

<b>Institution: University of Derby</b>
<b>Unit of Assessment: 20- Social Work and Social Policy</b>
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p><b>1.1 Overview</b></p> <p>Social Work and Social Policy at the University of Derby (UoD) brings together researchers from a range of academic subjects including sociology, international studies, criminology, criminal psychology, policing and socio-legal studies, within the School of Law and Social Sciences and the Social, Cultural and Legal Research Centre. The UoA sits within the wider College of Business, Law and Social Sciences (BLSS), which also hosts UoA17: Business and Management.</p> <p>UoA 20 represents a significant new development for the University in this REF period. Staff are located in the new purpose built One Friar Gate Square Campus in the City Centre which was opened in 2016 following a £3M investment. We aim to grow and support an inter-disciplinary research community that makes significant contributions to research, social policy and practice for a 'Better Society', locally, nationally and globally. We do this through a focus on four inter-related research themes: (i) Social policy, politics and social change; (ii) Crime, policy and society; (iii) Policing and investigation; (iv) International justice and legal ethics.</p> <p><b>1.2 Developments since 2014</b></p> <p>Of the 35 staff (32.8 FTE) in the UoA, only six (4.6 FTE) were returned in 2014 to two different UoAs (UoA20: Law, and UoA36: Communication, Culture and Media) at UoD. The remaining 29 staff (28.2 FTE) represent a significant investment in research capacity. The current submission represents a substantial trajectory of progress in the establishment of a new staffing base, support infrastructure, and the realisation of outputs, impact and income from a 'standing start', following the creation of the School for Law and Social Sciences in 2016 and the appointment of <b>Nunn</b> as Research Director at the end of 2016 and subsequently of senior research staff, including <b>Pease, Farrall, Yusuf, Moss, Huang</b> (UoA17), <b>Best</b> and <b>Kemp</b>.</p> <p><b>1.3 Strategic Aims</b></p> <p>Research in the College of Business, Law and Social Sciences is organised under two strategic themes: '<i>Better Business</i>' and '<i>Better Society</i>', with a <i>shared commitment to conduct research that makes a real difference in our local area and region, across the UK and in the wider world</i> where we have a growing network of collaborations and partnerships. Our core strategic aim since 2016 has been to establish a staffing base and supportive infrastructure for research. This has involved significant investment, the development of facilities and research culture. With these elements now in place, we aim to develop research which informs policymaking, shapes best practice and leads intellectual debates for a '<i>Better Society</i>'. The University's Strategic Framework emphasises a commitment to the locality of Derby and Derbyshire, and a strong cross-cutting focus of this UoA is to have a progressive social impact on social policy and practice locally, while recognising that this means leading on intellectual debates globally.</p> <p><b>1.4 Current Priorities</b></p> <p><b>(a) Social policy, politics and society</b></p> <p>A significant priority within this theme is the <i>political and social construction and impacts of inequality</i>. <b>Farrall, Gray</b> and <b>Jones</b> have an advanced understanding of the long-term political construction of a society that tolerates increased levels of inequality. Their research (3 ESRC grants, c£1M value, the latter delivered at Derby) on the long-term legacies of Thatcherism has traced the 'sunken' outcomes of social and economic policies relating to housing, schooling, the economy and justice on both UK society and the lives of individuals. This work has developed a novel approach to researching, exploring and assessing political legacies. <b>Nunn</b> has also focused on the political economy underpinnings of inequality in the UK, Europe, and internationally. <b>Lee's</b> research has expanded our understanding of the ways that institutional structures affect the construction and reproduction of gender inequalities while <b>Masters</b> assesses the inequalities in accessing institutions of foreign policy decision-making and the gap between domestic</p>

constituencies and the political elites. **Brocklehurst's** research uncovers inequalities in the representation of children and has been central to an increased focus on children in International Relations. **Tkaczyk** explores gender differences in homicide and violence. **Best** led a National Institute of Health Research funded European collaboration containing a work package reviewing the impact of policy change on addiction recovery pathways in England, Scotland, Belgium and the Netherlands (completed in December 2020, total value of €750,000 over 3yrs). Further ESRC funding has been secured for a follow-up study assessing the impact of COVID and lockdown on recovery pathways (£131,248).

The second significant priority within this theme has been research on ***discrimination, community cohesion and inter-community dialogue***. **Weller**, **Wilson** and **Henry** work on various aspects of community cohesion and inter-faith dialogue and religious discrimination.

**Weller** has continued to deepen understanding of religious discrimination and to better understand contemporary populism (REF3, 20-2). **Wilson** advances understanding of White Nationalism and apocalyptic ideology and **Henry's** forthcoming monograph is a major step forward in understanding institutional responses to populism and extremism. The recent addition of **Rafferty** has strengthened this focus. Her award-winning PhD research advances understandings of 'on the ground' conflict resolution practices in situations of inter-community conflict and the deployment of research methods in these circumstances. **Lennon's** research on cultural and religious conflict focusses on how collective social identities are produced through cultural phenomena and media debate, including satire. **Belcastro's** research on intra-state conflicts explores the interaction between external actors and the domestic drivers of conflict. **Kerr's** innovative use of evolutionary theory to understand political and social institutions has shone new light on state-building and nationalism.

The third priority in this thematic area reflects how ***policies and institutions affect vulnerable or disadvantaged groups, helping to reinforce or mitigate social harm***. The addition of **Moss's** research on homelessness significantly strengthens our capacity. Her European Commission-funded research into female homelessness across Europe has advanced knowledge and understanding of how homelessness impacts women survivors of domestic abuse. Her research on the history and context of the control of public spaces has advanced understanding about the victimisation of, and public policy response to the homeless. Her research into homelessness in HE was supported by the British Academy/Leverhulme and represents the first UK study into this social issue, establishing that this is a more significant and far-reaching social problem than imagined.

