REF2021

Institution: University of Leicester
Unit of Assessment: 19

1. Unit context and structure, research and impact strategy

Unit context and structure
Politics and International Relations at the University of Leicester is recognized internationally for its strengths in: intelligence, security and strategic studies; theorising about justice for marginalised groups; and analysis of public attitudes and individual and institutional behaviour. In this period the Unit has made notable advances in areas including: space policy; the relationship between cyber-threats and nuclear weapons; intelligence ethics; Brexit and parliamentary behaviour; systematic analysis of generational differences in attitudes towards migration; policy-feedback in health care policy; religion and political attitudes; the political history of slavery; and the intersection between animal ethics and justice. It is known for its commitment to interdisciplinarity and focus on connecting with practitioners in government, NGOs, and international organisations such as NATO, the European Space Agency (ESA), and the UN. Our strategic approach to research and impact is directed at making original contributions in established areas of the discipline while developing new and emerging areas, and to developing and disseminating research that has clear benefits beyond the academic community.

Our strategy is pursued through three research clusters that reflect our strengths:

- Parties, Parliaments and Public Opinion (3PO)
- Intelligence, Security and Strategic Studies (ISSS)
- Global Ethics and Political Theory (GEPT)

These clusters foster a sense of research identity and community, integrating the PGR community, supporting thematic research events, and providing avenues for improving the quality and potential impact of research via feedback on work in progress. They also underpin intra- and inter-disciplinary activity and engagement, enabling colleagues to participate flexibly in more than one cluster.

Parties, Parliaments and Public Opinion (3PO)
3PO includes **Clements**, **Hopkins**, **Lynch, McLaren**, **Waddan,** and **Whitaker**. Research interests range across comparative politics, including the politics of the EU and national political systems, with strengths in the analysis of public opinion on European integration (**Clements**), immigration (**McLaren**), foreign affairs and environmental issues (**Clements**), Euroscepticism (**Clements, Lynch, Whitaker**), and religion and politics (**Clements**). Additional strengths lie in the study of political parties (**Lynch** and **Whitaker**), legislatures (including the UK and European parliaments) (**Whitaker, Lynch**), and public policy (**Waddan**). **Hopkins**' research focusses on conflict and resolution in Northern Ireland. Much of the cluster's research develops and tests empirical theories using quantitative techniques. The cluster's practitioner engagement focuses especially on organisations that aim to impact the UK parliament and government.

Intelligence, Security and Strategic Studies (ISSS)
The ISSS cluster comprises **Baker**, **Bowen, Dover, Futter, Johnson, McCormack, Phythian, Shiraz,** and **Strachan-Morris.** It brings together researchers who focus on developing theoretical approaches to traditional and emerging areas of security, embracing a broad and

interdisciplinary understanding of 'security'. Its research covers several areas: developing social science and historical approaches to thinking about national security intelligence and the management of national security crises (**Dover** ICS1, **Phythian, Shiraz, Strachan-Morris**); framing and analysing contemporary developments that challenge conventional notions of 'national security', such as cyber threats to the security of nuclear weapons (**Futter** ICS2) and security in outer space (**Bowen**); and in developing innovative and interdisciplinary approaches to questions of conflict and security (**Baker, Johnson, McCormack,** and **Shiraz**). The cluster is strong in its range of impact and professional engagement activities, such as in space policy (**Bowen**) and intelligence and security practice (**Dover**, **Phythian**, and **Strachan-Morris**)**.**

Global Ethics and Political Theory (GEPT)
This cluster has a core membership of **Brace**, **Cooke,** Garner, Fotou**,** and **Staples,** bringing together political philosophy, international theory, and more historically-orientated methods in a cross-cutting and interdisciplinary approach to political theory. Leverhulme-funded Research Associate Okuleye and Visiting Research Fellow Hicks have also played an integral role in the cluster. GEPT's research centres around challenges to traditional liberal thought. It includes researchers working on issues of slavery (**Brace**), gender (**Brace, Staples)**, statelessness (**Staples**), and debates about how theories of justice can be applied to marginal groups, including animals (**Cooke**, Garner). Members share an interest in ethics, rights and the scope of justice, and in questions of exclusion and belonging. Individual research interests in animal rights, slavery, statelessness and migration feed into shared thematic interests in the politics of the human, global ethics, victimhood and methods in political theory.

In 2016, the University implemented a restructuring of its Schools as part of an institutional transformation. The Department of Politics and International Relations merged with the School of History to create the School of History, Politics and International Relations (HyPIR), located within the College of Social Sciences, Arts and Humanities. This transformation has increased opportunities for interdisciplinary scholarship. For example, the AHRC Collaborative Doctoral Partnership PhD Studentship, *Defending Modernity? Communicating with the Public about Nuclear Energy: Historical Perspectives*, involved supervision from **Clements** (Politics) and Horrocks (History), along with academics based in the National Archives. Similarly, Garner employed PGR Okuleye, with expertise in Oral History, on his Leverhulme-funded 'The Oxford Group and the Emergence of Animal Rights: An Intellectual History' project.

Achievement of strategic aims for research and impact over the assessment period
In REF2014 we set out four strategic aims, all of which have been delivered.

2014 Aims	Achievements
1. Further developing coherent research clusters around our strengths.	In REF2014, the focus of the clusters was coordination and dissemination of research. In REF2021, the clusters have enhanced their developmental role, increasing the focus on PGR inclusivity, community, and research support. Success is evidenced in relation to aims 2-4 and in the increased number of successful PhD completions during this period: from 1.6 to 5.2 p.a. plus a further 1.2 p.a. completed via Distance Learning (DL). Our international reputation attracted PhD students from eighteen countries, spanning four continents.

