the University's International Strategic Fund (e.g. Rooney's Global Research Fellowship at NYU). The University is a member of the World University Network (WUN), which funds international research networks and whose 'researcher mobility programme' has funded periods of research overseas (e.g. Austin, University of Toronto; Rees, University of Sydney). The School itself has an extensive network of international partnerships, recently bolstered by new partnership agreements with leading universities in China (China University of Political Science; Jilin; Peking; Shandong; Tsinghua) and India (OP Jindal), with provision for research visits by faculty and PGRs, and other research collaboration.

<b>4. Collaboration and contribution to the research base, economy and society</b>
--

As outlined in **Section 1**, the School's systematic development of policies and processes to embed and support impact, engagement, and knowledge exchange fosters a strongly policy-focused



Unit-level environment statement (REF5b)

research environment. This combines with our external-facing presence, through the development of clusters of excellence in our Research Centres, national doctoral training and an exceptionally strong and diverse range of collaborations with external stakeholders beyond the discipline. The following provides evidence in four broad categories of the breadth and depth of our external reach that these factors have helped foster.

## Engagement and collaboration with external partners

### (1) Judiciary and legal practice

Research by Law School academics has been cited in a number of important national and international courts, demonstrating the reach, significance and impact of our research. Notable examples include:

- Mulder, in AG Bobek's opinion for the EU Court of Justice (EUCJ) *Case C-451/16MB v Secretary of State for Work and Pensions*
- Dunne (working with Scherpe), in the German Supreme Court (Federal Court of Justice) in *Case XII ZB 660/14* (2017)
- Rivers, by the UKSC in *Nicklinson* (2014) and Federal Court of Australia in *Iliafi* (2014)
- Novitz, by the Supreme Court of Canada (SCC) in *Saskatchewan Federation of Labour* (2015)
- Bogg, by the High Court in the leading employment status case, *Deliveroo* (2019), the SCC in *Mounted Police of Ontario* (2015) and the EUCJ in *Sash Windows* (2017) and AG Bot in *Bauer* (2018)
- Oliphant, by the UKSC in *Rhodes v OBO* (2015)
- Phillipson, in the UKSC in *Miller v Secretary of State for Exiting the EU* (2017) and the SCC in *Nevsun Resources Ltd v Araya* (2020)
- Craig, in the UKSC in *Miller* (above) and *Privacy International* (2019)

Hitchings was the academic advisor for the successful appellant's legal team in the UKSC case of *Mills v Mills* (2018); her work with Miles (Cambridge) on financial remedies in family proceedings was used at judicial training events (2014 and 2018) and she herself provided training for approximately 200 members of the judiciary in 2019-20.

### (2) National engagement: government, agencies and parliament

#### *Contribution to law reform*

- Law School academics have made leading contributions to law reform, especially of the criminal justice system. As Director of Innocence UK, for example, Naughton wrote its submissions to a major criminal appeal, which strongly influenced the eventual judgment of the UKSC in *Nunn* (2014). This resulted in changes to the Attorney-General guidelines: there is now a common law duty on the police and the Crown Prosecution Service to give access to evidence post-conviction. Naughton's invited evidence to Parliament's Justice Committee on the work of the Commission (2014) prompted a full inquiry into its effectiveness.
- Quick's collaborative IAA-funded work with the CPS, conducted through CHLS, has enabled his empirical work on medical manslaughter to change policies in England and Wales on prosecuting medical manslaughter, and was a key factor in the successful legal arguments made in a landmark criminal appeal case (*Sellu* (2016)).

## Unit-level environment statement (REF5b)

- Hitchings' research on pre-nuptial agreements for the Law Commission (2011) was a strong influence on its final report (2014) and she was invited to become a member of the Commission's Advisory Group.

