

Institution: University of Portsmouth (UoP)

Unit of Assessment: 20 – Social Work and Social Policy

1 Unit context and structure, research and impact strategy

1.1 Unit Context and Structure

The University of Portsmouth is an internationally recognised centre of excellence for criminological research with a strong focus on policy and practice. Our research focuses on crime, law enforcement, social policy, education and processes of justice. Its impact empowers criminal justice professionals and others to protect and support society's most vulnerable. This includes victims (both people and organisations), missing people, people in prison, those at risk of marginalisation, and those who have suffered trauma. The core of the unit's submission is provided by the *Institute of Criminal Justice Studies (ICJS)*. Established in 1992 as the Institute for Police and Criminological Studies, ICJS has become the largest department of Criminology & Criminal Justice in the UK. As well as research and innovation, we deliver undergraduate, postgraduate and doctoral level education to national and international campus-based and distance learning students. In the unit, 27 out of 38 staff specialise in criminology and criminal justice (71%; 15 male (m), 12 female (f)), with the remainder focusing on social policy issues from an education and/or social work perspective (11, 3m/8f).

Research activity and development within the unit is structured primarily through our Specialist Centres and Research Clusters. These are overseen by Cluster and Specialist Centre Leads, as well as both Unit Coordinators (CHARMAN and PAKES) and the Unit's Impact Lead (MILNE). They provide operational leadership, strategic input and support across these multi-disciplinary research groups.

1.1.1 *Specialist Centres*

Our Specialist Centres are the locus of world-leading research and impact. Defined by their specific outward-focused engagement, they are relatively small in size in order to maintain a focus on highly specific real-world issues. These four Specialist Centres focus on fraud, missing people, forensic interviewing, and forensics. All have strong links with professional bodies, companies, charities and other organisations to ensure effective lines of communication into practice and to create and sustain avenues for research and impact.

1. The Centre for Counter Fraud Studies (CCFS)

Established in 2009. Lead: BUTTON

CCFS investigates the challenges caused by fraud and other forms of economic crime. Its research has highlighted the many forms of harm from fraud beyond the financial, including reputational and psychological. Research and innovation funding successes include EPSRC, Home Office, Department for International Development, Nuffield Foundation, City of London Police, and several private companies. The eight staff associated with the Centre have produced over 100 outputs. The Centre's annual

conference attracts on average over 200 delegates from academic and practitioner backgrounds, sharing cutting-edge research in economic security.

2. The Centre of Forensic Interviewing (COFI)

Established in 2010. Lead: MILNE

COFI engages in pure and applied research in the area of forensic interviewing. A key focus is on trauma-informed interviewing in relation to sex offences and terrorism, including ground-breaking work on interviewing during the investigation of mass terrorist attacks. COFI works with police organisations in a host of countries organising professional/ researcher conferences and provides consultancy and bespoke research services. The Centre has gained funding from research councils including the ESRC, as well as from police organisations across the world. The eight staff members associated with the Centre have produced more than 50 outputs and over 50 presentations at international conferences during this REF period.

3. The Centre for the Study of Missing Persons (CSMP)

Established in 2012. Lead: SHALEV GREENE

This centre brings together academics, charities and police agencies to further our understanding of missing people and the circumstances, risks and outcomes surrounding missing episodes. With an initial focus on the UK police response to missing incidents, the centre has since acquired a global perspective, including work on those missing in armed conflict, and unaccompanied minors who seek asylum and subsequently go missing. The six members associated with the Centre have attracted research and innovation funding from agencies including the European Commission, the National Police Chiefs' Council, and numerous UK police forces and charities.

4. The Forensic Innovation Centre (FIC)

Established in 2015. Lead: SMITH

The FIC, an arrangement with Hampshire Constabulary, is a collaborative, purpose-designed forensic laboratory. Space, facilities and forensic expertise are shared with Hampshire Constabulary for operational purposes, research, and teaching. Its approach to research-informed practice enables the dissemination of findings into professional practice immediately. The Centre is currently engaged in ground-breaking research on gunshot residue, fingerprints, forensic entomology, and is developing forensic techniques to disrupt wildlife crime. The fourteen staff associated with the FIC organise annual conferences and symposia, sharing outcomes with fellow academics and practitioners. Its Forensic Open Days, aimed at the general public, have attracted hundreds of visitors.

1.1.2 Research Clusters

Our Specialist Centres are complemented by four Research Clusters. They bring together experienced and early career researchers (ECRs) sharing a thematic orientation. The se more internally oriented Clusters focus on priority areas in the field and are informed by the University's research themes of *Security and Risk*, *Democratic Citizenship* and *Health and Wellbeing* (see Institutional Level Environment Statement (hereafter REF5a, paragraph 9)).

1. Policing and Investigations

This Cluster includes research on police socialisation and culture, police interviewing, interagency collaboration and training, miscarriages of justice, and also contemporary developments, such as body-worn cameras in policing and policing the pandemic.

2. Risk, Counter Fraud and Cyber Resilience

This Cluster houses a diverse group of researchers, students and practitioners interested in societal and organisational risk, the delivery of security risk management (public and private sector), and the distinct challenges of online crime. It investigates the following topics: societal and organisational resilience, corporate and commercial security, cybercrime and cyber security, and terrorism.

3. Transformative Justice

This Cluster aims to promote research and scholarship with transformative potential for the practices of criminal and social justice. Its focus includes forgiveness in criminal justice, probation, open prisons, trauma among female offenders, and victims.

4. Education, Empowerment and Social Justice

Colleagues in this research Cluster coalesce around issues of marginalisation, discrimination and exclusion, frequently in relation to education. Mainly based in the newly established School of Education and Sociology (EdSoc), staff focus on mental health and wellbeing in higher education, educational leadership, school dropouts and LGBT+ youngsters with disabilities, as well as single mothers and complex families.

1.2 Achievement of Strategic Objectives

The overarching aims for the unit set in 2014 were to expand the quality and impact of our research and to move into novel areas, including forensics, cyber security and fraud. Specifically, the unit sought to improve and extend its work in the following ways:

1. *To increase research active staff by 30%: **ACHIEVED.***

The cohort submitted in the unit for the current period represents a strong increase from REF2014 (24 to 38, +58%). We achieved this through mentoring to develop the research profile of existing staff (n=10, 2m/8f) and the recruitment of staff with strategically relevant research expertise (n=11, 7m/6f), with 7 former colleagues having moved on or retired.