2. Improving our research-supporting structures.	We have enhanced the role of the clusters in supporting and developing grant applications (see §2); created a HyPIR Research Development Fund (from 2018/19) to support new research initiatives; and implemented annual research mentoring meetings. Together, these have contributed to significant increase in grant applications, grant successes, and income (from £5,075 - £363,544 p.a.). Key successes include **Futter's** ERC Consolidator Grant (£1.2m), **Morales'** Open Research Area (ORA) (£430k), European Council (£124k), and ESRC Future Leaders grants (£166k); **Clements'** AHRC-funded project (£115k), **Lynch** and **Whitaker's** ESRC-funded project (£340k) on Brexit and parliamentary processes, and Garner's Leverhulme Trust grant (£117k) underpinning his 2020 monograph on the history of the Oxford Group of animal rights theorists, *The Oxford Group and the Emergence of Animal Rights* (OUP). New support structures (see below and §3) have enabled **Bowen**, **Dover** (ICS1), **Futter** (ICS2)**, Lynch, and Whitaker** to develop and evidence the impact of their scholarship.
3. Increasing the volume of excellent research we produce and our broader contribution to the discipline.	Our research vitality is evidenced by the quality of our outputs and by publication metrics. During the census period, Category A staff have published 166 journal articles (averaging 6.4 per FTE), 39 authored and edited books, and 83 book chapters, increases from REF2014 of 46%, 160% and 177% respectively. Enhanced internal peer review, mentoring, and writing workshops have been introduced to improve output quality. Many of these publications underpin wider contributions to economy and society (see submitted ICSs and §4) and a number have been awarded prizes (see §4). Concurrently, staff have disseminated research through 137 conference presentations and public lectures, including more than 40 keynote and invited talks across 15 countries. In recognition of their contributions, Garner and **Phythian** have been elected Fellows of the Academy of Social Sciences and Garner as a Fellow of the Royal Society of Arts.
4. Appointing first-class researchers to complement existing strengths.	We have appointed **Baker**, **Bowen, Cooke, Dover, Johnson, McLaren, Omeni, Shiraz**, and **Strachan-Morris** on permanent Teaching and Research contracts, a combination of investment and replacement posts. These appointments have been made across all levels – from Professor to Lecturer – with an emphasis on identifying and developing talented researchers at early stages of their careers.

Strategic Aims & Ambitions

Our strategic aims and ambitions for the next census period will build on our achievements and enable us to meet new disciplinary and societal challenges:

- To produce world-leading research that continues to develop the discipline in areas where we excel, particularly innovative critical, normative and empirical theory and analysis. We will continue to emphasise new approaches to traditional areas of enquiry such as security (e.g. through developing critical approaches to intelligence and security), alongside developing new areas of enquiry (e.g. moral and political duties towards non-human animals) and harnessing the vast array of social science datasets and innovative quantitative methods to answer pressing questions about the evolution of parliamentary behaviour and public opinion in post-Brexit contexts. Aligned with institutional priorities, we will seek to appoint excellent researchers to develop research and impact in respect of Africa and the Global South (Institutional Environment Statement (IES): 2.1 and 2.2).

- To continue to emphasise practitioner engagement and impact by translating our research into collaborations with non-academic partners. We will build on existing connections such as with NATO, ACPO, the UK Parliament, and UK in a Changing Europe, and use them as the basis for forging new ones.

- To increase our international, interdisciplinary, and collaborative research.

- To continue to foster a research environment that rewards individual and collaborative excellence in research, that facilitates the development of ECRs, is inclusive, and open and international in outlook.

- To build on our grant capture success by diversifying sources of funding and widening the proportion of colleagues holding major awards through targeted support and mentoring.

Impact Strategy

Impact is integral to all research undertaken across the three clusters. We have achieved great success using our research to benefit and influence national and international governmental organisations. To ensure long-term sustainability, we have aligned key elements of our strategy with those of the University and in this way are developing routes to future impact. For example, the appointment of **Bowen** has enabled us to develop impact in space policymaking, including via interdisciplinary collaborations with the University of Leicester's Space Research Centre and Space Park Leicester (IES: 2.4; 4.4).

Impact development is supported throughout the research lifecycle (see §3), and we have embedded it into annual research and mentoring processes. Institutional impact funding, aimed at developing relationships with commercial, public sector and social enterprise partners, has supported:

- **Bowen** to develop policy networks and provide relief from other activities, leading to influence of space policy in the UK, European, US, and South Korean civilian and military space sectors.

- **Dover** to develop intelligence research networks (ICS1).

- **Futter** to develop networks with the Cabinet Office Cyber and Government Security Directorate, Whitehall, and NATO Intelligence Fusion Centre (ICS2).

- **McLaren** to develop partnerships relating to the study of immigrant numbers and anti-immigrant opinion (resulting in a series of public seminars in collaboration with the UK and a Changing Europe across 2020).

- **Staples** to support a network-building event and follow-up grant planning for a collaborative project on 'Sanctuary, Solidarity and Everyday Protection'.

In addition to the two submitted impact case studies a series of further projects with high impact potential that should deliver policy/societal change in the future are being supported. These include **Bowen** on space policy, **Lynch** and **Whitaker** on parliamentary processes, and **McLaren** on attitudes to immigration.

Ethics and Research Integrity
We follow the University's procedure for ensuring all research is conducted to the highest ethical standards (IES: 2.7). Our approach to research integrity is informed by University UK's *Concordat to Support Research Integrity*. All colleagues and students are required to submit research programmes for approval to a University Research Ethics and Integrity Committee, which ensures adherence to professional standards and legal requirements. PGRs undergo mandatory research integrity training during their probation. Research Ethics within the unit is overseen by a School Ethics Officer (**Dover**) reporting to the School Research Committee. The Ethics Officer advises and monitors compliance.

Open Access
In 2019, we introduced a School Open Access Fund to support Gold Standard OA publication. It provides up to £1500 towards journal article publishing and £5000 towards the publication of monographs, with a focus on internationally-recognised and world-leading outputs. Staff are encouraged to incorporate OA funding into research grants where possible, and the School Fund is directed towards match funding where awards are made.