**Best's** research on addiction recovery and reintegration focuses on practical interventions to support excluded and vulnerable groups. Further, in projects with Aboriginal young offenders in collaboration with the Australian National University, he has developed the concept of 'Justice Capital'. **Best** is also funded by a treatment agency in New Zealand, Odyssey, to provide partial funding for a PhD student and to support work on recovery capital in Maori and Pacific Islander populations (\$NZ10,000 per annum). **Cherkassky** focusses on the rights and treatment of unborn fetuses and, more recently, unconscious sperm donors. **Sekol** focuses on bullying among incarcerated women and children. Furthering our inter-disciplinary approach, the recent additions of **Ekhator** and **Oriola** within the Law team also bring expertise on the legal promotion of Women's rights in Nigeria and communities experiencing environmental degradation and the rights of Indigenous peoples. This adds to expertise developed in this REF cycle by **Hargreaves**, **Dodsley** and **Nunn** on the local dynamics of social harm and the role of frontline service delivery in promoting 'contingent coping' among vulnerable communities, including families receiving support from the Troubled Families Programme and Looked After Children. This research has also focussed on nationally important social problems which have local resonance. Derby is marked out by the government as a 'Social Mobility Cold Spot' and is a designated 'Opportunity Area'. Research by **Hargreaves**, **Nunn**, **Dodsley** and **Bowers-Brown** (UoA23) has sought to unpick local dynamics in relation to inter-generational inequalities and to utilise this understanding to support local initiatives to mitigate inequalities and promote a more equal society. Further, **Best** is leading a new research collaboration with Derby County Community Trust (Team Talk) on supporting depressed and socially isolated men.

Research in this thematic area has placed a significant priority on the **application of our research to real world social problems** at multiple scales. Internationally our research has had significant impact. **Nunn's** research on testing the International Monetary Fund's rhetorical commitment to inequality was substantively utilised by Oxfam in their campaigning work (Mariotti et al, 2017) on international inequalities and the Fund itself saw fit to respond to it (Gavira, 2017). **Weller's** work was taken up by the Office for Democracy and Human Rights to promote practical strategies to contain anti-Semitism (REF3, 20-2). **Lee** was actively involved in the translation of research including her own as part of the President's Commission on an Ageing Society to develop a proposal on reshaping care provision in South Korea. **Brocklehurst's** research is informing the development of the International Baccalaureate curriculum. **Nunn's** research on labour market institutions substantively influenced the development of European Commission guidance to its member states and has structured policy advice from the Inter-American Development Bank (IDB) to member states in the Latin American and Caribbean regions.

Nationally, **Ferrell's** research on Thatcherism has led public debate on understanding how societies change, and the role played by politics in this, as well as being a learning tool for those studying social science A levels. Building on previous award-winning films ([Generation Right](#)) created before joining UoD, this has culminated in a new film ([Society, Politics and Change: Exploring the Legacy of Thatcherism](#)) aimed as a teaching resource for those teaching A levels in politics, sociology and history. This research has attracted much media attention and the grant culminated in a workshop held at the British Academy in February 2020.

#### **(b) Crime, policy and society**

Research on crime and society has placed a specific emphasis on the ways in which the **social structures and individual agency interact to create particular life course pathways**. Building on his earlier [Leverhulme Trust](#) funded research, **Farrall's** research on desistance from crime has explored the roles of probation supervision and other social and economic influences on why people stop offending. **Best** takes a similar approach to understanding recovery from addiction, developing **Farrall's** insight in this specific context to introduce the notion of 'recovery' and 'justice' capital. **Dodsley** borrows from **Farrall's** research on desistance to combine this with innovative visual arts methodologies with young people about their fear of crime. **Patton** explores and deepens our understanding of normalisation in drugs research and develops **Farrall's** research on primary and secondary desistance in innovative work using inmates' diaries.

**Best** and **Farrall's** research has contributed to both academic and practitioner perspectives on reform following involvement in crime/substance use and has been employed widely in practice settings. The treatment model in Odyssey's residential rehabilitation unit is based on **Best's** 2014 and 2019 books on addiction recovery pathways. In 2017, **Best** conducted a national Masterclass in Rotarua, New Zealand, to teach addiction professionals about practical ways of supporting recovery processes. The Social Networks and Recovery (SONAR) study has been the central academic plank for the Association of Therapeutic Communities for Australia (ATCA) for their 2018 and 2019 conferences. **Best's** Family Connectors programme developed at HMP Kirkham is not only being rolled out in three other UK prisons but also in Hassalts prison in Belgium. This has resulted in a Families and Community Connectors Working Group convened by HM Prison and Probation Service.

A further priority in this thematic area has been a focus on **understanding the motivations behind crime and particularly the interaction between structural, circumstantial and agential factors**. For instance, **Ganpat** has developed insights into the processes and factors which shape murder rates whilst **Sekol** has explored the processes associated with bullying at the individual and institutional levels in the only empirical study of care-homes in Croatia. **Sekol** also completed a significant systematic review (with Farrington, Cambridge) of prison crowding and bullying. **Abreu** and **Tkazky** have advanced our understanding of crime scene patterns, criminal behaviour and psychopathology. **Bergstrom's** collaborative research also with Farrington has investigated and developed our understanding of the links between personality traits and disorders and violence. **Page's** research on psychopathology expands our understanding of gendered differences in criminality, criminal and bullying behaviour, including in relation to arson and sexual

harassment. Taking a more structural approach to understanding violence, **Cayli's** innovative historical and contemporary research investigates the sociology of violence, expanding understanding of how it emerges from social inequality with consistent characteristics in different social and temporal contexts.

Research in this thematic area also focusses on the ***experience of victims of crime***. **Pease's** research on modelling and predicting victimisation is world-leading and continues to develop theory and understanding, including in relation to different types of crime and the crime drop. Understanding the crime drop also features in both **Farrall** and **Ganpat's** research. **Farrall's** research on the crime drop locates this in wider political changes. Further, **Ganpat's** recent research with collaborators at Nottingham Trent University reveals previously unknown inequitable patterns in stranger violence, highlighting the need to better understand different forms of victimisation.

Our research on crime and society has ***real world application and benefit***. **Best's** partnership with HMP Wymott has been recognised by the Ministry of Justice leading to his invitation to be a part of their expert advisory group and to Wymott being nominated as a trailblazer prison. The research on family connectors in prison has also been recognised as innovative practice by the Head of Reducing Reoffending at the Ministry of Justice. **Best's** measurement tool – the REC-CAP has been embedded into routine practice in the first UK recovery prison, HMP Holme House, and his strengths-based research has been highlighted by HMI Probation in the second of their Insights series in 2019. **Best** is also supporting international take-up of REC-CAP; for instance, by the Massachusetts Probation Service and CARE drug court with support from the National Institute of Drug Abuse, and the University of Stockholm and Florida Association of Recovery Residences (FARR) are applying it as an outcome indicator in treatment services.

