

<p>Institution: University of Essex</p>
<p>Unit of Assessment: 18 - Law</p>
<p>1. Unit context and structure, research and impact strategy</p> <p>1.1 Overview</p> <p>The current REF period has been a period of extraordinary growth and success for Essex Law School. Securing considerable University investment, the School expanded substantially, from 32 FTEs in the REF 2014 to 82.9 in REF 2021. Our growth strategy has focused on maximising the richness, vibrancy and sustainability of our research environment, while maintaining our culture of community and collaboration. We strive to provide the best opportunity for legal research to flourish in an inclusive and facilitative environment for scholars at all career levels, from PGR students to distinguished professors.</p> <p>Our research confronts pressing regional, national and international problems and aims to further the cause of justice and improve people's lives. We believe that complex legal problems require creative, imaginative thinking across legal and other disciplines. To achieve our aspirations and be truly transformative, we encourage novel research (e.g. in AI, post-human theory, law and arts), and intra-, inter- and multidisciplinary work of the highest relevance for academics, policymakers, civil society, business and industry. The recently published research collection titled 'COVID-19, Law and Human Rights: Essex Dialogues' (June 2020) demonstrates our agility in responding to questions of unprecedented social importance. This Essex School of Law and Human Rights Centre (HRC) publication brings together thirty-six members of the School from different areas of law with colleagues from the University's School of Health and Social Care, other academic institutions and NGOs, to address urgent legal, social and policy questions raised by the pandemic.</p> <p>Through recruitment and research clusters, we consolidated our main peaks of excellence - human rights, public law, and commercial law; fostered research intensity in other areas, in particular health law, criminal justice and the use of socio-legal methods; and expanded into novel research themes, including law and technology. The growth of our research in range and depth has been accompanied by a corresponding investment in our mentoring, staff development and research support processes.</p> <p>The School's extensive support for securing research funding has led to amazing success, with half of our funding applications (96 out of 193) having been successful, resulting in awards of £8,405,868 in funding from Research Councils, foundations, charities, international organisations, and government departments. A major achievement is the almost £4,400,000 ESRC grant to establish the interdisciplinary Essex Human Rights, Big Data and Technology Project (HRBDT), which explores the human rights impacts of big data.</p> <p>Recognition of the international excellence of our research and expertise includes, in particular: Gilbert's inaugural Chair of the Global Academic Interdisciplinary Network under the UN's Global Compact on Refugees; Hunt's appointment as Chief Human Rights Commissioner of New Zealand (2019); Lubell's Swiss Chair of International Humanitarian Law at the Geneva Academy of International Humanitarian Law and Human Rights (2014-2019); McGregor's appointment to the Equality and Human Rights Commission; and Sunkin's appointment as QC Honoris Causa by the Queen in 2018 in recognition of his major contribution to the law of England and Wales and pioneering empirical work on judicial review.</p> <p>1.2 Research strategy</p> <p>Strategic aims</p> <p>The strategic aims that guided our research in REF 2014 continue to be at the core of our research strategy. They are to:</p>

- maintain the traditional values of legal scholarship – rigour, depth, and careful analysis – while fostering doctrinal and empirical research that shapes practice and policy development;
- address key global, regional and domestic legal issues by advancing legal thinking and contributing to practice and policy;
- further strengthen our capacity to undertake research which crosses legal sub-fields.

Achievements

We clearly achieved our REF 2014 goal to consolidate the School's position as a global leader in human rights research. Recruiting thirteen human rights scholars during this REF cycle, fifty-seven academics of the School are now members of the interdisciplinary Human Rights Centre (HRC), which is hosted by the School and forms an integral part of our identity, so that a human rights focus is firmly infused in our research across most areas. This heavy investment in human rights allowed us to continue producing world-leading research on international and regional human rights law; to further strengthen our research on domestic human rights law and on economic, social and cultural rights, and to enhance our capacity to adapt our research to new human rights challenges.

Our flagship HRBDT project (see 1.1 above), created in 2015, stands at the forefront of human rights research analysing the challenges and opportunities presented by AI, big data and associated technology. Building on our longstanding work on international humanitarian law we created the specialist Armed Conflict and Crisis Hub. The Essex Transitional Justice Network (ETJN), Detention, Rights and Social Justice Project and Human Rights and Drug Policy Unit, all based in the School under the umbrella of the HRC, have also provided cutting-edge legal analysis and expertise. The research of all of these groupings contributed to impact case studies and enriched our REF2 submission. We have, moreover, fostered a strong community-focused human rights agenda, increasing our partnership with local communities within East Anglia. The HRC and the Human Rights Cluster organise a rich programme of research events, including weekly talks and seminars with outside speakers, as well as regular conferences.

We also achieved our goal of enhancing our research capacity in public law, especially in relation to research on courts, from the perspective of their constitutional role and their place in dispute resolution. Our long-standing expertise in public law was strengthened through recruitment of five new colleagues and the establishment of the United Kingdom Administrative Justice Institute (UKAJI). Created with funding from the Nuffield Foundation (2014-2017), UKAJI provides a virtual hub for administrative law research across the UK. With involvement of academics from across the School, at all career levels, including PGR, UKAJI hosts a vibrant research programme through blogs, and workshops, often in collaboration with our Public Law Cluster. UKAJI has helped support new areas of expertise during this REF cycle across a spectrum of administrative justice issues, including on judicial review, special educational needs, ombuds, and the Court of Protection, resulting in a range of publications included in REF2 and an impact case study. It supported Le Sueur's work with the Jersey Law Commission on designing a public services ombuds for the island.

Our work on dispute resolution was boosted through five key appointments. We especially focus on alternative dispute resolution (ADR), including research on the use of mediation in the Court of Protection (partly funded by SLSA and ESRC IAA) and on how parties experience mediation.

A core strategic aim was to increase our capacity to undertake socio-legal research across all subject areas, which was achieved through ten strategic appointments and regular training events, which resulted in the launch of our Socio-Legal Studies Cluster in 2019.

Future strategic aims

These are to:

- Expand our efforts to create an inclusive, collegial and supportive environment that maximises the well-being and research potential of all colleagues through further enhanced mentoring, staff training and career support, assisted by our new Equality, Diversity and Inclusion Committee and the new role of Wellbeing and Community Development Officer.
- Maintain and increase our responsiveness to developments in law and society through further:
 - consolidating our position as a world-leading centre for human rights and public law research;
 - strengthening and expanding our expertise in business law, particularly as regards corporate social responsibility, banking and financial services; and
 - developing the research strengths of our newer research clusters.
- Ensure our continued ability to be responsive to dynamic research opportunities and complex challenges, through further enhancing interdisciplinary work, by
 - building on and expanding our extensive connections;
 - linking our research with the University's priorities in digital humanities, medical humanities and climate change; and
 - supporting the Law, Business and Technology Interdisciplinary Hub, to be hosted by the Business Law Cluster in 2021.
- Build on and expand interaction with research users to strengthen the impact of our research and support incipient impact case studies to maximise their potential.

1.3 Research structure

We provide an enabling environment for collaborative, creative and innovative thinking capable of generating cutting-edge research and impact. To facilitate closer research collaboration, we established seven research clusters which are at the centre of our research culture. Three clusters reflect the School's main research strengths as mentioned in REF 2014: (i) commercial (now business) law; (ii) human rights and (iii) public law. Our considerable growth in strategic areas resulted in the emergence of four additional clusters in 2019 that cut across and complement our original clusters: (iv) law and technology; (v) health law; (vi) criminal justice and (vii) socio-legal studies.

Termly cross-cluster meetings and annual research away-days facilitate collaboration across clusters. To encourage connections across all areas, within or outside of the themes of our existing research clusters, the School supports formal and informal meetings, including coffee mornings or zoom lunches, for groupings and activities to emerge naturally from our collegiate research context. We have established reading groups to support areas of interest, for example on speculative humanities and on law and theory.