2. *To enhance the impact of our research on policy and practice: **ACHIEVED.***

The Unit has focused more resolutely upon impact at a national and international level. Our strategic focus in internal funding decisions has made success contingent on potential impact. In addition, impact has been foregrounded in staff development sessions, Performance and Development Review (PDR) processes, and staff promotions. Consequently, impact has been achieved in a range of settings, including the Cybercrime Awareness Clinic (CAC), the work of the Specialist Centres, and through applied research into victims (TAPLEY), substance misusers (PYCROFT), trauma informed practice in prisons (PETRILLO), and forensic taphonomy (BROWN).

3. *To increase the volume and diversity of external research income: **ACHIEVED.***

Unit-level environment template (REF5b)

The unit has achieved £810,000 in research funding, an increase of over 30% compared to REF2014. Strategic research support decisions were key to growing and diversifying our funding portfolio. Our Faculty Research and Innovation Office (HSSRIO), established in 2016, was designed to improve the support available to pursue external research funding (see Section 3), from which all Unit members benefit.

4. *To enhance the culture of postgraduate research by increasing Postgraduate Research Student (PGR) numbers and the diversity of our PGR body, in particular, to extend PGR research on risk and security: **ACHIEVED.***

We have achieved this aim with a transformational increase in doctoral completions (from 26 in REF2014 to 91 in REF2021, +350%). This is in no small part due to the success of the pioneering Professional Doctorate in Criminal Justice (DCRIMJ) which has seen 46 completions in the current REF period. A new professional doctorate in Education (EdD) builds on this highly successful recruitment pattern with 56 students enrolled in its first three years (see Section 2).

5. *To build on our research on forensic investigation and new forensic technologies: **ACHIEVED.***

Our innovative partnership with Hampshire Constabulary, in place since 2015, led to the creation of the Forensic Innovation Centre. Over £1M has been invested in the Centre during the REF period, enabling increased academic staff levels, forensic technicians, dedicated space and specialist equipment (see Section 3). It has undertaken innovative work on ivory dating in auction settings, 3D printed artefacts as evidence in court, and the establishment of novel forensic techniques to combat wildlife crime in the wild (see ICS REF3 UoP20FORENSIC).

6. *To take a lead role in the establishment of a new University-wide Cyber Resilience Network: **ACHIEVED.***

This leading role has led to the development of the *Cybercrime Awareness Clinic*, established in 2017, and has won £275,000 of innovation funding from Hampshire Constabulary and the National Cyber Security Centre (see Section 4). The Clinic engages in research, innovation, and advises schools, local business and individuals on cybersecurity.

1.3 Future Research Objectives

Our overarching goal is to continue critical research aimed at transforming policy and practice in justice and related sectors. This will help realise the University of Portsmouth's Research Vision and Strategy (REF5a, section 2) and articulates within the University Research Themes (REF5a, paragraph 9), particularly *Security and Risk* and *Health and Wellbeing*.

Our objectives for the next five years are:

1. To increase the **volume of external research income** by 25%, with a particular focus on research council funding, building on the growth established in the current REF period.
2. To **benefit society's most vulnerable** groups by focusing research on issues of discrimination and disadvantage of BAME individuals in areas such as education and criminal justice.

3. To increase recruitment and completion rates for **BAME PGR students**.
4. To expand existing **research partnerships** and to extend our local, national and international impact on policy and practice in police, probation, education (including the establishment of a Multi Academy Trust), making a substantial contribution to **real world research** in the university priority themes of *Security and Risk*, *Health and Wellbeing*, and *Democratic Citizenship* (REF5a, paragraph 9).
5. To be a positive force in our **local community** through research, innovation, public engagement and education.

1.4 Impact Strategy

Our distinctive strategic approach to impact relies upon close and longstanding partnerships with a variety of professional bodies, particularly police organisations, probation services and schools. These provide opportunities for regular stakeholder engagement in collaborative conferences where practitioners, policy makers and academics interact. This enables our unit to adopt a collaborative and agenda-setting approach, and engenders sustainable impact through ongoing dialogue with stakeholders.

These key principles around partnerships translate into two themes that characterise our Impact Case Studies (ICS):

1.4.1 *Managing Harms and Vulnerabilities*

Close partnerships created within CCFS and via the annual conference enabled one ICS to raise awareness of harm further to fraud with a range of national and international organisations (**REF3 UoP20FRAUD**). Likewise, the research networks and evidence base produced by research staff within COFI has enabled impact through national policy change in critical incident training and management (**REF3 UoP20TRAUMA**).

1.4.2 *Enhancing Policing and Investigation*

Our strategy of sustainable collaborative partnerships with the police has resulted in a formal research collaboration agreement between Hampshire Constabulary and the University of Portsmouth allowing unique access to new police officer cohorts and facilities. The longitudinal research that resulted from this has led to the transformation of national policy and practice around police tutoring (**REF3 UoP20POLICE**).

Similarly, more than ten years of research and practice expertise in forensic investigation has resulted in the development of a unique fingerprint recovery process allowing for the collection of forensic evidence in the wild. This technique enables the prosecution and disruption of wildlife crimes like the trafficking of endangered species in a way previously impossible (**REF3 UoP20FORENSIC**).

1.5 Open Research Environment and Research Integrity

1.5.1 *Open Access*

The University of Portsmouth Research and Innovation Strategy 2015-2020 emphasises our values of ambition, responsibility and openness. The University's formal Open Access (OA) policy, in place since January 2014, has facilitated a subsequent focus on this within our own

Unit-level environment template (REF5b)

unit (REF5a, paragraph 24). For Social Work and Social Policy, OA compliance now stands at 96% of outputs. This is a remarkable transformation from 13% across the University in 2013. OA training and information materials have been made available to engage staff, as they have with ORCID. The result is that 100% of submitted unit staff are now ORCID registered.