### **(c) Policing and Criminal Justice**

We are one of the leading national centres of police training in the UK and our research informs this curriculum. **Bull** and **Pease** lead in this area, alongside **Hodgson**, **Moss** and collaborations with others. **Pease** is widely known as a leading scholar of police practice. His research on repeat victimisation, predictive patrolling and self-selection policing has shaped police practice nationally and internationally. Collaborations (with UCL, Leeds and Huddersfield) involves the development of artificial intelligence approaches to crime-resistant dwelling design, optimal patrolling strategies and models of demand for police services. The use of repeat victimisation research as a means of priority setting in policing has enjoyed a resurgence in the last two years and is at the Centre of the Home Office's 'Safer Streets' initiative. **Moss** recently completed research on police disciplinary processes and the mental health of police officers, with support from **Pease**. This was funded by the Police Mutual Assurance Society (£15,000). The research is being used to support the introduction of time limits on disciplinary cases.

**Bull's** research on police and wider investigative interviewing is demonstrably world leading. His research since 1990 has encompassed more than 100 outputs developing further understanding and implementation of the PEACE method of investigative interviewing and the ways that both suspects and offenders respond to police practice (REF3, 3-1). Having developed the PEACE model, **Bull's** research informs police practice throughout the UK but also in many other countries such as the USA, Canada, China, Norway, Sweden, Japan, New Zealand. His research is being used to develop the UN's Universal Protocol on investigative interviewing as part of multilateral efforts to reduce torture and to strengthen the security and integrity of criminal convictions. **Hodgson's** research on Body Worn cameras and police practice (funded by the Police Knowledge Fund) offers insights into the realities of policing, charting the hopes and fears of police officers during the introduction of new technologies.

### **(d) International justice and legal ethics**

Research within this theme has focused on ***challenging issues in transitional justice and conflict transformation, international criminal law, international regulation and legal ethics***. Focussing on Northern Ireland, **Rafferty** is breaking new ground in understanding the factors that encourage or deter people in post-conflict societies from engaging in reconciliation processes. Her



research explores psychological and sociological barriers that discourage locals from moving towards reconciliation in post-conflict societies. **Ekhator's** research on international environmental law and natural resources governance has made important contributions to the nascent study of African Union law.

**Yusuf's** award-winning research on *transitional justice* has charted new ground on the need for judicial accountability as a critical but much elided aspect of transitional justice in societies recovering from a troubled period. His research on Commonwealth constitutionalism has drawn attention to the continuing and powerful influence of colonial law in an era of (post) decolonisation and Brexit. Moreover, his research on the regulation of transnational corporations has contributed to the case for a shift from voluntary to enforceable accountability.

As with other themes, our research in international justice and ethics has a significant *applied focus and has achieved impact*. **Ekhator's** research has been cited by the United Nations Development Program (UNDP) and the Immigration and Refugee Board of Canada. **Yusuf's** work has been taken up Her Majesty's Government of Gibraltar (HMGoG) which appointed him as an Expert Adviser and Legal Consultant on Constitutional Review (2016 to date). He was also appointed as a Research Consultant by the Centre for the Study of Violence and Reconciliation (CSVR, South Africa) for a twelve-country, three-year comparative study of transitional justice in Africa (2016-2019) and contributed to the African Union's Transitional Justice Policy. The recent recruitment of **Kemp** has strengthened our capacity in this area. His research on the material, jurisdictional and procedural aspects of the crime of aggression is recognised by his peers and judicial officers of the International Criminal Court (ICC) for its impact on ICC practice.

#### (e) Methodological innovation

In addition to these subject priorities, capacity building in methodological development has also been a central priority. The need to strengthen *quantitative methods* was central to the appointment of **Abreu, Best, Farrall, Gray, Jones** and **Pease**. This has strengthened our expertise in specific software (e.g. in R: **Abreu/Jones**) and techniques such as structural equation modelling (**Farrall/Gray**), Age-Period-Cohort analyses (**Gray**), longitudinal research methods (**Best/Farrall/Gray/Jones**), times series modelling (**Pease/Gray**), secondary data analyses (**Farrall/Gray/Jones/Pease**) and survey design (**Farrall/Best/Gray**). **Jones** has added specific expertise in spatial and simulation modelling, spatial-microsimulation, spatial data manipulation and visual presentation of data, utilising very large-scale datasets and GIS mapping. **Sekol** has contributed to the already strong expertise on the use of psychometric scales (**Bergstrom**) and colleagues returned in UoA4 (**Spenser/ Fido**). **Pease** has developed the use of Bayesian statistics in police research and translated this into practice. **Sekol** has also contributed to our systematic review capacity.

Methodological development is also *conceptual* and *qualitative*. Supported by PhD students and external collaborators, **Best** has been developing a method of recovery capital mapping that is linked to social identification assessment and asset-based community development as a model for strengths building. This is currently being tested in the US, New Zealand and the UK. Further methodological capacity-building has focussed on the *interaction between arts and social science*. The recruitment of **Dodsley** added to our capacity in this area and he has subsequently worked with **Nunn, Hargreaves** and **Turner** to develop a programme of work with cultural partners in urban spaces. They have explored the scope for art as a methodological tool for data capture and co-creation of research data through participatory arts activities. Working with **Gray**, he has contributed to the use of visual data in criminology.

**Rafferty's** research on community conflict in Northern Ireland has also led to methodological innovations. Her reflections on research in these contexts offers considerable guidance to other researchers approaching sensitive topics related to their own identity and positionality in the community. **Lennon's** use of critical discourse analysis has also explored researcher positionality with innovative research highlighting and documenting the different ways that researchers define meaning from qualitative exploration of interview data.

**Kemp's** research with political scientists and media studies experts resulted in an innovative analysis of the domestic impact of the decisions and judgments by international criminal tribunals in the Balkans and Africa, prior to joining UoD. His appointment will contribute to grant capture and further innovation going forward.

### 1.5 Future Direction

Our priorities for future development are set out in our College *Better Research Strategy*. In summary they include:

- a) **Support for our thematic research focus and investing in strengths**, establishing research groups and collaborations, with professorial leadership.
- b) **Supporting and retaining talent** including targeted support for research and promotion/career development.
- c) **Establishing a stronger PGR community** through an escalator model taking promising UG researchers through PGT, Doctoral studies and into post-doc positions in support of our research themes.
- d) **Promoting equality and diversity**- investment and targeted support will be aligned to the need to promote greater equality and diversity, particularly in senior research positions.
- e) **Growing external research income** via a coordinated and targeted approach linked to HR systems (e.g., workload management, mentoring and Development and Performance Review) and our thematic focus.
- f) **Development of a 'Regional Observatory'** using internal funds to establish systematic and regular social and economic data collection to create time series which can be used by researchers in UoA17 and 20. As part of the University's Civic University agenda this will support local stakeholders with decision making, service design and the development of strategies in relation to inclusive growth, social inclusion and the mitigation/reduction of inequalities (e.g. currently in relation to the Derby City Recovery Strategy and Poverty Commission).

