

<b>Institution:</b> University of Roehampton
<b>Unit of Assessment:</b> 21 – Sociology
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p>The Sociology Unit comprises a multi-disciplinary team of 32 (29.85FTE) researchers from three departments across the University of Roehampton, united by a sociological approach to exploring inequalities, prejudice and social trends as they relate to social justice in diverse societies. In 2014, our aims and objectives were to (1) develop our inclusive interdisciplinary research on social justice; (2) create a vibrant and inclusive research environment for staff and research students, including increased levels of staffing in targeted areas and; (3) develop significant collaborations with external organisations. Since then, we have cultivated a thriving and diverse interdisciplinary research community. Through the targeted recruitment of 20 new appointments (including five professors and five early career researchers), and the integration of researchers in social anthropology, we have grown the Unit significantly, from just 11.45FTE staff in REF2014. We have also proactively supported staff to expand their work on social justice, which has found expression in 30 monographs and 147 journal articles since 2014; and catalysed and sustained an array of exciting collaborations and partnerships with institutions such as Parliament, the Immigration/Borders agency, the probation service, and the Crown Prosecution Service, which have extended the reach of our research and its impact. Our significant expansion has energised the Unit, bringing a thematic breadth which has been consolidated into four key themes: <i>citizenship, migration and rights; personal life, sexuality and identity; social and political crime and violence; and health policies, illness and well-being</i>. It has also enabled us to enact and deliver an increasingly ambitious research strategy focused on research income, and the growth and integration of our PGR community.</p> <p><i>Citizenship, migration and rights:</i> Our research focuses on issues relating to the socio-legal framework which influences citizenship and migration, examined from sociological, political and socio-legal perspectives. <b>Hoskins'</b> quantitative research on citizenship education has been adopted to assess the effectiveness of education interventions aimed at increasing young people's involvement across Europe, the Middle East and North Africa. <b>Bassel's</b> research explores the politics of listening and the ways in which naturalisation processes are experienced by migrants applying to be British citizens, whilst <b>Garapich</b> investigates the social and cultural aspects of migration and the city. Both complement longstanding research in the Unit conducted by <b>Eade</b> on the anthropology of pilgrimage, global migration and urban ethnicity. Understanding of human rights is interrogated by <b>O'Byrne's</b> sociological research on citizens' fundamental rights, and <b>Gilbert's</b> work on how human rights can support more participatory models for citizens in the governance of natural resources. <b>O'Byrne</b> also leads the Crucible Centre for Human Rights Research. New research in the Unit extends beyond citizens' rights to those of animals, and to the potential conflict between the rights and freedoms of humans and non-humans. <b>Pepper</b> explores the place of animal ethics and interspecies justice in a global context, while <b>Marvin</b> advances a socio-anthropological understanding of the cultural and political configurations of wild animals in different societies. <b>Praet</b> also explores interchanges between culture and nature, and the ways in which the lines between the two are resolved. Work on law and the social impact of technology led by <b>Sampani</b> (international and commercial law) and <b>Lin</b> (digital co-production cultures and their socio-technical dynamics) focuses on the movement of goods, people and data and the resulting rights and disputes.</p> <p><i>Diversity and personal life:</i> Our focus on social justice intersects with the key demographics of gender, ethnicity, and sexuality. Drawing on a range of qualitative methodologies, work in this area explores everyday personal experiences within broader social structures and cultural trends. <b>Bassel</b> explores how women of colour use race, class, gender, and legal status as resources for collective action across six countries in Europe as part of her 'Women of Colour Resist' project funded by the Open Society Foundation; <b>Du Rose</b> considers the impact of drug policies on the lived experiences and social exclusion of women drug users and <b>Carter</b> focuses on 'romance scam' crime, offering a sociological analysis in an area that has received little empirical attention. A shared interest in gender and sexuality characterises the work of <b>Nirta</b>, who adopts an interdisciplinary approach to consider trans peoples' identities and the everyday challenges trans</p>

people face, including the impact of social policy and legislation, and **McCormack's** work on both the everyday consumption of pornography by young men with non-exclusive sexualities. **Ammaturo** also focuses on sexuality, including the dominance of the city in sexualities research and a visual ethnography of Pride Parades aimed at understanding space and place in queer movements.

*Social and political crime and violence:* We explore socio-legal, cultural and ethical approaches to violence from the local to global levels, notably focusing on the impact of violence on under-represented groups. Our work in this field is well-represented by **Gill's** policy-oriented research on violence against women in ethnic minority communities and honour-based killings, which has influenced policy and practice nationally. **Holt's** research on family violence, which pioneers understanding of the under-represented topic of child violence toward parents, has also informed national policy. Crime and punishment are explored through **Farrant's** examination of media representations and counter-narratives of imprisonment, and **Watkins'** investigation of the punishment system of young convicts sent to Australia in the socio-legal context of the early nineteenth century. Our research on violence also extends to international and interdisciplinary projects. **Stefanska-Hodge** examines violent sexual and nonsexual offending, particularly focusing on the subject of sexual homicide and related topics such as sadism, stalking and intimate partner killings. **Shaw** published a fully revised edition of his classic award-winning *What is Genocide?* (2015), which has contributed to our strengthened sociological presence in genocide studies. **Geva** offers an innovative sociological analysis of military commanders' understanding of the rules of armed conflicts in Israel/Palestine and post-conflict research is advanced by **Melvin's** in-depth analysis of post-genocide reconciliation in Rwanda and **Skinner's** work exploring the connection between tourism and terrorism. **Botoeva** focuses on illegal drug markets, neoliberalisation and crime, particularly in post-Soviet countries and **Kerr's** research examines art and cultural heritage crimes and international policing, including the securitisation and policing of art theft in London.