*Collaboration with national policy actors*

- The work of CHLS has involved further major collaborations with key national policy actors. Coggon was commissioned by Public Health England to produce (with Viens, Southampton) a guidance document for the whole of the UK's public health workforce and by the UK Faculty of Public Health to write a public report on public health and the 'nanny state' debate (2019), which has been circulated widely to ministers in Westminster, the European Parliament and members of the Scottish Parliament.
- Laing is a member of the Care Quality Commission Mental Health Act expert advisory group. Her study in collaboration with academics from the University of the West of England (UWE) made important policy recommendations on the 'Nearest Relative' role under the Mental Health Act 1983. These were cited in an Independent Review of the Act (2018) and the Government's National Workforce Plan for Approved Mental Health Professionals and will be fed into Government consultations on its plans to reform the Act.
- Also within CHLS, McGuinness was appointed to trustee positions within the newly established Irish National Screening Advisory Committee (NASC) and the British Pregnancy Advisory Service to provide expertise in reproductive health law, ethics and policy. The establishment of NASC marks a milestone for screening in Ireland.
- In the key areas covered by CLAW, Ford provided legal advice for trade unions and NGOs on the effect of Brexit on labour rights (REF3, Workers' Rights in Europe) and discussed Brexit at a conference in Brussels attended by European trade unions and policy-makers. Ford, Bogg, Novitz and other labour lawyers drafted and promoted the 'Manifesto for Labour Law' (2016) produced by the Institute for Employment Rights, much of which was adopted by the Labour Party as official policy.
- Working within CLE, Villiers gave evidence to the Department for Business, Energy and Industrial Strategy, cited in its report on Corporate Governance. Boeger and Villiers were appointed as Associate Research Fellows of the British Academy on the Future of the Corporation project launched in 2017. Pieraccini was invited in 2020 to join Defra's advisory group on engagement and governance for Highly Protected Marine Areas.

*Parliamentary work*

- As befits the School's keen engagement with contemporary policy debates, many staff have contributed to Parliament's policy-making and scrutiny roles. Syrpis and Phillipson have both worked on the policy and constitutional implications of Brexit for the House of Commons Library using fellowship schemes (2017 and 2019) and Laing and Murray won Parliamentary Academic Fellowships this year; Ford was Special Advisor to two Parliamentary Committees on policies around the workplace and Dunne advised the House of Commons Select Committee on Women and Equalities during its Transgender Equality Inquiry, which cited his evidence extensively in its report (2016). Several staff have given oral and written evidence by invitation to Parliamentary committee enquiries, including Greer (Joint Committee on Human Rights Inquiry into Freedom of Speech in Universities (2018)), Syrpis (Commons and Lords Select Committees scrutinising Brexit (2017)); Gammage (International Trade Committee, also Brexit (2018)); Villiers (Select Committee hearing on corporate governance, (2016)); and Phillipson

## Unit-level environment statement (REF5b)

(House of Lords Constitution Committee (2019) and Public Administration and Constitutional Affairs Committee (PACAC) (2020)) both on the Fixed-Term Parliaments Act, the latter drawing on his evidence extensively, and on the role of Parliament in military force decisions (PACAC, 2019). As a PGR, Craig gave written evidence in the same committee processes, and then as Lecturer to the House of Lords Constitution Committee Inquiry into the Constitutional Implications of COVID-19 (2020). Bjorge with Smith (Oxford) and Lang (House of Commons Library), submitted evidence to the House of Lords Liaison Committee, relied on in its 2019 Report, arising from a successful conference they staged on Brexit and Treaties.