2. People

Staffing strategy and staff development
Our staffing strategy aims to enable staff to fulfil their research ambitions, using the research clusters to maintain a sense of community and coordinate dissemination and capacity-building. Each cluster includes at least one Professor and several Associate Professors and Lecturers. Post-doctoral researchers and PGRs are integrated into clusters, which serve as support and development structures for Early Career Researchers (ECRs). Each cluster lead is a senior academic (currently, **Brace**, **McLaren**, and **Phythian**) whose role is focussed on supporting researchers to maximise the originality, significance, rigour and impact of their research.

Over the census period, we have increased Category A FTE staff to 19 (from 18). Our approach has been to identify talent that supports delivery and development of our research strategy, appointing promising academics at early stages of their careers (**Baker**, **Bowen, Cooke, Johnson, Omeni, Shiraz)**. The success of this approach is evident in that five staff have been

promoted from Lecturer to Associate Professor during this period, with one internal promotion to a Chair.

Promotion follows a standardised Leicester Career Map aimed at ensuring maximum transparency and fairness (IES:3.2). When colleagues have left, we have used the opportunity to appoint staff in ways that align with our strategic aims. We have increased the diversity of our unit in terms of gender balance (+4% female since 2014) and BAME representation (+10%).

Recruitment

PGRs have made a significant contribution to our research environment. Recruitment of post-doctoral fellows (seven in total) has focussed on providing career development opportunities, shaping the next generation of scholars, and fostering interdisciplinary scholarship. For example, Okuleye was appointed for her expertise in oral history on the Leverhulme-funded 'The Oxford Group and the Emergence of Animal Rights' project. All have been eligible to apply for School research funding and integrated into the clusters. PGRs attached to **Morales**' ERC and ORA projects developed 3PO's expertise in public opinion and parties, especially using empirical theory and rigorous quantitative methods.

Retention: staff development and recognition

The University is a signatory to the *Concordat to Support the Career Development of Researchers* and the Unit's implementation is overseen by the School (HyPIR) Research Committee. Over this REF period, we have developed and implemented a formal mentoring policy, which includes assigning individual mentors and collective mentoring through mentoring circles. Mentoring is supported by a professional development process, and by research development meetings. In line with the Concordat, staff from the Unit have been supported in attending leadership training, and through the School's Management Committee and Performance Development Discussions. In line with our efforts to reduce gendered inequality within the unit, this training supported **Guerra** as deputy head of department and **Staples** to achieve promotion to Associate Professor and be appointed as Academic Director. Newly-appointed staff at Lecturer level are allocated lighter teaching loads in their first year and are not expected to carry out administrative roles during their first two years in post. Where we have identified weaknesses, we have taken measures to overcome them. For example, to address social and structural barriers to publication faced by some groups of staff, particularly women, we ran a series of writing workshops and provided funded spaces on writing retreats.

Every member of academic staff has access to a guaranteed annual research allowance. Additional targeted support is provided via a School Research Development Fund (RDF). This supports projects aligned with the School's research and impact strategy. College-level support is provided for research (CRDF) and impact (RIKE) along with institutional-level opportunities (IDF, ESRC IAA, GCRF QR) (IES: 2.3). RDF applications may be individual or collaborative and priority is given to ECRs. The RDF is also open to PGRs and RAs. On average, eight awards per year are made to staff in the Unit, totalling just under £9000 p.a. across all staff. While the bulk of awards from the fund were made to ECRs and PGRs, staff at all career stages make use of it. Opportunities also exist through the Leicester Institute of Advanced Studies (LIAS) to pursue interdisciplinary work. For example, in 2019, **Shiraz** received funding from LIAS to carry out fieldwork in Colombia towards a single-authored monograph on political violence in Colombia, to be published by Edinburgh University Press.

When the School was created, an ECR working group was established. Subsequently, the College Research Development Manager has organised a series of workshops for ECRs designing their first ESRC/AHRC project. We now have a School-wide ECR group comprising 35 members that meets regularly. ECR representatives attend School and College-level meetings, including Research Committee meetings, and network with University-level ECR groups.

Opportunities for staff development are built into the activities of each cluster. Cluster activities are supplemented by unit-level research away-days and informal research lunches aimed at maintaining an inclusive research community, celebrating success, and developing research strategy. Even during the disrupted Covid-19 period, monthly unit-level informal research 'chats', and seminars continued virtually. Cluster activities have contributed to grant successes (**Futter's** ERC Consolidator Grant; **Clements**' AHRC grant; **Lynch** and **Whitaker's** ESRC project; **Morales**' ORA and EC grants, and Garner's Leverhulme Trust grant (see §1 and §3)).

The School operates a generous policy of study leave, with staff eligible to apply for one semester's leave after every six semesters. During this time, 28 periods of study leave (equating to 14 years FTE) were taken by 20 members of staff. Several took up international Fellowships during these periods; for example, **Futter** as a Fellow of the James Martin Center for Nonproliferation Studies, Monterey, and **Whitaker** at the Australian National University, Canberra. Successes arising out of study leave include **Waddan's** *Obamacare* book, **Phythian's** *Principled Spying,* **Futter's** *Hacking the Bomb* (ICS2), and **Cooke's** 'Betraying Animals' paper published in the *Journal of Ethics*.

Supporting, training, and supervising PGR students
PGRs are a key part of our research culture and the Unit has emphasised supporting them towards successful and timely completion. Success is evidenced by the increase in completions in the REF period, averaging 5.2 FTE HESA-reported completions per year compared with 1.6 FTE in the previous cycle. Building on our profile in professional development and connections with partner organisations, the Unit has complemented its campus-based PhD provision with a strong international Distance Learning (DL) PhD programme. Although not included in our HESA returns, this programme is a core element of our internationalisation and research and impact strategies, through engagement with governments, international institutions, and NGOs. Our DL PhD programme currently includes 29 Politics and International Relations students (compared with 16 campus-based PGRs). Our total number of PhD completions in this period, including by DL, was 38. Most (95.1%) PGRs within the School report satisfaction with their supervision compared with a sector average of 86.9% as evidenced in the 2019 PRES survey. Reflecting the diversity of our intake, just under half of our doctoral awards over the period have been to women and slightly under a third to BAME students.