*Health policies, illness and well-being:* Our research also draws together social, cultural and biological perspectives on physical health and mental well-being. **Bell's** examination of health as a core cultural value has focused primarily on smoking, especially tobacco 'denormalization' strategies, and cancer. Public and community health is explored by **Beckmann's** work on the intersections of sexuality, health, and wellbeing, particularly in Muslim communities and in East Africa. **Pringle's** research adds an historical dimension, and has focused on the history of psychiatry in Africa, while her current project, funded by the Guggenheim Foundation, examines the ways in which the mental health effects of political violence have become an international priority. This area of work is complemented by **Rowold's** expertise on the history of medicine and science, women's and gender history, and the history of infancy and childhood. **Skinner** also explores the relationship between dance and health, especially among older adults, whilst **Groarke** applies professional experience and knowledge of psychotherapy to social issues and welfare policy.

### Interdisciplinary Research

We have embedded an interdisciplinary ethos across our four research themes that sees staff from different disciplines (sociology, criminology, law, anthropology, international relations, politics, psychosocial studies, history) developing a co-ordinated approach to understanding diverse aspects of social justice. Our Research and Knowledge Exchange Lead (**Gilbert**) participates in a University-wide forum, that facilitates the management of researchers who sit in different departments to their research unit, and which also supports interdisciplinary collaboration. We actively promote interdisciplinary approaches to research from the level of the individual through to large-scale collaborative and multidisciplinary projects. For example, **Nirta** addresses the problem of normativity as it pertains to gender from a range of theoretical perspectives, including critical legal theory, social theory, philosophy, political science and feminist theory, whilst **Groarke's** work combines social theory with the history and philosophy of psychoanalysis and allied mental health disciplines. Their work has been supported through cross-departmental peer-based mentoring, and **Groarke** has also had his work peer-reviewed outside of unit structures. To

foster our interdisciplinary work within and across Units, we regularly invite external speakers working across disciplinary boundaries to contribute to our research seminar series.

Our major successes in interdisciplinary research have been achieved through support for multidisciplinary bidding and impact via the allocation of seed-funding, and we actively promote cross-disciplinary supervisory teams for doctoral students to stimulate a new generation of interdisciplinary scholars. **Marvin** brought his expertise in human-animal studies to a number of major projects which have also been supported through institutional match-funded studentships. He was Co-I on the major trans-disciplinary consortium project 'Cultural and Scientific Perceptions of Human-Chicken Interactions' (AHRC £106,487 [total: £1,576,505], 2014), which brought together an international group of researchers from archaeology, genetics, anthropology, biology, and philosophy to examine the social, cultural and environmental significance of this under-researched species. His two subsequent projects involved a similarly inter- and multi-disciplinary approach. 'Going Places: Empowering Women, Enhancing Heritage and Increasing Chicken Production in Ethiopia' (AHRC, £50,697 [total: £224,960], 2016), sought to empower women and ensure their centrality in the future development of Ethiopia's poultry industry, whilst 'From "Feed the Birds" to "Do Not Feed the Animals"' (Wellcome Trust, £276,268 [total: £477,324], 2020), which includes experts in the fields of zooarchaeology, environmental geochemistry, health and rural policy, feline osteology and comparative pathology, will explore the extent to which animal domestication was driven by animal feeding, and the consequences of this for global human-animal-environmental health. These projects have provided models for interdisciplinary collaboration within the Unit and across the institution. **Gilbert** has led an interdisciplinary (law, anthropology, sociology) and multi-country comparative research project to measure the impact of litigation in supporting indigenous peoples' land rights (Open Society Justice Initiative, 2018). He is also the PI (2021-) on an AHRC interdisciplinary project on the rights of Nature, which includes ecologists at the University. In the coming period we will continue to pump-prime and develop opportunities for intra and inter-unit collaboration to enhance our interdisciplinary research.

### Approach to Research Impact

The Unit's commitment to social justice places impact at the heart of our interdisciplinary research culture. We actively seek to develop and engage networks of collaborators who align with our mission to shape our research and its outcomes, and to ensure its practical implications for both policy and practice. Our success in achieving this has been underpinned by targeted support for established research staff and ECRs to develop public-facing projects and pathways to impact. Projects are identified through our research mentoring system, supported by pump-priming funds to develop and extend their reach and enhanced by central resources, including dedicated professional services support, an example being the ways in which both **Gill** and **Holt** have been supported with funds to bring policy makers and practitioners together through workshops. Similarly, **Gill**, **Gilbert**, **Holt**, and **Hoskins** have benefitted from support in dissemination and evaluation from a dedicated Research Impact Officer. Evidence of the success of our impact mechanisms can be seen in our wide-ranging collaborations with our key research user groups, who consist of policymakers, public sector organisations and NGOs.

Our approach to impact also continues to build on our successful foundational work in developing an array of collaborative relationships. For example, **Holt's** research on adolescent family violence has produced a set of recommendations used by policymakers in the UK Government's Home Office. The Government's guidance on adolescent-to-parent violence and abuse was co-written by **Holt**, including its recommendations for practice. **Holt's** recommendations have also helped to improve the design and practice of family interventions, both in the UK and in the USA through the training of practitioners and the development of risk assessment tools. **Kerr's** work on the policing of art theft has been cited by UNESCO and he has attended the Cultural Heritage All-Party Parliamentary Group Meetings as an invited guest since 2016. Our research has also targeted international policymakers, from **Skinner** working with government in Anguilla to amend existing legislation ensuring legal protection in perpetuity of the island's sea turtle populations to **Beckmann** contributing to the building of a new national digital health platform to improve maternity services in Zanzibar.

