

**Institution: University of Nottingham**

**Unit of Assessment: Sub-Panel 20: Social Work and Social Policy**

## **1. Unit context and structure, research and impact strategy**

### **Overview**

Unit of Assessment 20 (Social Work and Social Policy) at the University of Nottingham has grown from 37 to 47 academic staff members since REF2014 achieving greater diversity and representation (see section 2). It primarily includes staff from the School of Sociology and Social Policy alongside colleagues working in criminology and health and social policy fields. The Unit conducts theoretically informed and applied disciplinary and interdisciplinary research in social work, sociology, criminology, social and public policy. Our research is unified by a common concern with social justice. This includes addressing the realities of marginalised groups, giving witness to experiences of everyday life and identifying issues of recognition and representation. Promoting equality and diversity locally, nationally and internationally is at the core of our mission. Knowledge derived from our research directly impacts:

- **Policy makers** (including local, regional, national governments and NGOs) by enabling better-informed decision-making and the implementation of more effective policies and legislation, to the benefit of society;
- **Practitioners and service providers** (including those in health, social work, social care, and criminal justice) by influencing perspectives, decision-making and practices, including planning, delivery and evaluation of services to the benefit of service users, carers and families;
- **Wider publics** in challenging and confronting myths and prejudices about some of the most disadvantaged/excluded people in society and providing alternative ways of understanding and responding to their realities, to the benefit of society overall.

### **Structure of the Unit**

Research activities are organised under five research clusters: 1) *Wellbeing, Health and Social Care*; 2) *Public and Social Policy*; 3) *Identities, Citizenship, Equalities and Migration*; 4) *Science and Society*; and 5) a new cluster in *Criminal Justice Research*. **Since REF 2014** these research clusters have been re-aligned with the University's Research Vision 2020 to facilitate more effective working with new Global Challenges as well as enabling leadership of emerging collaborations across Schools and Faculties (the University's organisational units) through large scale interdisciplinary research funding. They have also been strengthened and developed to reflect changes in personnel and our strategic expansion into the field of criminology.

The five clusters have research leads selected among their members and group together academic and research staff, as well as postgraduate researchers, thus providing an inclusive forum for collaboration. This has led to successful grant capture and outputs involving staff at all career stages (see section 2). Leads are responsible for encouraging research bids and initial support including the appointment of 'bid mentors'. Leads are also represented on the Research and Knowledge Exchange (RKE) Committee, the body tasked to oversee UoA's research strategy (see below). Each colleague has a primary membership in one research cluster, but we encourage overlapping membership and cross-cutting work. Three clusters have produced impact case studies for REF2021 and two are developing case-studies for the next cycle, thus demonstrating the vitality and sustainability of our research. All clusters are represented evenly in our output selection.

## 1. Wellbeing, Health and Social Care

This cluster is a wide-ranging interdisciplinary grouping which aims to understand the social policy issues surrounding social care, health, the processes of caring and the nature and impact of social interventions. It undertakes innovative theoretical and empirical research, informing social interventions and care practices. The cluster has strong links with the **Centre for Social Work** and the **Ann Craft Trust**. Within UoN it collaborates with the **Institute of Mental Health (IMH)** and the **Children and Childhood Network**. The centre has sustained relationships with **Nottinghamshire, Derbyshire and Lincolnshire Collaboration for Leadership in Applied Health Research and Care (CLAHRC)** and the **D2N2 Social Work Teaching Partnership**. It has a strong partnership with **Nottinghamshire Healthcare NHS Trust**, the local provider of mental health services with whom we have a number of jointly-funded **ESRC PhD studentships**. The cluster contributes to one of our impact case studies:

- **Clawson and Fyson's** research on forced marriage of people with learning disabilities has influenced policy through its impact on practice guidelines and improved frontline practice. It has led to new statutory guidance involving changes to data collection on forced marriage. It has also made a substantial contribution to raising public awareness of forced marriage of people with learning disabilities.

## 2. Public and Social Policy

The cluster brings together academics, researchers and postgraduate students from a range of disciplines, who share an interest in the policy dimension of some of the major social issues faced by contemporary societies. With a focus on global social justice, the cluster investigates a number of social and public policy developments at local, regional, national and transnational level. These include: welfare reform; public sector governance and policy networks; the role of Third Sector organisations in delivering public services; labour market inequalities; migration and refugee policies; the impact of Brexit on UK social policy; urban environments and sustainability. The cluster's distinctive strengths lie in the integration of theory, research design and stakeholder engagement. Within UoN the cluster collaborates with the **Institute for Policy and Engagement and Governance**, the **Public Policy Interdisciplinary Group**, and the **Rights, Justice and Global Challenges Interdisciplinary Group**. Members of the cluster are also part of several international networks and have ongoing collaborations with other academic institutions, particularly across **Europe and East-Asia**. The cluster contributed one impact case study:

- **Roberts' research** for the European Commission (EC) has directly contributed to the reform of regulations on free movement of workers and improved the quality of governance of labour market fluidity across EU Member States through the establishment of the European Labour Authority in 2019. This work also informed Brexit negotiations from both EU and UK perspectives.