1.4 Interdisciplinarity

Alongside research that crosses legal sub-fields, interdisciplinarity is integral to the School's approach to research. The HRC provides an excellent demonstration of this. With more than 130 members across 11 disciplines, it fosters collaboration through interdisciplinary research projects and promotes multi and interdisciplinary dialogue at and beyond Essex through an extensive events programme that includes public-facing lectures. HRC members and fellows meet termly to discuss topical human rights issues across disciplines and develop ambitious projects, as typified by the HRBDT which has brought together law, computer science, economics, philosophy, political

science and sociology. Detail on other interdisciplinary research hubs and projects under the umbrella of the HRC is provided in section 4.4.

While the core focus of the School's research clusters is law, we strongly encourage them to engage with other disciplines. The School made available funding for research 'speed-dating' events to bring together members of the Business Law Cluster with colleagues from across the University. Most of its members now work with colleagues in other disciplines (eg Antoniou with the Journalism group in LiFTS on advertising standards and marketing communications; Guinchard and Koutsias with computer scientists on the use of data analytics). To consolidate these links, the Business Law Cluster initiated the Law, Business and Technology Interdisciplinary Hub, to be launched in 2021. The Health Law Cluster has members from the School of Health and Social Care and Philosophy and participates in the University's Health and Medical Humanities Research Network. The Criminal Justice, Public Law and Socio-Legal Clusters include members from Sociology.

Colleagues are active members of cross-University interdisciplinary research centres that address social problems that require creative interdisciplinary answers, such as the Centre for Environment and Society (within the Business School) and the Centre for Criminology (Sociology Department), co-authoring publications and co-organising research events as part of these projects. Other examples of engagement with multidisciplinary initiatives beyond the School include: six colleagues are members of the Speculative Humanities research cluster at Essex, an initiative led by ECR Jones (Law). It brings together colleagues from Law; Literature, Film and Theatre Studies; Sociology; and Art History to devise responses to emergent technologies and their social, cultural and environmental impact. Kaime co-founded the cross-disciplinary Essex Development Workshops. Seven colleagues participate in the University's Digital Humanities research hub on the impact of technology.

1.5 Impact

The School has a long-standing commitment to ensuring that its research influences government, courts, civil society and international institutions and encourages active engagement with these stakeholders. We welcome our academics to hold positions such as UN Special Rapporteurs (Shaheed, Freedom of Religion); legal advisers to Parliamentary Committees (eg. Sunkin); members of committees such as the British Equality and Human Rights Commission (McGregor, 2015-2019); the advisory bodies of NGOs (eg Van Ho, Investor Alliance for Human Rights) and charities (Willett, *Which?*). We regularly contribute to UN and government consultations; provide research-based expert advice to the UN, policymakers, NGOs, courts and businesses; litigate high profile cases; submit amicus briefs that influence courts, and provide training across legal issues to a wide range of practitioners (see section 4). These activities are promoted through mentoring, training, secondments, impact-specific funding and allocating time for impact activities (see section 3).

In this REF period, we short-listed fifteen impact case studies from which we selected seven for submission. These illustrate the School's strong commitment to impactful research that promotes rights and justice beyond academia. They range in focus from enhancing justice for victims of sexual violence; protection for drug users; to reducing health inequalities and demonstrate global impact, inter alia, through UN standard-setting measures, as well as impact on the lives of individuals, eg prisoners. Facilitated by research hubs and institutes, they reflect our 2014 strategic aims (1) to expand our already significant impact in human rights and related areas and (3) to enhance engagement with the public sector and ensure greater influence on the development of law and policy. The big data case study, for example, shows how the HRBT's research influenced the UN Human Rights Council and changed the approach of UK regulators.

The submitted case studies also demonstrate the robustness of our approaches to impact which are: (a) to work in and with non-academic legal organisations to directly influence policy and practice; (b) to produce research aimed at or commissioned by policy-makers; and (c) to assist parties, legal practitioners and courts. For example, the Judicial Review case study flags Sunkin's

collaboration with the Public Law Project and how the research has been used by civil society groups, legal practitioners, policy makers and courts. The Colombia case study exemplifies how collaboration with CSO Dejusticia led to co-authored high-quality research that influenced the Colombian Special Jurisdiction for Peace. The Armed Conflict case study demonstrates how guidelines published with the ICRC influenced policy and practice of the ICRC, courts and states. For detail on impact beyond the chosen case studies see section 4.2.

Recognising the need to ensure the sustainability of our impactful work and to encourage it across all our research areas and at all career stages, our strategic impact-related aims are to:

- consolidate our existing strengths in human rights and public law;
- expand impact in other areas, in particular, but not limited to, business law and criminal justice; and
- strengthen the already apparent and future impact of colleagues who joined the School in this REF period.

1.6 Research dissemination

Through the School's Media Strategy we have significantly increased dissemination of, and access to, our research, with strong support from the School's Events and Communications Team and through the creation of a Research Visibility Team. Focusing on increasing online access we established three blogs (Law, HRC, and UKAJI) and two podcasts (RightsCast (HRC) and Law). We regularly organise training in the effective use of social media to enhance research, exemplified best by Peers, whose followers number 133,656, placing him 11th internationally among law professors (Law Prof Twittersphere 2020). Colleagues also regularly contribute to external high-profile blogs and podcasts and many ECRs have won awards for their online publications. In 2018, for example, post-doctoral researchers Kent and Ng won *The Conversation's* award for the best Humanities article with 83,000+ reads, and in 2020 Antoniou won with 74,000+ reads. Petrucci received a University Celebrating Excellence prize for a *Conversation* article in 2019 that attracted 53,000+ reads. Our research also features in the print media, eg ECRs Cooper (*The Times*) and Hannah (*The Guardian*), and television media, eg appearances for the BBC World News and CNN (Peers), BBC TV News (Lubell), and BBC Radio 4 (Lubell, Woods).

We strongly encourage publishing in open access outlets, with a number of our REF2 outputs, including monographs, published this way. Of the 300 articles deposited in the Institution Repository in this REF cycle, 204 (68%) are green and 35 (12%) gold open access.

1.7 Research integrity

Ensuring research integrity is supported by the School's Ethics Officer who implements University policies and provides regular training events for staff and students on the ethical dimensions of their work, including identifying and avoiding conflicts of interest; data protection and security; risk assessments and giving full credit to all contributors. The Ethics Officer provides advice on the design and conduct of research and on reporting and storing research data. They are a member of one of three Ethics Sub-Committees of the University Ethics Committee. The Ethics Officer reports to the School's Director of Research. All research collaborations uphold an ethos of equitable partnerships, including joint determination of the research focus and methodology.

1.8 Research culture in times of COVID-19

Our ability to adapt our research environment quickly to an online context to meet the challenges of the COVID-19 pandemic is testament to the vitality of our research environment. To maintain a vibrant research community, we initiated weekly zoom research cluster meetings, regular online research training sessions and frequent research webinars and conferences with national and international panels and audiences, eg the international Human Rights and Climate Change workshop in April/May 2020.

Our COVID-19 publication of June 2020 was the product of colleagues identifying in March 2020 the urgency to explore the societal challenges posed by COVID-19 through collaborative and interdisciplinary research. The publication features novel work by Research Officers, ECRs and senior academics with an array of specialisms including: critical theory; global perspectives on human rights and health as well as the pandemic's intersecting impacts on particularly vulnerable and marginalised groups; regional focuses on Africa, Asia and Latin America; the regulation of the economy; access to justice and big data and technology.

Breakout groups during School-wide zoom research meetings provide colleagues with a space to share concerns about, and experiences with, carrying out research during lockdown and to identify additional support needs. Consequently, to accommodate colleagues' challenging circumstances, we arrange all research related meetings at times that best facilitate a home-schooling routine. Recognising the difficulties of carrying out research under these circumstances, probation periods have been expanded for all by a year and expectations regarding the production of research outputs adjusted.

2. People

2.1 Staffing strategy and staff development

Our School provides a stimulating and supportive research culture for all our researchers and ensures wide-ranging opportunities for career development. Researchers as 'individuals' is at the heart of our career development strategy, providing people with the tools, time and support to establish and grow their research identity within the broader School community.

Recruitment

Our recruitment strategy fully embodies our commitment to providing an international, multicultural and diverse research and learning environment.