The University usually funds two of our students per year, a further two will secure funding via the AHRC 'Midlands Four Cities (M4C)' programme (see IES: 3.3) or equivalent, with the balance of students receiving funding via their own governments, charitable or other sources. Over the period, eight students were funded by the School or College, totalling £403k in stipends, fee-waivers, and travel grants.

The infrastructure for transferable and research methods skills training is provided by the University's Doctoral College (see IES: 3.2 and 3.3) and is guided by the Vitae Researcher

Development Framework. The programme supports PGRs through Leicester's own Higher Education Academy postgraduate teaching programme, with an exit award that can lead to Associate Fellowships or Fellowships of the HEA. On average, nine of our doctoral students enrol on this programme each academic year. Subject-specific training is delivered through cluster workshops and seminars.

In addition to research funds available at School-level, the Doctoral College offers a range of competitive funding opportunities to PGRs (IES 3.2). These include bridge funding to cover gaps in funding awards for externally-funded posts for up to three months, travel grants of up to £5k for research visits of up to three months, and research support grants of up to £5k.

Within the Unit, the research clusters have been key in developing and supporting PGRs. This role has typically included working with individual PGRs on first publications. To take one example, GEPT supported Reid, then coming to the end of his PhD, via a research symposium, workshop, and then through the final review and editing process that resulted in publication in *Contemporary Political Theory*. ISSS and 3PO have similarly supported PGRs and combined presentations of work in progress by PGRs and ECRs with presentations from leading figures in the field (both practitioners and academics), providing valuable opportunities for feedback on work in progress.

The Unit also organises regular cross-cluster PhD workshops which provide experience of presenting work in progress. PGRs are often involved in cross-university networks, such as the LIAS-funded Leicester Migration Network, which provide additional support and presentation opportunities (IES:2.2). The School financially supports PGR attendance at UK and international conferences and our students regularly attend ECPR, ISA and other leading conferences and workshops in the field. A PGR based in the Unit (Wisthaler) won the ECPR Thesis Prize in 2017.

DL PGRs are fully integrated into our research environment through tailored activities that meet their different needs. Experience of delivering DL has helped us support PGRs and maintain our research environment during the COVID pandemic. DL PGRs have the same eligibility to apply for funding as campus-based PGRs and have been supported in preparing for conference presentations and publishing to the same extent as their campus-based peers. In 2020, we ran a series of six virtual seminars for PGRs and staff to present their research and receive feedback and support. Four of these presentations were given by postgraduate DL researchers.

The success of our approach can be seen in the onward academic successes of former PGRs. For example: Cox secured a lectureship at SOAS; Dodsworth a lectureship at University of Bristol; Tate a lectureship at DMU; Bernardi a lectureship at University of Liverpool; Reid and Karkour teaching fellowships at the University of Birmingham; Jones a postdoctoral fellowship at University of Exeter; Wisthaler a postdoctoral fellowship at University of Neuchâtel. Of our DL students: Hicks was awarded a full-time lectureship in Ritsumeikan University College, Kyoto; Johnson in Dublin City University. Perois received the ASIS Security Book of the Year Award 2020 for a book developed from his thesis.

Promoting equality and diversity
Historically, and in line with the sector, our unit has performed poorly in terms of equality and diversity but has shown an improving trend thanks to measures we have taken in our hiring, support, and promotion strategies. Of seven new appointments made during this period, three

have been women and two BAME. In terms of gender balance, the proportion of women has remained constant, but the balance in terms of promotion and appointment to more senior roles has improved (see below).

| Staff make-up	2016*	2020
% female	40%	40%
% BAME	5.33%	6.67%
% with declared disability	9.33%	5%
% female professors	29%	40%

* collection of full range of EDI data at unit-level began in 2016

We recognise that Politics and International Relations cannot reach its full potential unless it commits to advancing equality, in particular by addressing the loss of women in the career pipeline and the absence of women from senior academic, professional and support roles. For the School, this means tackling the relative under-representation in senior roles. We have appointed **McLaren** as Professor of Politics and she has a leadership role as Director of Research and Chair of the School Research Committee. **Brace** is currently Deputy Head of School. The School is committed to removing the obstacles faced by women and other groups with protected characteristics at major points of career development and progression. We have used the University's new career map (IES 3.2) to make sure that citizenship is fully rewarded in promotion; this acknowledges that citizenship often forms a greater part of the workloads of women and minority staff and incentivises good citizenship regardless of gender or ethnicity to address this imbalance. To identify inequalities in career progression, the School collects equalities data on grant applications and awards and publication, which are used by the research team to identify areas for improvement, such as our programme of writing workshops and retreats, grant-writing support, the introduction of formal research mentoring, and the introduction of informal mentoring and research support lunches.

Equalities improvement forms part of our current and future strategy. Our School has formally adopted a strategic plan to work towards an Athena Swan Bronze award and appointed an Inclusion and Diversity Champion. In 2019, we appointed a team, with staff representation from across all career roles and stages and including students, to assess our workload planning process and review all equality of opportunity processes within our School. Our Athena Swan Self-Assessment Team (ASSAT) meets regularly, liaises with our University Equalities and Diversity Unit, and reports to our Staffing Committee and School meetings. In 2020, the team launched a staff survey aimed at identifying equalities issues and is developing an action plan to address them.

3. Income, infrastructure and facilities

Our unit has significantly increased its grant capture over the period: our income per year now averages more than our entire REF2014 census period income, growing from £5,075pa to £363,544pa. Our research grant income per FTE figures shows an extremely positive trend, growing from £4.7k pa/FTE last period to £15.6k pa/FTE. Success in grant capture has enabled us to develop our research through the appointment of research associates and postdoctoral fellows and to produce world-leading research with impact.