### 1.6 Impact strategy

#### (a) Context

Impact is a strong focus for our researchers. It is central to our College research strategy and to the University's Strategic Framework to be an *Applied University of Today for Tomorrow*. Impact is now and will continue to be a major focus of our research strategy, beyond that highlighted in our current Impact Case Studies. Our impact work (i) Supports staff capacity (ii) influences public debate, (iii) shapes and informs policy, (iv) engages with practice and policy implementation and (v) delivered via our applied and 'real world' curriculum. Impact related work derives from our researchers but also operates in conjunction with colleagues whose main focus is teaching, including many former legal, law enforcement and social services practitioners.

#### (b) Approach to impact

The College Director of Research and College Professoriate oversee the development of the College Research Impact Strategy, focussing on the following:

**(i) Supporting researchers-** Our Researcher Development Programme (REF5a, 3.4.4) involves a series of training and development activities around impact which are open to all researchers. These include a focus on understanding impact and dissemination activities through to detailed training on developing policy briefs or working in collaboration with stakeholders. The 2019 Annual University Research and KE Conference was focused on knowledge exchange and impact. In addition, all staff have a professorial mentor, and their mentoring meetings involve a structured process which includes dissemination, partnerships and impact as specific topics to discuss. These discussions result in an updated research plan which includes these structured headings and influences workload allocation, target setting and the allocation of funding support. Impact related activities may attract all three for specific individuals and teams. Finally, our research support programme enables individuals to request financial support for research activity which included partnership development and dissemination. There is also central university support from QR funds (e.g., Global Challenges Research Fund (GCFR) as accessed by both **Masters** and **Nunn** during this REF window) that can be used for this purpose.

**(ii) Influencing public debate-** Understanding and influencing public debate is a significant impact pathway for our research. For example, **Farrall, Gray and Jones'** research on Thatcherism has sought to understand public opinion and the legacy effects of politicians, political ideas and ideologies at the same time as disseminating their findings to shape public discussion. This has involved generating films and undertaking a large-scale programme of public talks, outreach to schools, colleges and members of the public through festivals and public screenings. *Generation Right* has had more than 4,000 views. *Generation Right* is shown to pupils living in former industrial areas as part of their PSHE sessions and is used to provoke discussion about historical processes of change and their effects on contemporary society. It has also been shown to politics, sociology and history A level students to aid their learning on topics relating to Thatcherism and modern society.

As part of the new ESRC UKRI grant, **Best** and colleagues will be establishing a MOOC, a website and a blog to increase public and professional understanding of addiction recovery pathways. **Best** is also a co-founder of the College of Lived Experience Recovery Organisations (CLERO) who have submitted to the Dame Carol Black review of drug policy in the UK and subsequently presented directly to Dame Carol. The CLERO group is currently developing quality standards for Lived Experience Recovery Organisations across the UK, in part supported by a grant of £35,000 from the Big Lottery (managed by a voluntary sector partner).

**(iii) Shaping and informing policy-** We also focus on shaping policy. For example, **Gray** has submitted evidence to Parliamentary Committees on Universal Credit as part of a doctoral research project on the lived experience of Universal Credit. **Farrall** appeared before the Home Affairs Select Committee and gave written evidence to the French Ministry of Justice on desistance from crime and produced a commissioned paper on desistance for the US National Institute of Justice.

**(iv) Engaging practitioners and policy implementation-** A distinctive feature of this UoA is engagement with practice at a range of scales. **Hargreaves, Dodsley and Nunn** have worked collaboratively to shape practice at a local level around arts, sports, education and social mobility/inclusion as reported in the Impact Case Studies. This has been recognised recently in these projects winning *The Guardian's* 'University of the Year' award for social and community impact. This has been supported by a strategy of encouraging staff to engage with local stakeholders. For instance, **Nunn** was appointed to the Derby Opportunity Area Broadening Horizons Board, the Local Authority's Stronger Communities Board and the Coventry City of Culture Expert Technical Reference Group. **Moss'** research on student homelessness findings have been used by the National Union of Students who are supporting a bid for a national study and will be disseminated to practitioners and academics.

Regionally, our mix of academic staff which includes practitioners as well as researchers has enabled engagement and impact on policing practice. **Gray** was invited by Cleveland Police to contribute to the Serious and Organised Crime Working Group on young people involved in drug networks who have a dualistic identity as both offenders and vulnerable minors who are groomed/exploited by experienced adult criminals. She drew on the results of her study funded by the ESRC and the Youth Justice Board, supported by workload allocation to enable this. Both **Hodgson** and former practitioner **Blockley** attend the East Midlands Police and Academic Collaboration (EMPAC). **Hodgson** was one of the original members of EMPAC which has now become a consortium of all universities and police forces in the East Midlands. Its prime goal is to drive research and innovation to improve policing in the East Midlands and in 2015 was awarded circa £800,000 by the Police Knowledge Fund to undertake research projects which would seek to improve policing practice. **Hodgson** was also the Derby lead for the University of Nottingham led consortium (the Better Policing Collaboration), which was awarded circa £1.2M to undertake research on national policing practices and we hosted the 'Evidence Based Policing Society' and Regional Policing Research events.

Internationally, **Bull's** research on police and investigative interviewing has been taken up world-wide (REF3, 20-1). **Yusuf** was supported via time and expenses to undertake engagement with

the Chief Minister of Gibraltar regarding the dissemination of his report and engagement with the Parliamentary Select Committee on the review of Gibraltar's Constitution with the positive outcome that her HMGoG is committed to ensuring that engagement later this year. **Nunn's** research with the European Commission and Inter-American Development Bank has influenced the management and delivery of Public Employment Services across Latin America and Europe. He was also supported to have this impact using QR GCRF funding to visit Ecuador and Washington DC. These visits and the resulting policy advice resulted in a \$500k IDB non-repayable grant to support the development of the Ecuadorian Public Employment Service. **Lee** was supported *via* workload allocation and research expenses to undertake a series of visits to South East Asia to both undertake data collection and dissemination, helping her to secure a position on the South Korean President's Commission on Care. **Best** is a project advisor to the Centre for Court Innovation in New York, a trainer for the United Nations Office of Drug Control drugs and justice programme in Central America, a member of two PhD panels at the University of Ghent (Belgium), a National Institute of Health (NIH, US) Career Mentor for a K grant held by Emily Hennessy of the University of Connecticut, a research consultant at the University of Pittsburgh and a trainer and advisor for the US National Institute of Drug Abuse (NIDA).