Expanding from 32 to 84 REF-eligible academics since 2014 has created both challenges and opportunities for our research culture. Our Recruitment Strategy aimed to balance the wish to nurture ECRs, and thus ensure the sustainability of the legal research community, with ensuring sufficient senior-level mentoring support and research leadership. At the same time, we endeavoured to combine consolidating our long-standing research strengths with expanding our research expertise in less represented and/or novel research areas. Consequently, since 2014 we have recruited fifty-three lecturers, some of whom have been promoted to SL during this REF cycle, and ensured sufficient leadership and mentorship capacity through the recruitment of eleven senior lecturers, two readers and six professors representing a wide range of research expertise.

To consolidate and expand our expertise in the field of business law, we appointed one professor, one reader, one SL and fourteen lecturers. Public law has expanded with the appointment of two readers (one now professor); one SL and two lecturers. Human rights appointments include one professor, four SL and eleven lecturers (one now SL). Implementing the School's 2014 aim to expand expertise in socio-legal research we made ten appointments: six lecturers; one SL; one reader; two professors. They also contribute to the sustainability and expansion of our capacity to carry out empirical research. In line with our strategic aims we also invested in other areas, such as clinical education (three lecturers and one SL - all on teaching only contracts (ASE), making significant contributions to scholarship and publications in this area, and one professor), ADR (four lecturers, one professor); criminal justice (three lecturers, one SL, one professor); and health law, with a private law (two lecturers) and a public health/human rights (four lecturers) focus. To ensure sustainability of our research on the relationships between business law and human rights, prior to Leader's retirement we appointed two lecturers.

Our growth has enabled the development of novel research themes. Research on the environment from human rights, business, private and public law angles was supported by recruiting two SL and five lecturers. Research on the intersections of law and art has been supported by the appointment

of two professors and three lecturers. Technology and the law was strengthened through the appointments of one professor and two lecturers.

In line with our strong focus on impactful research, we recruited researchers coming from various areas of practice to further enhance the School's capacity to generate research impact, eg. Ferstman (Director of REDRESS), Casla (Policy Director Just Fair); Amajuoyi (adjudicator with the Financial Ombudsmen Service), Cooper (senior police officer).

We have a strong tradition of ensuring sustainability through granting Emeritus status to colleagues upon retirement, with many continuing to enrich our research culture through contributing to impact case studies or funded research projects, such as Hampson and Leader (from November 2020).

Staff development and support

The cornerstone of our staff development strategy is a supportive and stimulating research environment that ensures career development and advancement. As nurturing the next generation of excellent researchers is central to our Recruitment and Research Strategies, evidenced by the appointment of thirty-five ECRs (from 12.5% in 2014 to 41.7% in 2021), we focus resources on our ECR support system and have put formalised support structures in place to ensure equality of support and opportunity.

To assist ECRs with building confidence in their research abilities and developing an individual research identity, all probationary lecturers are allocated an Academic Adviser from the senior staff who assists with research planning, the production of high-quality research, the design of funding applications, the achievement of impact. An individually tailored probation agreement is designed for each ECR. Academic Advisers regularly review progress in achieving probation goals and therefore swiftly identify if a probationary colleague needs extra support, eg teaching relief to complete a paper. All probationary colleagues receive a reduced teaching/administrative workload (reduced by 20% in year one, 15% year two and 10% year three). Career and research mentorship by the Academic Adviser continues after permanency, with a focus on promotion. Colleagues at all career stages can request a research mentor.

Research development thrives through a collaborative environment. Thus, our research clusters provide a vibrant, collaborative space for all colleagues, including PGRs, post-doctoral researchers and those on ASE contracts. Research collaboration is strongly encouraged between senior and junior colleagues, ranging from joint impact case studies (eg Professor McGregor with ECR Hannah; Professor Hunt with ECR Bueno de Mesquita) and publications (eg Professor Leader with PGR Yanes; Professor Sandoval with post-doctoral researcher Cruz) to funded projects (HRBDT, UKAJI) that bring together colleagues at all career levels.

Opportunities to develop research skills range from training to specialist advice and support (eg on gaining impact). At the individual level, our Promotions Lead carries out annual Career Development Reviews (CDRs) for each colleague to discuss all aspects of career progression. Additionally, our Research Director meets annually with each colleague to discuss their research plans.

The School invested in creating a fair workload allocation model (WAM) which allows all REF-eligible staff to spend 37.5% of their time on research. Research leave entitlement is one term per six terms served and continues to accrue during parental leave which can be accumulated to complete bigger projects. Additional leave, or lighter teaching/administrative loads are awarded to support specific research projects or accommodate individual staff circumstances. To facilitate exchange with outside bodies, we support leave for secondments, eg Hunt's role as Chief Human Rights Commissioner of New Zealand (2019-2022).

Each colleague has an annual individual research allowance of £800. Additional support is available through the School's Research Support Fund, from which all colleagues can seek funding for research activities, from attending or organising conferences and preparation of larger grant

applications to impact work. A rolling applications process allows speedy awards. We ring-fence part of the budget for ECRs and for research cluster activities.

Post-doctoral researchers and colleagues on ASE contracts are integrated into the research culture of the School and have access to all research events and training. Colleagues wishing to move from an ASE to ASER contract are supported through additional research time and mentoring.

Research and impact success is rewarded through permanency, promotion (in this REF cycle 3 to professor and 5 to SL) and prizes. For example, colleagues' impactful activities, even if not selected as a case study, have been recognised through University-wide prizes, eg ECR Van Ho: Best International Research Impact; Lindsey: Best Research Impact Award (ECR Humanities).

Staff training

New colleagues receive an induction explaining the research environment and support structures, REF requirements, and permanency/promotion criteria. Training and guidance is also provided for staff undertaking mentoring and Academic Adviser roles. Regular training events focus on research skills, including socio-legal, empirical and comparative research methods; use of bibliographic software; how to develop interdisciplinary networks; enhancing research dissemination and visibility, and how and where to publish. Recognising the wealth of experience and skills in the School, through the clusters, research awaydays and additional events we encourage learning from each other, with training sessions being led by colleagues at all career levels. Together with the University's Research and Enterprise Office (REO), we provide regular training on grant application opportunities and procedures.

We hold regular mock REF reading group meetings where colleagues examine publications (with permission of the author) according to REF criteria. REF Reading Group's assessments of these pieces are then shared to improve transparency of the REF assessment process, promote a shared understanding of quality indicators and inform colleagues' approach to their writing.

The School also provides regular training on matters relating to impact. Impact Acceleration Account (IAA) funding was used to invite external speakers to discuss the use of social and traditional media to reach public audiences, how to engage with Parliament, and how to influence government. Additionally, we run regular training on pathways to impact and how to build case studies.

2.2 Equality, diversity and inclusion (EDI)

Equality, diversity and inclusion is a core component of our research and recruitment strategies, including a two ticks policy, and our events policy is sensitive, for example, to religious holy days, disabilities and caring responsibilities. Diversity is an important factor when composing speaker series or research panels, and we ensure an appropriate gender balance and good representation of voices from minority and traditionally disadvantaged groups, as well as from the global south.

Our academic community includes colleagues from twenty-five nationalities, representing a wide range of legal systems and religions, as well as many colleagues who identify as LGBTQI+. 20% of colleagues have declared a disability. Many colleagues are the first in their family to attend university. Out of 38 senior colleagues, 15 are female. The leadership team, and all committees, including recruitment panels, ensure a gender balance. During almost the entire current REF period, the School had a female Director of Research. The REF Preparation and REF Reading (a group of sixteen senior colleagues assessing publications for the REF) Groups consist of an equal number of male and female colleagues and all committee members complete the University's unconscious bias training. Outputs for the REF are each assessed by 2 members of REF Reading Group and where disagreement exists, a third.

The School accommodates flexible working needs, including compressed working hours, flexible

start or finishing times that fit with care arrangements, part-time work, and career breaks. Twenty-two staff members currently have flexible working arrangements in place. The School's WAM provides a 15% workload reduction in administration and teaching for the year following maternity or adoption leave. To ensure all colleagues have the opportunity to present at conferences the School offers additional financial support to cover childcare.