## 3. Identities, Citizenship, Equalities and Migration

The cluster is organised around identities, citizenship and civic stratification. It encompasses innovative conceptual and methodological approaches as well as substantive comparative and cross-cultural research, including work on Europe, Africa and Asia. Theoretical issues addressed include questions of colonialism and postcolonialism, nationalism, multiculturalism, the commons and cosmopolitanism. Members conduct research into moral economies of welfare and work; gender, employment and the temporal reorganisation of work; forced and child labour and increased precarity. Issues of human rights, migration and refugee status are addressed in the context of changing definitions of citizenship and membership. Intersections of age, sexuality, disability, gender, ethnicity and religion are researched across the different themes, especially in relation to the construction of identities and modes of inclusion and exclusion. The cluster

collaborates with the University **Rights, Justice and Global Challenges Interdisciplinary Group** and the **Rights Lab**. Members of the cluster are also part of several international networks, (e.g. **IMISCOE**, the European Network on International Migration, Integration and Social Cohesion). It contributes two impact case studies:

- **Gardner's** research on building communities which are resilient to modern slavery influenced local and national public policy and practice. These approaches were taken up by the Home Office and embedded within new statutory guidance issued under Section 49 of the Modern Slavery Act.
- **Holmwood** was an expert witness for the defence in professional misconduct cases involving senior teachers accused of the Islamification of schools in Birmingham, where his report was at the core of the defence case. Holmwood's research influenced a major theatre play based on the affair. His work has been cited by Muslim charities, such as MEND, and by Index on Censorship to influence their approach to Prevent.

#### 4. Science and Society

The cluster is one of the foremost interdisciplinary groupings for research excellence in the field of Science and Technology Studies. It has an outstanding track record of externally funded innovative research and produces transdisciplinary and impactful research on problems located at the intersection of scientific research, technological innovation and the social and cultural world. Topics include: climate change; renewable energy; epigenetics; green chemistry; animal research; internet of things and digital societies; biomedicine and healthcare practice; sustainable cities, public participation in science and technology and citizen science. Lead **Papadopoulos** is co-director of the EPSRC-funded development: 'RRI-Responsible Research and Innovation'. He is also the director of **EcoSocieties: Ecological Transitions in Diverse Societies**, a newly established Interdisciplinary Research Cluster at UoN. ISS is one of the key organisers of **STS4C/STS** four cities consortium integrating research from the Universities of Nottingham, York, Sheffield and Leeds. The cluster is currently developing a number of potential impact case studies for the next REF cycle. These include **Hobson-West's**: 'Animal Research Governance' funded by an ESRC Impact Accelerator Award; and **Goulden's** work on smart home appliance regulation and policy.

#### 5. Criminal Justice

Criminology was established as a subject area in UoN in 2014 through the introduction of degree programmes in the SSSP. Reflecting staff recruitment, the Criminal Justice Research Centre (CJRC), originally located in the School of Law, became an interdisciplinary research centre under the co-leadership of the School of Law and SSSP in 2016. This development was led at a strategic level in order to support interdisciplinary research and public engagement. **Henley** serves as a co-director of the Centre. The CJRC provides a forum for interdisciplinary research in law, sociology and criminology, and also draws on a wider membership from across the university in forensic psychology, philosophy, education and health. UoA staff researching in these areas are members of the CJRC (**Browne, Carr, Chou, Clamp, Dixon, Heydon, Jordan, Lumsden, Tomczak**). Research in the centre focuses on criminal justice systems and processes; the impacts of system contact; penal practices and philosophies; alternatives to punishment and the role of citizens and non-state actors in criminal justice. The CJRC collaborates with the **Institute for Policy and Engagement**, the **Human Rights Law Centre**, the **Centre for Forensic and Family Psychology** and the **Institute for Mental Health**. As a newly established centre, CJRC is not contributing to an impact case study in the current cycle. However, an emerging case study is already evident through the work of **Tomczak**, an ECR who has received the **Nottingham Impact Accelerator Knowledge Exchange Prize 2019** for work on *Reducing Prison Suicide*.

Strategic development in research is provided through the *Director of Research and Knowledge Exchange (DoRKE)* and the **Research and Knowledge Exchange Committee**, with direct links to the School's *Executive Group*. The RKE Committee led by the DoRKE, meets six times a year. The Committee comprises of: *Research Cluster Leads, Ethics and Integrity Officer, PGR Lead, REF Team, Research Development Manager, School Operations Manager, and PGR Representative*. Four DoRKEs have served in this REF Cycle (two male and two female). The Committee is currently composed of four professors, four associate professors, two assistant professors, two administrative staff and one PGR, of these 8 are female, 5 are male. The Committee provides leadership and management for strategic research objectives and their delivery, including approving funds from Faculty and School for research support and study leave applications.