Our approach to impact is exemplified by our Impact Case Studies, led by **Hoskins, Gill** and **Gilbert**. **Hoskins'** activities include her contribution as evaluator for the UK Cabinet Office Review of the Balance of Competencies between the UK and EU on education, vocational training and youth (2014), her participation in the All-Party Parliamentary Group on Citizenship Education (2017) and her submission of evidence to the select Committee on Citizenship and Civic Engagement (2017). **Gill's** work on violence against women has had a significant impact, developed and sustained through police advisory networks/agencies and through collaboration with the Immigration/Borders agency, the probation service, and the Crown Prosecution Service. Her work has been further disseminated in collaboration with more specialised agencies in the criminal justice arena including: the Metropolitan Police working group on 'honour' killings; the forced marriage steering group based at the Foreign and Commonwealth Office; the 'End Violence Against Women' Coalition; the Independent Police Complaints Commission strategic support group on investigations and complaints involving gendered forms of violence against women in the UK (including domestic violence); Liberty's Project Advisory Group, and Kurdish Women's Rights Watch. **Gilbert** was an invited expert during the negotiations that led to the adoption of the UN Declaration on the Rights of Peasants (2018), and to support for the development of new interpretative norms on land rights by the UN Committee on Economic, Social and Cultural Rights (2015-20).

### Open Research

Since 2014 we have made significant steps towards fostering a more open research environment and our Unit now actively shapes developments in this field. **Bell** is an Executive Committee member of Libraria, a collective of social sciences researchers who seek to forge a more open scholarly communication system through consultancy and advocacy. She writes on OA and the restructuring of scholarly publishing models as well as on the topic of predatory publishing. She also produces 'Open Questions', a newsletter for the Unit's staff on Open Research, that has provided information on copyright, OA repositories and Plan S. Our staff are fully engaged with the statutory requirements of an open research environment, and in 2019/20 our outputs achieved 93% compliance with the REF open access policy. We are also committed to ensuring open data where this is feasible and ethically appropriate, one example being **Garapich's** (with Drinkwater, Business) collaboration in a project on temporary migration funded by NORFACE, where survey data has been made openly accessible on the Wales Institute of Social and Economic Research, Data and Methods (WISERD) website. We are also committed to engaging with a diverse range of audiences through making our research and its data as widely accessible as possible, as is the case with the findings of **Holt's** 'Investigating experiences of violence towards grandparents in a kinship context' project which was shared via a dedicated website ([violenceagainstgrandparents.co.uk](http://violenceagainstgrandparents.co.uk)) and a podcast with representatives of key stakeholders and members of the advisory board (Grandparents Plus, CoramBAAF, Youth Justice Board). We raise the profile of key research findings in the media, and colleagues from the Unit have contributed to 520 articles in a range of national and international publications including *The Telegraph*, *Eastern Eye*, *The Independent*, Sky News, LBC, BBC Radio 4, *Guardian Online*, *VICE Magazine*, *The New York Times Online*, and *The Economist*, in addition to a range of local publications across the UK.

### Research integrity

We are committed to maintaining the highest standards of research integrity and rigour. Our governance in these areas is informed by the University of Roehampton Ethics Guidelines and the Code of Good Research Practice and Research Integrity in accordance with the revised Concordat to Support Research Integrity (Universities UK, 2019). Our approach is distinguished by its commitment to moving beyond procedural ethics to the instilling of a culture of ethics and integrity. Ethics review is carried out at the departmental level by **Gill** as the Research Ethics Committee representative, in conjunction with a pool of authorised departmental reviewers. This review process takes the form of a dialogue between the applicant and the reviewer, facilitating a view of ethics as a critical, reflexive faculty. The University's Research Integrity and Ethics Committee has been chaired by **Marvin**, who will be succeeded by **Bell** (May 2021). All staff and PGRs have access to training in research ethics and Good Research Practice and PGR student

research is subject to the same rigorous scrutiny as that of staff, with training provided for students and supervisors through the Graduate School.

### **Future Research, Impact and Knowledge Exchange Strategy**

Over the next five years our fundamental commitment to social justice will continue to underpin our research and impact strategy. The expansion of our research leadership, and particularly the professoriate, along with the growth in our research capacities through ECR and mid-career recruitment, provides the foundations for the Unit to consolidate its research culture across our four key themes, and to build an international profile for interdisciplinary research. We will continue to develop research that advances a socially just society by:

- 1) Promoting multi- and interdisciplinary dialogue and a collaborative research culture, with a view to significantly increasing external investments in our research, and to publishing high-quality research outputs, with a focus on monographs and articles in leading journals.
- 2) Growing our PGR community by attracting and supporting outstanding students through funded opportunities. In particular, we will expand our use of match-funding strategically important grant capture through PGR studentships, whilst also developing a pipeline of prospective PhD students to take advantage of our interdisciplinary participation in AHRC and ESRC Doctoral Training Partnerships. We will also develop models for part-time and remote learning PhD study to support the further development of research capacities in ODA-recipient nations.
- 3) Supporting inclusive practices at all career stages, whilst providing targeted interventions at the PGR and ECR stage to support candidates from underrepresented groups for scholarships and post-doctoral employment.

Expanding our rich range of innovative collaborations with external institutions, including public sector organisations and international and governmental agencies. We will identify and develop new models of working and support to realise these ambitions, including support for the transition of researchers and professionals and their ideas between sectors.

## **2. People**

Our key aims at the time of REF2014 were to expand our staff base, consolidate our expertise across the field of social justice, and cultivate new lines of interdisciplinary research. We have realised these through the implementation of a proactive recruitment strategy designed to attract excellent researchers (with focused recruitment in research leadership, and a concomitant expansion of ECRs) on the one hand, and a significant investment in research support and career development on the other.