**(v) Curriculum delivery and CPD-** Our focus on real world practice and an applied curriculum sees our research informing our and wider teaching curricular and CPD activities. **Brocklehurst** is supported through workload allocation to be a curriculum development consultant on the International Baccalaureate programme, enabling her to feed in her research on the representation of terrorism, terrorists and children in the curriculum. The H2020 TAToDPR project (**Nunn** and **Yusuf**) resulted in a Massive Online Open Course which has more than 7,000 learners.

The current REF period has seen the introduction of a requirement that new entrants to the police service should all have UG degrees. While there are multiple routes available to realise this, the task of designing curricula to confer applicable skills to trainee officers is central. At Derby, we are experimenting with, among other approaches, using the critical incident technique developed by **Pease** to identify events which new officers find most challenging to deal with. This will become even more important given the changes in policing, which will follow the Covid-19 pandemic. Our police training regularly attracts senior police officers from the Middle East and we have excellent links with the Dutch Police and several US forces. Each year policing students participate in a visit to the National Dutch Police Academy which includes an opportunity to participate in research seminars offered by academics based at the academy and in the current academic year serving Dutch Police Officers studied for a semester (ERASMUS) at the University on the undergraduate Policing and Investigation Programme. UG students are also offered significant practical field trips related to their studies (e.g., Criminology to the US, Sociology to Berlin, International Relations to London (embassies) and Geneva (UN), Law to the Hague (ICC)) which strengthens their and staff relations with practitioners. In 2018, the USA trip was awarded the British Society of Criminology Teaching Excellence Award. In 2017 and 2019 the University hosted a 'US Justice Conference' which saw several senior academics and practitioners from the USA deliver sessions on comparative justice to Derby students and local practitioners.

### **(c) Future plans**

We will continue to develop work in the three Impact Case Studies submitted at this REF. However, reflecting our staffing growth, we will integrate new colleagues' work into these and focus on additional impact work. For example, **Moss** and **Best** are already adding to our impact to local policy and practice change. **Abreu** and **Ganpat** are both working on new research and impact activities related to homicide and both **Tkazky** and **Sekol** are working on aspects of bullying in secure settings. **Best**, **Farrall**, **Gray**, **Lee** and **Nunn** are also working on various aspects of international impact in relation to practice and policy implementation and are collaborating on new research, including significant funding applications. We have been supporting **Brocklehurst's** work on the development of the International Baccalaureate curriculum which will be realised in the next REF window. Both **Henry** and **Allwork** (UoA34) are continuing to work on impact related to discrimination and extremism.



## 2. People

### 2.1 Investment

Since 2016 UoD has invested heavily in the growth of UoA20. This has involved the following:

**(a) Staff:** Since 2014 we have invested in staffing growth in social sciences. This includes a mix of senior staff as research leaders and more junior staff to build capacity and nascent research groups. Since 2017 when the UoA started to take shape, research leadership has been developed through professorial appointments of **Nunn** (December 2016), **Weller** (moved to this Unit in January 2017), **Pease** (2017), **Farrall** (2018), **Yusuf** (2019), **Moss** (2019), **Best** (2019), **Huang** (2020, UoA17) and **Kemp** (2020). We have also invested in ECRs over this period within our thematic priorities through the appointments of **Lee** (2015), **Cayli** (2016), **Bergstrom** (2015), **Belcastro** (2015), **Ganpat** (2017), **Dodsley** (2017), **Jones** (2018), **Sekol** (2019), **Abreu** (2019), **Lennon** (2019), **Page** (2019), and **Rafferty** (2020) many of whom completed their PhDs within this REF period. We also converted initially temporary research appointments into permanent positions for **Cayli** (2017), **Gray** (2018) and **Jones** (2020), demonstrating our commitment to supporting the development, retention, and career progression of talented researchers.

**(b) Research Support:** Around £375k of internal funds have been made available to support research in this UoA since 2014. This includes both pay for research administration and support, and non-pay costs for data collection, analysis and dissemination, including conferences.

### 2.2 Staff Development

Our approach to staffing is based around investing in all staff (early career and established) to ensure that they have every opportunity to build, maintain and increase their research profile. As we are a new university with a substantial practice-oriented teaching portfolio, the strategy also includes investment, staff development and mentoring to enable former practitioners to make the transition to SRR (e.g. **Hargreaves**). We have also supported staff to complete (**Wilson**, 2020, **Ita**, 2019, now at De Montfort) and commence PhD studies (**Cherkassky**).

To help staff manage their research effectively, a workload management system ensures that research-led teaching is optimised, by balancing teaching and administrative tasks with research. Formal research deployment focusses on research-active staff. However, former practitioners receive mentoring and a smaller scholarly time allocation for personal development to make the transition to research activity. All staff can apply for resources through a support fund (for fieldwork, workshop, impact and conference costs) and all staff have access to local mentoring support and through University-wide schemes (REF5a, 3.4.2). Deployment within the UoA is adjusted to ensure that ECRs are given extra support. For example, additional relief from teaching was focused on **Ganpat**, **Bergstrom** and **Dodsley** during 2018-19.

Staff development is undertaken at Unit level in four main ways:

**(a) Mentoring:** All staff are allocated a professorial mentor. Mentors meet with colleagues at least once per semester to create and iteratively revise an Individual Research Plan (IRP). The IRP structures a mentoring conversation in which progress since the last review is complemented by the establishment of new plans, with recourse to outputs, funding, dissemination, impact and exploitation of research in teaching. These discussions may result in the setting of formal targets which are passed to line managers for inclusion in formal HR processes such as the annual Workload Planning and Development and Performance Review process. The IRP also serves as the basis for all staff to apply for support through the research support fund.

**(b) Training:** Recognising the need to support ECRs, PGRs and former practitioners we have hosted the development of a new cross-University research training scheme, the MRes in Social Sciences and Humanities (led by **Cayli** and **Nunn**). The MRes operates via a series of taught modules and more than 30 annual research development masterclasses which all staff and PGRs are free to attend on a non-credit basis. Masterclasses serve a variety of functions: (1) to enable inexperienced colleagues to buddy-up with experienced researchers so that they can begin to co-publish/publish, (2) training on various methodological and theoretical research skills in hands-on sessions and (3) a series of personal development masterclasses focused on research

management, applying for funding, project management, conference presentation and writing skills. The MRes was developed during 2017, validated at the beginning of 2018 and ran from autumn 2018 onwards. In 2019 the PhD framework was adjusted to ensure that students progressing well on the MRes can switch to year 2 of the PhD programme, without collecting PGT credits, helping to support the PGR pipeline.