Grant Income per FTE (000's)

Grant income/FTE (000's)
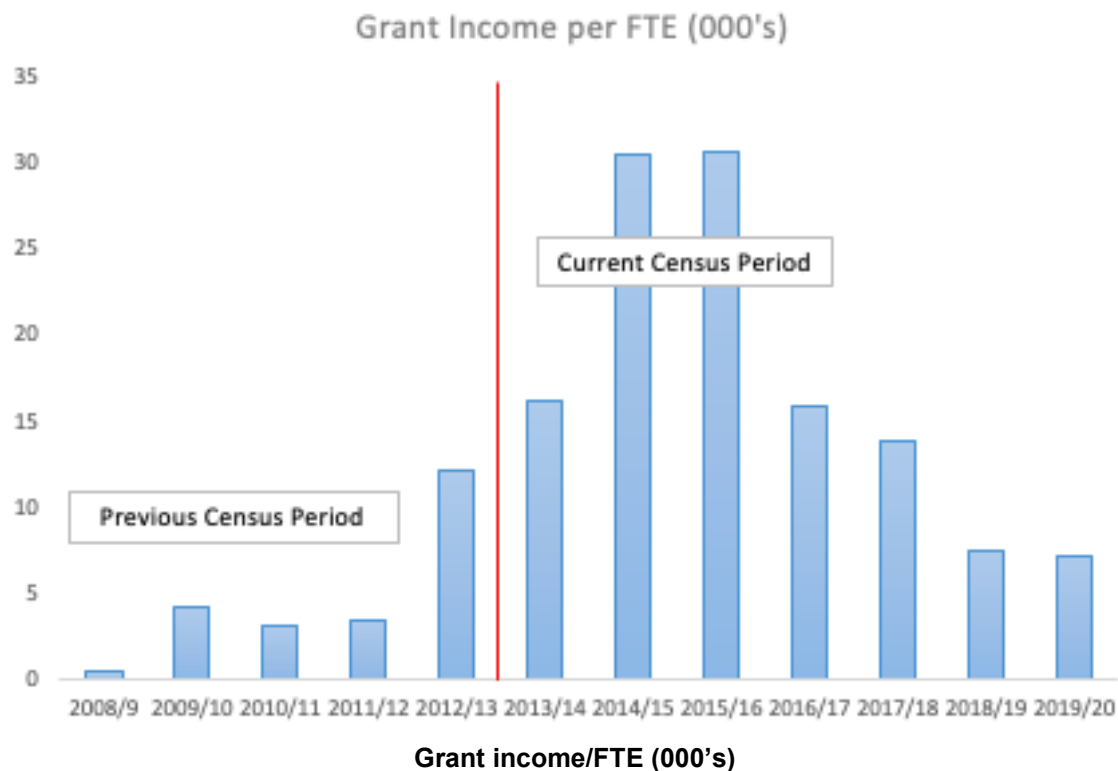
These improvements are largely attributable to success in realising our strategic aim of strengthening research-support structures. As a relatively small unit, we have experienced annual fluctuations in our income that reflect the impact of a few large grant awards. However, our income in all years of this census period has been substantially higher than the average across the previous one. Grant capture in the final period of this cycle (e.g. **Futter's** ERC award) will lead to a significant increase in the coming years. Our aim for this census period and beyond has been to increase the range and diversity of funding sources to ensure long-term sustainability. We have implemented multiple measures (detailed below) to support this aim and seen a steady increase in the number of grant applications, the number of colleagues applying, and the range of funding bodies applied to (reaching 14 bids from 11 staff to 9 bodies in 2019/20).

Organisational and operational infrastructure
Infrastructure supporting grant capture and impact development is provided at University, College and School levels. The Research Enterprise Division (RED) has staff with subject/disciplinary expertise to identify funding opportunities and support grant-writing. Impact co-ordinators have been appointed at the College and School levels with time allocated to support impact-related activities, and these are supported by full-time impact support staff in RED. The School holds Annual Research Meetings with all staff to discuss grant and impact opportunities, support publication, and develop individual research and personal development strategies.

Organising our Unit into three clusters has provided continuity in developing research projects and in taking forward our strategic aims. Grant bids are always reviewed by at least two other cluster members. Larger bids (over £150,000) are also reviewed by staff across the School, to maximise the chances of grant success. Support is also provided through the key funder working

groups (AHRC, ESRC, and Leverhulme Trust), on which the School has representatives. Grant-writing workshops have been introduced and all researchers (including RAs) have access to School and College Research Development Funds (SRDF and CRDFs) offering additional funds, above their individual research allowance, of up to £5000pa each. Applications can be made to support activities including impact (alongside IAA funding), knowledge exchange, and enterprise activities, as well as grant capture and speculative work. Preference is given to ECRs and those making their first large grant application. The University has a Research Equipment and Infrastructure Fund (REIF), which supports larger infrastructure projects. For, example, our unit used REIF funds to purchase and renew a subscription to the FACTIVA database (£30k) in support of **Morales'** research. A University-wide implementation of the Figshare platform has enabled our researchers to publish datasets and archive material and make them open access and discoverable (such as artefacts gathered as part of Garner's Leverhulme project) (IES:2.6). PGRs are given secure space, with shared desks and IT equipment. A PGR reading room in the Library is provided by the Doctoral College. Institutional commitment to the research conducted by our Unit is reflected in the match investment provided to install an ESRC-funded SafePod, which will provide access to sensitive or confidential datasets for research purposes.

External grant capture is emphasised in our annual personal development review process and our study leave approval process. Within the School, a proportion of income from grant funding is reinvested into seed funds supporting future grant-capture and impact development. These measures have seen significant increases in successful applications and in numbers applying. For example, **Futter's** £1.2m ERC grant, which will allow him to further investigate the impact of cyber threats to the security of nuclear weapons (ICS2), was supported by College funding (£1,087) to hire a grant-writing consultant and by internal peer review. The RDF provided **Baker** and **Shiraz** with funding (£2,500 and £3,335 respectively) to conduct international fieldwork, leading to articles published in *Political Psychology* and *International History Review,* the former showing the importance of empathy to de-escalation of conflict, and the latter how the takeover of the Dominican Embassy in Bogota in 1980 marked a new trend towards highly visible, performative security 'spectaculars' that then prompted the creation of modern 'fortress' embassies. Both **Bowen's** Edinburgh University Press book and impact work within the UN and European Space Agency on spacepower and space warfare have been supported by these funds (£8,987).

