

## Unit-level environment template (REF5b)

<b>Institution: Bournemouth University</b>
<b>Unit of Assessment: 20 – Social Work and Social Policy</b>
<b>1. Unit context and structure, research and impact strategy</b>

### 1.1 Context and structure

Social work and social policy research at Bournemouth University focuses on marginalised or seldom heard voices; people who are silenced, excluded and marginalised from and within society. The key purpose of our research in the unit is to grow sustainable and interdisciplinary collaborations that demonstrate the application of social science in contemporary society, both nationally and internationally, by challenging discrimination, oppression, inequalities and abuse whilst championing safeguarding and social justice.

At Bournemouth University, UOA20 comprises social work, social policy, sociology, sports sociology, criminology and anthropology. Staff collaborate across the university with health researchers, colleagues from law, media, psychology, medicine and bio-anthropology and externally with local, national and international bodies and universities (see section 4). The unit is known for its focus on applied research concerning policy, practice and interdisciplinarity, which is highlighted through our impact case studies in safeguarding and giving voice to older people from financial scams, sex workers at mega-sports events, and lesbian and gay older people.

The strength, vitality and sustainability of our research environment is clearly demonstrated in the continued maintenance of the high volume of quality publications (see figure 1) and our upward trend in grant capture (see section 3.). This is driven and enabled by our research strategy.

### 1.2 Research strategy

Six social work and social policy academics were submitted to UOA3 in REF2014, four of whom formed the 'marginalised and disadvantaged people' research group. In REF2021 we are submitting 34 staff and 3 former staff members to UOA20 all of whom are part of the marginalised and seldom heard voices research priority area (see below).

After a university restructure from 2014-2016, the Department of Social Sciences and Social Work (SSSW) was formed. The new department built on the strengths emerging during REF2014, in social work and social science research, and recognised its growing vitality throughout the university and its strategic research themes. The period from 2016-2018 was characterised by consolidation, integration with sports sociologists, appointment of key posts (see section 2) and the wider identification of and support for the unit's priority research areas, which concerned silenced and marginalised people.

A refreshed **university** vision and strategy was developed for 2018-2025 (BU2025). This vision was informed by and detailed the principles underpinning our research within the unit. Principle 6 states:

*'In recognition of the importance of Social Science and Humanities (SSH) research, funding mechanisms and opportunities within the university will support excellent monodisciplinary research and target high impact activity that combines SSH with other areas of research. Project applications will be monitored against potential contribution to disciplines, Strategic Investment Areas (SIAs), UN Sustainable Development Goals, and Social Science and Humanities.'*

Including this principle has led to university-wide interdisciplinary collaborations for the department, which increased during the pandemic, raising our profile and creating opportunities for NIHR related research (**Fenge**) and COVID-related research and publications (**Read, Parry, Parker,**

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**Ashencaen Crabtree**). It has led to developments in cross-faculty humanities and social science research seminars.

There are four core elements to the unit's strategic aims:

**Growth of research income** – a focus on working collaboratively with other universities and research teams underpins our aim to increase research council funded grants. BU2025 sets ambitious targets for academics to meet in respect of research income. Achieving increased grant capture is aided by bid writing workshops and dedicated writing weeks, mentors and support from the university's central Research Development & Support team (RDS). Evidence for progress towards this aim is provided in section 3 below, but it is worth emphasising that annual income has increased from £46,476 at the start of the REF2021 period to £266,966 at the end – an increase of 474%, demonstrating both the vibrancy and longer-term sustainability of the unit. Furthermore, almost half of the funding (42%) came from the research councils and allied prestigious funders.

**Growth of high-quality publications** – writing workshops and dedicated writing weeks, mentorship and pairing people by research interest helps to ensure the quality of our publications. Progress towards this aim is evidenced by the following figure, which shows the number of published outputs produced by the unit in the census period.

	2012 /13	2013 /14	2014 /15	2015 /16	2016 /17	2017 /18	2018 /19	2019 /20	Grand Total
Book		6	3	8	10	4	10	5	46
Chapter		18	28	13	24	8	15	13	119
Conference Paper	6	27	19	25	38	19	12	6	152
Exhibition		1							1
Film				2	7	1	5		15
Journal article	4	62	49	50	52	56	76	42	391
Other	2	3		1	2	1	3	1	13
Report	1	2	5	2	3	2	3		18
<b>Grand Total</b>	<b>13</b>	<b>119</b>	<b>104</b>	<b>101</b>	<b>136</b>	<b>91</b>	<b>124</b>	<b>67</b>	<b>755</b>

Figure 1. Publications by type (BU CRIS)

**International collaboration and research** – the unit encourages the development of its robust international research collaboration, such as that concerning conflict transformation in Prishtina in Kosovo (**Schwandner-Sievers, Healy, Levell**), collaborative practices between criminal justice and health services in Norway (**Hean, Heslop, Ashencaen Crabtree and Parker**), the inclusion and exclusion of temporary migrant workers in Singapore through informal sport (**Parry**), and social work education and the social and political marginalisation of Indigenous peoples in Malaysia (**Ashencaen Crabtree and Parker**). There is recognition that research collaboration grows from established relationships and we foster those through research, publication, network development, teaching and student placement relations with the support of our central and faculty global hub. (Evidence for progress towards achieving this aim is seen in section 4 below.)

**Growth of PGRs and completions** – the unit recognises PGRs as a central part of its future, ensuring there is robust supervisory support, academic experience and the fostering of relationships with non-academic environments to develop meaningful, impact-based research. The faculty postgraduate committee monitors PGR progress and completion. We are increasing our numbers of PGRs by developing 'real world' initiatives and 'match-funded' studentships and have

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supervised 24 doctoral students to completion since 2014. (Evidence is provided in section 2 below.)

UOA20's research strategy aligns directly with the university vision set out in BU2025 where interdisciplinarity is encouraged and the centrality of applied social science research is recognised. Operationalisation of the unit's strategy focuses on the research priority area '**marginalised voices**', one of the three core priorities adopted within the Faculty of Health and Social Sciences. **Marginalised voices** builds on key strengths in social science research developed since REF2014. This area comprises the overarching research centre **Seldom Heard Voices: Marginalisation and Societal Integration**. To achieve our strategic vision and overarching research aim we have organised our activity into three research groups (see figure 2 below):

- **MaViS** (Marginalised Voices in Sport): – Adams; Caudwell; Jones; de Martini Ugolotti; Mayoh; Silk; Stewart.
- **SHV** (Seldom Heard Voices, Social Work and Marginalised Peoples): – Ashencaen Crabtree; Baxter; Brown; Crossen-White; Devis-Rozental; Fenge; Hughes; Hutchings; Lee; Lim; Lyne; Oliver; Parker; Phippen; Pritchard; Read; Rutter.
- **CaTCH** (Crime, Trafficking, Conflict and Hate): – Cullis; Dhakal Adhikari; Healy; Hean; Heslop; Levell; Schwandner-Sievers; van Calster.

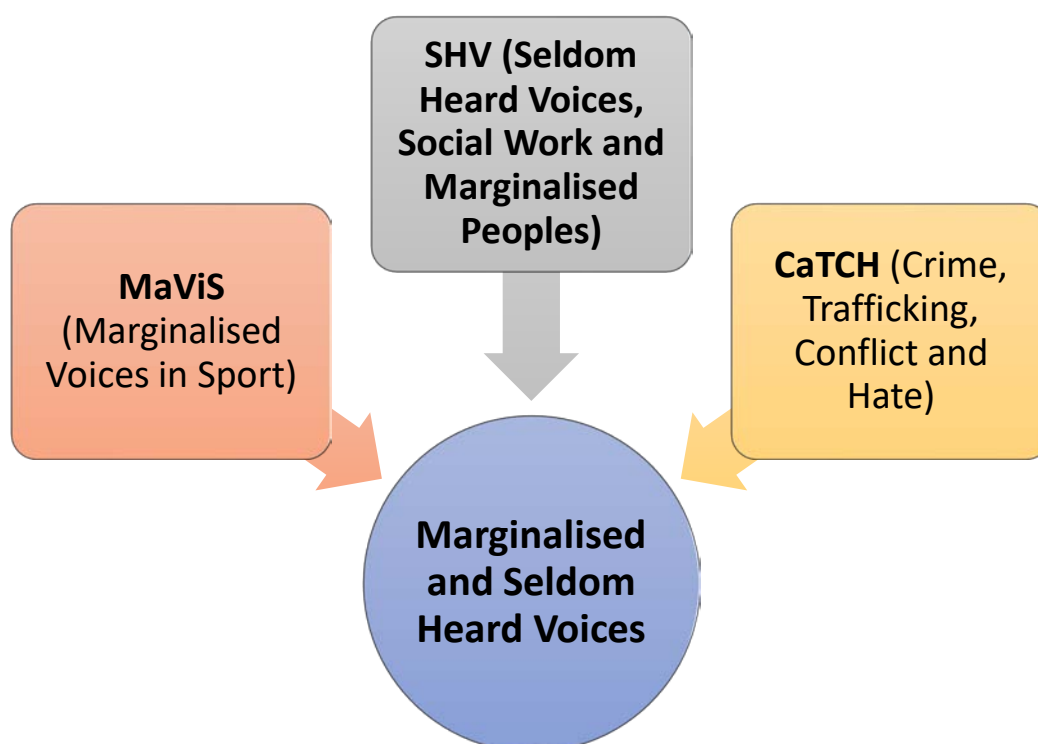


Figure 2. Research groups

Our research focus, groups and priority areas reflect the commitment to research integrity and embedding this into our research culture. Not only is this shown through our research and professional foci but also through staff being key members of both university research ethics panels – **Parker** chairs the Social Sciences and Humanities research ethics panel, of which **Lee** is a new panel member, **Jones, Parrish, Read and Schwandner-Sievers** are former members of the panel, and **Caudwell** is deputy chair of the Science, Technology and Health research ethics panel.