1.5.2 *Research Ethics*

The 2015-2020 University Strategy also focused upon a commitment to the highest standards of academic, professional and research integrity. A result of this focus has been a strong infrastructure to strengthen our research governance. In addition to fully embracing the Concordat to Support Research Integrity (REF5a, paragraph 22), there is a focus upon research integrity essential to researching vulnerable groups, including those excluded or held by the state. There is a well-established set of ethical approval processes in this research area. Our postgraduate research students (PGRs) have dedicated ethics and integrity training. They undergo a rigorous, two stage minimum, online ethical review process, involving firstly the research supervisor, and secondly a departmental ICJS Ethics Committee. Apart from its operational remit, the ten-strong departmental Ethics Committee works to find practical and ethical solutions to research design challenges. Staff rotate through this Ethics Committee to ensure widespread learning.

All staff research proceeds to a Faculty-wide Ethics Committee. In addition, Faculty Ethics Committee members provide training for all staff for their own research and supervision, to ensure a coherent approach to research integrity.

2 **People**

2.1 **Staffing Profile and Strategy**

Our staffing strategy supports the unit's vision and research objectives, and aims to develop the existing and emerging strengths of our Specialist Centres and Research Clusters. Our recruitment strategy is also aimed at fulfilling our ambitions in cybercrime and forensics, as identified in our research objectives. This has led to the appointments of BROWN, EARWAKER and SHEPHERD; to appointments to gain expertise in research methods and ethics (KARAGIANNOPOULOS, SUGIURA and KAPEND); and in education, social policy and social justice, appointments to broaden out possibilities for impact across a wider area (e.g. CARROLL-MEEHAN, FAIRCHILD, FRANKLIN, MORRIS and STOCKBRIDGE).

The submitted staff profile includes 6 Lecturers, 15 Senior Lecturers, 4 Principal Lecturers, 6 Readers, 5 Professors and 2 Heads of School. The number of ECRs is 7. These latter figures are comparable to REF2014, when 5 Professors, 4 Readers and 6 ECRs were entered. 85% of staff entered are on permanent "Teaching and Research" contracts, reflective of our strategic prioritisation of staff engagement in both teaching and research. All but two staff are full-time.

Our staff recruitment strategy is informed by our ambition to develop scholars with practice and professional experience into world-class researchers. As a result, 16 (42%) have a practitioner background providing important grounding, networks and professional insight for applied and relevant research priorities and opportunities. Another outcome of this priority is a relatively

Unit-level environment template (REF5b)

mature staff profile, many having had a professional career prior to joining academia. The age profile is: 35 and under: 8 (21%); 36 to 55 years: 24 (63%); 56 and older: 6 (16%).

Such strong cohorts of former senior professionals have been a feature of our practice for decades, with colleagues from professional backgrounds currently including policing (EARWAKER, FOX and SMITH), senior probation (GOUGH, PYCROFT and TAPLEY), social care (CROSSLAND and MAYNARD), education (CARROLL-MEEHAN and CORBETT), and youth work (BLACKBOURN and EDWARDS). All have successfully transitioned into active researchers, whilst remaining connected to valuable professional networks and giving voice to those populations previously under their care. For example, TAPLEY'S work for the Victims' Commissioner in 2016, making a case for the further professionalisation of victims' services, demonstrates how such networks yield benefits for research and serve to empower victims and enhance their position in the criminal justice process.

Our commitment to ethical research is demonstrated by two strategic staff appointments who bring cutting-edge expertise on research ethics. SUGIURA is an expert in online research ethics and was advisor to the British Sociological Association on its ethics guidelines for online research. She served on the ICJS Ethics Committee from 2016-18. KARAGIANNOPOULOS is a member of the Institute for Ethical AI and Machine Learning and chaired the Ethics Committee from 2015-2018.

2.2 Staff Development

2.2.1 *Research Development*

Following successive increases in QR income from RAE2008 and REF2014, the unit has enhanced its structural support for research development. Our focus on developing former practitioners into world-class researchers has been enabled and supported by the creation of a centrally-delivered Research and Innovation Staff Development Programme (REF5a, paragraph 33). We also sponsor colleagues to undertake Doctoral degrees. During this REF period, doctorates were sponsored and achieved by 11 colleagues, including four former practitioners.

All staff are afforded an appropriate allocation of research time in their workload allocation (WLA, REF5a, paragraphs 2, 53). An allowance of 20% is the baseline allocation for those with a significant responsibility for undertaking research as part of their role. This can be increased by increments up to 30%. Allocations are governed by transparent rules and processes, implemented by Heads of School and overseen by the Executive Dean of the Faculty. Research is covered in induction 'onboarding' events for new staff, discussed in the 6-month probationary interview and integrated into the annual Performance and Development Review (PDR) process. Colleagues in the unit meet with their departmental Associate Head (Research) annually to discuss progress, and all staff have a research mentor.

2.2.2 *Professional Development Allowance*

All staff are entitled to an annual Professional Development Allowance (PDA) of £1500, which may be spent on research travel and other relevant career-enhancing activities. For example, WADIE used her PDA to conduct research interviews in two UK police forces for a new project focused on police divers. SHAWYER used her funds to present her research on covert human intelligence sources at the British Psychological Society's Military Conference in 2018. TAPLEY used hers to attend the Ministry of Justice's Victim Strategy Working Group. Importantly, the

Unit-level environment template (REF5b)

PDA provides colleagues ownership of their research-related development and as such provides colleagues with the agency to take decisions about what will best support them in the delivery of their research.

2.2.3 *Early Career Researchers*

ECR colleagues join Research Clusters and receive the full annual PDA. They are provided with enhanced mentoring, timetabling protection, and a 20% research workload allowance to enable them to develop their research profile over their first two years of employment. ECRs can also, as individuals or as part of a team, bid for money for a specific research project from QR funds (see Section 3). This possibility allowed COLLIE to further specialise his research on missing children into further work on child abduction. KAPEND gained internal funding to study fluctuations in prison populations in DR Congo and from this established a link with the University of Lubumbashi, a leading university located in the country's second biggest city.

Our ECRs have established a network providing local events and other services, promoting a strong and cohesive research community. On a bi-weekly basis, the ECR Network hosts an event, including workshops led by senior colleagues on topics such as selecting a journal for publication, dealing with reviewer feedback, or securing a book contract. They also hold open floor events for ECRs, and more conversational coffee meetings. Through these networks, a sense of community is engendered among ECRs.