**(3) International engagement and collaboration***Human Rights*

- A key part of the work of the HRIC relates to torture prevention. Its Deputy Director, Evans, is Chair of the UN Subcommittee for Prevention of Torture, and authored its guidelines on national preventive mechanisms, which are routinely cited at national and international level. He contributed significantly to the 2019 Position Paper of the Chairs of the UN Human Rights Treaty bodies on the future of the Human Rights system and to Guidance produced by the Office of the High Commissioner for Human Rights, which has become a key resource in bolstering torture prevention institutions across the world. Evans is also Vice-Chair of the High-Level Advisory Board to the UN Global Study of Children in Detention and sits on the Independent Review Panel of the Global Community and Engagement Resilience Fund.
- Collaboratively with HRIC and CHLS, Dunne co-authored a report on transgender and intersex equality laws in Europe for the European Commission (2018); he was a consultant for a Commission workshop on trans and intersex discrimination for the High-level Conference on Advancing LGBTI equality in the EU: 'From 2020 and Beyond' (Brussels, 2019), delivered training on trans and intersex rights at the EU Platform of Diversity Charters Expert Seminar on LGBTI Rights (Vienna, 2019) and advised Commonwealth policy-makers on the implementation of legal gender recognition laws (Malaysia, 2019) at the invitation of the Equality and Justice Alliance. Since 2018 he has been a Senior Expert for Sexual Orientation on the European Equality Law Network.
- Within HRIC, Galani has, since 2018, contributed to the Global Maritime Crime Programme of the UN Office for Drugs and Crime (UNODC) by writing parts of their training manual, providing legal advice for the development of their maritime capacity-building initiatives, delivering training sessions, leading expert workshop sessions and contributing two chapters to the UNODC Manual for Criminal Justice Practitioners (2019), which is used as a training tool by the UN.
- Greer was a Panel expert on the EU FP7 funded project 'Fostering Human Rights Among European Policies', speaking at its Workshop on Protection of Human Rights: Institutions and Instruments, Ludwig Boltzmann Institute for Human Rights (Vienna, 2014).

*Labour Rights and Trade*

- Novitz, who chairs the Steering Committee of the global Labour Law Research Network (LLRN), comprising 78 research centres, presented at an International Trade Union Confederation workshop, attended by the chairs of the UN Human Rights Committee and the Committee on Economic, Social and Cultural Rights. She is on the Executive Committee of the Industrial Law Society, is the UK Representative on the Executive Committee of International

## Unit-level environment statement (REF5b)

Lawyers for Workers network (ILAW) and she and Bogg are Members of the Executive Board of the Institute of Employment Rights.

- As investigators on the EU Horizon 2020 funded project, 'Sustainable Market Actors for Responsible Trade' (2016-20), Gammage and Novitz were co-leads of an academic cluster on trade and investment, working with EU Commission directorates.

**(4) Local and community engagement: Bristol's 'Civic University' initiative (REF5a)**

- The School has a programme of active engagement with a range of civic actors and organisations in the Bristol region. The major five-year ESRC funded project 'Productive Margins' (2013-2018), noted above, was led by McDermont. A multi-disciplinary collaboration between Bristol and Cardiff Universities, it worked with seven neighbourhood-based, identity-based and faith-based community organisations experimenting with new ways of living and working. It initiated seven major projects and Community Researcher training packages, and produced innovative methodological outputs, including five festivals, fiction, dramatizations and films, and a national guide on domestic violence for educational practitioners in Wales.
- In 2018, McDermont set up a Social Justice and Innovation Initiative to reimagine how cities are governed, building collaborations between voluntary sector advice organisations. Key findings were written up in an ESRC-IAA funded report detailing best practice, disseminated throughout the advice sector.
- Bibbings has played a key role in 'Remembering the Real World War 1' (RRWW1) project. Her research into conscientious objection shaped the group's agenda and made a major contribution to its *Refusing to Kill* exhibition, which received over 2,000 visitors from around the world on its opening day. Bibbings was Co-I on a £500,000 AHRC engagement project, culminating in a national festival on hidden stories of WW1, led by RRWW1.

**Contribution to the disciplinary knowledge base***Membership of Learned Societies and Editorial Boards*

- The Law School is strongly represented in learned societies. Prosser is Fellow of the British Academy and Villiers and Boeger Honorary Research Fellows for the Academy's Project on the Future of the Corporation; Conaghan, Cowan, Greer, Masson and McDermont are Fellows of the Academy of Social Sciences and Syrett a Fellow of the Royal Society of Medicine and the Royal Society of Arts. Coggon was awarded honorary membership of the UK Faculty of Public Health, sits on the *British Medical Journal's* Ethics Committee and is a founder member of the Ethics Committee of the UK Faculty of Public Health. Giliker was the first woman to hold the position of Honorary Treasurer of the SLS. Green was appointed as Law Commissioner for England and Wales responsible for commercial and common law reform in 2019; during her five-year term she will maintain her professorial association with the School.
- Members of the School help run several internationally leading law journals. Editorships include Evans (general editor, ICLQ), Giliker (ICLQ), Green (OJLS), Hitchings (*Journal of Social Welfare and Family Law*), Oliphant (founding General Editor, *Journal of European Tort Law*), Mulder (Co-Editor in Chief, *German Law Journal*) and Rivers and Evans (Editors in Chief, *Oxford Journal of Law and Religion*). Bogg is a general editor of the OUP Monographs in Labour Law series, Cowan of Palgrave's Socio-Legal Series. The School also makes a strong contribution to editing specialist journals, including Coggon (Editor-in-Chief, *Health Care*