### **Staff Recruitment and Progression**

Our recruitment strategy has been integral to our development since 2014, and our expansion has been managed to ensure financial sustainability, whilst remaining focused on our core research and impact priorities. We have invested in six new research leadership positions since 2014, including **Bassel**, **Hoskins**, **Gilbert**, **McCormack** and **Bell** (Professorships), and **Holt** (Readership) and in each case we have focused on recruiting aspirant research leaders with a track record of producing high-quality, long-form publications and research income. Our intention has been to build robust leadership aligned to our research focus on social justice, whilst adding complementary skills and opportunities for interdisciplinary collaboration to our team. Investment in research leadership has been matched by a further 9 appointments at the Lecturer/Senior Lecturer level, with a view to succession planning, including **Ammaturo**, **Botoeva**, **Carter**, **Lin**, **Melvin**, **Pringle**, **Rowold**, **Sampani** and **Skinner**. A further five ECR Lecturer/Senior Lecturers (**Geva**, **Nirta**, **Pepper**, **Stefanska-Hodge** and **Watkins**) have been recruited. All new staff are supported through their probationary period with clear objectives in relation to research, and additional workload allocations to support their integration in the Unit. Meetings with research mentors and line managers support probation and annual appraisals, which offer structured opportunities to discuss career development and resources to support it. The expansion of our Unit has been supported by gender parity in professorial and leadership roles (three of five Professors appointed since 2014 are women, and **Farrant** is Head of Department). In all we have

invested in the appointment of 20 new staff members who are submitted in this Unit since 2013/14, approximately two thirds of the total.

### Staff Support and Development

In addition to successfully integrating new staff into our research culture, we also focus on delivering exceptional research support and development opportunities to retain excellent colleagues. All staff returned to this Unit are on permanent contracts. The essential resource to enable them to deliver on their research ambitions is time. All staff with a significant responsibility for research are supported by a workload allocation of between 30% and 40%, in addition to one term of research sabbatical on a three-year rota. Since 2014, 27 colleagues have benefitted from 36 periods of institutionally-funded research leave. Dedicated and concentrated research time has been central to our ability to realise the completion of long-form outputs, and to extend our collaborations with policymakers, public sector organisations and NGOs. To further support the development of impact and grant capture, allocations of up to 10% are utilised to support colleagues with exceptional potential and to realise strategic initiatives. Complementing this investment is a dedicated annual development budget that has resourced major research, engagement and networking activity and supported research impact, conference attendance, and the establishing of project websites. Staff wellbeing is delivered through our college system. All staff are affiliated to one of our four colleges, who provide research events, community building opportunities, and dedicated Wellbeing Officers for staff. All staff and PGRs have been offered mental health first aid training in 2020, whilst dedicated research staff and PGR wellbeing sessions have been delivered on mental health.

Our research and impact strategy has been underpinned by a commitment to developing the potential of all members of our research community. Clear career pathways and promotion criteria are specified for all staff. Evidence of our success in developing research leaders can be seen in the regular internal promotions to senior research posts, with **Gill** being promoted to Professor and **Praet** and **Skinner** to Readerships. Robust support mechanisms and development structures, managed within the Unit and across departments, have enabled the delivery of our research strategy and aided the realisation of staff research projects.

As Research & KE Lead, **Gilbert** oversees our Research Mentoring scheme for all staff and organises Research Mentor training. This system supports the ongoing development of the mentee, from ECRs to Professors, through regular meetings and has been key to our successful development of interdisciplinary work on social justice and our expansion of our collaborations with non-HE organisations. All colleagues, including fractional staff, are provided with a dedicated Research Mentor who is a senior colleague with a proven track record of success in research and bidding. Mentors help staff develop a five-year research plan which covers all aspects of research, supporting them to deliver exceptional outputs, develop income generation, and maximise impact. Mentors read drafts of outputs and advise on appropriate publication outlets, offer advice on project proposals, and help network colleagues internally and externally in order to develop interdisciplinary links. In addition, experienced researchers organise activities that support staff development, including a regular research writing workshop, awaydays and a research seminar series. A collaborative and mutually reinforcing research culture is also facilitated for all staff and PGRs in the form of a termly academic writing group. Chaired by **Eade** and **Holt**, this group considers work-in-progress within a supportive critical context. Further dedicated workshops supporting research quality, publication processes and impact have been offered throughout the cycle with a combination of external (John Scott) and internal (**Groarke**, **Hoskins**, **McCormack**) speakers.

Additional support is also provided for ECRs. Reduced workloads for teaching and administration facilitate the integration of our ECRs into our research culture, whilst their productivity is supported through accelerated access to a term-long sabbatical. Our ECRs have a dedicated ECR research mentor and are supported to participate as members of a University-wide Early Career Academic Network. We are also committed to providing more ECR opportunities as we deliver on our future strategy and to building on our experience of attracting external funding in support of postdoctoral employment, such as through the recent securing of a grant to support a Leverhulme Early Career

Fellow who joined the Unit in 2020, on a project entitled 'ADHD women: Resisting a neuronormative world' (supervised by **Bassel**).

We promote the exchange of staff between academia and appropriate professional contexts through the flexible use of sabbatical time, the ability to reduce FTE of individual posts, and the use of honorary fellowships. We also have mechanisms to support those entering higher education, through the provision of year-long professional development allowances, which can provide dedicated workload allocation of up to 30% to support the transition to a research career. Our seminar series and Graduate School training programmes also include practitioner or professional speakers to encourage mutually supportive networking. Research Impact Officers also support these relationships once established and prioritised by Research and KE Leads.

### **PGR Support**

In addition to providing a supportive and intellectually challenging research environment for all our PGR students, a strategic priority for the Unit has been to increase PGR student recruitment. PGR recruitment is facilitated through open competition for all funded opportunities, and PGRs are able to approach the Graduate School to identify appropriate supervisory teams. All PGR applications are supported by the Research Degrees Convenor (**Hoskins**) and the Head of Department. PGRs are only recruited where projects align to staff expertise and research strategy. We have supervised 12 PGRs to completion, with a further 20 doctoral candidates currently pursuing research projects. To support PGR growth, and demonstrate our commitment to research funders, the University offers matched funding for PhD studentships when staff bid for substantial grants. Nine of our PGRs have been supported by such matched funding. In addition, the Unit has benefitted from 1 further Vice-Chancellor's PhD studentship, 5 departmental, 2 RUSH (Roehampton University and Sacred Heart), and 1 ESRC funded DTP SeNSS scholarships.