In addition, the unit actively encourages ECRs to undertake collaborative research with more experienced colleagues. Within our Research Clusters and Specialist Centres, many such collaborations have formed, leading to joint research bids and publications including jointly edited books (e.g. PYCROFT and GOUGH (2019) *Multi Agency Working in Criminal Justice*; PRITCHARD and PAKES (2014) *Riot, Unrest and Protest on the Global Stage*), and enduring research partnerships between professors and (past) ECRs (e.g. MILNE with DALTON and SHAWYER; BUTTON with SHEPHERD and BLACKBOURN). This community-based, facilitative and inclusive research culture enables ECRs to develop strong research careers and enables the unit to manage and succession plan to ensure long-term vitality and sustainability.

2.2.4 *Staff Retention and Profile*

Our inclusive research culture is evidenced in excellent levels of staff retention, with four of our five current professors (BUTTON, CREATON, MILNE and PAKES) having joined the University of Portsmouth as ECRs. Within the submission, 19 staff (50%) have been employed by the University of Portsmouth for over a decade, highlighting our long-term support of staff and focus on the sustainability of our research environment. For example, MILNE and CHARMAN mark impressive trajectories of growth over 20 years, having started as Lecturer and Research Assistant, now Professor and Reader (respectively). They have achieved strong international reputations as female researchers in the historically male-dominated area of policing.

Of the 38 staff submitted, 7 are non-British (18%, 5 EU, 2 non-EU), slightly below the subject area average of 22.5%. Many have strong upward career trajectories. These include KARAGIANNOPOULOS (Greek national) who has progressed from Lecturer to Reader, SHALEV GREENE (Israeli) who also progressed from Lecturer to Reader, and PAKES (Dutch) who has progressed from Lecturer to Professor. The unit has hosted visiting international scholars from countries including Brazil, China, Iceland and South Korea. This reflects our inclusive, multicultural environment, as well as our excellent international reputation.

2.2.5 *Sabbatical Policy*

A university-wide Sabbatical Policy for full-time and part-time staff was established in 2016, which has enabled our staff to use sabbatical leave in order to generate new partnerships, projects, outputs and networks (REF5a, paragraph 36). Sabbaticals are open to those with at least three years' continuous service and, to increase accessibility, may be taken as one semester full-time or two semesters part-time.

Five colleagues in our unit have secured a sabbatical through this scheme - BROWN, CREATON, MAYNARD, SMITH and KARAGIANNOPOULOS (2m/3f). SMITH continued research into forensic methods for wildlife crime in his sabbatical, working in India with wildlife crime enforcement officers. This resulted in a workable method to lift finger marks off Pangolin scales, and strengthened links with international partners (ICS – **REF3 UoP20FORENSIC**).

In her sabbatical, MAYNARD examined the lived experiences of complex families needing social care agency support. This has resulted in direct impact on local council staff based in Children's Services. CREATON's sabbatical resulted in a research paper, three conference papers, and a book contract. She was also an Organising Committee member (with the UK Council of Graduate Education and the University of Sussex) for the First International Conference on Postgraduate Mental Health and Wellbeing (May 2019). The completion of BROWN's sabbatical was delayed by COVID-19.

2.3 **Training and Supervision of PGRs and PGR Outcomes**

Our recruitment strategy for doctoral students has a dual approach. Firstly, full bursaries are offered at Faculty level, including living expenses and fees to support economically disadvantaged doctoral students. In this REF period, six full bursaries were awarded to students working on projects involving forensics, social justice, and corruption. Three of these have since joined as staff (JETTEN, MCCONIGAL and UIBARIU).

Secondly, to further our aim of having our research penetrate relevant professions, recruitment focuses on existing networks and relevant professional organisations. This has particularly benefited our Professional Doctorate programmes, which have now blossomed with sizable annual cohorts (see below).

All staff involved in PGR recruitment undertake the compulsory Graduate School training module, *Best Practice in the Selection and Recruitment of PGR students*. Staff also undertake training in being 1st/2nd supervisor and on undertaking *viva voce* examinations. At least one member of any recruitment interview has Trained Interviewer (TI) status. Locally, the Unit has established a practice of involving less experienced examiners in the undertaking of mock vivas, which are offered to all doctoral students, resulting in valuable experience for both student and staff member.

Skills-building takes place at central and local levels. Our PGR students have been able to benefit from the University's comprehensive Development Programme which is delivered through our Graduate School (REF5a, paragraph 38). Within the unit, we mix skills and community building in events such as *Thesis Boot Camps*, a monthly lunchtime PGR seminar series organised by our PGRs, and an annual Faculty-wide PGR Conference.

Utilising the same blend of community building, skills building and harnessing the organisational skills within the cohorts, PGR course representatives also organise monthly research-in-progress sessions. During the COVID-19 pandemic, such sessions moved successfully online.

There is also a more formal annual review process that includes an assessor external to the supervisory team. In the 2018 PRES survey, 85% of students were satisfied with these processes, placing us in the top quartile. We were also in the upper quartile for research skills (91%) and wellbeing (78%), the latter having been the focus of a specific project funded by the *HEFCE (now Office for Students) Catalyst Fund (CREATON)*.

2.3.1 *Research Student Support Research*

In terms of research student support, the research of CREATON has been crucial. As Principal Investigator (PI), she was awarded £150,000 from the *HEFCE (now Office for Students) Catalyst Fund* for a project to improve the mental health and wellbeing of postgraduate research students in May 2018. This project's outcomes demonstrated that a strong research culture can enhance mental health and wellbeing by providing opportunities for developing and sustaining good social support networks, building cohorts, and creating a sense of belonging.

Key messages derived from the research about mental health and wellbeing are now embedded in all university and faculty induction sessions for PGR students (REF5a, paragraph 39). New additional sessions cover topics such as thriving and surviving in academia, "imposter syndrome", and work life balance.

A key outcome of the project has been the development of a mental health and wellbeing lens for the *Vitae Researcher Development Framework (RDF)*. This lens foregrounds those factors which are most central to creating a healthy environment and culture in order to protect both the mental health of the individual and of others.