Researchers receive administrative support from the Faculty level **Centre for Advanced Studies (CAS)** which manages the grant application process, and from the school based *Senior Research Administrator*, and the *School Operations Manager*. *Research Clusters* play a large part in supporting and mentoring researchers. Support is facilitated through: workload allocation; study leave; funding for conferences and networking; peer review of papers and grant proposals; Research Away Days; the discussion of personal research plans with the DoRKE; and through staff mentoring during the grant application process.

Our **Research Ethics and Integrity Committee (REIC)** ensures all research we conduct meets the highest standards. REIC is chaired by the *Ethics and Integrity Officer (EIO)*, who is also the Faculty EIO, and comprises c. 10 academic reviewers (recruited from across the UoA and different career levels). The committee meets once a semester and the EIO reports regularly to the *RKE Committee*. The EIO conducts regular training on research ethics for staff and students.

A *REF Coordinator, Impact Coordinator, and Impact Officer* were appointed to support the Unit's research impact activities for REF2021 and beyond. This team works with academics at all career stages to raise awareness, support skill development, develop impact plans, and document achieved research impacts. They collaborate most closely with the REF impact case study authors and at Faculty/University level to produce the School's portfolio of REF2021 case studies. The REF/impact staff meet regularly with the DoRKE through the **REF Committee** to deliver, monitor and update the School's REF/impact strategy and activities.

### **Achievement of Strategic Aims for Research and Impact during the Assessment Period**

**At the time of REF 2014**, in addition to continued support and development of existing research clusters, our core objectives were:

- **O1:** Retaining, developing and recruiting high quality research-active staff.
- **O2:** Increasing and diversifying grant capture by supporting both small and large scale, individual and collaborative research bids.
- **O3:** Delivering high quality outputs through more effective mentoring and peer review and widespread dissemination.
- **O4:** Embedding the impact agenda within our research activities.
- **O5:** Creating a vibrant environment for doctoral students and maximising funding opportunities to attract high quality applicants.

In addition to achieving these objectives (see below) we have engaged with three additional objectives:

- **O6:** Engaging proactively with existing 'ecosystems', shaping new agendas and building networks and, thus, securing global research esteem.
- **O7:** Promoting ethical and responsible research.
- **O8:** Making progress towards an open research environment.



***O1: Recruiting, developing and retaining high quality research-active staff.***

The school offers an inclusive environment where we value and nurture the contribution of all our staff. We support the transition from teaching only to R&T contracts (e.g. **Purser** and **Genova** have achieved this). We have a similar approach to colleagues appointed to research contracts and have been able to offer full time R&T contracts to researchers (e.g. **Madziva**, **Warwick**, **Okyere**, **Clawson**, all of whom started with us as PhD students). The school is strongly committed to supporting new generations of social policy, sociology, social work, STS and criminology scholars, PGRs and early career researchers. We have successfully attracted high calibre ERC scholars through programmes such as the Nottingham Research Fellowships (NRF) (see Institutional Statement, 3.2) (**Gardner**, **Goulden** and **Tomczak**) and the Leverhulme Early Career Fellowship (**Ghelfi**). The school has also succeeded in recruiting leading experts in their field such as **Papadopoulos** in STS, and high calibre mid-career scholars in social policy (e.g. **Chau** and **D'Angelo**) and criminology (e.g. **Carr** and **Lumsden**). Staff have also benefitted from career development opportunities within the university including the Research Leaders Programme (e.g. **Hobson-West**).

***O2: Increasing and diversifying grant capture by supporting both small and large scale, individual and collaborative research bids.***

We have both increased (by 16%) and diversified our grant capture. UoA members across career levels have been successful in securing a diverse range of funding. These include large collaborative grants obtained by professorial level academics such as **Nerlich** and **Holmwood** through the Leverhulme programme: *Making Science Public* and **Grundmann**: *Sustaining Urban Habitats*; and individual grants and Fellowships (**Papadopolous**) from the Newton/AHRC and Leverhulme; **Schneider** from the NIHR and the Alzheimer Society and **Pilnick** through the BA Senior Research Fellowship. Mid-career staff have secured individual grants from the Wellcome Trust (**Hobson-West**); the ESRC and the NIHR (**Clawson**); the MRC/AHRC (**Bott**); and individual fellowships from Leverhulme (**Stevenson**) and BA Mid-Career Fellowships (**Bott**). Early career staff have been successful in obtaining funds from the EPSRC (**Goulden**); the ESRC and British Academy (**Madziva**); NIHR and the Society for Health and Illness (**Jordan**). They have also secured Leverhulme Early Career Fellowships (**Ghelfi**); ESRC new investigator grants (**Wikoff**) and Nottingham Research Fellowships (**Gardner**, **Goulden** and **Tomczak**).