Our commitment to gender equality will culminate in an application for a bronze Athena SWAN award in 2021. This process has involved reflecting on experiences and concerns expressed by colleagues and students, for example, through surveys and focus groups. While Athena SWAN focuses on gender equality, the School has added an intersectional lens. For example, Athena SWAN workshops were held specifically for BAME colleagues. More broadly, at our research away-day in 2019 we specifically discussed EDI in research. This became a regular agenda item for School research meetings, leading to the introduction of an EDI Committee in 2020 which meets termly to discuss, initiate and monitor EDI actions.

In 2020, we created a new role of Staff Wellbeing and Community Development Officer, to organise staff social activities as well as assist colleagues with identifying and accessing support services. Sessions have been organised on self-care and resilience, and we provided free meditation sessions for staff and students. University coaching courses are also available, including coaching for mentoring and management roles.

Short-term contracts are only offered as cover for maternity or other leave, and to colleagues who choose fractional contracts after retirement. All other REF-eligible staff have permanent contracts.

1.3 Research Students

The School offers a PhD in Law, an interdisciplinary PhD in Human Rights and a professional doctorate. During this REF period, the School has awarded 62.5 PGR degrees:

	Year of award							Total
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
Normal doctorate	3.00	16.00	11.00	14.00	8.50	4.00	5.50	62.00
Professional doctorate					0.50			0.50
Total	3.00	16.00	11.00	14.00	9.00	4.00	5.50	62.50

The academic quality of our students is evidenced by the number of prestigious and competitive scholarships awarded, including: five CHASE, two ESRC, two SeNSS, one Commonwealth, one China Scholarship Council, and two Mexican *Consejo Nacional de Ciencia y Tecnologia*. Recognising the importance of outstanding PGR students for our research environment and the importance of nurturing the next generation of scholars, we supported eleven PGR students with their doctoral studies through fully-funded competitive University of Essex Doctoral Scholarships.

Two Co-Directors of PGR oversee the programme, including recruitment, inductions, chairing the Progress Committee and organising student training, conferences and socials. All students have two supervisors with whom they meet at least once per month. Supervisors receive training, by internal and external experts, and through the University's 'Supervising Doctoral Studies' training package. The PGR Student Handbook explains the framework and process of supervision and research milestones provide clarity on progress expectations for the duration of studies.

Review panels are chaired by a colleague independent of the supervisory team. For full-time students review panels are a bi-annual check in on progress (annual for part-time students) to discuss the work produced, monitor performance against the milestones, discuss career plans, and assess training needs. This ensures that potential problems are identified early so that additional support, such as intensified supervision or referral to student support, can be swiftly implemented. The School's Progress Committee has oversight of PGR progression, and its membership includes

the School's Student Support Officer to ensure that special circumstances are duly considered. Part-time studies are fully supported. Specialist support is available for students with specific learning needs. The School's commitment to ensuring an inclusive culture that promotes equality and diversity extends to its approach to recruitment of doctoral students.

PGR students are fully integrated in our research environment and clusters where they frequently present their work and receive feedback. Regular training seminars are held, covering topics such as publishing, conducting field research, engaging in litigation, preparing for the viva, or writing CVs and job applications. PGR students benefit from Essex University's *Proficio* professional development scheme, which provides each student £2,700 for training courses (at Essex or externally) to enhance academic and transferable skills. Examples include training on career management, Nvivo, advanced research methods and language courses. Each student receives an annual School conference funding allocation of £350, which can be increased if necessary.

Essex University is a member of CHASE (Consortium for Humanities and the Arts South East-England), an AHRC Doctoral Partnership comprising nine institutions, and SeNSS (South East Network for Social Sciences), an ESRC Doctoral Training Partnership comprising ten institutions. Consequently, our PGR students have access to a range of training and development courses run by those consortia. In 2019, for example, we successfully applied for CHASE funding to devise a 3-day methodologies workshop attended by students from Essex and other CHASE institutions.

The School runs an annual two-day PGR conference, with external keynote speakers and discussants, where our students present their research. This enhances their presentation skills, offers opportunities for networking and for obtaining feedback on and defending their work in front of a mixed audience.

PGR employability is enhanced through opportunities to gain work experience as GTAs, research assistants, and through University-funded placement schemes for skills development under an academic supervisor. To acquire publication experience, PGRs are invited to co-author policy reports, blog posts (PGR Marsons runs the UKAJI blog) or academic publications with colleagues (notably Yilmaz with Chambers, REF2, Carter contributed to the School's COVID-19 publication). The PGR Employability Officer provides additional support.

The School facilitates peer support networks. The HRC Doctoral Affiliates Network promotes interdisciplinary human rights research activities and events for PGR students across the university, with presently 31 Doctoral Affiliates from all faculties. The 'PhD Triangle', a collaborative venture between the HRC, LSE and the University of Cambridge, provides another interdisciplinary forum with an annual student-organised research conference, where sessions are chaired and attended by academics from all partner institutions. The School also partners with the School for Advanced Study at the University of London and the University of Glasgow in hosting a Human Rights Research Students Conference, providing further opportunities for PGR students to enhance their networks.

To sustain our vibrant community since the outbreak of COVID-19, the School has implemented fortnightly PGR roundtables via videoconferencing. These provide a space for training, presenting work, receiving feedback, sharing experiences and identifying support needs.

As testament to the success of our PGR programme a large number of PGR students who completed during this REF period have moved into academic careers (nine in the School and others at universities elsewhere in the UK and abroad), obtained post-doctoral fellowships, or were appointed to prestigious positions in government, international law firms, and NGOs.

3. Income, infrastructure and facilities

Research income, infrastructure and facilities are strengthened through complementary layers of support at the University, Faculty and School levels.

3.1 Research Income

During this REF period our external research funding awards from a range of funders have more than quadrupled, from nearly £2,000,000 to £8,405,868. This success is due to our Research Funding Strategy, which encourages colleagues to develop ambitious, and preferably interdisciplinary, projects that address important challenges through a combination of excellent academic research and non-academic impact activities. The robustness of our Funding Strategy and support structures is evidenced by the extraordinary 50% success rate of our funding applications, with 96 of 193 applications having been successful.

The mentoring system, research clusters and cross-cluster meetings provide fora for testing ideas, developing projects, and identifying collaborators and funders. A peer-review system for feedback on draft applications at various stages was introduced to enhance quality and chances of success. This is overseen by the Funding Officer who also organises funding-related training events. To familiarise ECRs with the external funding landscape, they are encouraged to submit a research funding application during their probationary period, with guidance from the School's research team and Academic Advisers. Research leave can be awarded to develop larger bids and the School provides seed-corn funding.

A successful example of our Research Funding Strategy that focuses on designing projects that produce excellent impactful research is the ESRC £4,400,000 grant that funded the creation of the *HRBDT* project. This interdisciplinary project developed through a series of meetings of HRC members, with contributions from 12 academics from different disciplines. The application was supported by WAM time, the peer-review process and Research and Enterprise Office staff. The grant-funded research resulted in an impact case study and several REF2 outputs.

Three successful **fellowship** applications provide further evidence of the value of the peer-review support offered to colleagues: Viterbo's AHRC ECR fellowship (£200,774) *Rethinking Child Law and Policy* and Huang's Mid-career British Academy Fellowship (£123,685) *Stock Connect: A New Model of Financial Market Integration*, and Murray UKRI Future Leaders grant building on his HRBDT research (awarded August 2020).

Important **Research Council grants** include AHRC GCRF funding for *Legitimacy, accountability, victims' participation and reparation in transitional justice settings - lessons from and for Colombia* (PI Michalowski, Co-I Sandoval, 2020, £149,985); McGregor's British Academy Newton Grant (with Basak Cali) on the *Effects of International Human Rights Law on Other Branches of International Law* (2015-2017, £72,000); and Murray's ESRC transformative research grant on human rights investigations (2019-2020, £27,606). Colleagues also participate in successful bids as Co-Investigators, eg Sandoval in the ESRC funded *Human Rights Law Implementation project* (PI Murray, Bristol, c.£1,700,000) and the AHRC funded *Reparations, Responsibility and Victimhood in Transitional Societies* (PI Moffett, Queens University Belfast, c.£750,000); Shaheed and McGregor's ESRC grant, *Utilising Big Data in the Practice of Torture Survivors' Rehabilitation* (PI Fasli, Computer Science, 2015-2017, £211,183).