### **Seldom Heard Voices: Marginalisation and Social Integration**

The research centre, professorially led by **Fenge**, and assisted by **Hughes** and **Schwandner-Sievers** forms the core of the unit. It has developed from a coalescence of existing researchers building on research strengths that have developed around three research themes: conflict and transformation, marginalised people and social integration, and social work and includes the

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research group **CaTCH**. The work of SHV has illuminated the challenges faced by older gay and lesbian people, which contributes to our impact strategy and case studies for the unit (**Fenge; Jones**). The centre hosts six professors: **Brown, Fenge, Ashencaen Crabtree, Hean, Parker** and **Pritchard** and associate professors **Caudwell** and **Hutchings**.

SHV aims to build upon and enhance national and international partnerships, including partners in Kosovo, Korea, Malaysia, Nepal and Norway and capacity building among ECR centre members (**Dhakai Adhikari, Healy, Levell, Oliver**). We have been successful in obtaining Erasmus funding for student/staff mobility with the University of Prishtina (UP), which has supported members from the Centre to meet and collaborate with colleagues in Kosovo, on-going since September 2018, developing joint research and funding bids in the field of young people, conflict transformation and social justice (**Schwandner-Sievers, Dhakai Adhikari, Read, Fenge, Levell**). Building on Newton Mobility research with the Universiti Sains Malaysia, we aim to continue our research in Southeast Asia (**Parker, Ashencaen Crabtree**). **Ashencaen Crabtree** and **Parker** have undertaken GCRF-funded research concerning social work education and human rights in Myanmar, and facilitating communication between Indigenous groups in Malaysia and Costa Rica. **Lim** has been successfully supported by seed-corn funding to develop a network for research amongst North Korean defectors in the UK. She is working on taking this study further to amplify their voice and concerns through a contracted research monograph with Bristol University Press (see section 4).

**Fenge** and **Brown** led important national research concerning financial scamming and developed clear guidance and protocols for major businesses in dealing with financial scamming of older people. The research has resulted in Parliamentary questions and calls for policy change and feeds into one of our impact case studies. The Centre remains the foremost provider of continuing professional development for England's social workers and social care workers, demonstrating our commitment to knowledge exchange.

**Marginalised Voices in Sport** is central to developing our strategy to strengthen research relating to marginalised people. Professor **Silk** was recruited from the University of Bath and has an international reputation, with interdisciplinary research focusing on the relationships between sport and physical activity (physical culture), the governance of bodies, mediated (sporting) spectacles, identities and urban spaces.

Since arriving at Bournemouth, **Silk** has generated external grant income from the ESRC, AHRC, and the British Council. **Silk's work** fosters an interdisciplinary approach to advancing knowledge about wider social issues and challenges (e.g., poverty, gender relations, inequalities, disability, migration, sexuality) and aims to overcome the limitations of viewing sport and leisure practices, experiences and events (e.g., sport mega events) from singular disciplines, and open the research field to new understandings. The work contributes to our impact case studies through amplifying the voices of sex workers at mega-sport events.

Sports sociology colleagues have a number of established national and international partners with whom they engage in collaborative research (e.g. Loughborough, Exeter, Bath, Winchester, Sheffield, Western (Canada), Toronto (Canada), UFRDJ (Brazil), Griffith Western Sydney University, South Australia, UTS and Macquarie University (Australia), Rutgers (NY) and established industry and policy partners with whom we are producing collaborative work (e.g. APPG Disability; APPG Fit & Healthy Childhood; DCMS; C4; Amnesty International; Paralympics GB; UK Sport). In the current REF cycle, sports sociology colleagues have been funded by the British Academy (**Caudwell; Stewart**), the AHRC (AH/P003842/1, £557,004, **Silk**, PI & AH/P0009808/1, £381,856, **Silk**, Co-I; AH/T006684/1, £199,403, **Silk**, Co-I), the ESRC (ES/N018565/1, £286,486, **Silk**, PI;), and projects have been secured for completion in the next cycle, e.g., Interreg (**Stewart**, <https://www.speed-you-up.org/>). Outcomes from these major projects have formed the basis of published reports that have delivered multiple impacts for those in marginalised communities and with seldom heard voices, including: citation in a UN report on sex worker rights in Brazil leading to legislative change in Brazil; public perceptions of disability and impact on the practices of stakeholders (e.g. Channel 4, Paralympics GB) in producing

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Paralympic coverage and messaging; influencing Visit Scotland's marketing to Chinese consumers and other stakeholders in the visitor economy in Scotland; publication of an APPG report on mental health and physical activity amongst primary aged children; and developing swimming groups with trans young people and arts installations reflecting this research.

As noted earlier, the unit's research is explicitly designed to have a positive impact on society; notably by making hidden and marginalised people, their experiences and the processes by which they became hidden or marginalised; more visible, giving people 'voice'. This directly informs our approach to impact.

### 1.3 Impact strategy

Our **approach to impact** begins at the point of developing a project. From then and throughout the research process, **engagement** is sought from a wide range of research users and stakeholders. Building on BU's institutional strategy and our ground-breaking work in our service user and carer group, **BU Public Involvement in Education and Research (PIER)** (academically led by **Hughes**), we involve excluded and included people who receive services early on in developing and steering research impact to the forefront of our thinking and practice (see below).

Engagement has been built around specific key societal themes of well-being. The unit engages in and develops collaborative arts-led projects and public engagement events including the Body Parts Exhibition in London in 2019 (<http://pasccal.com/bodyparts-art-exhibition/>) and the AHRC-commissioned Parallel Lines film (nominated for an award in the Royal Television Awards 2020). Engagement at leadership levels is embedded within multiple organisations including: local authorities, NHS agencies, and other types of organisation such as Armed Forces charity SSAFA, the Royal Navy, and Children's Centres. Members of the public are engaged through a range of initiatives including free to attend events including our ESRC Festival of Social Science activities.

We have a member of staff (**Cullis**) dedicated to helping other academics through the process of conceptualising potential impacts, considering the pathways by which impact may be created and signposting staff to sources of help and support. We have appointed a member of support staff in the faculty to support impact through arranging one-to-one sessions with external experts, to advise on thinking around impact, and to assist in gaining financial and other material support to help develop and/or demonstrate impact. Our approach follows a process of complex problem definition, theorising through understandings of intersecting differences and super-diversity, action and evaluation. It promotes small acts of kindness and wider social and epistemic justice in a dehumanised, target driven world.

**Sustained relationships** are also built through collaborative projects, which embed impact. For example, through Legal and General's Corporate Social Responsibility arm funding impactful PhD research making older people's choices of accommodation more robust (**Hean, Parker**).

As a unit, we seek to **follow through** the impact cycle by continuous evaluation, to understand the difference our research is making to society. The appointment of a faculty impact officer and post-doctoral researchers has enabled this tracking and evidence collecting throughout the period.

**Fenge** and **Jones'** impact case study concerning the inclusion of LGBT older people in society provides an illustration, as does **Fenge** and **Brown's** impact case study concerning financial scamming. Others include **Healy's** work on hate crime, respect and critical awareness, and **Schwandner-Sievers'** and **Healy's** work with academia and civil society organisations on participatory forms of civic education in Kosovo. **Caudwell's** work with Sport England developed enhanced workforce and LGBT+ initiatives, whilst the British Academy project led to community arts initiatives; <https://www.thebritishacademy.ac.uk/blog/the-impact-of-safe-swimming-sessions-on-wellbeing-among-transgender-people/>, and was further disseminated through a grant from the Leisure Studies Association Research Support Fund and Research Dissemination Fund. Likewise, **Silk's** work on sex workers in the shadow of the Olympic Games has informed policy in the Brazilian legislature and offered sex workers the space to curate their own exhibition as a lens into their everyday lives and has led to the development of one of our impact case studies. **Silk's** work

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on the Paralympics provided space for artists with disabilities to speak to stakeholders via a public exhibition hosted in London.

Our strategy aligns with the BU2025 Vision in ‘fusing’ our research with education and professional practice to address societally important issues through applied research. The unit engaged with the faculty’s ‘Raising awareness in FHSS about REF Impact’ [seminar series](#). Sports sociologist colleagues have supported a seminar series focusing on alignment of social sciences research in sport with UN SDGs and social justice, with presenters including: international colleagues from the US (University of Maryland), Canada (Western University), Australia (Charles Sturt University and Swinbourne University), Brazil (University of Campinas), South Africa (Cape Peninsula University of Technology) and the UK (including Kings College London, Loughborough, Brighton). Our impact’s international vitality and reach is shown through enhancements in the quality of life of sex workers in mega-sports events, through voice being given to those who have experienced conflict, and in contributing to the SDGs (see section 4).