2.3.2 *Professional Doctorates*

Professional doctorates are core to our research strategy and the vitality of our research environment. Our Professional Doctorate in Criminal Justice, unique when launched in 2007, was joined in 2013 by our Professional Doctorate in Security Risk Management. Together these represent the largest set of professional doctoral programmes for criminal justice and security professionals in the UK.

Undertaken part-time, professional doctoral students progress through a two-year taught phase of regular residential workshops, completing four assessed modules. They are supported by a dedicated course leader, module leaders, are assigned a supervisory team and, where appropriate, a workplace mentor.

All professional doctoral students deliver a formally assessed public lecture on their research on the day of their *viva* examination, further enhancing our research culture. The professional doctorate empowers professionals to become researching professionals, bringing both academic knowledge, social science research methods, as well as an emphasis in reflexivity in professional practice. This is a vital pillar of our strategy to bridge the gap between academic and professional knowledge, and it evidences our enduring commitment to the University's *Security and Risk* thematic research priority.

Unit-level environment template (REF5b)

Overall, our Doctoral Completion data are as below:

Type of Doctorate	2013/4	2014/5	2015/6	2016/7	2017/8	2018/9	2019/20	TOTAL
PhD	2	4	4	4	9	4	7	34
ProfDocs:								
DCRIMJ	2	8	6	9	11	5	5	46
DSyRM			2		2		1	5
DSW		1			1			2
DNURSING						1	1	2
DBMS							1	1
DBA							1	1
ProfDoc Total	2	9	8	9	14	6	9	57
TOTAL	4	13	12	13	23	10	16	91

(DCRIMJ - Professional Doctorate Criminal Justice; DSyRM - Professional Doctorate Security Risk Management; DSW - Professional Doctorate Social Work; DNURSING - Professional Doctorate Nursing; DBMS - Professional Doctorate Biomedical Sciences; DBA - Professional Doctorate Business Administration).

There have been 46 completions in the REF period for the Professional Doctorate in Criminal Justice (29m/17f) and 5 (5m) completions on the newer Professional Doctorate in Risk Security Management. In addition, there have been 34 PhD completions (20m/14f). In REF2014 we reported 26 doctoral completions, making this a 350% increase.

With completions in Professional Doctorates in two other Faculties (DSW, DNURSING and DBMS in the Faculty of Science and Health, and the DBA in the Faculty of Business and Law), unit colleagues have facilitated completions beyond the confines of our Faculty, highlighting their broad research expertise.

Building on this success, our Professional Doctorate in Education (EdD) launched in 2017. It currently has 56 students enrolled (24m/32f), including teachers, lecturers, learning support professionals, trainers, educational consultants and early years practitioners.

For many graduates the professional doctorate indeed facilitated career progression. Some have pursued academic careers, while others have developed professionally, and some have done both, such as a police officer graduate who was promoted to Superintendent and received a Fulbright Scholarship at John Jay College, New York University. Some have taken on new professional challenges, like a graduate who moved on from their police force to a senior position at Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), and another graduate who is now a registered intermediary, providing support to vulnerable

suspects, and has since become a member of the Parole Board. Four graduates have published or adapted their thesis in book form in this REF period.

Our PhD graduates have had similar successes. One graduate was promoted to Commander in the Metropolitan Police Service, leading on neighbourhood policing and community engagement across London. She is now the most senior black female police officer in the UK. Another graduate is now the head of the behavioural and personality analysis section in the Dubai Police General Department of Forensic Evidence and Criminology and is currently transforming interview training in the Dubai police and across the United Arab Emirates. Also noteworthy is a unique achievement: one PhD student conducted his research and successful PhD defence entirely as a long-term Category A prisoner from within a High Security prison in the UK.

2.4 Equality and Diversity

Our resolute focus on mentoring and the specific encouraging of internal funding streams to women, as well as specific successes in staff recruitment, has led to a positive reversal of the gender balance in our unit. In REF2021, this unit is submitting 20 women (53%) and 18 men, compared to 10 women (47%) and 14 men in REF2014. More than half of all research-based promotions since 2014 have been women, including three professorial posts (CREATON, FRANKLIN and MILNE).

Women in our unit have benefitted from intensive research mentoring and support, from ECRs to professors. PRIEGO HERNANDEZ and SUGIURA were awarded internally-funded Themes Research and Innovation Fund (TRIF) fellowships in 2018 (REF5a, paragraph 12), furthering research in a University thematic priority area and accelerating their highly promising research careers. SUGIURA, for instance, developed her work on gender, misogyny and cybersecurity.

BROWN and SHALEV GREENE were also awarded TRIF project funding in 2018. BROWN commenced her decomposition research to further a multidisciplinary approach to death scene reconstruction, and SHALEV GREENE connected her work on missing people to search and rescue practices.

Others have benefitted from faculty-level QR funding for projects, allowing them to take the role of research lead into novel areas. Women, ECRs and new appointments with a practice background are encouraged to apply to this funding stream. EARWAKER's research on novel imaging techniques to uncover fingerprints, and SHAWYER's research on communication in fire and rescue operations, has allowed them to gain valuable research leadership experience. SADOK also led a project on global cyber governance. A range of internal funding mechanisms have been successfully targeted by women in the unit, who gained valuable research leadership skills as a result. New appointments of women have further strengthened our research community including CARROLL-MEEHAN, FAIRCHILD, FRANKLIN and MORRIS.

The inclusive nature of our research culture is further exemplified by the fact that the extent of disabilities declared is higher than the average for the subject area. Four colleagues (11%) submitted have declared a disability, compared to the national average for Social Work and Social Policy of 6.8%. The same is true for BAME, with four colleagues (11%) identifying as BAME (we recognise that this terminology is imperfect, but have used it here because it is used within current reporting systems). This is 9.1% for the Social Work and Social Policy subject area (data from Advance HE, 2020). These statistics exemplify the inclusive nature of our research culture.