Our key grant successes include the following: **Futter** received £1.2m ERC Consolidator Grant (2020-22) and an ESRC Future Leaders Fellowship (2013-16), which allowed him to develop a framework for understanding and addressing the implications of the emerging cyber-nuclear nexus, culminating in the publication of his award-winning *Hacking the Bomb* (ICS2). **Clements** was awarded an AHRC grant in 2019 for the project, 'Roman Catholics in Britain: Faith, Society, & Politics' (£115,055). Schwarz received a British Academy grant in 2017 for her project, 'Moral Agency and Meaningful Human Controls' (*£8,464*). This project developed insights into the ethics of autonomous military technologies, culminating in the publication of *Death Machines: the Ethics of Violent Technologies* (Manchester University Press, 2018). **Morales** secured a European Council Starting Grant for 'RESPONSIVEGOV' employing a post-doctoral researcher (Luhiste) and two PhD students, to study government responsiveness to public opinion (2011-17, £997,000 awarded, income of £921,603 to Leicester in the census period). **Morales** was PI for a three-year project (PATHWAYS, 2014-17 £429,785 to Leicester) on the integration of migrants funded by the ESRC, Dutch NWO, French ANR, and German DFG under the Open Research Area (ORA) scheme. The University of Leicester was the lead partner for the British

team, which also included researchers at the University of Manchester. **Morales** also led a Horizon 2020 Framework Programme funded project (ETHMIGSURVEYDATA, £123,844), to consolidate scattered comparative survey data on integration of ethnic and migrant minorities. **Whitaker** was PI for a Leverhulme Trust funded project (2014-16) with Prof Simon Hix from the LSE and employing a post-doctoral researcher within the unit (£56,399). **Whitaker** and **Lynch** were Co-Is on an ESRC Brexit Priority project on UK party and parliamentary responses to Brexit (led by Law). Garner (PI) received a Leverhulme Trust grant for a two-year project (2017-19, £117,123), which included the funding of a full-time research associate (Okuleye, a former PhD student in the School), which culminated in his Oxford University Press book on the influence of the 'Oxford group' of scholars on the emergence of the animal rights movement.

Impact-related activities are supported through School funding of speculative and early-stage impact development, or through collaboration with commercial, public sector and social enterprise partners. The School has supported this with impact-specific training around research strengths; for example, through workshops on engaging with Parliament, run in conjunction with the Parliamentary Office of Science & Technology. School funds are augmented by College- and institutional-level impact funding aimed at developing relationships with commercial, public sector and social enterprise partners. In total, over £85k of School funding was distributed amongst eleven researchers, at all career stages. Nine researchers (including 4 ECRs, 3 women, and 1 BAME staff member) received an additional 23 awards from the College, totalling over £56k, to support research and impact-related activities (see §1 for details of projects). These approaches have produced tangible results. For example, **Futter's** research on the cyber threat to nuclear weapons (ICS2) has shaped public attitudes and informed public policy in the UK, changing working practices and understanding in NATO, and amongst industry professionals. It has been used by leading US think tanks seeking to shape the climate of ideas around the Trump Administration's nuclear weapons policy and by pressure groups working on global nuclear risks. **Dover's** research has been an important element in the professionalisation of intelligence analysis in domestic and international intelligence agencies (ICS1). **Bowen's** research has been cited by leading UK and European space policymakers as having directly changed and influenced British and European space policy and thinking about space politics.

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

Partnerships and Networks
Our staff are active in international and national research networks and professional associations, making significant contributions to disciplinary development. These contributions include: the founding of three and convening of eight scholarly networks; more than two dozen editorial positions; reviewing for seventeen prestigious funding bodies across Europe; and delivering over 170 invited talks and keynotes across the globe, demonstrating the esteem in which they are held nationally and internationally.

Brace is a founding member of the Wollstonecraft Society, an international network with members from the US, Turkey, Sweden and UK that works to promote engagement with the legacy of Mary Wollstonecraft. **Staples** is a member of the European Network on Statelessness. **Cooke** is an Associate Fellow of the Sir Bernard Crick Centre for the Public Understanding of Politics and sits on the Research Advisory Committee of the Vegan Society, UK. **Futter** is a member of the Euro-Atlantic Younger Generation Leaders network (a network of 80 members drawn from across the Euro-Atlantic to provide advice and suggestions to global leaders on

pressing security challenges). **Futter** co-founded and convened the BISA Global Nuclear Order working group from 2012-17. **Dover** convenes the PSA's Security Intelligence Studies Group (SISG) and has been on the National Police Chiefs Council Intelligence Research and Practice Committee since 2018. **Clements** has been co-convenor of the PSA's Politics and Religion specialist group since 2013 and is their treasurer. **Clements** is a member of the advisory group for the 'Science and Religion: Mapping the Landscape' project, Theos think-tank and the Faraday Institute for Science and Religion, funded by the Templeton Foundation. **Strachan-Morris** is Vice Chair (International), of the International Association for Intelligence Education, is a board member of its Europe Chapter, and sits on its Intelligence Education Certification Committee. **Phythian** has played an active role in the ISA's Intelligence Studies Section and chaired its Distinguished Scholar Award Nominating Committee in 2016 and 2017. He was a member of the PSA Accreditation Working Group in 2016. **Bowen** established and convenes the Astropolitics Collective, a group for UK academics working on space politics.