From 2014, case study writers and faculty support staff have systematically collected impact data for our developing case studies and continue to develop appropriate ways of harvesting impact metrics and qualitative data such as: the number of BU blogs and our web-based research themes blogs, references to our work in the professional press, alongside revisiting research beneficiaries to gain qualitative feedback on impact. BU **support services** help ensure impact metrics are aligned to our fusion strategy and aligned with other units’ impact strategies through the sharing of good practice. Qualitative reports concerning research impact have been requested from researchers for consideration at our research impact meetings.

We **support staff** to develop impact through our appraisal process, where pay progression is linked to the university’s Fusion strategy, which emphasises the central importance of knowledge exchange. We support academics through seminars, mentorship and targets to embed impact across and throughout all funded research projects. We encourage staff in developing impact through links with our communications team, our public engagement personnel, and through bespoke training to develop ‘impact-mindedness’. We encourage academics to place their research findings in Open Access journals to ensure wide reach, drawing on central university funds to support this where research grants do not. Also, we expect 100% adherence to staff placing all published outputs in the university repository, thereby making research immediately accessible to beneficiaries and users (when publishing embargo periods allow).

We draw on the support of **institutional resources** to support impact development. Our Research Development and Support service has dedicated managers for public engagement, research communications and knowledge exchange. This has led to our annual participation in the ESRC Festival of Social Science and BU’s Festival of Learning, regular media coverage (such as leadership and management initiatives) and a series of training initiatives including the Research & Knowledge Exchange Development Framework (RKEDF), which offers bespoke impact training.

BU’s Charity Impact Fund provided opportunities for developing impact and highlighting research for one project in 2016-17, three in 2018-19 and one in 2019-20, at a total of £13,094 as the following table shows:

Academic	Project	Funding
<b>2016-2017</b>		
Fenge	Seldom Heard Voices – performance poetry events	£7,500
<b>2018-2019</b>		
Crossen-White	Youth and community centre impact	£1,500
Caudwell	LGBT+ swimming and physical participation	£2,400
Jones	Story boarding with young people	£1,500
Kleipoedszus	County lines in rural areas	£1,500
<b>2019-2020</b>		
Lee	Sexual wellbeing and disability	£1,094

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This is further enhanced by support gained from BU's research impact fund which has supported three projects – developing new research partnerships (**Lee**) £795; enhancing a developing seldom heard voices impact case study (**Fenge**) £1,600; and travel costs (**Fenge**) £75.

In our on-going strategy for impact, we will continue to explore existing impact systems, case studies and open seminars, and work closely with our key beneficiaries in industry, local authorities and third sector agencies, as well as end users to ensure impact is maximised at all levels. We include a public engagement and impact capture role into research assistants' job descriptions (from 2015/16), expect our full-time PhD students to undertake public engagement events during their studies, and share our successes and failures across other UOAs to share insights and learn from their experiences.

We continue to support our successful **service user and carer group (BU PIER)** in contributing to the development of impact, its evaluation and measurement, and its dissemination, by including members in research development and funding proposals. We will continue to fund support posts guiding this initiative. Our unit's dedicated service-user support academic, **Hughes**, continues to refine the involvement strategy alongside members of the group and support input into research and use of the results of that research in society. Having successfully built support and engagement within our unit, this has now been widened across health programmes within the university. From early beginnings of inclusion in education, our service users and carers now contribute to the development of proposals and advise and assist in the development of research throughout the university.

In order to achieve our impact strategy, we will be encouraging all researchers to include research users and the public in the design, development, execution and dissemination of projects wherever possible and appropriate. We support the early development of **communication strategies** to maximise impact by identifying and commissioning **training in communication and public engagement** for research active staff.

## 2. People

### 2.1 Staffing strategy and staff development

The vitality of the unit is shown in its recruitment of staff in areas of research strength facilitating the development of research with:

- marginalised groups – socially, politically and economically,
- post-conflict societies,
- indigenous communities,
- sport and leisure practices, spectacle and experience, (mega-) events,
- international urban and rural communities and throughout 'hidden' Britain.

The unit's most important resources are the intellectual skills of our academic staff and capitalising on these will enable us to achieve our strategic aims. Our staffing strategy therefore aims to:

- increase the number of research-active staff;
- recruit and develop senior members of staff to provide research leadership;
- increase opportunities and participation in staff development and research activity with a view to increasing the quality and quantity of research output and grant applications and awards;
- recognize the contribution of staff undertaking applied research and developing impact.

Achieving the strategic aims is underpinned by:

- Increasing opportunities and participation in staff development and research activity. Since 2014 BU has introduced a number of central initiatives to support the development of research staff, such as the cohort-based research development schemes targeted to career levels, seed corn funding for pilot projects, and the Research and Knowledge Exchange Development Framework, based on Vitae's Researcher Development Framework.

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- Increasing the availability of internal peer review. A BU-wide internal peer review scheme has been in operation since 2011 supporting the improvement of bid quality and developing staff expertise in bid writing.
- Internal dissemination. The BU Research Blog has been excellent in providing a conduit by which information can be transferred and research outcomes disseminated, and a platform for internal and external networking.
- Workload planning. BU's Workload Planning Model provides a framework to allocate time for individual staff members' research, teaching and professional practice. It assesses individual staff aspirations alongside the Department's overall priorities and KPIs and supports staff development and requests for research study leave. The model ensures that all staff have an allocation of time for research.
- Fusion. BU recognises that teaching and research are inextricably linked and that the vitality of both undergraduate and postgraduate curricula requires a teaching contribution from active researchers. To achieve this, active researchers teach at all levels and teaching activities are directly linked to areas of research expertise.
- Leadership planning. Citizenship duties are reviewed regularly, and a process has been implemented to cycle inexperienced staff into programme management roles, relieving more experienced staff for other senior roles or to refresh their research activity.

The unit has benefited from significant investment from the university since 2014, including the promotion of three female staff to professorships, one to associate professor, three to principal academic level and a male member of staff to senior lecturer. There have also been the following new appointments:

- four criminologists;
- three social work academics;
- a sociology/social policy academic;
- a professor of nursing sociology;
- an associate professor of sports sociology;
- two post-doctoral researchers;
- a research intern from Turkey;
- a professor of sports sociology;
- four sports sociology academics.

Further growth is planned as student numbers and research reputation and grant capture increase. The university strategy BU2025 emphasises the centrality of applied social sciences and internationalisation as core to the vision demonstrating a commitment to sustainability over time; it is in this context that our strategy for the unit is formed.

The unit has a complex structure and comprises members from different departments across the university. However, each academic is supported by a similar departmental infrastructure including: a head of department, a deputy, and separate centre heads to facilitate and sustain the development of research. Succession planning is written into these structures so that incoming leaders can shadow and benefit from the knowledge of previous role holders. This has been seen in the inclusion of new researchers in projects with experienced academics, such as **Heslop** working with **Hean**; **Parker** and **Ashencen Crabtree** in Norway; **Healy**, **Dhakai Adhikari** and **Levell** working with **Schwandner-Severs** in Kosovo. The appraisal system recognises the contribution that staff make to a particular UOA and ensures that our staffing strategy is aligned to meeting the key performance indicators of the BU2025 vision, which emphasises our integrated vision for research, education and professional practice known as 'fusion'. The replacement staffing strategy for our unit is underpinned by a focus on staff whose research interests concern marginalised or seldom heard voices.

Departments, faculties and the university offer significant staff development opportunities through the Organisational Development team, the Research Development and Support office and the Doctoral Colleges, which the unit utilises in developing its support for its academics. These include, in each department, a mentoring system, appraisal system and supportive encouragement by



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senior staff for those who are less experienced in research. In the faculties, seminar series and embedded writing weeks (in which no teaching or meetings are scheduled) are held across the year to mentor and encourage interdisciplinary writing and publication (unit staff help to facilitate these opportunities). These are supplemented by centralised support for writing and bidding and hosting writing academies drawing in external facilitators. The Doctoral College provides supervisor support and mandatory updating training.

Early Career Researchers (ECRs) are given development opportunities through the Vitae Researcher Development scheme, writing workshops, academies and mentoring. The department and centre work closely with the RDS and Doctoral College to facilitate these. The **Research & Knowledge Exchange Development Framework (RKEDF)**, which started in 2016, offers training and development opportunities to academics at all stages of their career, supporting staff to increase their skills, knowledge and capabilities. These opportunities have helped to support and encourage **Hean's** successful Marie Skodowska-Curie fellowship in Stavanger, Norway; **Healy's** work on hate crime with the university equality office and funded by the Office for Students/HEFCE; **Schwandner-Sievers** development of AHRC work in Kosovo; **Levell's** successful collaboration on European projects, and **Dhakal Adhikari's** submission of bids. We have instituted across the university a scheme, ACORN, to fund small research projects that will lead to further bidding for external funding and published outputs, specially focused on ECRs. Two potential UOA20 studies were funded during the period at a total of £8,276.

The staffing strategy is underpinned by our approach to research, which seeks to develop research concerning unheard and marginalised voices. We seek to appoint the best candidates to posts who will contribute to BU's model of academic fusion, expressed within the BU2025 vision, by appointing academic staff who are active researchers as well as educators and engaged in knowledge exchange and applied research. In bringing people into the unit, this research focus assumes paramountcy and drives our approach.