A central feature of our PGR investment since 2014 has been our commitment to investment in doctoral research in ODA-recipient nations and informed by our commitment to social justice. We have ensured that our research programmes and PGR training play a role in building research capacities in developing countries, whilst also supporting inclusive research cultures in the academy. For example, the AHRC-funded 'Rising from the Depths Network' project (**Marvin**) aims to identify how the coastal marine cultural heritage of Kenya, Tanzania, Mozambique and Madagascar can be used to drive ethical, inclusive and sustainable economic growth in the region, building social cohesion and reducing poverty. As part of this project, **Beckmann**, **Marvin** and **Skinner** are supervising four PGRs from Kenya and Tanzania, whose projects relate to the marine environment, local ecological knowledge, fisheries and marine heritage in these countries. Providing these students with comprehensive training in social research methods, and ultimately a doctoral qualification, will strengthen the discipline through their future work and that of those whom they in turn teach and train. Along similar lines, a current Indian student is working on human-elephant conflict and coexistence in the Western Ghats, while a former PGR from Albania is now Executive Director of the NGO Protection and Preservation of Natural Environment in that country.

All PGRs are supported by at least two supervisors, and we actively incorporate ECRs and colleagues with limited supervisory experience into these teams wherever possible. One supervisor is designated Director of Studies (to qualify for this role, at least one student must have been supervised to completion), and this individual is responsible, where necessary, for mentoring less experienced supervisors. All new PGR supervisors undergo mandatory training comprising a two-day SEDA programme, *Supervising Postgraduate Research*. A separate short course is offered to experienced supervisors new to Roehampton.

The doctoral journey is managed at Unit level by the departmental Research Degrees Convenor in association with **McCormack** and **Sampani** (representatives on research student panels). Student progression is monitored through a rigorous initial project proposal process (applications are assessed by two staff not on the supervisory team) and thereafter through annual monitoring reports. We pay careful attention to the integration of our PGRs into our research culture and students are encouraged to attend seminars and other events, including to present their work in

progress. **Hoskins** organised a two-day conference at Roehampton 'Measuring and evaluating the effectiveness of active citizenship education programmes to support disadvantaged youth' (2019), which was targeted at PhD students and ECRs and funded by the EU Cost Network (25,000 euros). We also offer support to PGRs in preparing for their future careers and on skills development, hold an annual Employability Event, and offer teaching and marking opportunities to our PGRs and research assistants, including SEDA-accredited teacher training as part of PhD progression. All PGRs are given a minimum £600 for conference attendance or other research-related expenses, and project funds are also provided, commensurate with the nature of the research to be undertaken. In addition, PGRs are supported centrally, and with local mentoring, to apply for external project grants. Our PGRs benefit from being members of a cross-University community, the Graduate School, which provides comprehensive induction, a buddy system, and opportunities for peer networking. Students are also provided with training and workshops organised by Graduate School on topics such as grant writing and media training, each student's specific suite of training courses being finalised through discussion with their supervisory team. Students attend and present their own project ideas, progress and findings at the annual Graduate School Conference, which has a single cross-cutting theme each year, encouraging students to think and work beyond their home discipline. We also provide research training for successful doctoral applicants who can undertake an MA in Social Research Methods as part of the SENSS training pathway (SENSS training is open to all member institution students). In addition, the AHRC DTP TECHNE, for which **Skinner** was the training lead, embeds a cohort approach to research training, creating networking opportunities for an interdisciplinary community of doctoral scholars. Working with the creative industries, through research partnership and co-supervision, it also provides clear pathways to academic and non-academic employment.

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

To achieve our aim of creating a vibrant and inclusive research environment we embed equality, diversity and inclusivity (EDI) in our staffing, research culture, and support mechanisms, implementing University policies and legislation relating to equality, diversity and anti-discrimination. Research & KE Leads and Research Mentors are all trained in EDI and ensure that recruitment, promotion, sabbatical and funding decisions are made equitably. Senior staff provide bespoke support, for example, on the allocation of duties and timing of work, the relieving of pressures around internal deadlines and the suitability of workspaces and have dedicated HR support to ensure policy and practice is up-to-date, while distribution of internal research support funds also takes EDI considerations into account. Staff returning from maternity/paternity/adoption leave are supported via a workload concession and access to a sabbatical immediately preceding or following their leave, while colleagues are also given the option to work flexibly, including, where feasible, remotely. Staff can seek the support of HR and Working Relationship Advisors (colleagues across the University trained to support staff in cases of discrimination, bullying or difficult working situations) and PGRs are supported by tailored University services (Graduate School, Staff Wellbeing, Student Wellbeing).

A range of formal and informal mechanisms are in place to support all staff to promote EDI when planning activities, including support when bidding for external funding, accessing internal funds and applying for promotion. Research expectations of our part-time staff are pro-rata, in relation to both workload support and career progression. Part-time and fixed-term staff are also supported through the provision of Research Mentors and the encouragement to engage in the range of activities that are available, including our writing group, seminar series, and research workshops. The transition from full-time to part-time working is supported, as commitments or personal situations change. Periods of parental leave, caring duties, illness or other personal circumstances are taken into account when considering applications for conference and research-related travel, and in evaluations of requests for training funds. Where feasible in these situations teaching duties are shifted or some teaching/administrative duties are relieved, to free up more substantial blocks of time for research. Remote and flexible working is encouraged and supported, with particular consideration given to those with health needs, family or other caring commitments. Colleagues have been provided additional time away from the University in order to conduct international research and to access specific medical interventions and we work closely with HR to ensure any identified needs are met. We support those staff with protected characteristics through a range of



measures tailored to the specific needs of the individual, such as regular 'checking-in' meetings, reduced workloads, and our flexible working policy.