**(c) Culture:** All staff are encouraged to present outputs from research and scholarly activity in the weekly seminar programme and the annual University Research and Knowledge Exchange Conference. This assists ECRs and less experienced colleagues to gain experience before presenting at external conferences. It also enables less experienced colleagues to engage in debates with experienced researchers who also present and include both internal staff and visiting speakers.

**(d) Financial support:** All staff can apply for financial support for research activities. This is aligned with their IRP and termly mentoring. Financial support is typically used for conference attendance/dissemination but is also used for data collection, analysis and impact-related activities. This is available through multiple channels, at UoA level through a dedicated budget but also at College and University levels. Staff in the UoA are also encouraged to make use of University-wide schemes such as the ECR Forum, two different mentoring programmes, the Fellowship Development Programme, the Researcher Development Programme and the monthly Research Cafes (REF5a, 3.4). Staff in the Unit continue to contribute to the delivery of these programmes as mentors and our Masterclasses are a substantial component of the RDP.

### 2.3 Research students

Following strengthening of research leadership and staff capacity, developing the PGR community is now a core priority. We have also invested in six research studentships. Increased academic outputs and research income have latterly attracted (and supported) more PGR applications. Reflecting this, the PGR community in the College (UoA17 and UoA20) has grown to 64 in 2020-21, a very marked increase as can be seen from the completions data for the two UoAs.

Staff and PGRs are based in the dedicated Law and Social Sciences building in the City Centre. We have a separate PGR office and a staff social area that PGRs can access to enable the development of a community of researchers. Supervisory teams (Director of Studies and a second supervisor) are appointed for PhD candidates based on research expertise, track record and existing workload. Where possible, teams comprise both experienced and less experienced staff as a means of encouraging ECR staff to develop their research supervision skills alongside experienced supervisors. All staff with doctoral-level qualifications or who are research active are required to attend the University research supervision training course. Following this, they can join the pool of potential PGR supervisors but must have periodic refresher training. All PGR students are encouraged to participate in central initiatives such as the PGR training programme, regional doctoral network events and 3MT competitions. We have adopted the University's revised PGR framework and student progress is monitored at College level by the College Research Committee which meets six times a year.

The new MRes programme will produce a throughput of new research students from UG, PGT and into PhD-level study. The programme was launched in 2018-19 and by 2019-20 had fifteen registered students. All PGR students can access masterclasses available through this programme (n= 30 plus in 2019-20).

### 2.4 Equality and Diversity

The College and staff in the UoA support the University's Equality and Diversity (E&D) initiatives such as the Athena Swann, Race Equality Charter and the Stonewall Workplace Equality Index. Equality and Diversity is also a central concern Social Work and Social Policy at UoD, being a core focus of much of our research and the individual political commitments of many of our researchers. Internally E&D concerns shape several aspects of our strategy. All members of the internal and external quality review panels are expected to complete 'Unconscious Bias' training

prior to assessing the quality of outputs, following the UoD Code of Practice. The internal quality assessment panels for all outputs are structured to ensure gender representation.

We have made progress on E&D, recruiting two new female professors in Law and Social Sciences (**Huang**, UoA17 and **Moss**) and at all levels recent recruitment has increased ethnic diversity. However, the E&D data (Table 1) shows that much more remains to be done. Men are over-represented in the staff group overall and more so among those with Significant Responsibility for Research (SRR) and in senior research posts. This is a priority area for improvement. The staff group overall is diverse in terms of ethnicity, but this could be improved in more senior research roles and especially where intersections with gender are accounted for. Therefore, supporting promotion and progression for talented female and BAME researchers and a continued emphasis on diversity in recruitment, especially for senior roles are our priorities for the next 3-5 year period.

**Table 1: Proportion of eligible and SRR submitted staff by E&D characteristics (% FTE)**

	Submitted	Eligible
<b>Gender</b>		
Female	39	45
Male	61	55
<b>Disability</b>		
Disabled	0	<5
Not Disabled	100	97
<b>Ethnicity</b>		
Asian	6	<5
Black	9	7
White	76	83
Other	9	6
<b>Contract Type</b>		
Permanent	95	98
Fixed-Term	5	<5
<b>Age</b>		
25-34	15	12
35-44	43	34
45-54	27	34
55-64	13	19
65 +	<5	<5

Our College plan to promote E&D across the two UoAs is set out in specific time bound College level targets aligned to the Institutional Strategy. Key actions for the College are:

- Audit applications for research roles and shape adverts to attract diverse candidates.
- Celebrate the research of female researchers through marketing and web profile.
- To target support to ensure more women and BAME colleagues to apply for, and succeed, in internal promotions (to substantially reduce the gender gap in Associate Professor/Professor by 2023-4 academic year).
- To ensure gender parity in research outputs and internal quality ratings through targeted support.
- To ensure equality in workload allocation for SRR with regular monitoring and adjustment where necessary.
- To ensure gender balance in the next REF submission, through recruitment, targeted support and promotion.

### 3. Income, infrastructure and facilities

#### 3.1 Governance

Research is governed formally at the University level *via* the University Research Committee, its College Research Committees and College Research Ethics Committees. There is also a

University Professorial Council (UPC) which meets six times a year and considers issues of strategy. In its first two years of operation, UPC has created a significant new infrastructure for research support including training, and a Peer Review Policy for funding applications. UPC includes Professorial and ECR representation from each College (including from this UoA: **Nunn** (until 2020, **Lee** 2019-) and **Kemp** 2020-) plus representatives from URKEO.

Following significant growth in research staff we have established a College Professoriate under the leadership of **Cowling** (UoA17). This is supported by a College Research Leaders group in which **Nunn**, **Cowling** and **Foster** (UoA17) as REF leads for UoA20 and 17 respectively, are responsible for implementing the College Research Strategy. Research governance is organised in Law and Social Sciences through the Centre for Social, Cultural and Legal Research, membership of which includes all researchers in this UoA.