## 2.2 Research students

**Existing numbers and completions:** Currently, members are supervising 37 doctoral students. There have been 24 students completing doctorates in the census period. The following table shows how this works out proportionately (where shared supervision with other UOAs gives part completions):

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Total
PGR Completions	1.50	3.67	3.33	1.50	3.50	3.00	3.50	20.00

**Plans for support:** The unit is committed to supporting PGRs in the completion of their studies and most members of the unit are active in providing supervision – 21 of the 34 members submitted. Our postgraduate research student committee monitors progress, which is recorded on an integrated digital system. This helps ensure PGRs remain on track and are offered support where needed. There is a monthly seminar series where PGRs are encouraged to present their work and to learn, in a supportive environment, to work with constructive comment and criticism. The Doctoral College produces, annually, a Code of Practice, explicating details of support; a monthly newsletter, and offers expert research and knowledge exchange talks, lectures and workshops to enhance the process. Many Doctoral College sessions are facilitated by UOA20 staff, which demonstrates our commitment to the Researcher Development Programme. We have supported PGRs in developing their own conference on key issues in publication and developing as an academic; and supervisors work closely with students to ensure publication of their research adheres closely to ethical guidelines on authorship. We encourage PGRs to undertake training in learning and teaching thereby contributing to education within our various disciplines and thus gain skills as an academic whilst contributing to the development of the unit and its disciplines.

As part of our faculty and unit initiatives, PGRs are encouraged to meet with members of the wider academic team at regular coffee mornings in which aspects of academic life and endeavour can be

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explored that are wider than the PhD project. These informal, social meetings are designed to integrate the PGR body with the established academic team.

**Scholarships:** We plan to increase the numbers of externally funded scholarship and match-funded studentships. To date we have had the following externally funded studentships – HEA Mike Baker scholarship, £54K (2012-2015 **Parker, Ashencaen Crabtree**); Legal and General/ Elderly Accommodation Counsel match-funded scholarship, £24K (2013-2017 **Hean, Parker**);

EU Horizon2020, £42K (2017-2020 **Hean, Ashencaen Crabtree, Heslop**); Dorset Healthcare University Trust, Dorset Police & Crime Commissioner, £24K (2019 ongoing **Hean, Healy, Parker**); Stormbreak mental health charity (2018-2021 **Stewart**). The department secured the only Vice-Chancellor scholarship (full fees and stipend) in the faculty in 2017-18, (**Schwandner-Sievers, Parker**) and another in 2018-19, (**Parker, Schwander-Sievers, Fenge, Hughes**).

**Plans for increasing numbers of research students:** A key element of our research strategy is to increase the numbers of PGRs. We seek to achieve this by utilising our strong links with community, health, police and local government organisations to develop match-funded studentships. We also encourage the inclusion of PGRs in research grants submitted by the unit.

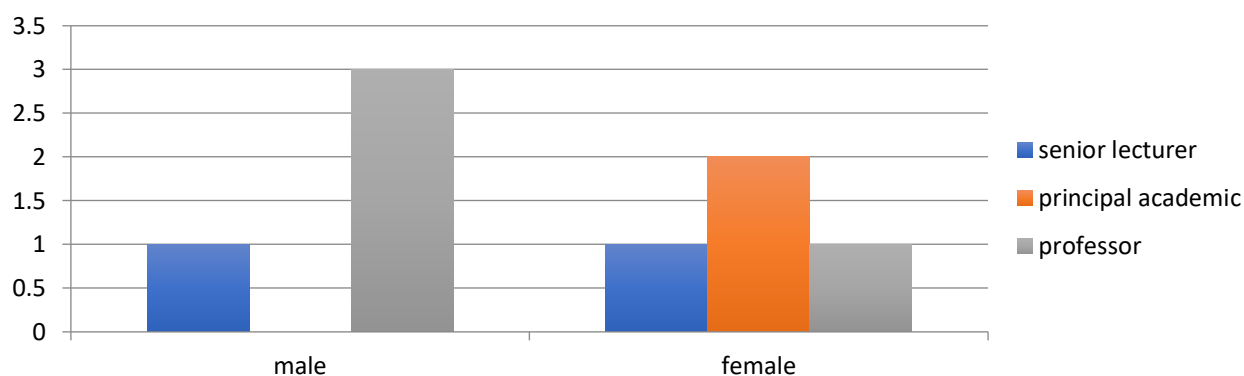
## 2.3 Equality and Diversity

These issues are of paramount importance in the unit. We take an inclusive approach to research building, supporting careers and playing to people's strengths. **Ashencaen Crabtree** and **Caudwell** are involved as co-convenors and creators of the innovative support group for supporting and developing women academics, the **Women's Academic Network**, working to enhance gender equality across the university and in the department through hosting workshops, external speakers, mentorship and coaching activities and the provision of seed-corn research funding. This is further evidenced through **Healy's** work on the Office for Students/HEFCE funded project 'Responding to Hate Crime'. The work provided students with knowledge of what a hate crime is, how to respond to hate crime and from where they might seek support.

We aim for flexibility in working practices to ensure caregiver needs are accounted for and the wellbeing of staff is maintained – this is especially important in a unit comprising a majority of female members, and many academics with dependent children and the exigencies of space and time on the working day. This is aided by workload planning, which is undertaken in a democratically discursive way in which individual needs are considered, something that has come to the fore in the recent COVID-19 pandemic. The use of eTechnologies, supported by a team of accessible advisors, assists in communication and ensuring all active researchers can contribute.

In REF2014, equal numbers of male and female (social work and social policy) staff were submitted (to UOA3) despite the higher proportions of female academic staff across the department. There was also a disproportionate number of higher-grade male staff as shown in the chart below:

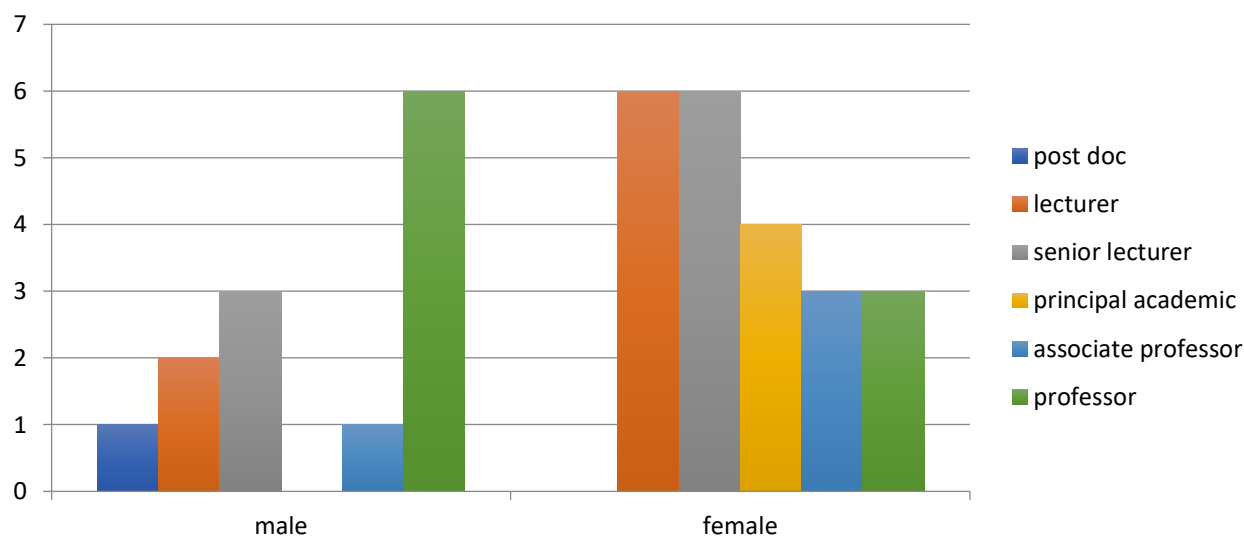
### REF2014 - Gender Breakdown



## Unit-level environment template (REF5b)

In the submission for 2021, there is, positively, a greater proportion of women being submitted than men. However, the chart below shows more male staff in senior academic positions but a positive trajectory in female staff in associate professor posts moving towards professorial positions:

### REF2021 - Gender Breakdown



55% of all job offers were made to female staff between 2016-18. However, by 2020, the proportion of men working in the department had increased from 30% to 38% during the census period. The largest proportion of female staff remain at senior lecturer level (65% between 2016-19). The proportion of female and male staff working in a Professorial role was at 50% by 2019. 2015-2018 promotion data identifies increasing success amongst female academics. Gender benchmarking data shows the department is 6% above the sector norms (67%) in the proportion of female staff (73%).

Our unit actively contributes to the development of our Athena Swan bronze application at departmental level through encouraging gender equality in research, in teams and foci. We are using these data to inform our Athena Swan submission in April 2021, and to develop an action plan to increase further the numbers of women and academics from BAME backgrounds in senior research positions and with high quality publications within the unit.

By 2020, the proportion of BAME staff within the department was 8% against a sector norm of 9.9%. However, we have a diverse staff group in terms of nationalities, including: Belgian, German, Irish, Italian, Nepali, and South Korean.