Disciplinary Contribution

Phythian is a series editor of the *Georgetown Studies in the History of Intelligence* book series and senior editor of *Intelligence and National Security.* During his editorship the journal has increased from 6 to 7 issues per year, has been included in the SSCI, and has seen a marked improvement in its data profile, for example in terms of altmetrics and downloads. **Dover** is an editor of the *Hurst Intelligence Studies* book series and on the editorial board of the *Journal of Intelligence History*. **Johnson** is associate editor of *Critical Military Studies*. **Whitaker** is reviews editor for *Government and Opposition.* **Futter** sits on the editorial board of *The Non-proliferation Review* and *Political Research Exchange.* In addition, staff have served on over a dozen further journal editorial boards, including: *Crime, Law and Social Change; Journal of Animal Ethics*; *International Journal of Intelligence*, *Security and Public Affairs*; *New Middle Eastern Studies*; *Social Movement Studies*; *Society and Animals,* and the *Journal of Contemporary Research*.

Staff further contribute to the discipline by reviewing for funding bodies. **McLaren** has served as Independent Expert to the European Commission's Research Directorate General on Horizon 2020 programmes (H2020-INT-SOCIETY-2015) and was invited to serve on the European Commission's DG Research and Innovation (Unit A.6 'Science Policy, Foresight, and Data') Trust at Risk expert group and as Vice Chair for the Research Executive Agency of the European Commission. She has refereed for the Fund for Scientific Research (FNRS) Belgium, and the Deutsche Forschungsgemeinschaft (DSG). **Brace** sat on the ESRC Peer Review College, 2012-2016 and was a judge for the PSA's Ernest Baker prize for the best thesis in political theory, 2018. **Phythian** was an ESRC Grant Assessment Panel member (Panel B), 2010 – 2014; a member of the Commissioning Panel, ESRC 'Understanding, Countering and Mitigating Security Threats Research and Evidence Hub', in 2015 and then as a reviewer of the scheme at the end of 2017, as well as reviewer for the UKRI Future Leaders Fellowships in 2018. In 2019-20 he served on the International Assessment Board for the government of Ireland's Postdoctoral Fellowship Scheme. **Futter** has served as a reviewer for the ERC, ESRC, British Academy, and Leverhulme Trust. **Clements** has acted as a Reviewer, ESRC Research Grants (Open Call), 2018, and **Staples** as a reviewer for the ERC Consolidator Grant, April 2018 and the ESRC Trust and Global Governance call, September 2018. She has also reviewed for the ERC Starting Grants call. Garner has acted as a reviewer for the Leverhulme Trust, and **Cooke** for the AHRC and ERC.

Keynote lectures delivered include:

- **Bowen**: the Chief of Air Staff Fellowship conference (2019); RAF College Cranwell (2020);

- **Dover**: NATO Intelligence Tradecraft Conference (2019); National Crime Agency, National Intelligence Analysts Conference (2017, ICS1);

- Garner: International School of Philosophy, Leusden, Holland (2016); Eurogroup for Animals Annual General Meeting, Brussels (2016);

- **Johnson**: European Workshops in International Studies, Groningen (2018);

- **Phythian**: National Security Studies Institute, University of Texas, El Paso (UTEP) (2017); Education, Security and Intelligence Studies colloquium, University of Oxford (2017);

- **Strachan-Morris**: National Counter Terrorism Border Policing Conference, Newcastle (2019).

Awards and Prizes

During this period, our staff have been recognised for their contributions to the field. Garner and **Phythian** were elected Fellows of the Academy of Social Sciences. Garner is a Fellow of the Royal Society of Arts. **Phythian's** book, *Principled Spying: The Ethics of Secret Intelligence*, was a finalist for the AFIO 2018 book award "Best Intelligence History of 2018". **Phythian** was awarded the ISA Intelligence Studies Section Distinguished Scholar Award in 2020. **Bowen** was a Visiting Scholar at the Space Policy Institute, George Washington University (2014). **Futter** has held fellowships at the Norwegian Nobel Peace Institute (2017) and the James Martin Center for Non-Proliferation Studies, Monterey (2015). His book, *Hacking the Bomb*, was a finalist for the 2019 PROSE Award in Government and Politics of the Association of American Publishers and Winner "Pole D'Excellence Cyber, Literary Award 2019". **Whitaker** held a Visiting Fellowship at the Australian National University (2019). **Shiraz** has held fellowships at Centro de Recursos para el Análisis de Conflictos (Conflict Analysis Resource Centre, CERAC), Bogotá – Latin America's leading conflict research centre - and Escuela Superior de Guerra de Colombia (Colombian War College).

Engagement Beyond Academia

Our relationships with governments, professional groups, and NGOs demonstrate our strength in connecting research with users and beneficiaries to deliver social and economic benefits. Key beneficiaries have included professionals working in the police and intelligence community, UK, European, and US policymakers involved in nuclear and space policy, and officials of the UK Parliament.

Members of the ISSS cluster have worked closely with the National Police Chiefs Council Intelligence Practice Research Consortium (IPRC) since 2013. The IPRC identifies research that is of use to law enforcement and brings it to the attention of the relevant agency in support of the aims of the Evidence Based Policing initiative. **Dover, Phythian** and **Strachan-Morris** have all been members of the IPRC, attended its meetings regularly and contributed to its work, including via commissioned research. Membership of this organisation is an important means of achieving impact as well as improving links between academia and professional practice. The success of

this approach can be seen in **Dover's** Impact Case Study (ICS1), and in **Strachan-Morris's** engagement with ACPO Criminal Records Office (ACRO) to provide advice on post-Brexit intelligence sharing on foreign national offenders. ISSS, as part of the University's internationalisation strategy, has developed strong links with institutions in Pakistan (National Defence University at Quiad i-Azam, Strategic Vision Institute, and International Security Studies Institute). As a result, we have several PhD students at Leicester on Pakistan Education Commission Funding, along with a post-doctoral researcher, working on nuclear politics.