Unit-level environment template (REF5b)

Moreover, our unit is committed to research that promotes a better understanding of equality and diversity issues. FRANKLIN's research gives voice to disabled LGBT+ young people; SUGIURA researches the nature and effect of online misogyny and so-called InCel communities; TAPLEY's work empowers victims of domestic violence; MILNE's research contributes to improving rape investigation by the police; and MORRIS's research on class, friendship and love demonstrates empathetic insight into the lives of single mothers in the UK. In this fashion equality and diversity issues positively affect our research priorities, our research approach, and the composition of our staff profile.

2.4.1 Policies and Training

Unit members are supported via the Flexible Working Policy, which protects periods of the day for childcare and other such commitments (REF5a, paragraph 46). The Professional Development Allowance covers childcare costs when staff are away for research, in accordance with the University's Travel Policy. Members have also participated in Advance HE's *Aurora Programme*, which supports those who identify as women to develop their leadership potential. The *Navigator Programme* similarly supports those who identify as men to fulfil their potential, encouraging them to reflect on their home and work life (REF5a, paragraph 35). *Springboard* is also on offer for women focusing on confidence building, goal setting and communication. Within the wider unit, 15 people have completed, or are currently taking, these courses (Aurora 5, Springboard 8, and Navigator 2). Furthermore, any female staff considering promotion to Reader or Professor have access to a promotion mentor to assist with career progression planning.

2.4.2 REF submission

The University's *REF Code of Practice* provided guidance for our REF portfolio (*University of Portsmouth REF2021 Code of Practice*, Section 4.2). Initially, all colleagues were attributed one output. The rest of the output portfolio was then assembled considering the quality of the remainder of the outputs, further to internal and/or external peer ratings and within attribution regulations set. In case of a tie, the Code of Practice listed a number of decision criteria to follow. Finally, preference was given to outputs with a strong thematic fit with the unit, and to work by presently, rather than formerly, employed colleagues.

Our output profile is broadly commensurate with the staff profile: 55% of outputs are attributed to a female author; 8% to BAME colleagues; 11% with a declared disability; and 13% to colleagues on part-time contracts. All relevant staff have completed training on '*Equality and Diversity*', '*Unconscious Bias*' and '*Bullying and Harassment*'.

3 Income, infrastructure and facilities

3.1 Income

Staff in the unit have secured £810,000 in research funding; an increase of 30% from REF2014. In this REF period, 16 colleagues (9m/7f) have been PIs for 60 successful funding bids. In the last three years, we gained £477,000 (59%), showing increasing momentum in our research income generation. In addition, we achieved a seven-fold increase in RCUK funding, now the largest category (£298,000), compared to the REF2014 period. The unit achieved its first EPSRC grant (WANG), examining issues of privacy, security and trust in relation to the release

of government data. An ESRC grant (MILNE) furthered work on police interviewing, and BROWN gained an AHRC grant for a project on identifying the potential for locusts in forensic practice. As an example of our continuing upward trajectory, in July 2020, CHARMAN and SMITH won a £170,000 ESRC grant to study the impact of COVID-19 on policing.

Government funding (£204,000), the largest funding category for the unit in REF2014, is the second biggest for this period. This allowed, for instance, ELLIS and SMITH to undertake research on body-worn cameras in policing. This work is now internationally recognised, with evaluations of its application in Asia, and beyond policing, such as in healthcare settings. It is an example of government-related research funding directly applying to practice, to deliver the unit's research and impact strategy and objectives.

3.2 Infrastructure

The University of Portsmouth devolves its QR income to its five Faculties, who are accountable to the University Executive and the University R&I Committee (URIC) (REF5a, paragraph 12). The faculty QR budget (just over £1M per annum) is managed by the Faculty Research and Innovation Committee (FRIC) through its chair, the Faculty's Associate Dean (Research).

PhD bursaries represent approximately 40% of the budget; around 20% is used for academic staff PDAs; the remainder, for research staffing, conference support, matched funding and strategic projects. The latter is awarded through an annual competitive process which assesses bids based on strategic importance, interdisciplinarity, innovation, engagement, impact, future external funding, and the development of early career researchers.

Project funding has allowed PAKES to shift his penological research to Nordic prisons; GOUGH used it to establish a research link with a UK open prison; BUTTON started work on the mental health of security operatives; CREATON commenced work on wellbeing in Higher Education, leading to the aforementioned funding from *HEFCE (now Office for Students) Catalyst Fund* (see Section 2). SUGIURA's work on online misogyny also started with this internal funding. A project on forms of justice in relation to fraud allowed BUTTON and colleagues to gain funding to scope out civic, regulatory and private pathways to justice. This demonstrates how project funding allows colleagues to seize opportunities, take risks, work towards major funding bids, and consider impact opportunities early.

A supportive infrastructure for income generation is provided by the University's Research and Innovation Services department (RIS) (REF5a, paragraph 20), which supports grant writing through three dedicated Research Grants Officers and manages the University's Peer Review College for major bids (REF5a, paragraph 56). The unit also benefits from a local collegiate peer review process, and successful colleagues mentor and share bids with those targeting similar schemes.

3.2.1 *The Humanities and Social Science Research and Innovation Office (HSSRIO)*

Locally, the HSSRIO, directed by the Faculty's Innovation Manager, provides academic, financial and administrative support. HSSRIO staffing includes a Postgraduate Centre Officer (overseeing relations with PGRs), a Senior Research Secretary, two Senior Finance Officers with pre- and post-award responsibilities, and a dedicated Research and Innovation Officer. Finally, the Research and Innovation Administrator assists with event organisation, research communications, maintaining research profiles and the Research and Innovation Information

System.

HSSRIO offers discipline-specific support to all staff developing external bids, and in doing so interfaces between academics and central services such as Finance and Research and Innovation Services. HSSRIO also provides expertise on funding bodies, engages in horizon scanning to disseminate information about funding opportunities as they arise, based on its in-depth knowledge of staff areas of expertise, and organises regular workshops.

To create clear pathways to impact, we require all internally-funded project proposals to address impact, and we ring-fence funding within successful projects for promoting external impact-oriented engagement. Projects are assigned a specialist Impact Officer to ensure that impact is achieved and evidenced. All Impact Case Study authors have also benefitted from an externally delivered training day on impact (February 2019). Feedback has shown that this has helped colleagues in the unit to understand impact in Social Work and Social Policy more clearly and appreciate the various types of evidence to demonstrate impact better. The unit's Impact Lead, MILNE, brings leadership on impact and connects centrally with the university-wide Impact Working Group.