The proportion of staff disclosing a disability is 11% as against the sector norm of 7.1%. The age profile of the department has shown an increase in the proportion of staff who are aged between 56-60 increasing from 22% to 31%, between 2016-19 but which returned to 22% in 2020. This indicates a young team comparable to sector norms of 45.1% of staff aged 51 and older.

### 3. Income, infrastructure and facilities

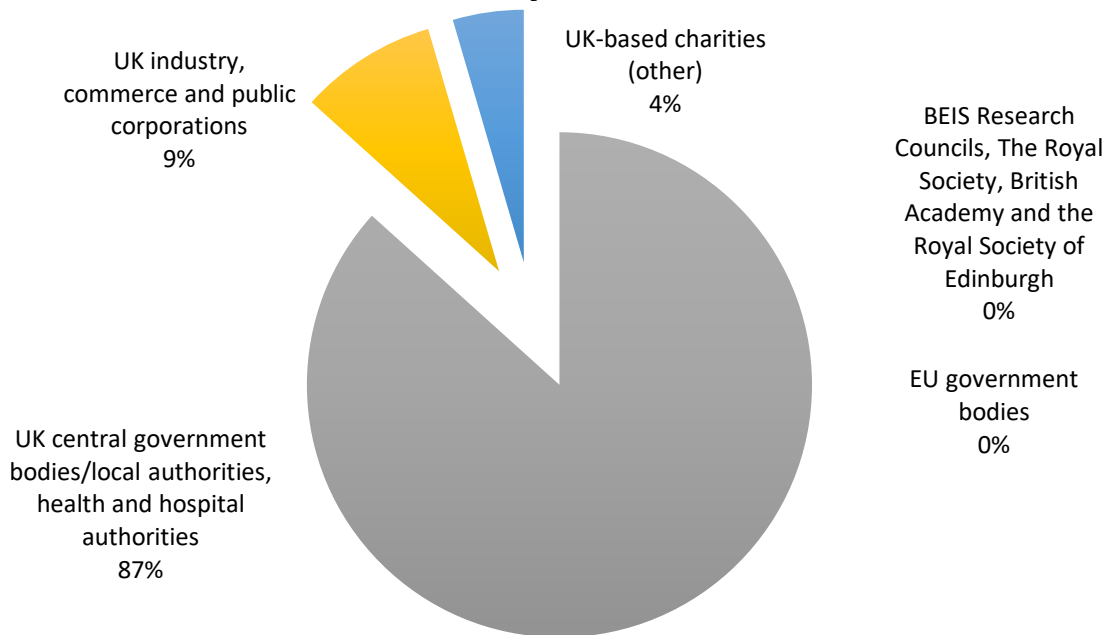
#### 3.1 Income

Income from research brought in by UOA20 staff totalled £1,405,533. Income came from a variety of sources including: local authority and NGO; large public and private companies, charities and research bodies including the AHRC (**Levell; Schwandner-Sievers, Silk**); ESRC (**Silk**); Newton/British Academy RD1: NG170115 (**Parker and Ashencaen Crabtree**); British Academy (**Caudwell**); Sport England (**Caudwell**); EU Horizon 2020 (**Hean, Ashencaen Crabtree, Heslop, Parker**); and (**Levell**). We are seeking an increase in larger and research council funded research

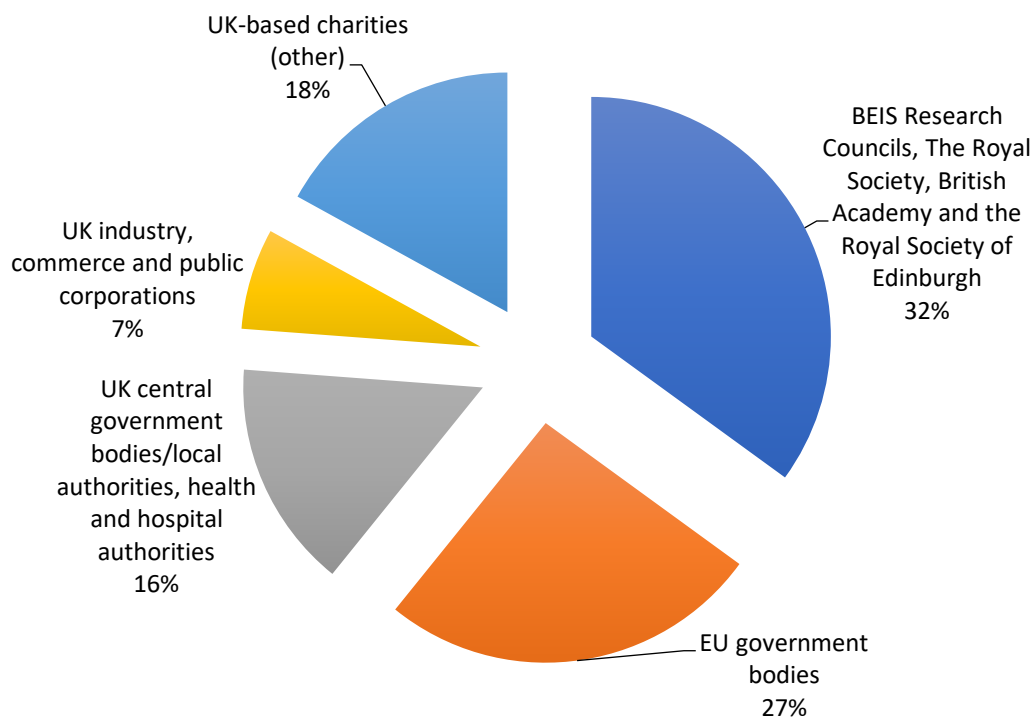
### Unit-level environment template (REF5b)

over the period. However, we have seen an upward trajectory in prestigious grant funding and a growing confidence in writing and securing research grants that meet the overarching focus of 'marginalised voices'. The growth in UOA20 research income from the first years of the census period to the last one is shown in the following pie charts:

#### Research income by source - 2013-2014



#### Research income source - 2019-2020

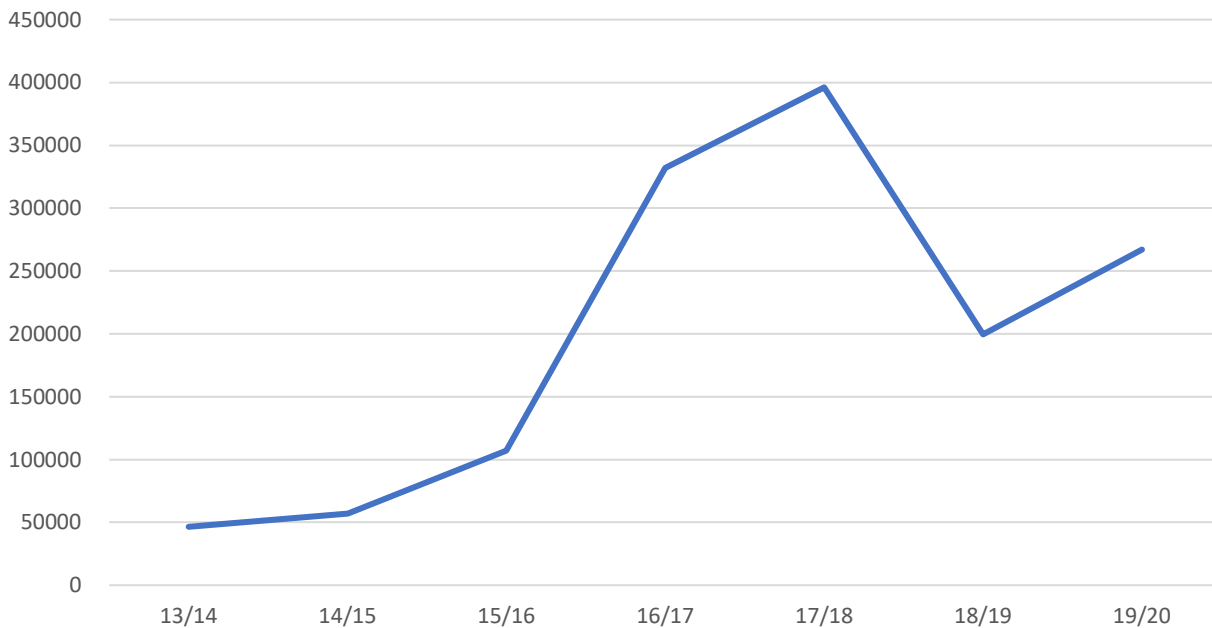


This demonstrates the growing maturity and capacity to capture research council funding and shows, also, the potential for future sustainability of the unit. The trajectory over the period