*Analysis* and Associate Editor (Law), *Journal of Bioethical Inquiry*), Russell Y (Editor-in-Chief, *Feminist Legal Studies*) and Novitz (legislation section editor, *Industrial Law Journal*). Members of the School also sit on the editorial boards of numerous leading generalist journals including *OJLS* (Bogg), *Public Law* (Phillipson), *Journal of Law and Society* (Layard).

#### *Participation in Grant Committees, Research Councils and other Committees; Prizes*

- Members of the School have played important roles on grant Committees. Prosser was a Member of the British Academy Law Standing Committee, 2015-19, with responsibility for organising the elections of fellows and reviewing and ranking research grant applications for several funding schemes and a member of The Expert Panel for the Leverhulme Prizes in Law, 2017 and 2020. Masson was appointed to the expert panel for the Swiss Nation Science Foundation research programme NRP 76 advising on research bids to a fund of SFr 20 million (2017-18). McGuinness was a member of the Wellcome Trust, Social Science and Bioethics Interview Committee advising on funding. Plomer acts as an ethics expert for the European Commission, contributing to the evaluation of EU-funded projects on health innovation. Layard, Bibbings, Prabhat, McDermont and Pieraccini and Hitchings have been members of the ESRC Peer Review College and Layard, Prabhat and Bibbings of the AHRC College. Laing was an Outer Board Assessor on the Government of Ireland Postdoctoral Fellowship Scheme (2019-2020).
- Beyond funding bodies, Evans is Panel Member of the Independent Inquiry into Child Sexual Abuse in England and Wales. Syrett sits on the Management Committee of the International Society for Priorities in Health Care and is national Secretary of the British Association for Canadian Studies; Hitchings was an Academic member of the Family Law Committee of the Law Society of England and Wales (2007-2017). Boeger sat on the previous Technical Panel of the Regulator of Community Interest Companies and is now on the Working Group for Regenerative Business of the Institute of Directors. Oliphant led the project of the European Group on Tort Law on public authority liability and acted as Adviser to the American Law Institute on the *Restatement Third of Torts: Economic Harm*; Torrible is a member of the Independent Office of Police Conduct external stakeholders group and McGuinness of the Irish National Screening Advisory Service.
- Evans was awarded a KCMG for his work on torture prevention and freedom of religion in 2016. Prabhat won the Birks Prize for Outstanding Legal Scholarship for *Unleashing the Force of Law* (2017); Bogg was awarded the *Philip Leverhulme Prize* in 2014. Cheng-Davies won the 2015 John McLaren Emerson QC prize by the Intellectual Property Association of Australia and New Zealand. In 2020, Masson was awarded QC (Hon) for her services to family law reform.

#### *Doctoral training*

- Our academics have been involved in PhD training beyond Bristol, which supports our own internal expertise while contributing to the public good of the UK research student community. Yvette Russell coordinated a doctoral training event at the Critical Legal Conference 2018. As President of the British Association of Comparative Law, Giliker has organised an annual PGR workshop on comparative law; Bristol will host the workshop in Spring 2021. Cowan organises the annual SLSA PG Conference. Coggon ran a plenary skills session on peer review at the 2019 Postgraduate Bioethics Conference. Charlesworth was co-applicant in, and (as lead for

Unit-level environment statement (REF5b)

Responsible AI) on the management team of, the UKRI Centre for Doctoral Training in Interactive Artificial Intelligence (a £6.8 million, five-year project).