***O3: Delivering high quality outputs through more effective mentoring, peer review, and widespread dissemination.***

The 47 researchers in the UoA published 493 outputs: 20 books, 385 journal articles and 68 book chapters in this REF period. An internal output review process based on REF2021 criteria has been implemented. This peer review process facilitates learning and development and supports the delivery of high-quality outputs based on criteria of originality, rigour and significance. The RKE committee has directed seed-corn funds to enable staff to collect data for high quality publications. Support for conference attendance has increased during the REF cycle to stimulate dissemination. Research clusters have provided mentoring, opportunities to present work-in-progress and peer review.

Staff have published in leading and high-impact international journals in the fields of social policy, social work, sociology, criminology and STS (e.g: British Journal of Social Work, Cultural Sociology, Ethnic and Racial Studies, Global Networks, Social Networks, Sociology, Sociology of Health and Illness, Urban Studies, Work, Employment and Society, Theoretical Criminology). Highly cited articles include: **Goulden** (2014) *Smart grids, smart users? The role of the user in demand side management* (Google scholar 301; **Grundmann** (2017) *The problem of expertise in knowledge societies* (Google scholar 99; **D'Angelo** (2018) *Changing times: Migrants' social network analysis and the challenges of longitudinal research* (Google Scholar 75; **Zontini** (2015) *Growing old in a transnational social field: belonging, mobility and identity among Italian migrants*

(Google scholar 65). Highly impactful articles include: **Holmwood** (2018) *Colonialism, postcolonialism and the liberal welfare state* (Altmetrics 195); **Warwick** (2019). *"Isn't it funny the children that are further away we don't think about as much?": using GPS to explore the mobilities and geographies of social work and child protection practice* (Altmetrics 92); **Stevenson** (2017). *E.P. Thompson and cultural sociology: questions of poetics, capitalism and the commons* (Altmetrics 51); **Tomczak** (2016) *The penal voluntary sector* (Altmetrics 52).

UoA members have received prizes and recognition for high quality publications. 2018 SAGE Cultural Sociology Prize (**Stevenson**); Sociology Super Author 2013 Nominee (**Zontini**); 2017 Institute of Mental Health paper of the year (**Pilnick**); Centre for Crime and Justice Studies and British Society of Criminology Essay Prize 2014 (**Henley**); Norm Smith Publication in Social Work Research Award (**Laird**).

#### ***O4: Embedding the impact agenda within our research activities.***

The School's research impact strategy involves increasing staff awareness, knowledge, skills and resources for creating impact. All staff and PGRs have access to impact-related training organised by the School, *Researcher Academy* and the Central REF team. The school has appointed an Impact Officer who is available for one-to-one training and support. A senior academic (**Schneider**) coordinates the impact activities of the UoA. The UoA has been awarded £144,000 (ESRC IAA and other funding) for over 20 research impact projects including: improving healthcare practices and models for elderly populations and preventing gender-based violence and human trafficking. Seven female researchers (**Fyson, Harris, Madziva, Warwick, Clawson, Hobson-West** and **Gardner**) have participated in the year-long **Impact Leaders Programme**, in partnerships with external stakeholders. **Hobson-West** won the **ESRC Impact Accelerator Award** (2016/2017), and **Tomczak** won the **Nottingham Impact Accelerator Knowledge Exchange Prize** (2019) and the **British Academy Rising Star Engagement Award** (2018).

In our efforts to promote social justice both locally and internationally, we have strengthened our knowledge exchange through close partnerships with stakeholders, including working together with service users (e.g. **Schneider's** work with dementia carers); with government departments (e.g. **Clawson and Fyson's** work with the Home Office and Foreign and Commonwealth Office Forced Marriage Unit); international organisations (e.g. **Robert's** work with the European Commission); national charities (e.g. **Henley's** work with Unlock), third sector organisations and others including dissemination to wider publics (e.g. **Holmwood's** work with Lung Theatre).

All research clusters were encouraged to develop impact case studies. Five were selected for support based on their quality and development stage. Four were selected by the UoA's REF Team, following a peer review process which assessed the quality and extent of impact. Work continues in developing case studies for future cycles.

#### ***O5: Creating a vibrant environment for doctoral students and maximising funding opportunities to attract high quality applicants***

We attract high quality doctoral students across our research clusters. In the REF period we awarded 218 research degrees (19.3% funded by research councils, including the ERSC, EPSRC, AHRC and NERC. We have secured three ESRC Collaborative Studentship awards: with the Nottingham University Hospital Trust; the national charity Unlock and the RSPCA.