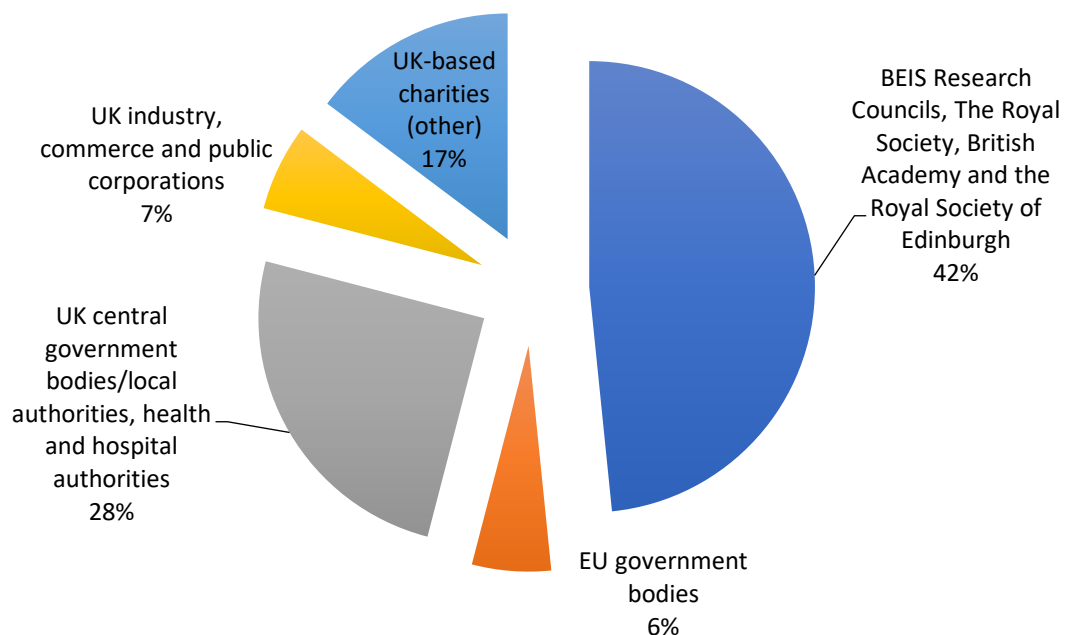
### Unit-level environment template (REF5b)

represents one of upward growth and significant income generation as the following charts indicate:

### Research income over the REF2021 period



### Overall distribution of research income during the REF2021 period



### 3.2 Strategies for generating income

Strategies for increasing research funding are discussed and determined at our Faculty Research and Knowledge Exchange Committees where figures and trends are noted and at which the performance of our priority areas and centres is monitored. Whilst this is not UOA specific, the structures encourage discussion and consideration in terms of UOAs and in respect of

## Unit-level environment template (REF5b)

interdisciplinarity. Specific UOA matters and leadership are written into the management of research committee business.

We engage in a range of activities designed to increase research grant capture:

- Bid writing workshops are held and successful researchers are asked to share knowledge with other researchers;
- Departmental targets are set and discussed within the appraisal process;
- Internal reviewers are drawn from the professoriate and senior researchers to advise and enhance the quality of proposals;
- The RDS encourage cross university and interdisciplinary bidding through facilitating workshops with external agencies;
- RDS advertise funding streams and encourage use of *Research Professional* to identify appropriate sources of funding.

In order to increase the success of larger, prestigious and research council bids the department encourages the fostering of links with successful peers external to the university – both nationally and internationally. These have already assisted in securing AHRC, Newton/British Academy and ESRC seminar series funding. Our strategy is to develop our area of marginalised voices and to add this expertise to the development of wider, often external bids.

As we have noted above, the RKEDF is supported across the university and the Research Development and Support team offer pre- and post- grant support in administration of research monies.

### 3.3 Infrastructure and facilities

The unit benefits from a range of support structures derived from its complex and diverse make-up. The Centres provide a meeting space for the support and sharing of research studies and the development of future research. The departmental structure facilitates a supportive environment in which staff enjoy knowing where to go for advice and support and to whom they should go. This is ably supported by our pre- and post-award teams in the Research Development and Support team. We also have excellent support from our faculty librarians who assist in the planning and development of literature searches and strategies. These supports are offered to experienced researchers through to ECRs and PGRs who are beginning their research careers.

We have a central Open Access fund which helps support our drive towards open access for our publications. The university database BRIAN and repositories BURO and BORDaR are used to ensure we comply with moves towards open access in all our publishing and in sharing our research data.

The unit avails itself of a range of supports to enhance its strength as befitting a diverse and complex group. Use of our allocated QR funding, which stems from a UOA3 submission of social scientists in REF2014, has supported seed-corn grants and the development of research networks to develop further bids and to stay abreast of REF matters nationally, such as attendance at the SWEC research committee. Departmental and faculty allocations support travel, network development and conference attendance of unit members to disseminate research.

The research enhancement scheme, the Fusion Investment Fund (FiF), ran from 2013-2014 to 2016-2017. At an overall investment of £46,165, it funded five researchers to:

- a. facilitate doctoral completion (**Davey**), completed (£2,900);
- b. develop research in abuse (**Fenge**), which has resulted in significant work on abuse including financial scamming, further grants and publications (£14,495);
- c. health and service improvement (**Keen**), which led to curricular enhancements (£9,420);
- d. conflict transformation through gamification (**Schwandner-Sievers**), which led to AHRC funding and publications on creative approaches to conflict transformation in Kosovo (£15,850), and
- e. a series of distinguished research seminars (**Brooks**) (£3,500).

**Parker** and **Ashencaen Crabtree** were awarded study leave, under FiF, in 2014 to undertake a critical ethnography with indigenous people in Malaysia, resulting in a research monograph, 4 peer-reviewed papers, and research network development that led to two QR GCRF grants (£26,340 and £9,760) resulting in an expanded network including Costa Rica, two further papers to date, and a short book containing indigenous stories.

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

##### 4.1 Collaboration

The unit's contribution to research has been strengthened by our international, national and local collaborations in respect of research projects, publication and doctoral support, and through membership of professional and disciplinary networks, a range of external positions and responsibilities.

**International collaborations** contribute to the development of active international research networks at professional and disciplinary levels, to our reach, and to the potential for supporting junior staff to join existing networks and developing their own. Collaborations and activities include:

a) **Conducting research projects** in: Australia (Western Sydney University, University of South Australia and UTS); Canada (University of Toronto, Western University); Costa Rica (University of Peace, University of Costa Rica); Germany (Universität Vechta); Italy (Catholic University Milan); Japan (Kawasaki University of Medical Welfare); Kosovo (University of Prishtina); Malaysia (University Sains Malaysia, Universiti Malaysia Sarawak, Universiti Kebangsaan Malaysia); Myanmar (University of Yangon); Norway (University of Stavanger); Brazil (UFRDJ); the USA (Rutgers & The University of Maryland).

Our research partnerships have developed strong networks and widened involvement across the unit. Collaborations support ECRs; for instance, **Levell, Dhakal Adhikari** and **Healy's** involvement in research in Kosovo, developed initially by **Schwandner-Sievers**, has extended academic networks and methodological developments using performative and creative approaches in research (AHRC and Erasmus + funded). Likewise, **Silk's** partnerships with UFRDJ (Brazil) provided space for a post-doctoral researcher to collaborate with sex workers in the curation of an exhibition focused on their marginalisation and everyday lives (exhibited in the UK, Brazil and at the Museum of Modern Art in New York) (ESRC funded). We have produced academic work dedicated to challenging the ontological, epistemological and methodological boundaries of our disciplines: Silk collaborated with Thorpe (Waikato, New Zealand) and Andrews (University of Maryland, USA) editing the Routledge Handbook of Physical Cultural Studies.

Our BU fusion approach to research includes the enhancement of education and professional practice and, thereby, the enhancement of society. This is shown in our collaboration with Universiti Sains Malaysia which began in 2009 with a British Council grant for student exchange and resulted in wide ranging publications (**Ashencaen Crabtree, Parker**), visiting professorships in 2014, and in a British Academy/Newton Mobility Grant (RD1: NG170115) exploring the assessment of competences in social work students in Malaysia. The work has also led to further collaborative networks with Universiti Kebangsaan Malaysia and University of Peace, Costa Rica, exploring the ways in which indigenous groups gain voice in contemporary political landscapes, which has, again, been supported by internally allocated Global Challenges Research Fund (GCRF) monies. **Heslop** has begun to develop this integrated approach to research and education with the Norwegian Criminal justice education organisation in Lillestrøm and the Univerisitetet i Stavanger. These collaborations are enhanced through **Hean's appointments** at Stavanger and BU and the COLAB project concerning mental health and criminal justice (**Hean, Parker, Ashencaen Crabtree, Heslop**) (EU MCA RISE £734,536 funded). **Parker** is part of the doctoral programme team at Università Cattolica, Milano. **Stewart** is part of the Socio-Cultural research group on Women's Artistic Gymnastics with Örebro University, Sweden. **Schwandner-Sievers** supported curriculum developments at University of Prishtina, and mentored several young

## Unit-level environment template (REF5b)

scholars from the Western Balkans for the Kosovo Foundation for Open Society (2016-2020). Collaborations are being developed by **Pritchard** with Nicolaus Copernicus University, Poland.

b) **Professional and disciplinary/scientific body membership** - members of the unit contribute to the Serbian Social Sciences Foundation; the Polish Social Science Department; NIHR; the UKRI Industrial Strategy; the Royal Society for Public Health; the Social Sciences and Humanities Research Council of Canada; and, the European Commission, alongside the ESRC peer review college, by reviewing research proposals. The unit supports active professional membership of the European Association of Schools of Social Work (EASSW), and the International Association of Schools of Social Work (IASSW) by contributing to scientific committees for conferences which helps to illuminate the presence of our research from the unit in these fora.

c) **NGOs and charities** such as VietChin Development Institute in Myanmar, the House of Hope and the Aids Action Research Group (AARG) in Malaysia, the Association of Regional Development in Kosovo and NGO-Aktiv in Mitrovica, Northern Kosovo. These networks again promote our driving vision to highlight the voices of people who are often unheard.

d) Staff hold several **visiting and honorary positions** including: Universiti Kebangsaan Malaysia, Universiti Sains Malaysia (**Ashencaen Crabtree; Parker**); Social care lead for Wessex Clinical Research Network (NIHR) (**Fenge**); John Jay College for Policing, New York (**Heslop**); Centre for East Asian Studies, Heidelberg University (**Lim**); Universtia Cattolica Milano, Italy (**Parker**); University of Southampton (**Pritchard**); University of Bath, University of Southern Florida, USA (**Silk**); Western Sydney University, Australia (**Parry**).