We have been active in providing research-led practitioner training for government and international agency professionals. We designed and delivered the first strategic intelligence programme (at postgraduate level) to a residential cohort of intelligence officers, drawn from the Five Eyes alliance partners in July 2017. **Dover** co-wrote the FVEY Criminal Intelligence Advisory Group strategy for professionalisation through education, helping to create an international career path for law enforcement intelligence officers (ICS1). The Unit's postgraduate Distance Learning programme in Intelligence and Security (led by **Strachan-Morris**) has become a de facto standard for experienced defence, intelligence and security officers and the Unit's partnership with the NATO Defence College in Rome has ensured that our programmes are the postgraduate level conclusion to NATO's Advanced Staff Course. **Dover** was decorated by the National Crime Agency in February 2018 for his work designing its career pathway. **Dover** was commissioned by the Professional Head of Intelligence Analysis in the UK to develop CPD and education of strategic analysts in Whitehall in 2018 (ICS1).

In addition to these practitioner-focussed activities, staff from each of our clusters have been active in research-led engagement with external organisations in line with our impact strategy. **Futter** participated in several Track II diplomatic dialogues in the US (2016, 2017, 2018); Russia (2017); UAE (2016); India (2016); and China (2014). In addition, he was a member of the Cyber Threats and Nuclear Weapons task force at the Nuclear Threat Initiative based in Washington, DC (2016-17). **Phythian** has given invited talks to intelligence practitioners inside GCHQ, at the Swedish Defence University, and at the Norwegian Defence Intelligence School. As part of their ESRC Brexit Priority grant, **Lynch** and **Whitaker** work closely with their impact partner, the Industry and Parliament Trust (IPT). In collaboration with the IPT they have run a series of events in Parliament bringing together representatives from business, charities and the public sector, with parliamentarians and academics. These include meetings on climate change, trade, data protection and the EU Withdrawal Bill. They have presented their research findings to Parliamentary staff at two events: an ESRC Brexit Research for Policy event and an IPT workshop for Parliamentary staff on Parliamentary Procedure Post-Brexit. The project also organised a public event 'What would a good Brexit look like for Leicester and Leicestershire?' as part of the ESRC's Festival of Science in November 2017 involving Lord Wolfson (CEO of Next) and Rory Palmer MEP. **Shiraz** has advised Tower Hamlets Council on their Serious and Organised Crime Profile. **Clements'** work on religion and politics led him to collaborate with the think-tank Theos, resulting in a co-authored report in 2014 'Voting and Values in Britain: Does Religion Count?' (covered by the BBC and broadsheet newspapers). **Clements'** research on religious beliefs in Britain was featured in an article and editorial in *The Times* in January 2015, cited in *Prospect* magazine, and in a BBC website news article in September 2017. Garner produced a co-authored report for the Centre for Animals and Social Justice think-tank entitled 'How to protect animal welfare' in February 2016. **Bowen** and **Futter's** research in space and nuclear security policy has led to the School being invited to affiliate with the EU Non-Proliferation Consortium, a network of think tanks and research centres across the EU.

Our staff frequently provide evidence to parliamentary committees and groups. **Bowen** gave oral evidence to the House of Commons Exiting the European Union Committee as part of their inquiry on the progress of the UK's negotiations on EU withdrawal in May 2018. In 2020, at the invitation of the United Nations Institute for Disarmament Research, **Bowen** submitted comments to the Group of Government Experts on preventing an arms race in space. In 2020, **Bowen** answered questions from the Defence Select Committee on space policy and the Integrated Review. **Futter** gave oral evidence to the House of Lords International Relations Committee as part of their 'Foreign Policy in Changed World Conditions' inquiry in July 2018 and his written evidence to the House of Commons Defence Select Committee has been cited in the reports of inquiries into 'Flexible Response? An SDSR Checklist of Potential Threats and Vulnerabilities' in 2015 and 'Deterrence in the 21st Century' in 2014. His work has also been cited in a House of Commons Parliamentary Office of Science and Technology (POST) Note on Nuclear Security (October 2016) (ICS2). **McCormack** submitted written evidence to the Joint Committee on National Security Strategy's inquiry on the UK national strategy in a digital world in March 2017; and to the House of Lords International Relations Committee inquiry into Foreign Policy in Changed World in March 2018. She gave written and oral evidence to the 'Role of Parliament in the UK Constitution: Authorising the Use of Military Force' Inquiry by the Public Administration and Constitutional Affairs Committee in 2019. **Cooke** submitted written evidence to the Environment, Food and Rural Affairs Committee on the Draft Animal Welfare Bill inquiry (2018). **Dover** and **Phythian's** written evidence to a Business, Innovation and Skills select committee inquiry was cited in the committee's report on 'The Use of UK-Manufactured Arms in Yemen' in September 2016. **Dover** also provided written evidence to the Home Affairs Committee in 2018. **Futter** (ICS2) has briefed the Cabinet Office (2018), the Top-Level Group of Parliamentarians for Nuclear Disarmament (2016), and the NATO Data Fusion Centre (2018). In 2020, **Dover** submitted evidence to the UK Parliament Defence Committee Inquiry into The Security of 5G (ICS1). **Phythian** briefed Emily Thornberry MP, then Shadow Defence Secretary, in Westminster, April 2016, in context of the Labour Party defence review. **Bowen** has advised the Director of Space, MoD in the UK's Defence Space Strategy and the Prime Minister's Policy Unit on the Integrated Defence Review.

Conclusion

The strong contributions that our research has made to the development of the discipline, as well as to governments, NGOs and society, provide concrete evidence of our flourishing research environment. Our commitment to the development of our PGRs, ECRs and to gender equality are evident in the successes of the UoA's PGRs, ECRs and female researchers. Our multi-layered research infrastructure means that research and impact are fully integrated into the Unit's working culture, creating an environment that enables delivery of world-leading research in our core areas of international security, normative theory, and in our pursuit of empirical analyses of institutional- and individual-level political behaviour. Our research structures and culture have developed significantly in the period under review and provide a robust framework and stimulating environment for research currently underway, fostering impact based on that research, and for the development of new research and impact focused on Africa and the Global South which aligns with the University's future investments.