Of our current staff community (29.85FTE), two thirds (66%) are female, of whom 19% are professors, 5% readers, 62% senior lecturers and 10% lecturers. 40% of our professoriate is female. Only 3% of our staff have declared a disability, whilst 13% identify as LGBTQI+. Our selection of outputs process was accompanied by a robust equality and diversity analysis to ensure decisions had no adverse effect on staff with protected characteristics. 67% of the 66 submitted outputs are attributed to female staff, while 6% are attributed to staff who have declared a disability. Moreover, 8% of the outputs are authored by colleagues identifying as BAME and 18% by staff identifying as LGBTQI+. We have strived for an inclusive, balanced submission comprising the work of researchers at all career levels: 32% are authored by Professors, 11% by Readers, 44% by Senior Lecturers and 6% by Lecturers. Our commitment to EDI is explicit in our many research projects on topics such as human rights, gender identity, sexual minorities, ethnicity and homophobia. It was also central to the launch of our Decolonising the Curriculum Project in October 2019 (chaired by **Bassel**), which included a transformation of research-led teaching relating to issues of ethnicity and race, in conjunction with departmental seminars in 2019 and 2020 on 'Decolonising the University'. This initiative has led to a more proactive research policy on EDI, which is reflected in our current PhD and post-doc recruitment. Of our 12 PGR completions, 42% were female and 50% BAME, figures which have risen to 70% and 55% respectively for our continuing PGR cohort. However, the number of individuals from diverse ethnic backgrounds amongst our staff is insufficiently representative of our student populations or our city, with only 13% identifying as BAME. Diversifying our staff base and our areas of research expertise are priorities for the Unit. We are committed to developing mechanisms to support and develop the career progression of our PGRs, ensuring the transformation of BAME representation in research and leadership roles in the discipline. We are also working on supporting further diversity and expansion of our doctoral student cohort within our larger focus on decolonising the curriculum. As part of this, one of our students is starting her AHRC TECHNE PhD in 2020 in collaboration with the Black Cultural Archives (BCA) to pursue a project entitled: 'Exploring the History of Black Women's Mental Health Organising in Britain from the 1970s – present day'.

### 3. Income, infrastructure and facilities

#### Income

Since REF2014 we have been guided by two key objectives in relation to income: a) to diversify funding; and b) to increase funding specifically for interdisciplinary work. Our research income is supported through robust research management, mentoring, and reward and recognition mechanisms, that are intended to enable the growth of our research capacities. Our investment in new research leadership and ECRs will provide the foundation for future growth in research income.

The Research and KE Lead is responsible for all mentoring and research planning, and oversees the development of five-year research plans which include bidding intentions. Research mentors provide additional advice on the appropriateness of bids according to career stage and experience. All active bids are supported through a process of internal peer-review, conducted by a second reader with a track-record of bidding success and relevant expertise to mentor the applicant. This is managed within the Unit, but also draws on expertise from across the University where appropriate. We also draw on University-wide peer-review processes for all bids over a £50,000 threshold. For successful substantial grant applications, match-funding support is provided by the University to employ a PhD student or a postdoctoral researcher. This policy has been central to supporting successful grant capture, by demonstrating our Unit's commitment to the delivery of research projects, whilst expanding our research capacity since 2014. Match-funding support for **Marvin's** funded-research AHRC GCRF 'Rising from the Depths' projects was highlighted in the AHRC Delivery Plan.

The upward trajectory in successful grant applications over the cycle is clear, with our research income from 1 August 2013 to 31 July 2020 totalling £855,024. An accounting issue on an EU-

funded grant has resulted in research income in 2016/17 being recorded as a loss, which has had an impact on our overall research income since 2013/14. Our support structures have been integral in increasing the success rate for our bids, which is now approximately 30%. One quarter (26%) of our grants involved partnership arrangements with other universities, and just over half (52%) had an international focus. Collaborative and international bids are central to our bidding plans. Research across our four focus themes has been supported by income from research councils, EU sources, and UK charities and trusts and we have had demonstrable success with EU funding across its programmes (Marie Curie, Erasmus+, EC). Our funding sources include quasi-political bodies and institutions such as UNICEF and the European Union as well as research councils, governmental agencies, charities and philanthropic sources. We are also actively pursuing a strategy to grow our experience of managing funded research projects as appropriate to staff career stage. Colleagues are actively encouraged to apply for smaller external grants to build capacity, develop a track record of bidding success and pave the way to larger and more ambitious research projects. For example, **Holt's** research was funded by the British Academy (£10,000), and several smaller grants were received for research and mobility (**Botoeva, Carter, Hoskins, Kerr, McCormack, Praet, Skinner**), which have then supported more substantial grant capture, such as **Skinner's** role as Co-I on the EU Commission: BEST 2.0 Medium Grant 'Saving the sea turtles of Anguilla: combining community action with scientific evidence to drive legislative change'.

By diversifying our funding streams, we have also addressed our goal of supporting more interdisciplinary investigation, seeking and winning funding from bodies focused beyond sociological research. In addition to **Marvin's** three large-scale projects funded by the AHRC and Wellcome Trust, **Bell** conducted a project entitled 'The "skin" of commerce: Packaging, consumption and the public's health' funded by the Wellcome Trust (£26,000, 2019). Our approach to funding has also been guided by a desire to support the development of new large-scale research consortia. **Hoskins**, with colleagues at UCL, secured funding from Nuffield for a project on 'Post-16 Educational Trajectories and Social Inequalities in Political Engagement'. Work in this area has generated further collaboration with both the interdisciplinary ESRC LLAKES Research Centre (2014-2018), led by UCL, and the European Commission EU Cost Action Network. As a result of increasing reputational status and recognition, as well as the consolidation of research partnerships over time, we have also been successful in securing additional follow-up funding.