Support for developing our international collaborations further is assisted by having unit academics in dedicated international support roles in the department, the faculty and centrally in the university. Collaborative links are monitored, and a database of links and personnel is available for consultation through our Global Engagement Officer (**Ashencaen Crabtree**) and Erasmus+ (**Schwandner-Sievers**).

We have worked closely with the Research Development and Support office to make funding bureaucracy easier and smoother, and to facilitate collaborative bidding led by external partners.

### National and local collaborations

Through our 'fusion' approach we have enhanced our national collaborations. The unit has worked with over one third of all local authority social services in England and this has resulted in research and evaluation conducted for those authorities alongside the educational and reputational elements. To ensure the research, evaluation and knowledge exchange benefits are sustained, **Fenge** offers research leadership to develop this arm as a major strand within our work. This work has enhanced both economy and society through a workforce prepared for working with marginalisation and diversity.

National collaborations within the unit include membership and contributions to local and regional government, charity organisations, JUCSWEC and professional body organisations. These collaborations enhance our presence at local, regional and national levels and to contribute to the direction in which research moves in the discipline, for instance, involvement in the research committee of JUCSWEC, and the regional Teaching Partnership, or being part of national organisation steering groups. **Stewart** is a convenor for the British Sociological Association Auto/Biography study group.

We also collaborate with other universities in our research such as: Keele, Bedfordshire, Chester, Leeds, Manchester, Southampton, Kings College London, Loughborough, and the UEA. This is assisted by encouraging and supporting writing projects from staff at other universities through popular and significant series editorships (**Brown; Parker**) and through large, edited collections in key disciplinary areas (**Hean, Parker, Ashencaen Crabtree**); the links created represent BU's fusion concept in action whereby published interest leads to research possibility.



## Unit-level environment template (REF5b)

Collaborations have developed with a range of non-academic groups helping to ensure the research remains 'real world' based, e.g., North Korean Defectors group (**Lim**), Dorset Race Equality Council (DREC), food banks (**Read**), performance poetry groups (**Fenge**), which have led to collaborative and co-created research that promotes the voices of marginalised people; **Fenge and Schwandner-Sievers Opera Circus, Dorset; and The Complete Freedom of Truth (TCFT)**, an international creative network with the ambition to develop global youth citizenship through culture and the arts. **Caudwell** contributed to a major resource on non-binary sport promoted by LEAP Sport Scotland (registered charity) and has an on-going collaboration with the group. (<https://leapsports.org/files/4225-Non-Binary%20Inclusion%20in%20sport%20Booklet.pdf>).

**Pritchard** has received an independent grant of £15,000 each year since 2015 from the Silk Trust to fund independent research. **Hughes'** work with the BU PIER has developed a network of local and regional contacts of public citizens engaged with the research process. The development of a pan-Dorset Teaching Partnership has enhanced local links for social work research that is collaborative and applied. Working with local partners on PhD supervision and development has made doctoral work pertinent and relevant to local services, e.g., **Healy and Parker's** PhD supervision with collaborative liaison and diversion services across criminal justice and health.

In order to facilitate greater local and regional collaboration we actively promote public engagement activities through our Festival of Learning, through the ESRC Festival of Social Sciences, and through public events such as an evening with human rights lawyer Professor Philippe Sands, and working with the Westbourne Book Festival alongside working with local and national news media on the promotion and dissemination of our research.

## 4.2 Contributions to the discipline

The contributions that we make to the disciplines of social work, criminology, social policy, and cognate areas in the unit, are wide ranging. These cover contributions to publication and output development through peer reviewing and editorial work, dissemination throughout the sector, including invitations to give conference keynotes nationally and internationally as the following list outlines:

### A. Peer reviewing

Academic staff within the department contribute to the disciplines of the unit by peer reviewing in diverse journals including: Social Work Education; British Journal of Social Work; British Journal of Psychiatry; Child Abuse Review; Child and Family Social Work; American Journal of Orthopsychiatry; Archives: Diseases of Childhood; International Journal of Qualitative Methods; Innovations in Education and Teaching International; Journal of Interprofessional Care; Disability & Society; Studies in Higher Education; Families, Relationships and Society; British Medical Journal; Journal of the American Medical Association; Journal of Medical Internet Research, Psychology of Sport & Exercise; Journal of Mixed Methods Research; BMC Pregnancy and Birth; Journal of Homosexuality; International Journal of Police Science and Management; Policing; International Journal of Bahamian Studies; Journal of Work and Learning; Studies in Continuing Education; Journal of Social Work; International Social Work; Social Science and Medicine; Journal of Social Policy; European Journal of Social Work; Ethics and Welfare; Journal of Ethnic and Migration Studies; Journal of Women's Studies; National and Nationalism; Sociological Research Online; Indigenous and Minority Education; Irish Journal of Sociology; Current Sociology; International Review for the Sociology of Sport; Sport in Society; Relational Social Work; European Journal of Social Work; Journal of Social Policy; New Perspectives on Turkey; Journal of Human Rights and Social Work; Journal of Adult Protection; Journal of Applied Social Sciences; Health and Social Care in the Community, and building up Publons records.

### B. Editorial work

Our academic staff contribute to **22 editorial boards** of the following **journals**: Asia Pacific Journal of Social Work & Development; British Journal of Social Work; Practice; Social Work Education; Journal of Aging and Physical Activity; Journal of Human Rights & Social Work; Sociological Research Online (SRO); Journal of Adult Protection; Reflective Social Work Practice; Comparative Southeast European Studies; Journal of Criminal Law, Criminology & Forensic Science; Journal of

**Unit-level environment template (REF5b)**

Police Studies; European Journal of Intelligence Studies; Police, Practice & Research; Relational Social Work; Sociology; Leisure Studies; Journal of Sport and Social Issues; Qualitative Research in Sport, Exercise and Health; Safer Communities; Managing Sport and Leisure.

**Editor**

International Journal of Leisure Studies (**Jones**) (**Caudwell** previous managing editor).

Auto/Biography Review (**Stewart**).

Police Practice and Research (**Heslop** - practitioner liaison editor).

Sport Management (Guest editor, special issue on abuse in sport) (**Stewart**).

Leisure Studies (Guest editor, with McGee) (**Caudwell**).

**Book series editorships**

Whiting & Birch *Critical Studies in Socio-Cultural Diversity* (**Ashencaen Crabtree**);

Learning Matters/Sage *Post Qualifying Social Work Series* (**Brown**);

Routledge *Advances in Leisure Studies* (**Caudwell** with Gilchirst);

Routledge/CAIPE *Collaborative Practice Series* (**Hutchings**);

Learning Matters/Sage *Transforming Social Work Practice Series* (**Parker**).

**C. Markers of esteem, fellowships, prizes**

- **Hughes** won an NHS Shine award in 2015; the Daily Echo Proud to Care Award 2017 'special recognition award to the male carers' research group'; and as part of BU PIER, was shortlisted for the Professor David Watson Award for Community University Partnerships.
- **Parker** and **Pritchard** are fellows of the Academy of Social Sciences.
- **Parker** is a fellow of the Joint University Council.
- **Parker** and **Silk** were part of the ESRC peer review college during the census period.
- *Parallel Lines*, a film which formed one of the outcomes for **Silk's** AHRC project on the hypo-/hyper-visibility of Paralympic athletes was shortlisted for the 2020 Royal Television Society Awards: Specialist Audience Award.
- **Parker** reviews research proposals for the Polish Social Science Foundation and the Serbian Science Foundation.
- **Pritchard** is Emeritus Professor in the School of Medicine, University of Southampton.
- **Pritchard** is an invited member of the Advisory Board of the Department of Social Work, Amity University, Gurugram, Haryana, India.
- **Schwandner-Sievers** was appointed International Scholar (HESP Academic Fellowship programme, Open Society Europe Foundation in 2014).

**D. Invited keynotes**

Members of the unit have contributed **11 international keynote** and plenary sessions over the census period. Including these contributions, staff have given **71 invited presentations**, and numerous other conference presentations indicating a vibrant and sustainable approach to research and active involvement in communicating and engaging with the research community. A selection of key conference presentations is given here:

**2020**

**Caudwell, J.** 23<sup>rd</sup> September, British Sociological Association Sport Study Group, Solent University, Southampton, Sociology of Sport and Social Justice.