### 3.2 Research income

UoA20 at Derby is a new development, and there was no significant research income for this UoA before 2017. Income and grant capture has grown substantially since that point based on our three-point funding strategy, which has borne fruit over this period:

**(a) Local research funding** builds on local networks to develop a track record of research funding for the Centre. Externally funded research projects involving local stakeholders in the Chambers of Commerce, East Midlands Rail Forum (HS2 Skills and Employment, PI: c£25k), City Council, Derbyshire County Council, Derby Theatre and Derby County Football Club, plus a range of local arts organisations has helped to achieve this (4 projects totalling c£100k). The Strategy has been to use experienced PIs to lead project teams of less experienced and ECRs to enable them to gain experience and confidence in undertaking team-based externally funded research. With this in mind, **Nunn** has led projects involving **Cayli**, **Dodsley**, **Hargreaves**, **Hodgson**, **Turner** and ECRs who are reported in other UoAs.

**(b) National research funding related to our core strengths:** both **Nunn** and **Moss** have secured British Academy Small Grant funding during this period for research on capturing foundational scholarship in International Political Economy and student homelessness, respectively. **Turner** received funding from the British Red Cross for research on homelessness. **Dodsley**, **Hargreaves**, **Nunn** and **Turner** are currently collaborating on two Arts Council funded projects.

**(c) EU and UKRI research funding related to strategic staffing investments:** the recruitment of new senior staff has significantly boosted our grant capture performance and capacity for the future. **Nunn** secured Horizon2020 funding (TAToDPR), **Farrall**, **Gray** and **Jones** secured ESRC funding (worth £611k over three years and around half of which moved to UoD with them); **Best** secured Horizon 2020 funding of £750k (c£100k moving to UoD with him in January 2019) and an ESRC Covid grant of more than £130k for his innovative work on recovery capital. Further UKRI proposals are now under review and we have recently strengthened our review processes for these.

**(d) Supporting new PIs:** **Farrall/Gray/Bergstrom/Ganpat** formed a Secondary Data Analysis Working Group, which meets regularly to develop, review, and redraft research applications relating to the reuse of existing data sets. **Sekol** is also working with **Farrall** on Small Grant application. Targeted support was provided to **Lee** with a recent grant success (Korean Studies) and **Belcastro** to apply for funding on sports and diplomacy.

This Strategy has proven successful. Research income has grown across the College (UoA17 and 20). In REF2014 the previous UoA (Law) returned no research income. In 2014-15, 6 proposals for external funding were submitted (UoA17 and 20), totalling just over £500k. For 2018-19 this had grown to 39 proposals, totalling £4M, (seven were successful). While the amounts recorded in our HESA data (c£450k) represent significant growth, there is considerable income that has supported research outside of this (e.g., where recorded as commercial) and this does not reflect significant recent awards such as two Arts Council projects, **Best's** ESRC and NIHR funding and **Lee's** Korean Studies Grant, further funding for local impact related research (e.g.



Derbyshire County Council, Derby County Community Trust (now x3 projects)) which will support our research going forward.

### 3.3 Research support

All staff can request funding for data collection, analysis, equipment or dissemination. This scheme operates via four calls for proposals distributed equally throughout the year. A Committee approves these requests and is made up of the College Director of Research **Cowling** (UoA17), the Director of Social Science and Law Research (**Nunn**), line managers for the Social Sciences (**Hargreaves**), Law (**Jennings**) and Policing (**Blockley**) teams and the Head of School (**Hodgson**).

Additionally, during term time, SCaLR operates a weekly research seminar series which includes visiting researchers from outside of UoD and offers colleagues an opportunity to share research findings in a supportive environment. This is central to building capacity among less experienced colleagues and facilitating collaborations. As an example, **Nunn** has worked with external presenters to secure research funding such as Shields, (University of Manchester, British Academy) and Price (Leeds Beckett, Derby County Community Trust). Similarly, **Belcastro** worked with an invited seminar presenter (Durkan, Leicester) to apply for external research funding. Following being invited to present her research at Derby, **Professor Karen Heimer** (University of Iowa and former President of the American Society of Criminology) collaborated in panels with **Farrall, Gray** and **Jones** at the ASC conference and have made a funding application to the ESRC.

### 3.4 Research facilities

Staff in this Unit are based in the new social sciences building: One Friar Gate Square, a purpose-built teaching and research facility, representing a £3M Investment and which opened in 2016. In this building, there are dedicated research spaces and facilities, including:

- a) A simulated **courtroom**.
- b) A **secure data store**.
- c) A separate **research office for PGR** students, with computers, printer and secure data stores.
- d) **Criminology labs** incorporating a simulated police interview room and observation room. The interview room can also be used for focus groups and interviews.
- e) A **board room** facility which is used for funder meetings, small dissemination events, focus groups and interviews.
- f) A **fully equipped computer lab** which is used for teaching data analysis *via* programmes like SPSS, R, Stata, QGIS and NVivo. Staff and PGR workstations also have access to this software, and staff can download software for use offsite on University laptops or their own hardware.
- g) One Friar Gate Square is fully wheelchair **accessible** and has gender-neutral toilets, and accessible shower and changing facilities.
- h) **A Café and social spaces** are available for staff and students with separate breakout and pod spaces available to facilitate group working. Staff also have access to a separate dining/informal workspace to enable group meetings and collaboration.
- i) A **free bus service** operates between campuses, the city centre and rail station. **An electric bike scheme** is available at all campuses.

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

The University of Derby is committed to making 'a practical positive difference to people's lives – regionally, nationally and globally'. Research in UoA20 has made a significant contribution to this strategic agenda. The Unit benefits from long-standing collaborations throughout the City of Derby and County of Derbyshire in furthering our **Civic University agenda**. Our researchers are well embedded in the local public and third sector. In the local public sector, **Nunn** is a member of the City Council's Stronger Communities Board, the *#ThisIsDerby* and Creative Arts Network partnership boards and the Opportunity Area's *Broadening Horizon's* Board. **Hodgson** sits on the EMPAC Board which is chaired by the Derbyshire Police and Crime Commissioner and the

Nottinghamshire Police Audit and Scrutiny Committee which is chaired by the Police and Crime Commissioner and attended by the Chief Constable.

In the voluntary and community sector, **Weller** is a Trustee of the local Multi-Faith Centre and has advised the Equality and Human Rights Commission, and **Henry** is a former Director and undertook research on Hate Crime with the MFC during this REF Cycle. **Nunn, Hargreaves** and **Cayli** also researched social inclusion for Roma young people during this cycle. **Nunn, Hargreaves**, and **Turner** have all worked intensively with Derby Cultural Education Partnership, and more recently also with Derby County Community Trust. This latter collaboration led to further research now underway on adult mental health and gambling, being led by **Best**, which is now being funded into a second year with the evaluation worth £10,000. This has led to a further partnership with Staywell Derby, a local recovery organisation that has appointed **Best** to its board of directors. **Nunn** has led substantial training (free) for various voluntary sector organisations in the City and through Derbyshire Voluntary Action, including a week-long online training programme on evaluation for the voluntary sector during the initial Covid-19 lockdown.