#### ***O6: Engage proactively with existing 'ecosystems', shape new agendas and build networks***

A major University-wide initiative during this REF period has been the establishment of *Global Research Themes, Beacons of Excellence and Interdisciplinary Research Clusters* [see Institutional Statement, 2.1(a)]. UoA members have been active in interdisciplinary university

initiatives: *Governance and Public Policy (GaPP)*; *Sustainable and Resilient Cities*; *Beacons of Excellence: The Rights Lab*; *Rights and Justice Priority Area*; *Science, Technology & Society Priority Group* and the *Animal Research Nexus*. The UoA also has important research collaborations with the School of Medicine, the Institute for Mental Health, the Schools of Law, Education, Veterinary Medicine, Science and Biosciences. The UoA leads two Interdisciplinary Research Clusters: **IRC EcoSocieties (Papadopoulos)** and **IRC Governance and Public Policy (Roberts)** and is involved in externally-funded interdisciplinary research. It secured funding for two Leverhulme Trust Programmes: *'Making Science Public'* (2010-2016) and *'Sustaining Urban Habitats'* (2015-2020). The latter involves collaboration with: Geography, Physics, Computer Science, Mathematics and Engineering. **Papadopoulos** leads the EPSRC funded *Responsible Research and Innovation (RRI)* initiative and is also involved in large projects funded by the BBSRC (on Sustainable Routes to Platform Chemicals) and the EPSRC (on Sustainable Chemistry). Researchers in the UoA are embedded in research networks globally. They present at international conferences, publish in and edit journals with an international readership (see section 4 for evidence of the UoA global research esteem).

### ***O7: Promoting ethical and responsible research***

The UoA encompasses a substantial range of research, including on sensitive topics and with vulnerable populations. The School's Research Ethics and Integrity Committee (REIC) has developed considerable expertise and has produced guidance for students and staff, which has informed wider university approaches, including guidance on digitally based research and informed consent. The REIC provides regular training addressing new developments (e.g. GDPR regulations). The UoA is at the forefront in promoting ethical and responsible research within the University and beyond through the **Responsible Research and Innovation (RRI)** work initiated by the Science and Society cluster. Examples include: *Report on Responsible Research and Innovation: Responding to the New Research Agenda* (2014); the Leverhulme funded programme *Making Science Public* (2012-18) and the *EcoSocieties Interdisciplinary Research Cluster* of which RRI is a cross-cutting theme. The UoA has developed a training course on *Responsible Research & Innovation* in collaboration with the Researcher Academy and delivered training to the Horizon Doctoral Training Programme (DTP) and the Energy DTP (**Mohr**). Through **Hobson-West's** Wellcome Trust funded work on animal research, the unit has also achieved a national impact on ethics, e.g. via a report distributed to all UK universities using animal models, and via ESRC IAA funded public engagement activities.

### ***O8: Making progress towards an open research environment***

The UoA is fostering an open research environment and complies with the UoN Open Access Policy through the deposition of research outputs in open access form in the institutional repository (RIS). Applications for research funding include data management plans and recipients of Research Council funding adhere to open data requirements. UoA members have been at the forefront of national and international debates on open research. **Holmwood** has been a member of the *HEFCE Working Party Addressing Open Access Monograph Publishing* as well as co-founding a monthly open access magazine of social research, policy and analysis and social criticism, *Discover Society*. **Dauncey** has promoted open access through her role as co-editor of the *Journal of the British Association for Chinese Studies*. The UoA produces a range of open access non-academic outputs, ranging from technical and policy reports, practice guidelines, bulletins, blogs, magazine articles, films, theatre plays and toolkits, TV and radio programmes. Examples include the work featured in the Impact Case Studies of **Clawson and Fyson** (media engagement re. forced marriage for people with learning disabilities); **Roberts** (policy reports for the European Commission); **Holmwood** (theatre production on the *Trojan Horse Affair*) and **Gardner** (policy toolkits to address modern slavery).

### Future Strategic Aims

Our UoA has expanded in this REF cycle from 37 staff in 2014 to 47 members in this return. Key developments include the broadening of our disciplinary range to include criminology; the expansion of our research funding portfolio and associated projects and research staff; and investment and appointments in key areas, such as STS and the successful recruitment and retention of Nottingham Research Fellows. Our future strategic aims include work to consolidate on success to date as well as the following:

1. **Sustain and develop a vibrant and nurturing research culture:** This will be achieved by continued investment in staff development and research support including: research time allocation; study-leave, internally funded research opportunities, peer-mentoring and access to wider faculty and university supports. This will involve tailored training and opportunities for staff at all career stages. We will specifically engage with the *Researcher Academy* to develop an action plan for delivery of: *The Concordat to Support the Career Development of Researchers* and implement the *Athena Swan Award Action Plan*.
2. **Consolidate and expand the global esteem of our cutting-edge research on contemporary social issues:** This includes funded research exploring the social dimensions of the Covid-19 pandemic (e.g. **Madziva, Gardner**). Other examples include work on Trustworthy Autonomous Systems (**Goulden**), controversies in human and animal vaccination (**Hobson-West**) the impact of Brexit on migrant workers (**D'Angelo, Genova, Roberts, Zontini**) and the regulation of prisons (**Tomczak**)
3. **Enhance the quality of our research outputs and increase our funding portfolio:** This will be done through continued investment in staff support, including targeted funding supporting the development of high-quality outputs. We will continue to target a diverse range of funders (UKRI, charity and international funders), and expand our bid-mentoring process. This will be facilitated by Research Clusters and targeted administrative support to cost research bids and manage research awards.
4. **Enhance our impact and knowledge exchange activities:** We will expand the reach and influence of our research through enhancing opportunities for knowledge mobilisation with external partners including national and international policymakers and the third sector. We will work to ensure that impact and knowledge exchange activities are built into the lifecycle of all projects, and increase strategic utilisation of Knowledge Exchange development funds and opportunities (such as the ESRC IAA scheme). We will support the development of staff secondments and increase engagement with policy makers with the support of the Institute for Policy and Engagement.
5. **Embrace Plan-S:** This will be done in partnership with the University and using the expertise of members of staff who are currently on editorial boards of journals where these preparations are on-going.

Our work to achieve these aims will be informed by principles of equity and developing the potential of all staff. We will work to mitigate risks including the impacts of COVID-19 by continued diversification of our funding base and by alignment with wider university plans.

## 2. People

### Staffing strategy and staff development

The UoA is a diverse international unit with a majority of female members (5 members are BAME and no member of staff has reported a disability) (see **Table 1**). One of its strategic aims is to recruit, develop and retain high quality research-active staff (O1). The disciplinary mix of the UoA has significantly changed since REF2014 with the introduction of a successful new Criminology programme. This has brought new research opportunities including the *Criminal Justice Research Centre* with the School of Law. The UoA has also taken the opportunity to rebalance its staff grade



profile following the departures of senior professorial staff. The UoA is currently growing with increasing numbers of criminology colleagues (8 appointments since REF 2014). The UoA has also appointed a new Professor in Science and Society who leads the *Science and Society* cluster and two colleagues in the social policy team, one of whom now leads the *International Public and Social Policy* cluster. It has been successful in recruiting new outstanding early career researchers (e.g. through the Nottingham Research Fellowships) who are on a trajectory to becoming permanent members of staff thus enhancing the sustainability of the Unit.

**Table 1: Staff by Role, Gender and Ethnicity REF 2021**

Role	F	M	BAME	Total
Assistant Professor	11	5	2	15
Associate Professor	11	5	2	16
Professor	3	8	1	12
Researcher	2	2	-	4
<b>Total</b>	<b>27</b>	<b>20</b>	<b>5</b>	<b>47</b>

**Table 2: Staff by Role and Gender REF2014**

Role	F	M	Total
Assistant Professor	6	1	5
Associate Professor	6	7	12
Professor	5	9	14
Researcher	1	2	3
<b>Total</b>	<b>18</b>	<b>19</b>	<b>37</b>

The UoA is committed to consolidating and developing its research culture and the staffing strategy is focused on this ambition by: a study leave rota that is available to all, mentoring through the research clusters where staff can discuss funding applications and draft publications and where informal networks of support and collaboration are also embedded. The UoA is steadfast in its commitment to fostering a research environment in which all staff can contribute to the research culture and where all members of the UoA can fulfil their full potential. All R&T staff have a standard allocation of 33% research time. The UoA supports staff employed at Level 4 on a Teaching and Learning contract to develop their research and publications to facilitate a shift to a Research and Teaching contract (time is allocated for research activities). In this REF cycle two staff members (**Purser and Genova**) made this transition. It also supports the principles embedded in *The Concordat to Support the Career Development of Researchers* (see Institutional Statement 3.1). We have raised awareness of the *Concordat* and have promoted an inclusive and positive research culture through encouraging and supporting all staff to engage in funding opportunities. We have sought to effectively manage researcher workloads by appropriately costing bids to ensure sufficient time allocation. Research staff development is included as part of funding bids. Colleagues initially appointed as researchers have obtained permanent R&T contracts in the UoA and elsewhere (e.g. **Madziva** and **Warwick**).

*Personal Research Plans* (PRPs) are a vital aspect of staff development. The DoRKE meets individually with staff to discuss their PRPs, which focus on research ambitions both in the medium and long term. The PRP is separate from formal appraisal processes and is intended to provide a space that concentrates solely on research planning and development. The DoRKE and the Director of Staff Development assess the resources required to extend the range of excellent research that is being undertaken in the UoA. In addition to this, each staff member meets

biannually with their appraiser to discuss achievement, career development, well-being and to set future objectives.