**Healy, J. & Fitch-Bartlett, H.** 2<sup>nd</sup> December, Evaluating Third Party Report: perspectives from voluntary advisers. International Network for Hate Studies Biennial Conference: Hate, Democracy and Human Rights. Available online: <https://www.youtube.com/watch?v=9l-uvZWOSII&feature=youtu.be>.

**Jones, I.** 31<sup>st</sup> October, Zhejiang Leisure Association conference, China, Zhejiang, China.

**Schwandner-Sievers, S.** 14<sup>th</sup> February, Providing cultural expertise regarding homicide cases involving Albanian migrants in the UK, *Police Translations: the Construction of Cultural Differences in European Police Work*, international conference, University of Mainz, Germany.

## Unit-level environment template (REF5b)

## 2019

**Ashencaen Crabtree, S.** 11<sup>th</sup> September, Islamic social work – a potential response to marginalisation. *Islamic Social Work? From Community Services to Commitment to the Common Good*. Fribourg, Switzerland.

**Brown, K.** 6<sup>th</sup> March, 6th Annual Social Work and Social Care Research in Practice Conference, Belfast Castle.

**Parker, J.** 17<sup>th</sup> June, By dint of history: Ways in which social work is (re)defined by historical and social events. In *International Week*. Vechta, Lower Saxony, Germany, keynote.

**Parker, J.** 13<sup>th</sup> June, The convergence of the isomorphs: Poetry as resistance and heterodoxy. In *Keynote 1st Symposium on Higher Education Learning through Performance Practices*. EPFL, Lausanne, Switzerland.

**Stewart, C.** (2019) 7<sup>th</sup> December, European Seminar Against Violence in Gymnastics. Portuguese Gymnastics Federation. Caiscais, Portugal. (invited talk).

**Stewart, C.** (2019) 9<sup>th</sup> December, National Seminar Against Violence in Gymnastics. Portuguese Gymnastics Federation. Porto, Portugal. (invited talk).

**Schwandner-Sievers, S.** 16<sup>th</sup> March, Changing the Story: Lessons from (post?)-Kosovo ACT's civic educational project, *Learning from the Past with, and for, young People: Intergenerational Dialogue, Education and Memory after Genocide*, AHRC- Changing the Story project. Phnom Penh, Cambodia.

## 2018

**Ashencaen Crabtree, S.** 13<sup>th</sup> to 14<sup>th</sup> December, Women in the academy: Ambiguities, uncertainty and precarity: International Interdisciplinary Conference on Gender and Women's Studies. Istanbul, Turkey, Keynote.

**Ashencaen Crabtree, S.** 23<sup>rd</sup> April, Stripping the Layers: Women's construction of faith in Malaysia and the UK. *Emergent Religious Pluralisms*. Woolf Institute, Cambridge, (invited paper).

**Brown, K.** 25<sup>th</sup> October, Safeguarding those at risk of financial abuse, Queen's Nursing Institute Scotland, Edinburgh.

**Caudwell, J.** 11<sup>th</sup> April, Communi-T Swim: Transgender and non-binary peoples' moving bodies. Invited paper in Culture, Media, Sport and Food Stream at British Sociological Association (BSA), Northumbria University, UK (invited talk).

**Devis-Rozental, C.** and Linker, A. and Nani, S. 26<sup>th</sup> to 30<sup>th</sup> June, Relationships as professional skills workshop. *European Conference in Positive Psychology*, Budapest.

**Healy, J.** & Palfreman-Kay, J. 7<sup>th</sup> September, Hate Crime on campus: introducing a forum theatre approach to enhance student engagement. North South Irish Criminology Conference, University College Dublin, Ireland.

**Parker, J.** 18<sup>th</sup> July, The establishment (and disestablishment) of social work in Britain: The ambivalence of public recognition. Japanese Association of Social Workers. Okinawa, Japan. Keynote.

**Silk, M.** 30<sup>th</sup> July, Olympic Regeneration & Securitization / Regeneração e Securitização Olímpica. Invited Keynote at the Seminário Internacional Sobre O Impacto Dos Mega Eventos Esportivos Nas Paisagens Do Sexo No Brazil. Universidade Federal do Rio de Janeiro.

## 2017

**Ashencaen Crabtree, S.** 1<sup>st</sup> Sept, Welcoming and reflecting on the universal vulva. Introduction to Project Vagina by the RedLuna Collective. Firstsite Gallery, Colchester, Essex, <http://www.firstsite.uk/whats-on/project-vagina/>.

**Brown, K.** 7<sup>th</sup> November, NHS England Named GP Safeguarding conference, "What are we missing?", aimed at Named GPs and Named Nurses Primary Care working in the north region, Leeds.

**Devis-Rozental, C.** 13<sup>th</sup> to 16<sup>th</sup> July, Developing Socio-emotional Intelligence in Higher Education Academics. 5th World Congress on Positive Psychology, Montreal.

**Parker, J.** 9<sup>th</sup> June, Social Work, Precarity and the Need for Radical Action: A European perspective, *Gemeinsame Werte in Europa? 60 Jahre Römische Verträge – 30 Jahre Europäische ERASMUS-Programme*, Vechta, Germany, October, keynote.

**Unit-level environment template (REF5b)**

**Silk, M.** 25<sup>th</sup> April, (Digital) City Branding, the Sensual & Overseas Visitor Perceptions. Invited Presentation (expenses) given at International Workshop on Heritage Protection and Inbound Tourism, Master of Nets World Heritage Garden, Suzhou, PRC.

**Schwandner-Sievers, S.** and Klinkner, M., 25<sup>th</sup> October, Grieving lost normalcy: a Kosovo case study of social memory, incomplete transitional justice and political agency', *Sixth International Expert Seminar on Transitional Justice*, KU Leuven, Belgium.

**2016**

**Brown, K.** 11<sup>th</sup> October, Society of Later Life Advisers (SOLLA), Conference 2016, Financial Scamming – How can L.P.A's help and the role of the Mental Capacity Act, Westminster, London.

**Caudwell, J.** 1<sup>st</sup> to 4<sup>th</sup> November, 14th International Sport Sciences Congress, Antalya, Turkey A tale of two football cultures: HWFC v FA Women's Cup.

**Jones, K.** 25<sup>th</sup> to 26<sup>th</sup> November, How to reach an audience with film. Screening of the research-based film, RUFUS STONE, and a conversation with its author. "Encountering Otherness" - Social Psychology Conference, Tampere University, Finland (Keynote).

**Parker J.** 16<sup>th</sup> October, Wisdom and skills: Innovation in relational social work education, Università Cattolica Milano, *Social Work Education Conference*, Sept, keynote.

**Parry, K.** 18-19 April, 4<sup>th</sup> Annual No 2 Bullying Conference 2016, Bullying or banter? abuse in sport. Gold Coast, Australia. (Keynote).

**Stewart, C.** 10<sup>th</sup> June, Making sense of gymnastics experience: A storied approach. International Women's Artistic Gymnastics Conference: The Future of WAG. University of Gothenburg, Sweden. (invited talk).

**Schwandner-Sievers, S.** 10<sup>th</sup> May, New Approaches to Post-War Memory and Conflict Transformation in Kosovo: anthropological reflections on BU's co-creative game design project, Faculty of Political Sciences, University of Bologna, Bologna, Italy, invited public lecture.

**2015**

**Ashencaen Crabtree, S.** 10<sup>th</sup> March, Chaos and coalescence in the narratives of hardship: a new pedagogy for social work. *Building Peace Through Knowledge*, Jerusalem, Palestine, keynote.

**Brown, K.** 28<sup>th</sup> October, Safeguarding Adults at Risk from Scams: A collaborative research approach, London.

**Caudwell, J.** 1<sup>st</sup> May, Sport and Discrimination Conference, University of Sunderland. Everyday sexism: Exploring the scales of misogyny in sport.

**Parker, J.** 15<sup>th</sup> December, Diversities, Capabilities & the Fluidity of Evidence: Towards global understandings of social work assessments - a new problematic, *The 2<sup>nd</sup> International Social Work Conference 2015: Celebrating Diversity in One World*, Penang, Malaysia, (invited plenary session).

**Parker, J.** 5<sup>th</sup> May, Smart housing and the question of care/risk management versus respect: towards information and advice and acts of kindness, *SHUR (Smart Homes & Urban Renewal) special interest conference*, June Universidad de Malaga, Spain. (invited paper).

**Stewart, C.** 12<sup>th</sup> July, "The female body in gymnastics practice: a biographical perspective". IX International Congress of Physical Education and Human Movement, UNESP, Rio Claro, Brazil. (invited talk and round table discussion).

**2014**

**Caudwell, J.** 1<sup>st</sup> to 3<sup>rd</sup> Sept, 4th International Conference on Qualitative Research in Sport & Exercise: "Turning point moments in the field", Loughborough University, "The personal is political": Turning to feminist, and feminist-queer methodologies to inform qualitative inquiry.

**Jones, K.** 13<sup>th</sup> March, Screening of RUFUS STONE with Q&A (by Skype). Arts-based Research Studio at the University of Alberta, Canada, (Keynote).

**Schwandner-Sievers, S.** 5<sup>th</sup> May, L'Illegalja et les manifestations estudiantines au Kosovo, *Printemps '81. Révoltes étudiantes à Prishtina*, Université de Lausanne, Lausanne, Switzerland.