**Kemp** serves on the executive committee of the board of directors of the Institute for Justice and Reconciliation, an organisation based in Cape Town, South Africa, that conducts post-conflict and community-building projects in South Africa, Burundi, Kenya, Zimbabwe, Rwanda, South Sudan, and Iraq.

An audit of strategic *international collaborations* showed that we have *active research collaborations* in 13 Universities and 12 countries outside of the UK, and more than 21 Universities in the UK. For example, immediately prior to joining **Sekol** undertook a 12-month Fulbright visit to John Jay College of Criminal Justice, NY. The TAToDPR project involved University partners (Loughborough, Seville and Naples) and an SME in Bologna. The Horizon 2020 funded REC-PATH project involves partners in England, Scotland, Belgium and the Netherlands. **Moss's** research on homelessness across Europe involved partners in Hungary, Spain and Sweden. **Masters** has sustained and ongoing collaborations with researchers at three Universities in South Africa. **Best** also works with the Recovered Users Network in Bosnia as an advisor and will present on their behalf at the United Nations General Assembly Special Session (UNGASS) Commission on Narcotic Drugs (CND) in Vienna, Austria, in April 2021.

Our *research user stakeholders* are particularly diverse with active collaborations in more than 15 different countries. One illustration of our active collaborations includes our partnerships on externally funded research projects. **Bull** has engaged with police forces in more than 18 countries and several significant international police and investigative training agencies. **Lee's** research has had substantial engagements with the Ministry of Education, Culture, Sports Science and Technology in Japan, the President's Commission on Ageing in Korea and the Korean Institute for Health and Social Affairs. **Nunn's** research with the European Commission has involved many members of the EU and has led to guidance delivered to all Member States. His collaboration with the IDB has led to significant user engagement in LAC countries. **Moss's** research on homelessness has engaged research users in eight EU countries. **Weller** has engaged with a range of organisations in relation to his appointment, including the Dialogue Society and the Organisation for Security and Cooperation in Europe. **Kemp** is the academic advisor to and co-editor of the annual report of the Group of Experts on International Criminal Justice and Rule of Law in Africa project, funded by the Konrad Adenauer Stiftung. The project is primarily aimed at capacity building in the areas of international and transnational criminal justice in Africa.

Our researchers have also gained significant recognition. **Pease** was awarded the **RV Clarke Lifetime Achievement Award from the Environmental Criminology Association**; he was also made a Fellow of University College London, received a Commendation from West Yorkshire Police. **Best** was made an Honorary Fellow in Regulation and Global Governance at the Australian National University. He is also the external examiner for Masters in Addiction Recovery at Trinity College in Dublin, Ireland. **Rafferty's** PhD Thesis was awarded the Dean's award for exceptional theses at the University of Otago. **Kemp** was made a senior fellow of the Robert Bosch Stiftung in Berlin, Germany and is a recipient of the prestigious Alexander von Humboldt Stiftung fellowship

for established researchers. Our research on *#ThisIsDerby* was part of the submission which won the social and community impact award in *the Guardian* University of the Year awards (2020).

Ten UoD researchers gave invited Keynote Plenaries in more than 30 countries. These included at events at the European Parliament (**Moss**), European Commission and the World Association of Public Employment Services and IDB Conferences in Ecuador, Peru, Chile and Columbia (**Nunn**) and to Government agencies in Brazil, Canada, China, Malaysia, Russia, Singapore, Slovenia (**Bull**). **Farrall** has given nine keynote addresses for a range of organisations including the British and European Societies of Criminology, the Ministry of Justice and the Annual Conference of the Japanese Association of Offenders and Rehabilitation.

Contributing to the wider academic community, our researchers have acted as external examiners on taught programmes at ten universities and examined PhD students at 13 Universities during this REF window. They are members of Editorial Boards of 20 Journals and have acted as peer reviewers for nearly 70 Journals. **Kemp** is a regional editor of Criminal Law Forum and serves on the editorial boards of four Journals. Reflecting our researchers' expertise, they have acted as peer review college members for the European Commission (Marie Curie; Rights Equality and Citizenship); AHRC, ESRC, GCRF and Qatar National Research Fund.

Derby researchers have also contributed to scholarly societies. **Bull** is President of the European Association of Psychology and Law and Honorary member of the British Psychological Society. **Best** is Chair of the British Society of Criminology Prison Research Network. **Nunn** was Co-Convenor of the International Political Economy Working Group of the British International Studies Association and served on the Book Prize Committee Until 2020. **Bergstrom** is the Treasurer/Secretary of the American Society of Criminology's Division of Developmental and Life-course Criminology. **Belcastro** is Scientific committee member at Mediterranea University, Reggio Calabria and Nunn acts in a similar capacity at UNISOB, Naples. **Cayli** is a steering committee member for the European Consortium on Policy Research - Standing Group on Organised Crime, Fellow of the Royal Society of Arts and Royal United Services Institute. **Hodgson** is the co-Chair of the British Society of Criminology Midlands Region in partnership with Nottingham and Wolverhampton Universities.

Reflecting our applied focus our staff also engage in external appointments to support policy and practitioner organisations. **Bull** is a steering committee member for the drafting of the United Nations Protocol on Investigative Interviewing. He is also an Assessor for the National Register of Expert Witnesses in the Netherlands. Huang is a member of the Working Committee of the Legatum Institute on the Global Index of Economic Openness and a visiting academic at the Shanghai Stock Exchange. **Weller** is a Trustee of the Multi-Faith Centre in Derby, a member of the Board of Advisors for the Dialogue Society and a member of the Inter-Faith Working Group of the Baptist Union of Great Britain and a member of the Communities Forum of the Inter Faith Network for the UK and a Trustee of the Blackley Centre. **Pease** is a Trustee of the National Neighbourhood Watch Association and acts as an adviser to several Police Forces across the UK. **Gray** is an academic adviser to the Youth Justice Board. **Nunn** was also expert reviewer to the OECD and IDB Worlds of Public Employment Association project. **Kemp** serves on the Crimes Against Humanity Advisory Council, supporting the drafting of the proposed Convention on Crimes Against Humanity, currently considered by the Sixth Committee of the UN.