All Impact Case Studies have benefitted from a locally held Impact Fund. This has funded BUTTON to seek organisational evidence of the impact of their fraud measurement research with civil servants at HM Treasury (**REF3 UoP20FRAUD**); CHARMAN has re-interviewed police officers in Hampshire Constabulary to establish the impact of her research on police training and socialisation (**REF3 UoP20POLICE**); and MILNE has undertaken end-user interviews with counter-terrorism investigators (**REF3 UoP20TRAUMA**). SMITH and colleagues sought evidence of the impact of field kits for evidence gathering, in relation to the illegal trafficking of the pangolin species (**REF3 UoP20FORENSIC**).

3.3 Facilities

Our unique forensic facilities support a distinctive, impactful forensic research environment that few if any HEIs are able to offer. Over the last few years, we have invested just over £1M in our forensics infrastructure, with resources including simulation spaces and capacious rooms, with over 200m² of open space. We use vehicles and outside areas for constructing incident simulations in realistic settings. These spaces allow testing and innovation, exploring decision-making in pressured situations, and measuring the psychological responses to the incidents encountered. This simulation space is used in conjunction with a forensic research laboratory, which has over £500k of analytical equipment, including fingerprint detection systems, a microscopy room, an ecological evidence analysis centre, and a purpose-built alternative light source studio with forensic lasers and other bespoke detection devices. This supports our 3D imaging and analysis centre, with 3D printing, virtual and augmented reality. For example, the 3D printing and 3D reconstruction space was recently used in a case where sensitive skeletal data was 3D printed and used to demonstrate injuries without subjecting investigators to graphic images. The range of work of the FIC (including teaching, innovation, consultancy and public outreach over and above research) is supported by a senior forensic technician (1FTE, MCGUIGAN) and two forensic technicians (2FTE, SALA and TYLER).

In addition, the Centre of Forensic Interviewing (COFI) benefits from two interview suites, each consisting of an interview room and linked observation room, plus a generic meeting room/work space and a secure physical storage facility. Dedicated recording and analysis equipment worth

£10k facilitates data gathering and analysis. This set-up has supported the work of 10 doctoral students and the empirical work of over 30 research outputs.

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

4.1 Research collaborations, networks and partnerships

Collaboration is fundamental to our research strategy, and staff undertake research both with other UK universities and internationally. For example, BROWN's interdisciplinary locust project is being undertaken with the University of Warwick and the Glasgow School of Art. EDWARDS is part of the Southern Universities Network, researching educational exclusions. WANG has worked extensively with the University of Swansea, CARROLL-MEEHAN with Canterbury Christchurch University, SUGIURA with the University of Southampton, PYCROFT with the University of Northern Iowa, USA, PAKES with the University of Iceland and Leiden University, Netherlands, and MILNE with the University of Queensland, Charles Sturt University and Griffith University, Australia, and the University of Bergen, Norway.

Creating and sustaining productive relationships with relevant professional bodies and audiences is at the core of our research identity. Colleagues are therefore encouraged to engage in the governance and strategic support of these organisations. TAPLEY, for example, is a member of Vera Baird's Victims' Commissioner's Advisory Group, the Hampshire and Isle of Wight Specialist Domestic Abuse Forum, a Trustee for Aurora Dawn, a member of the Independent Commission on the Experiences of Long Term Prisoners and Victims being conducted by Bishop James Jones, and a member of the Gold Command Advisory Board for Operation Magenta (acting on behalf of the Victims' Commissioner), an investigation into the Gosport War Memorial Deaths, the biggest investigation of its kind.

FOX is a member of the Professional Advisory Group for the National Child Mortality database and a member of the International Network for the Prevention and Investigation of Child Death. MILNE is Academic lead member of the National Police Chiefs Council (NPCC) Investigative Interviewing Strategic Steering Group. She is also an invited member of the Convention Against Torture Initiative, UN Group of Friends, and a member of the British Psychological Society's Memory Based Evidence Independent Review Group. SUGIURA is Chair of the Strategic Advisory Independent Group for Hampshire Constabulary, which reviews and challenges policing practices across the Constabulary (e.g. "Stop and search"). WAKEFIELD is Chairman of the *Security Institute* (the UK's main member association for security professionals with over 2,500 members). In her tenure, she has enhanced the profession's focus on both cybersecurity and emergency preparedness.

Our four ICSs represent only a small fraction of the positive societal impact of our work. Working with a local police force, the Centre for Missing Persons has been able to establish for the first time the cost of missing persons investigations. It found that a regular missing person investigation costs the police between £1,325.33 and £2,415.80, meaning they require more police resources than volume crimes like theft or assault (SHALEV GREENE and PAKES). Another project highlighted the frequency of children going missing from a small number of care homes in a specific area in the UK. This led to increased liaison between the police and these care homes and as a result, the number of missing episodes was nearly halved, saving valuable police resources and increasing the wellbeing of the children. A further example is the

collaboration with Crowe Clark Whitehill LLP. BUTTON and WANG developed the Cyber Vulnerability Scorecard to facilitate organisations' assessment of their cyber vulnerabilities and identification of the steps necessary to strengthen their cybersecurity. Our strategic ambitions have been realised through this type of collaborative work. In addition, two major examples are provided below.

4.1.1 *The Forensic Innovation Centre (FIC)*

The FIC, a collaboration between Hampshire Constabulary and the University of Portsmouth, is the first operational police forensic unit to be based on a University campus. Representatives from both organisations work together to design and implement research for an applied need, based on a discernible gap in forensic knowledge or practice. This unique collaboration has received prestigious external recognition. The FIC won a *Times Higher Education Award* for Outstanding Employer Engagement in 2015; it has been cited as an example of a successful, mutually-beneficial collaboration and good practice in the *2016 Home Office Forensic Strategy*. It has also been cited as an example of innovative collaboration in the 2018 University UK document, '*Routes to High-Levels Skills*'.