Among the highlights of **foundation funding**, Hunt secured three OSF grants totalling £481,000 to enhance the mental health and human rights engagement and research capacity of the UN Special Rapporteur on the Right to Health (2015-2018); Sunkin obtained £325,000 from the Nuffield Foundation to establish UKAJI; McGregor secured £81,817 for research on National Human Rights Institutions (2014), and Fox O'Mahony secured £62,225 Leverhulme Trust funding for research into housing justice (08/2013).

Success in securing funding from diverse sources includes Lubell and Hannah obtaining c.£760,000 to support the research of the Human Rights and Drug Policy Unit from OSF, UNDP, the Swiss Federation and the GIZ (2014-2020). Similarly, Vaccari and Marique's project (with Coordes, Arizona State University) *When Liquidation is not an option: a global study on Local Public Entities (LPEs) in Financial Distress* was funded by INSOL International (£38,337, 2019).

We also supported colleagues in applying for grants for **networks and events**, many of which resulted in long-lasting research collaborations and a range of publications). For example Sandoval: Newton/British Council researcher links programme (2015, £50,000) for a workshop in Bogota on *Dealing with Land Destitution and Structural Inequalities in Transitions*; Marique: British Academy (2016-2017, £14,922) *Comparative public law in Europe: opportunities and challenges* for workshops in Essex, Brussels and at the BA; Gokani as co-PI obtained funding from the Medical Research Council for the interdisciplinary workshop on *Sports sponsorship by food and beverage companies* (£5,890, January/2020).

Essex is part of the Eastern Arc (the Academic Research Consortium with the Universities of East Anglia and Kent), which provides a nexus for developing research partnerships. For example, Turner and Ohdedar developed a partnership with the Centre of Architecture, Sustainability and the Environment (CASE) and successfully applied for Eastern Arc funding for a workshop on Human Rights and Climate Change with participants from the UN, the World Bank and academia (£2,960, April/May 2020).

While many of the above-mentioned grants include important impact components, we have also obtained specific **impact focused funding**. For example, Woods, £146,353 from Carnegie UK Trust for her work on online harm prevention (2018-2020); Guinchard and Koutsias, with colleagues from computer science, secured KTP grants (Orbital Media Ltd £181,720 - 2017-2020; Mondaq Ltd £248,656, 2020-2023); Hulme c.£46,000 from CPRE The Countryside Charity to produce a report on Litter Law; and Michalowski was Co-I on an AHRC grant to advise the UK Ministry of Justice on the compliance of UK law with the UN Convention on the Rights of Persons with Disabilities (£63,828). The School obtained IAA funding (£99,193) for nine projects, including Gilbert's work with and secondment to UNHCR; Michalowski and Sandoval's work with Dejusticia and the Special Jurisdiction for Peace in Colombia; and Lindsey's work on mediation and the Court of Protection.

3.2 Infrastructure and facilities

Our research is supported through **research clusters** that foster inclusiveness among colleagues at all academic levels, including PGR. Each cluster meets at least once per term, at a time kept free from teaching for this purpose. They each organise research seminars and are encouraged to hold annual conferences, funded by the School, where colleagues at all career levels and external speakers discuss each other's research, test ideas, receive feedback and identify themes for closer collaboration, including related to impact. The clusters are also spaces to recognise achievement. The Public Law and Socio-Legal Clusters' joint conference, for example, launched Flynn's monograph *'The Triangular Constitution'* (Hart 2019).

The growth in number of colleagues, among them a large number of ECRs, has intensified research support needs to which the School responded by significantly expanding its academic **research team** in this REF period. The team includes the Director of Research, a Deputy Director, two co-Directors of Impact, a Research Funding Officer, Citations Officer, two co-Directors of PGR, the Cluster Coordinators, Ethics Officer, the Research Visibility team, REF reading group and REF preparation group. All roles have allocated workload hours.

All members of the research team are *ex officio* members of the School's **Research Committee**, whose meetings are open to all academic staff in the School to ensure inclusiveness and transparency. The Research Committee advises the Director of Research on the School's research and impact policies, and, through specialised sub-committees, monitors the annual research plans of academics, considers applications for research leave, administers the School's Research

Support Fund and oversees preparation of the REF submission. The research team also promotes awareness of the University's research requirements and information on the School's research, impact, funding, citation and media strategies and policies through the annually revised Research Handbook. A cross-cutting objective of the policies is to support colleagues' research, promote research integrity and contribute to a supportive and sustainable research environment.

We deliver on our **impact** agenda through a comprehensive support structure. Two co-Directors of Impact encourage the generation and maximisation of impact. They regularly hold impact focused training sessions which range from how to identify impact potential of our research to identifying, reaching and influencing non-academic research users. The Impact Directors also support impact-focused funding bids, the promotion of impact related activities, and, importantly, the impact case studies for the REF. During the impact case study selection process, existing strengths and future potential of many additional impact stories have been recognised and targeted support has been provided to colleagues to develop these further. The generation of impact is a regular discussion item on cluster meeting agendas. Impact is additionally facilitated through funding for impact activities both at University and School level (see previous section), and WAM time for impact-related work.

The School has a dedicated **professional services** team, including an Events and Communications Team, which assists with organising and promoting research and impact events, as well as PGR seminars. The team also provides administrative support for the School's blogs and podcasts. Additionally, a Research/PGR Administrator has responsibility for supporting PGR recruitment and progress processes, and provides assistance to the Director of Research and the School's REF preparation team. The School's Finance Administrator facilitates the appropriate management and disbursement of grant funds. Additional support specifically to deliver the **HRC's** research and impact activities and events is provided by a permanent lecturer post.

Library Services provides high quality facilities and services across the University's three campuses, with the largest library, the Albert Sloman Library, holding a collection of over 1 million books and pamphlets and featuring a dedicated Law Librarian. The total Law holdings are 32,060 books and printed items. Library Services also provides over 48,000 e-books and 40,840 journals and databases including Lexis, Westlaw, Cairn, Dalloz, HeinOnline, i-Law, Oxford Public International Law, Practical Law, Public Information Online and UK Parliamentary Papers, and, through the inter library loans service and reciprocal SCONUL library access scheme, facilitates access to a wide range of external research resources. In 2019-20 Library spend on information resources (including books, journals and databases) totalled £2,608,720. The investment in digital access left the Library well placed to confront the challenges COVID-19 posed for research. The Library also provides reference management software (Endnote), offers training for other software (Zotero and Mendeley) and its research support team provides advice and support for literature searching, copyright, publishing (including open access publishing) and citations.

The Library's special collections of over 34,000 printed works include material of particular interest to the School: the Charter 88 Archive; the Sir Vincent Evans collection (personal case files from his time as a judge at the European Court of Human Rights, 1980-1991, and as a member of the UN Human Rights Committee, 1977-1984); the Right to Health Unit Archive; the Archives of the National Viewers' and Listeners' Association; the Nolan Committee Papers; and the Paul Sieghart Memorial Collection.

Our **PGR students** have access to two large dedicated shared offices within the School. We worked with the students to choose the optimum layout and furniture to create an environment best suited to their needs. These rooms include assigned desk space, IT equipment, and free printing. All students can access the School's Common Room and kitchen facilities, fostering a strong sense of community among students and academics in the School. The PGR training budget is explained above (section 2) and the School provides additional funds for PGR social events.

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

4.1 Arrangements and support for research collaborations, networks and partnerships

Collaboration is at the heart of our research strategy, both within the School (fostered through the research clusters and regular cross-cluster events), across the University (supported by Faculty and University initiatives and research groups), and with other institutions (assisted by School funding and the Events Team). Our collaborations have led to numerous co-authored articles, edited collections and successful collaborative funding proposals.