A key strategy in our bidding has been to leverage external support to develop research impact through engagement with a variety of users, and in this area we now work with a diverse body of research funders. **Gill's** research has been funded by the British Academy, Her Majesty's Inspectorate of Constabulary, Santander, and the Nuffield Trust, engaging public, sector, business and charitable organisations. Our range of funding facilitates impact at different levels, from governmental to grassroots civil society organisations. Several of our projects have received funding from political or regional bodies. **Hoskins** led an international Young-In Early Career Researcher conference on the topic of 'Measuring and Evaluating the Effectiveness of Active Citizenship Education Programmes to Support Disadvantaged Youth' which was funded under the EU Cost Action Network. **Hoskins** has also received significant additional financial support from UNICEF to develop and test a new instrument to measure life skills in Egypt, Tunisia and Palestine, as well as support from the Robert Bosch Foundation to enable the assessment of educational interventions in active citizenship for disadvantaged young people. **Marvin's** 'Going Places' project explored the issue of female socio-economic immobility in Ethiopia and sought to devise strategies to alleviate this by exploiting the close cultural connection between women and chickens. This work leveraged in-kind support from the National Museum of Ethiopia, which allowed the project team to engage the public and museum staff in highlighting the value of women's work as small-scale chicken farmers. Our funding is also supported by philanthropic organisations, with **Bassel** receiving funding from the Open Society Foundation for her project on 'Women of Colour Resist' (co-PI Akwugo Emejulu [Warwick]).

### Infrastructure

As Research & KE Lead, **Gilbert** represents the Unit on the University Research Committee. The role of the Research and KE lead is to provide strategic oversight of the full range of research

activity in the Unit, including the work of individual research staff and PGRs; the programme of research seminars, conferences and other events; invitations to, and support for, visiting scholars and research students; and the development of strategic initiatives (e.g. open access) and funding bids. The research of colleagues in the Unit is also supported by dedicated Research Development and Impact Officers. Our infrastructure enables staff and PGRs to conduct their own research and to collaborate within and beyond the Unit. Staff are able to bid for seed-funding to purchase small items of equipment for early-stage research projects.

Within the Unit, we also house the Crucible Centre for Human Rights Research (an affiliated member of the Association of Human Rights Institutions), which provides a platform to develop our research in the field of social justice from an interdisciplinary perspective. The Crucible Centre supports innovative collaborations across University departments and with external organisations, including Amnesty International, the Scottish Human Rights Commission, the Equality and Human Rights Commission, and the Utrecht Refugee Launchpad over the last five years. The Centre organises events regularly throughout the academic year, and external speakers at these events have included internationally recognised academics including human rights lawyers; filmmakers and activists from notable NGOs and international figures such as Lt Gen Rome Dallaire (former Force Commander of the UN Assistance Mission in Rwanda).

### Facilities

All staff have dedicated office space and IT infrastructure. PGR students share accessible, secure office space, with additional dedicated PGR study spaces in the new University Library, which opened in 2018. The Library provides access to a wide range of printed sources, e-books and online databases and journals. We also invest in specialist resources where they are required to support research outcomes, such as the purchase of access to two subscription-based websites (Find My Past and Ancestry) to realise the research and impact plans of one of our ECRs. Research events organised by Unit members include symposia and conferences, which are supported by the University's Estates, conferencing, IT and Catering departments. The University has invested in a major programme of infrastructural development which has transformed both the physical and research environments. Unit staff and PGRs have full access to the new state-of-the-art conference facilities, which have facilitated the hosting of international conferences. Recent successful conferences hosted by Unit members at Roehampton include a new Social Sciences Symposium, whose inaugural event was organised by **Nirta** in 2019. Papers from the symposium have been collated into a volume entitled ***Monstrous Ontologies: Politics, Ethics, Materiality*** (Vernon Press, 2021). **McCormack** organised 'Fluidity and non-exclusivity: Explorations of sexual and romantic desire' (2018), funded by the American Institute of Bisexuality with keynotes from Savin-Williams (Cornell University) and Diamond (University of Utah).

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

The Unit's strategy is to work collaboratively with research-users in the origination, design and application of our research to advance a socially-just society. The Unit has conducted extensive activities which have contributed to this aim through research-based action to support the work of policy-makers, charities and community groups, and practitioners, for the benefit of diverse communities. Our contribution to society has been developed through investments in collaborative, and sustained relationships with local organisations and government, engagements with policy-makers and national bodies, and the expansion of our international collaborations to deliver meaningful impact. External collaborations are supported and facilitated through our investments in research support, including mentoring, dedicated time, seed-funding, and the dedicated support of a Research Impact Officer.

### Collaborations and Contribution to the Economy and Society

Our sustained engagement with local community organisations is exemplified by **Garapich's** research on marginalisation in London's migrant communities. He has developed strong collaborations with two London-based charities, the 999 Club in Deptford and the Upper Room in Acton, that assist homeless and vulnerable people, ex-offenders, and undocumented migrants. His research on homelessness and severe structural disadvantage, together with his involvement

with these local charities, has had a direct impact on the immediate environment, ranging from providing student project evaluations of the charities' day-to-day organisation for use in annual evaluations for their trustees, to opportunities for students to engage directly with the problem of homelessness. In addition, **Eade** has longstanding links with Bangladeshi community organisations, including a current Heritage Lottery project on Bangladeshi women working in the garment industry during the 1970s. He is also President of Swadhinata, a London-based Bangladeshi heritage organisation. We have worked closely with, and contributed to sustaining the activities of, a range of other charities committed to social justice, including the Association of Child Psychotherapists and the Winnicott Trust. We will continue to deepen our local engagement, particularly through sustained work with the Boroughs of Wandsworth and Richmond, building on the contribution of **Farrant** and **Garapich** to a successful research collaboration to explore the effects of COVID-19 on the local population in the Summer of 2020, and our contribution to local high street regeneration.