Through the FIC we share our simulation and forensic research space with Hampshire Constabulary and fingerprint development teams, where practitioners and academics collaborate directly to develop applied research. We also work with the Royal Military Police at the Defence School of Policing and Guarding at Southwick Park, just north of Portsmouth. On this site, we work together on a range of forensic research projects, principally focusing on ecological research, including body location, and search and recovery techniques.

The FIC makes a wider contribution to society through its outreach activities. Local schools and colleges attend the FIC as part of the University's outreach programme to further its strategic civic ambitions (REF5a, paragraph 16). Additionally, the research work of the FIC is showcased during regular public Forensic Open Days. This outreach work is an important part of our collaborative work with local communities and has had a significant impact on recruitment to the Forensic Studies programme. UCAS data from 2018 show that 25% of young people in Portsmouth, 21% in Havant and 28% on the Isle of Wight applied to university compared to the 37% average for England. The work of the FIC and the research of the unit more widely plays a role in seeking to improve these figures.

4.1.2 *The Cybercrime Awareness Clinic (CAC)*

The CAC was established in 2017 and is based in the Institute of Criminal Justice Studies. It is an innovative research and collaboration space, which involves researchers, community stakeholders and the public in mapping cyber-threats and providing tailored advice. Its goals are:

1. Through its research activities, the Clinic aims to **increase the knowledge** of the cybercrime threats and risks that relate to vulnerable groups, and to enhance the impact of our research on policy and practice by assisting the police to tailor their responses to different and emerging forms of cybercrime.
2. Based upon its research findings, to **provide advice** to vulnerable groups in the local area, focusing mainly on young people in schools and colleges, small and medium organisations (SMOs), and older people.

3. To develop a **transferable model** for the implementation of CACs across the UK and beyond.

The collaborative work of the CAC has now expanded beyond Hampshire and, in conjunction with the National Cyber Security Centre, has been launched and funded nationwide, ensuring the sustainability of the project.

4.2 Wider activities and contributions to the research base, economy and society

4.2.1 *Journals and Publications*

Colleagues in the unit make active contributions to the wider research community and in particular to the (sub-)disciplines of criminology, education, social policy, policing and forensics. We train, mentor and otherwise encourage our colleagues in academic citizenship activities including sessions on journal editorship, article review, networking, academic identity, and research resilience.

Senior colleagues hold editorial positions in high ranking academic journals. For example, CHARMAN is Editor-in-Chief of the *International Journal of Law, Crime and Justice*, WILLIAMS is the Associate Editor of *Salus Journal*. Editorial board positions include BROWN (*Forensic Science International*), BUTTON (*Security Journal*; *International Journal for Crime, Justice and Social Democracy*; *Asia-Pacific Journal of Police and Criminal Justice*); EARWAKER (*Forensic Science International: Synergy*); EDWARDS (*Buckingham Education Journal*); ELLIS (*Crime Prevention and Community Safety*; *Internet Journal of Criminology*); FAIRCHILD (*Contemporary Issues in Early Childhood*); MAYNARD (*Qualitative Research in Psychology*); MILNE (*British Journal of Psychology*; *International Journal of Police Science and Management*; *Frontiers: Forensic and Legal Psychology*; *Journal of Investigative Psychology and Offender Profiling*; *Journal of Police and Criminal Psychology*); FAIRCHILD (*Contemporary Issues in Early Childhood*); PAKES (*Incarceration*); and SUGIURA (*Sociology Lens*).

4.2.2 *Conferences*

The unit has hosted and organised a number of prestigious international conferences including the 14th International Ethnography Symposium (2019, funded by the Society for Advanced Management Studies), the Children, Justice and Communication Conference (2017, funded by the ESRC), and the Economic and Industrial Espionage Conference (2018, accredited by the Security Institute).

The unit established the bi-annual International Conferences on Missing Children and Adults, first held in Portsmouth and now held throughout Europe, and the annual Counter Fraud Conference, held in Portsmouth and welcoming national and international speakers. The unit also has a long-standing relationship with the British Society of Criminology, having organised its main conference twice, with current and former members in key executive posts such as Treasurer (e.g. WILLIAMS).

4.2.3 *Expertise and Awards*

Members of our unit have provided expert reviews for funding bodies, e.g. ESRC, AHRC, British Council, British Academy, the Nuffield Foundation, and the European Science Foundation. Our submitted members have delivered over 20 prominent keynote speeches, including to the

Unit-level environment template (REF5b)

Lithuanian Parliament (CARROLL-MEEHAN), Interpol (SHEPHERD), the Cabinet Office (BUTTON), the Royal United Services Institute (WANG), and the United Nations (MILNE). The contribution of our staff has been recognised externally through prestigious awards and nominations, such as an MBE (EDWARDS), Emerald Outstanding Paper awards (BUTTON, WAKEFIELD & SHEPHERD; MILNE), the British Psychological Society Excellence in Forensic Psychology Research award (MILNE), and as a BBC Expert Woman (CHARMAN).

4.2.4 Community

We have built strong community links and our ambitions to engage positively across our region help give shape to the University of Portsmouth's vision to become a leading civic university. This is evidenced through our strategic partnership with Hampshire Constabulary, leading to the success of the Forensic Innovation Centre and the production of the ICSs relating to both policing and forensics (**REF3 UoP20FORENSIC** and **REF3 UoP20POLICE**).

In addition, ELLIS and SMITH were involved in the evaluation of police body-worn cameras on the neighbouring Isle of Wight, finding an increase in prosecutions of domestic assaults and a decrease in complaints against the police. In forensics, BROWN's work with Hampshire Constabulary and Southampton General Hospital is producing 3D and virtual models of evidence for presentation in court, and 3D bone replicas for post-mortem reconstruction.

Working with Portsmouth City Council, MAYNARD's research has shaped policies on complex families and working with PYCROFT, research-informed practices have been shared on drug-taking amongst young people.

CARROLL-MEEHAN's research on '*Being, Belonging and Becoming*' is providing the foundation for the development of the University of Portsmouth Multi Academy Trust. She has worked closely with local schools to ensure that the children and families are central to the work of the Trust to improve children's lives and education outcomes.

All this local community engagement is in addition to the work of the FIC and the CAC, which are strategically embedded within local structures of governance and support.