We encourage **external collaboration** through funded membership of learned societies (eg the School funds SLS membership for all colleagues), with some members holding Board positions (eg Moore, SLSA). Through their individual and School research allowances colleagues are encouraged to build and participate in external networks. Colleagues have collaborated to develop new networks leading to novel research collaborations, including Yilmaz and Van Ho's co-founding the International Economic Law Collective in 2020 (with SLS funding). Through leadership positions within existing networks, colleagues foster intradisciplinary collaboration across institutions, eg Bueno De Mesquita and O'Connor organised three workshops and published quarterly research bulletins as coordinators of the Economic and Social Rights Academic Network UK and Ireland (ESRAN UKI), a network of 151 members including PGRs (12/2018-12/2020). Other important networks we engage with include the African Union Law Research Network, International Association for Consumer Law, Social Responsibility Research Network (Osuji); International Mental Diversity Network (Lindsey); Ius Constitutionali Commune at the Max Planck Institute Heidelberg (Sandoval); Global Access to Justice Project (Maranlou regional coordinator); Global Business and Human Rights Scholars Association (Van Ho co-President); UACES collaborative research network on financial accountability in the EU (Vogiatzis).

We partner with the Geneva Academy of International Humanitarian Law and Human Rights to co-organise annual conferences on current humanitarian challenges on current humanitarian challenges, which alternate between the UK and Switzerland. The conference participants include a combination of international practitioners and academics and ECRs and PGRs are provided with valuable opportunities to present their research and expand their networks.

The School invites visiting fellows through its own and the HRC's research fellowship schemes and regularly hosts academics under the University's visiting **international fellowship** scheme. For example, during this REF cycle the School hosted six fellows from Colombia who enriched our research environment through participating in research events and cluster meetings and running career events for PGRs. Consolidating our public law expertise, we have a well-established agreement with Japan's Federation of Bar Associations to host one-year funded research fellowships in public law, with scholars selected from across Japanese universities (Professors Tanaka Takakuzu (2015), Akitomo Hayashi (2018), and Hideo Horasawa (2018-2019)) who contributed to our Public Law Cluster. The HRC's vibrant longstanding 'fellows' scheme brings to the School a wide range of local and global experts for talks, conferences and collaborative projects.

An important **example of successful international collaboration** is Murray's work with Amnesty International and five universities, facilitated through the School's Human Rights Clinic, which obtained the *Times Higher Award for International Collaboration of the Year* (2019). The judges were '*incredibly impressed with the nature of the partnership, how it led to an impressive network of student investigators, and how it has delivered and continues to deliver data-driven evidence that can be used to prosecute war crimes...*'

The success of our external durable collaborations is also evident in our **externally co-authored REF2 publications** including Lubell, Murray with Deeks (Virginia); Marique with Van Garsse (Hasselt); O'Mahony with Doak (Nottingham Trent); Willett with Howells (then City University HK) and Twigg-Flesner (Warwick); Sandoval with Murray (Bristol) and Leach (Middlesex) as part of a collaborative ESRC grant. Most of our larger grants (section 3) involve external collaboration.

4.2 Interaction with key research users and wider contributions to the economy and society

We place the highest priority on translating our research into practice and encouraging colleagues to **engage with a range of stakeholders in state organs** (eg governments and state militaries, such as UK Foreign Office, US West Point, Norwegian Military, NATO military legal advisors), **civil society organisations** (eg. REDRESS, Amnesty International), **international organisations** (UNHCR, ICRC, OHCHR), **regulators** (Ofcom) and **legal professionals** (judges, law firms).

In this period Shaheed has been **UN Special Rapporteur** on Human Rights in Iran (to 2016) and the UN Special Rapporteur on Freedom of Religion (2016-). His role is supported by WAM time. We also significantly assisted Dr Pūras' delivery of the UN Mandate on the Right to Health (2015-2020), by obtaining OSF funding (Hunt), and providing extensive intellectual input into Pūras' ground-breaking reports to the UN, in particular on mental health-related issues (especially Hunt and Hannah). We also organised expert and stakeholder feedback workshops that fed into these reports.

Colleagues are encouraged to take up **responsibilities outside academia** to sharpen their academic views, create and solidify networks and influence policy and practice. An important example is Woods's membership of the Code Committee of IMPRESS and of the Automated Number Plate Recognition (ANPR) Advisory Committee (from 2015). In November 2020, in a letter congratulating her on the award of an OBE in 2020, the Surveillance Camera Commissioner that: 'Your contribution [to the ANRP Advisory Committee] ran through my intervention at the Court of Appeal in *Bridges v South Wales Police* and I believe you can see that advice reverberate through that judgement.' Other evidence includes: Casla's trusteeship of HEAR, London's human rights and equalities network (from 2018); Hampson's membership of the UN Commission of Inquiry on Burundi (from 2016); Hunt's appointment as Chief Human Rights Commissioner in New Zealand (from 2019); Ferstman's membership of the Council of Europe's Expert Council on NGO Law (from 2018); Hulme's appointment as Chair of the Peace, Security and Conflict Specialist Group at the International Union for Conservation of Nature (2019); Lubell's appointment as Rapporteur of the International Law Association's Committee on the Use of Force (2010-2018); Nicolson's appointment as consultant to the African Prisons Project (2017); Sunkin's service on the Expert Panel on the Overarching Evaluation of HMCTS programme of court reforms (2019-); and Willet's appointment to the EU Civic Consulting team to review the effectiveness of various EU consumer law directives (2018).

Our **engagement with policymakers** is evidenced through colleagues having been appointed as special advisors to Parliamentary committees and other governmental, intergovernmental or related bodies: in 2018, Nicola Sturgeon appointed Hunt to her Advisory Group on Human Rights Leadership; Peers was special advisor to a House of Lords sub-committee of the European Scrutiny Committee on a security treaty post-Brexit (2018); Sunkin has been a legal advisor to the House of Lords Constitution Committee (2014). Other colleagues have been invited to give oral evidence to parliamentary committees, including Sunkin's evidence to the Joint Committee on Human Rights concerning its inquiry into the effect of the government's review reforms (2014) and Casla's evidence to an ad hoc committee of the House of Lords on the right to food (2020). Sallavaci joined a Home Office led initiative (May 2018) including a working group that aims to tackle dangers posed in the UK by Albanian organised crime and by illegal immigration.

We organised IAA funded training sessions on identifying and **responding to consultations and calls for evidence**. As a result, many colleagues have been cited in parliamentary reports. For example, Ferstman submitted written evidence to the UK Parliament Defence Committee inquiry on statutes of limitations, which was cited in the Committee's final report on the matter (HC 1224, 22 July 2019, para. 137) and in several subsequent parliamentary group and NGO submissions; Konstadinides' written evidence (with O'Meara, Surrey) to the House of Common's European Scrutiny Committee on Parliamentary Sovereignty and scrutiny of the UK's renegotiation of EU membership (2015) was cited in its 14th Report of Session 2015–16. Willet was cited in the Brexit and Consumer Protection inquiry (HL Paper 51, 2017).

A specific example of our engagement with research users that benefited both our research environment and society is Willett's service as a Director of *Which?* and member of its Consumer Policy sub-group (2014-2017). This enabled Willett to use his research on fair commercial practices and standard terms to shape the *Which?* super complaints that led directly to (i) the Rail Regulator requiring train operators to improve consumer access to compensation for delays and other service problems; and (ii) the Financial Ombudsman Service being required to compensate consumers for fraudulent bank push payments. Through co-teaching, mentoring and cluster activities, the resulting research expertise and networks were shared with other colleagues. In 2016, Willett's and Fejos' (ECR) research on EU consumer law contributed to the Fitness Check on EU consumer law for the European Commission (Willett as a lead author, Fejos as a country reporter). The recommendations of the Fitness Check led directly to important reforms to modernise the law and improve consumer protection e.g. against unfair terms and practices.

Another powerful example is provided by Woods' research advocating a new duty of care approach to the protection of children from harm on the internet, resulting in several REF2 publications. Her research proposal, developed through her engagement with the Carnegie UK Trust, was adopted by the Labour Party's Manifesto, and has influenced Government policy in the Online Harms White Paper (April 2019). Reference to the Online Harms work was included in two Queen's Speeches and in June 2020 the government confirmed its intention to implement the recommendations of the research in a Bill to be introduced this parliamentary session. Woods was invited to give oral evidence to the inquiry of the House of Lords Select Committee on Communications into Internet Regulation (24 April 2018). Her evidence was cited in its report and also by the Science and Technology Committee in January 2019 when it strongly recommended the duty of care as set down in the research.

Her support of the HM Open Innovation Team's work on the ethics of location data with the Geospatial Commission was recognised in a letter from a senior policy adviser to the Team who wrote that: 'Your expert perspective strongly influenced the conclusions we reached in the rapid review report we produced as a result.'