Members also benefit from the new 'Research Grant Support Framework' (RGSF), developed in 2019 following wide-ranging consultation with academic colleagues. This is a dedicated resource that closely aligns with the Centre for Advanced Studies (CAS), to ensure enhanced external support for bid development and costings. A research mentoring system facilitated by research clusters provides support, examples of success include: **Bott's** Leverhulme mid-career fellowship exploring orphanage tourism in Nepal; **Madziva's** ESRC project addressing human trafficking in Zimbabwe and **Wikoff's** ESRC New Investigator award exploring financial capability and indebtedness.

The School holds regular Research Away Days where staff have the opportunity to discuss research with colleagues. The UoA encourages early career researchers to participate in funding bids as co-investigators. Data analysis shows that during this REF cycle 62% of grant applications were made by females and 38% by males. 25.4% of the bids by female staff were successful, compared to 24.7% of those by males. To recognise and reward research 5% of any research margin generated is added to personal research accounts. The UoA also recognises and rewards success through promotions. There were 21 promotion applications during the REF cycle, 16 (76%) from females, 12 were successful.

### ***Support mechanisms, training and supervision of PGR students***

The University is a core member of the **Midlands Graduate School (MGS)**, one of 14 **ESRC Doctoral Training Partnerships (DTPs)**. As well as Nottingham-based training in core (ESRC specified) and advanced research methods offered through the DTP, students have access to training provided at partner institutions (Warwick, Birmingham, Leicester, Loughborough and Aston). The UoA offers DTP pathways in Social Policy, Social Work and Sociology (including Science and Technology Studies). As part of the DTP's aim to improve the wider quality of research training at PhD level, all students in the UoA, however funded, can access DTP training. Training also incorporates wider skills development in areas such as: research impact and career planning. Doctoral Event Grants are awarded to student-led initiatives such as the **ENQUIRE conference** which run annually within the UoA. Since 2018, Postdoctoral Fellowships have been funded by the ESRC through the DTP, with the UoA offering the same subject pathways as are available for PhD study. The DTP is supported by a wider, cross-University Researcher Academy. Members of the UoA are actively involved in the ESRC DTP, making a significant contribution to its management and taught-course programmes. **Pilnick** was **Director of Training** (2011-15), **Director of the ESRC DTC** (2015-19) and **Deputy Director of the Midlands Graduate School DTP** (2016-19). She also sits on the **ESRC Future Leaders Awards Panel**. **Holmwood** and **Zontini** have convened core DTP modules (Philosophy of the Social Sciences and Foundations in Qualitative Methods). **Zontini** and **Holmwood** have also been members of the **DTC Training Board**. **Kramer**, **Stevenson** and **Bott** have offered DTP advanced modules.

During the REF cycle the UoA has supervised 218 students to completion (170 FTE). 42 received funding from Research Councils (see Table 2 below).

**Table 3: PhDs by Year Awarded; Gender; FTE splits; BAME status; Funding**

	Gender – FTE split				BAME	Research Council funded
Year awarded	Female	Male	Other	Total		
2013/14	18.35	9.3		27.65	32.46%	6
2014/15	29.75	3.6		33.35	35.99%	5
2015/16	19.3	7.8		27.10	35.62%	5
2016/17	20.5	2.07		22.57	29.16%	9
2017/18	15.1	6.2		21.30	28.62%	5
2018/19	13.87	4	0.5	18.37	27.51%	5
2019/20	15.58	5		20.58	27.38%	7
<b>Total</b>	<b>132.45</b>	<b>37.97</b>	<b>0.5</b>	<b>170.92</b>		<b>42</b>
<b>Averages</b>	<b>77.49%</b>	<b>22.22%</b>	<b>0.29%</b>	<b>24.42</b>	<b>30.96%</b>	<b>6</b>

PGR recruitment is handled centrally by the university with suitable proposals circulated openly within the UoA for consideration by potential supervisors. Members of the UoA also work with promising UG and PGT students to support their PhD applications.

A tailored research training programme is agreed with each PGR, including at least 20 credits of research methods modules. Each PGR is allocated two supervisors, and formal academic supervision takes place a minimum of 10 times per year (see Institutional Statement, 3.3). Students participate in regular research seminars and in a variety of social events. The **Director of Doctoral Studies (DoDS) (Yip)**, a senior academic staff member, also provides academic and pastoral support. Well-established procedures overseen by the DoDS are in place to monitor students' progress.

The PGR community is an integral part of the UoA. Students are strongly encouraged to be a member of at least one research cluster and to participate in seminars, workshops and access a wide range of academics and networks. The DoDS and the PGRs meet formally once a week for a seminar series at which they present and discuss their research and future career development. PGRs also receive financial support (£400 p.a.) to present at conferences, and support their studies (e.g. fieldwork equipment, transcription). PGRs are encouraged to publish, the UoA organises **writing skills workshops** and sponsors **two annual PGR publications prizes** for the best papers published in peer-reviewed journals. The UoA also match-funds any travel prizes awarded by the central university. The UoA has established a confidential feedback system for PGRs, managed by an independent party to provide us with an in-depth picture about the quality of training provision.