Through engagement with policy-makers and networks of organisations, we have actively sought to increase the national profile of our research and its impact. This work has been developed through our engagement and high-profile collaborations including with partners such as the Equality and Human Rights Commission, the UK Government's Home Office policy on initiatives on adolescent-to-parent violence and abuse, the Scottish Human Rights Commission, the Metropolitan Police, and the Cultural Heritage All-Party Parliamentary Group. **Gill's** work with a broad array of national collaborators and networks has been widely recognised. In addition to her work on honour crimes, forced marriage, and violence against women being awarded an ESRC Outstanding Impact in Public Policy Award in June 2015, **Gill** was awarded a CBE in the Queen's Birthday Honours List, June 2017. **Gill** has also been shortlisted for the Emma Humphreys Memorial Prize 2017, the First Women Awards 2017, and the Woman of the Year in the Asian Business Awards 2018, in recognition of her contributions to society. **Holt** was supported with seed-funding to expand the reach of her research on experiences of violence towards grandparents in a kinship care context during 2020, developing a website to share the project findings, including with organisations such as Grandparents Plus, Coram BAAF and the Youth Justice Board. **Bell** has contributed to a 'Wilton Park Dialogue' on 'Reducing the harmful use of alcohol: a roadmap for a whole of society approach', while her work on e-cigarettes directly informed Public Health England's original position statement on e-cigarettes. **McCormack** works with The Loop, a non-profit making Community Interest Company established in 2013 which pioneered Multi-Agency Safety Testing in the UK, providing drug safety testing, welfare and harm reduction services at nightclubs, festivals and other leisure events. Colleagues also formally adopt advisory roles to extend networks of collaborations, for example, **Marvin** is on the advisory board of the UK Wolf Conservation Trust, and is a trustee of the Powell Cotton Museum of Natural History and Ethnography, Quex Park, Kent.

Since 2014, we have also invested in expanding our international research and its reach. We have formally collaborated with several United Nations organisations (UNESCO; UNICEF; UNDP), as well as further organisations such as the Legal Aid Centre of Namibia, the National Land Commission of Belize and the International Commission of Jurists in Myanmar. **Beckmann** has carried out consultancy work, looking at women's birth-related decision-making and community health volunteers' motivation in Zanzibar to aid the building of a new national digital health platform and improve maternity services. Her work has also informed new guidelines for the use of rapid HIV testing in Zimbabwe and beyond and she is leading the qualitative and ethnographic aspects of a Bill and Melinda Gates Foundation-funded project, 'Sources and Impact of Misclassification Errors in HIV Rapid Test Algorithms in a Hyper-Endemic HIV Setting in sub-Saharan Africa', carried out in partnership with the Zimbabwe Ministry of Health and Child Care. **Hoskins** engages with a wide network of policymakers, activists and NGOs involved in shaping the future of education and citizenship, including education ministers in Egypt and Tunisia, the Network of Arab Citizenship Education and the Young-In meeting, Greece. **Eade** has established a flagship network, Pilgrimage Network, through the European Association of Social Anthropologists. **Gilbert** is a board member of the People's Planet Project, an organisation assisting indigenous communities in their battle against deforestation through documentaries and participatory films; he also conducted training and capacity building for the International Commission of Jurists in

Myanmar, supporting strategies on litigation, and helping a new independent lawyers' association to support the emergence of the rule of law in Myanmar. In addition, he is a strategic advisor for Clean Trade, an organisation working to support peoples' rights over their natural resources against blood oil and conflict minerals.

#### **Contribution to the Research Base**

The Unit contributes to the sustainability of the discipline through a range of activities, including international exchanges, PhD external examiner roles, keynotes, public lectures, training events for policymakers and professional practitioners, and the provision of expertise and advice for publishers, journals, grants committees and funding bodies.

We have focused on developing our international research profile, and have forged international connections by welcoming visiting international scholars and taking up fellowships abroad. We have hosted 18 funded visiting scholars from Brazil, China, Mongolia, Spain and Turkey, whilst we have taken up visiting fellowships at the Amsterdam Research Centre for Gender and Sexuality (ARC-GS) (**Ammaturo**); Duke University (**Nirta**); Laboratoire d'Anthropologie Sociale, Collège de France (**Praet**), and a funded National Library of Australia Fellowship (**Gilbert**, AUS\$22,900). We have examined over 20 PhDs across the UK, Europe, North America and Australia.

Our rich array of international connections has been extended by our contribution to over 100 conferences and speaking engagements in the period along with our engagement with a wide range of academics and practitioners. **Bassel**, for example, presented a keynote at the British Sociological Association Annual Conference (2019), whilst **Hoskins** delivered four international keynotes, and **Gill** gave 20 international keynotes/guest lectures, including in Australia, Denmark, Malta, Pakistan, Spain, Switzerland, and the USA. **Gilbert** gave an expert presentation during the international conference on 'Rural Inequalities: Evaluating approaches to overcome disparities' organised by the UN International Fund for Agricultural Development (2018) addressed at policymakers in the field. We have sought to extend the contours of our disciplines through our organisation of numerous conferences, workshops, and research events. For example, **Bassel's** funded research led to 'Listening at the Intersections' (2019), supported by the University of New South Wales, while **Botoeva** co-organised 'Reactive responses to extractive practices in Central Asia' (2019) in collaboration with UCL. We have also engaged non-academic contributors. **Gill** curated two events at the House of Commons: #IWD2016 and the launch of 'Women on Brexit' (2017). **Praet**, meanwhile, co-organised the conference 'Anthropology Off Earth' at the Collège de France/Observatoire de Paris, and a related exhibition at the Musée d'Histoire Naturelle and the Musée de l'Homme (Paris). **Botoeva** organised 'Globality of Central Asia' (University of Exeter, 2019).

Lastly, Unit members fulfil numerous editorial and review roles for leading journals, publishers and funding bodies. **McCormack** is Editor of the Critical Studies of Men and Masculinities series (Routledge), whilst **Bassel** is Associate Editor of the Journal *Citizenship Studies*. We have been represented on a further 10 editorial boards and have reviewed for over half a dozen publishers, as well as major journals, and funding bodies, including the ESRC (**Bassel**, **Botoeva**, **Gilbert**, **Gill**, **Skinner**, **Marvin**); British Academy (**Holt**, **Marvin**); European Science Foundation (**Gill**); and over a dozen others.