A strong example of impact on society created by an ECR is Lindsey's work on the Court of Protection (CoP). As a result of her research, she was asked by a Working Group on mediation in the CoP for advice on a new mediation scheme in the CoP which launched in September 2019. Her recommendation, that participation of the person at the centre of the CoPs decision (P) in any mediations needed to be facilitated, was incorporated into the now approved scheme. Lindsey was then asked by the Working Group on mediation and the Court of Protection to carry out the formal evaluation of that mediation scheme from October 2019-2020. She also organised an IAA funded workshop in 2018 that proposed an amendment to the Mental Capacity (Amendment) Bill which suggested a presumption that P give evidence in CoP proceedings. Inclusion London (with whom Lindsey worked on the amendment) lobbied for this recommendation and an amendment to the Bill was tabled by Baroness Thornton and discussed in the House of Lords on 22 October 2018. While not accepted, Lindsey's work played a significant role in placing this issue on the agenda.

With IAA funding, the Essex Business and Human Rights Project (EBHR) hosted two expert stakeholder workshops on human rights impacts and liability in supply chain contexts, triggering longer-term collaboration with the European Center for Constitutional and Human Rights ('ECCHR'). EBHR expertise fed into ECCHR litigation in the German Kik case, the publication of an open access legal guide on corporate accountability in supply chains, and REF2 publications co-authored with ECCHR colleagues. The collaborative work shaped aspects of NGO advocacy and campaigns (CleanClothes, ECCHR, CORE Coalition) and EBHR was invited to provide legal advice to lawyers requesting leave to appeal in the UK Supreme Court case of *Okpabi and others v Royal Dutch Shell Plc and another* (UKSC 2018/0068), which was granted.

Our research has also significantly **benefited parties to litigation and courts**. For example, at the European level, Karatzias and Vogiatzis' publications were cited by, and shaped the views of, AG Bobek in Case C 418/18 P, *Puppinck and Others v Commission*, EU:C:2019:640 (2019, [47; 115]),

in the first case to examine the Commission's discretion regarding the European Citizens' Initiative. Konstadinides' research was cited by AG Tanchev in Case C-414/16 *Egenberger* (2017, [48]). The European Court of Human Rights cited Vogiatzis' work in *Obote v Russia* (Application no.58954/09, 2019 [23&35]) and Nikolaidis in the Concurring Opinion in *Ratzenböck and Seydl v. Austria* (Application no.28475/12, (Fifth Section 2017). Our work has also been cited by domestic courts including the UK Supreme Court (*Michael and others* [2015] UKSC 2 [185]); the Colombian Constitutional Court (Michalowski (C-080/18 2019 [4.1.6.3], and Sandoval T-718, 2017 [204]); and the Supreme Court of Israel (Abraham (ECR), HCJ 781/15 *Arad-Pinkas v The Surrogacy Agreements Committee* (Nevo, 27/02/2020).

At the international level, Palacios Zuloaga (ECR) presented an amicus curiae brief on the right to safe and legal abortion before the Chilean Constitutional Court in 2017. The Chilean Minister of Women's Affairs and Gender Equality thanked her for 'demonstrating that there are good and solid legal reasons for Chile to remove itself from the group of six countries in the world that criminalise all forms of abortion with no exceptions. ... I sincerely believe that Chile is now a country that is more fair, equal and dignified for women and girls thanks to the work that was done.' Casla, together with ESCR-Net and eight human rights organisations from different countries, presented an *amicus curiae* brief on the exclusion of informal settlements from the official census at the Mexican Supreme Court (2020), with the Court endorsing their argument.

Colleagues have been appointed as expert witnesses in court cases, eg Sandoval in the *Bemba* case before the ICC (2017) and in the *UP v Colombia* and *Jineth Bedoya and Other v. Colombia* cases before the Inter-American Court of Human Rights (2019). Ferstman's intervention before a Turkish Penal Court on behalf of leading human rights defender Sebnem Korur Fincanci in 2019, contributed to the Court's finding that Fincanci be acquitted.

Gilbert was invited by UNHCR to assist in the preparation of the *2018 Global Compact on Refugees*. His IAA supported work, including his participation in the formal consultations, and contribution to and comments on all drafts, significantly influenced the text adopted by the UN General Assembly and resulted in REF2 publications.

Colleagues also provide training to different non-academic bodies. Notably, the UK FCO, the UK Army Legal Services, the RAF Legal services, and NATO invited Lubell to present on topics such as military uses of artificial intelligence, cyber operations, resort to force, and investigating violations. Waschefort was contracted by the Max Planck Foundation for International Peace and the Rule of Law to design and deliver a training course on Economic, Social and Cultural Rights to the Afghan Independent Human Rights Commission. Willett provided training to *Which?* senior staff on the legal framework of consumer protection and to Competition and Markets Authority staff on their powers to act against unfair contract terms.

The Law School holds regular **public lectures**, including a practitioner sponsored annual lecture on topics reflecting the research interests of the school as well as current legal challenges. Recent lectures include 'Miscarriages of Justice- Who Cares?' by Henry Blaxland QC (2015); 'Codifying Sentencing: the Law Commission's Vision' by Prof David Ormerod QC (2016); 'Who are we? Hate, hostility and human rights in a post-Brexit world' by Martha Spurrier (Director of Liberty) (2017); and 'The Future of Legal Services' by Richard Susskind OBE, FRSE (2018). The School also hosted the SLS Centenary Lecture in 2018 given by Baroness Hale, then President of the UK Supreme Court. The HRC also hosts an Annual Lecture Series, with sponsorship for António Guterres lecture in 2016 being provided by Freshfields Bruckhaus Deringer.. External research funding also supports a number of other events, eg the HRBDT launch at which Ambassador Eileen Donahoe (former US ambassador to the UN Human Rights Council) spoke was funded by the British Academy.

4.3 Engagement with diverse communities

Our research involves and benefits diverse communities. For example, Hannah's work with the UN Special Rapporteur on the Right to Health included marginalised communities not traditionally

engaging with the UN, such as survivors of the psychiatry movement and trans and intersex activists, and involved them in drafting and reviewing UN reports on mental health related issues. As UN Special Rapporteur of Freedom of Religion, Shaheed's consultations with Jewish communities in different parts of the world led to the first UN report on antisemitism (A/74/358 September 2019), received as ground-breaking by Jewish communities and resulting in a significant shift in the way the UN Secretariat is addressing antisemitism. In 2019, Shaheed, together with the Ralph Bunche Institute and support from the Human Rights Clinic, conducted a number of consultations with members of LGBT+ communities and advocates of 42 countries. The resulting reports contributed to his UN report on gender equality and religious freedom (A/HRC/43/48, 2020).

Sandoval has been working with victims of sexual violence, including members of the LGBTQI+ community, and her research assists REDRESS and the Global Survivors Fund with securing reparation for them. She has also carried out field work with highly vulnerable victims, most of whom are migrants trying to reach the US, to include their voices in a report claiming reparation from Mexico for the massacre of 49 persons (2018-2020).

UNHCR asked Gilbert to engage with field operations regarding the political participation of refugees in their country of nationality, work which facilitated support to refugees hosted in Lebanon (Syrians), Syria (Iraqis), DRC and Rwanda (Burundians), and Thailand (Burmese/Myanmarian) in 2018/2019 to participate in electoral processes. Engagement with asylum-seekers in the UK assisted him in his role as special adviser to the All-Party Parliamentary Group on Freedom of Religion & Belief vis-à-vis Home Office Guidelines on Refugees claiming persecution based on their religion. His work also contributed to making Essex a university of sanctuary.

4.4 Contribution to the sustainability of the discipline, interdisciplinary research, and responsiveness to national and international priorities and initiatives

Undoubtedly our most important contribution to the sustainability of the discipline is our investment in supporting PGRs, post-doctoral researchers and ECRs who benefit from our vibrant research culture and ample opportunities for training and collaboration to develop excellent research skills and design their own innovative and distinct impactful research agendas (section 2).

We also contribute to the sustainability of the discipline by producing excellent research that advances thinking in traditional areas of law, eg Stone's work on equity and the conscience, as well as ground-breaking research to respond to current challenges (e.g. Willett's work on 3d printing). Other contributions include serving on editorial and advisory boards, acting as reviewers of others' work, to name but a few.

We take particular pride in our research that responds to emerging or intensifying societal problems, often through interdisciplinary collaborations – working with colleagues across most university departments. Many colleagues hold GCRF grants (fourteen awards in total, amounting to £166,000), including urgency grants, to respond through their research expertise to pressing international challenges that also, importantly, impact on the UK. This is exemplified by the Essex Transitional Justice Network GCRF grants to produce research, together with sociologists, political scientists and anthropologists mostly from the global South, to confront urgent accountability issues that challenge the Colombian peace process.

We have equally demonstrated, in particular in section 1.4 that interdisciplinary research is at the heart of our identity, with the research clusters and the various interdisciplinary research hubs of the HRC acting as important tools to enable interdisciplinary collaboration that, in turn, allows us to respond to national and international priorities. For example, as a member of the Essex Autonomy Project, Michalowski contributes to the multi and interdisciplinary Wellcome Trust-funded Mental Health and Justice project, together with philosophers, psychiatrists, neuroscientists and others. Sandoval engaged in interdisciplinary research as part of her involvement in the AHRC funded reparation project, involving, among others, obstetrician/gynaecologists and psychologists and resulting in joint academic and policy documents.

UKAJI's encouragement of inter-disciplinary work on public law has led to valuable collaborations with departments across the university including with the School of Health and Social Care on the accountability of the National Institute for Health and Care Excellence and with the Department of Sociology on strengthening the Victims' Commissioner for England & Wales' constitutional powers.

4.5 Indicators of wider influence, contributions to and recognition by the research base

A number of colleagues, including ECRs, hold **editorships** across a wide range of journals: Sunkin, General Editor of Public Law and Chair of its Editorial Committee (2011-2021); Karapapa, General Editor of *European Trade Mark Reports*; Gilbert, Editor in Chief of *International Journal of Refugee Law* (2002-15), co-Editor since 2019; Konstadinides, Senior Editor of Nordic Journal of European Law; Maranlou, Associate Editor of *Manchester Journal of Transnational Islamic Law & Practice*; Waschefort assistant editor of *African Yearbook of International Humanitarian Law* (until 2018); McGregor, Contributing Editor of EJIL Talk; Sunkin, member of the International Advisory Board of *Israel Law Review*; Wong, Assistant Editor for *Chinese Journal of International Law*. Membership of editorial boards include *Asian Journal of International Law* (Cusato); *Modern Studies in Property Law* and *Journal of Consumer Policy* (Fox O'Mahony); *Journal on the Use of Force and International Law* (Lubell); *Marchés et contrats publics*, *Central European Public Administration Review* and *Droit public comparé/Comparative public law* (Marique); *International Journal of the Legal Profession and of Legal Ethics* (Nicolson); *Cambridge International Law Journal* (O'Connor); *Law, Environment and Development Journal* (Ohdedar); *Business and Human Rights Journal* (Van Ho); *Journal of Human Rights Practice* (Waldorf).

Colleagues at all career levels act as reviewers for about 50 national and international journals across a range of subjects, eg *Cambridge Law Journal*; *European Journal of Criminology*; *European Journal of International Law*; *European Law Review*; *European Public Law*; *European Yearbook of Human Rights*; *International Journal of the Legal Profession*; *Journal of Business Ethics*; *Journal of Law and Society*; *Legal Ethics*; *Legal Studies*; *Medical Law Review*; *Northern Ireland Law Quarterly*; *Oxford Journal of Intellectual Property Law and Practice*; *Public Law*.

Examples of colleagues serving on peer review colleges and committees for **research councils** in the UK and abroad include Sunkin and Woods as members of the ESRC Peer Review Panel; Waldorf, Michalowski, Marique and Gilbert as members of the AHRC Peer Review College and Panel; Karapapa of the Medical Research Council. We have reviewed applications for ESRC (Michalowski, Sandoval), AHRC (Ferstman, Michalowski, Sandoval, Hulme), British Academy (Marique); Leverhulme Trust (Karapapa); Newton Fund (Michalowski); Oak Foundation (Sandoval). Moore serves on the SLSA research grants sub-committee.

Service on professional **advisory boards is integral to the School's research context**. e.g. Osuji is a member of the College of Advisers of Sustainable Finance (part of the Law and Stakeholders Network, funded by the ESRC); Sunkin served on the Advisory Group of the Immigration Judicial Reviews Project (Nuffield funded); Yilmaz was an advisory board member for an Horizon 2020 Airbus Defence and Space Cybersecurity (SeCollA) project; Woods served on Ethical Oversight Committees for FP7 funded projects and is currently on the legal advisory committee of the Digital Freedom Fund (DFF). Konstadinides sits on the Public Law Project's advisory panel on research methods and ethics. Jovanovic is an expert adviser on the AHRC and ESRC funded Modern Slavery Policy and Evidence Centre's project 'Transparency and Accountability for Modern Slavery in Supply Chains: Measuring Effectiveness and Assessing Impact.'

In the current REF period, a number of School researchers have benefitted from visiting **fellowships** and similar positions at academic institutions. As an example, Lubell, as Swiss Chair of International Humanitarian Law at The Geneva Academy of International Humanitarian Law and Human Rights (2013-2019), contributed extensively to international debates on the use of artificial intelligence for military purposes, the setting of international standards for investigating war crimes, the use of drones and the geographical scope of conflict zones. He is currently a Research

Associate in the Hebrew University's Cyber Security Research Center working on the regulation of brain computer interfaces and the attribution of cyber-attacks. Lubell's Visiting Fellowship (2017-18) at the Applied Physics Laboratory of Johns Hopkins University, resulted in a longer-term collaboration. ECR Jones was the Kathleen Fitzpatrick Visiting Fellow at the Laureate Program in International Law, Melbourne Law School (2019; Australian Research Council funded) and Visiting Fellow at the Institute for Cultural Inquiry (ICON) at Utrecht University (spring 2020). Gilbert is visiting professorial fellow at UNSW; Nicolson at the University of Rhodes; Woods has been Senior Associate Research Fellow at the Information Law and Policy Centre, Institute of Advanced Legal Studies since 2015.

Prizes: As indicated above the Times Higher Award for International Collaboration of the Year 2019 was awarded to Murray (see section 4.1). Essex was also shortlisted for the THES Arts, Humanities and Social Science Research Project of the Year (2019), for Woods and the Carnegie UK Trust's work on a legal framework to protect internet users. In 2016, McGregor won the Antonio Cassese Prize for International Criminal Law Studies. Marique's book, *Public Private Partnership and the Law*, was shortlisted for the 2015 Birks Prize for outstanding legal scholarship. In 2015, Shaheed was awarded the Global Leadership Award from the UN Foundation for his work on promoting human rights globally, but primarily in Iran, which was based to a large degree on work of the School's 'Human Rights in Iran Unit'.

The School supports participation in, as well as the organisation of, **national and international conferences**, including through our research support funding. Important examples of international conferences hosted at Essex during this REF cycle are the ILA British Branch Spring Conference (2015) and two international conferences organised in 2019 to celebrate the academic achievement of two emeritus professors, Professors Hampson and Leader, with panellists of the highest international calibre. We also hosted the Newton funded international conference on Ethics and Challenges in Chinese Financial Markets (2017).

Colleagues across all our research specialisms regularly contribute to international conferences and research events. For example, Gilbert was part of the 2017 Festival of Dangerous Ideas, organised by The Guardian, speaking on refugee protection at the Sydney Opera House. He also gave the Pufendorf Lecture at Lund in 2014. Nicolson delivered the keynote address at the International Bar Association conference 2018 on 'Profession under attack': impact of the changes in legal services on legal ethics'. ECRs: Van Ho regularly speaks at the annual UN Working Group on Business and Human Rights meeting. Wong was invited to give an inaugural lecture by Academia Colombiana de Derecho Internacional, hosted on the premises of the Special Jurisdiction for Peace (2020). Fejos was invited speaker at the Academy of European Law conferences in 2017 and 2019; Harwood at the Family Law Committee of the Law Society (2019).