PGR students in the UoA founded and continue to manage the journal **ENQUIRE** (Electronic Nottingham Quarterly for Ideas, Research and Evaluation) and organise its annual conference and blog. Running the journal and organising the conference promotes development of key transferable skills. In this REF period, **seven editions of ENQUIRE have been published online** (open access), and **four international conferences** have been organised. PGR students have won prizes, published in leading academic journals and begun academic careers in leading universities both nationally and internationally. Four former students have secured permanent jobs in our UoA (**Genova, Jordan, Madziva and Warwick**) and elsewhere in the University (**Creswick**). A current student (**McGlacken**) won the Vonne Lund prize for best PhD student paper at the 5th Congress of the European Society for Agricultural and Food Ethics.

***How the unit supports and promotes Equality and Diversity***

EDI is at the core of our research mission and features prominently in our research publications. We lead on international debates on gender equalities (**Chau, Kramer, Purser**), ethnic diversity (**Genova**), disability (**Clawson, Dauncey, Fyson**), migration status (**D'Angelo, Madziva, Roberts, Zontini**), class (**Stevenson**) sexualities (**Yip**); age (**Chau, Schneider, Taneva, Zontini**); religion (**Holmwood, Pacey, Yip**); decoloniality (**Dixon, Holmwood, Treacher-Kabesh**).

We also have robust structures within the UoA. The Director of Staff Development is a member of both the School and Faculty's **EDI Committee** and attends **University EDI meetings**. The Unit's EDI Committee is inclusive of staff at all levels. It currently has 13 members (3 males and 10 female). It organises regular events that are open to staff, students and the general public. Examples include three events organised in 2019 to coincide with **Black History/Black Lives Matter Month**: the screening and discussion of the film *I Am Not Your Negro*; the seminar *Windrush: The Past in the Present* presented by **Williams**; and an event on *De-colonising the Curriculum*. **Holmwood** collaborates with Muslim Engagement and Development (MEND) addressing issues of Islamophobia. The UoA fully participates in the **University Institutional Staff Equality and Diversity Networks**. A former PhD student (**Creswick**) is now EDI-coordinator in the Planning, Performance and Strategic Change Department of the University. An **Athena SWAN application** was submitted in Spring 2020 and a Bronze Award was awarded September 2020.

EDI informs all our practices. In recruitment the Athena Swan logo is included on job descriptions with inclusive imagery to encourage diversity of applicants. We mandate advertisement of a part-time option for all full-time posts and requires that all panel members attend training on unconscious bias. We also have a robust induction process where new starters have a one-to-one induction from a member of the administrative team as well as meetings with members of the School Executive Group (SEG). This is supported by a dedicated induction page which links to important information and required training, including mandatory training on staff and student equality issues. There is a strong support element to induction, with a dedicated Coffee Morning in the new starter's first week to welcome them to the School. New starters meet with their appraiser to set initial objectives and discuss mentoring opportunities.

The UoA supports flexible and part-time working. The 2019 proportion of part-time staff is broadly equivalent by gender (males 23%; females 29%). In the REF cycle there were 11 requests from R&T staff to reduce their hours (8 female, 2 male), all were accepted. Researchers on fixed-term contracts are supported to move to permanent posts within the UoA and beyond. Examples are researchers from the 'Making Science Public' programme who went on to permanent R&T jobs in Nottingham (**Madziva**), Sheffield (**Pearce**) and Exeter (**Hartley**). There have been three periods of maternity leave from two members of staff (one RT, one RO, both full-time prior to leave). The UoA approaches are underpinned by the University's maternity/adoption policy with HR support. The fundamental premise is flexibility in supporting staff before, during and after their maternity leave. Similar support is offered to staff returning from sick leave. Support is also offered to staff and PGRs with caring responsibilities to attend conferences, through the provision of funded childcare provision at events and conferences organised by research clusters.

There were 21 promotion applications during the REF cycle, 16 (76%) from females, 12 were successful (2 to level 5; 7 to level 6 and 3 to level 7). Although there have been no applications from part-time staff, a flexible working request from a female colleague to go part-time following L6 promotion was agreed. Recent successful promotions included: female to L6 during maternity leave, female to L7 and promotions for L4 Teaching Only colleagues, both females, one to L5 TO and one to L5 RT.

To address concerns about unconscious gender bias in the allocation of administrative roles, the School now advertises such roles so that all academics can express a preference for arising vacancies. Changes have been made to the information gathered as part of the annual performance review process to recognise 'good citizenship' within the School. This is expected to



highlight previously hidden contributions to the School. For example, this has included allocation of workload time for peer review activities. The School Executive Group also considers EDI in secession planning.

As part of our EDI processes we have looked at the overall distribution of research outputs by grade and gender (see **Table 3**), to check if there are any evidence of disproportionality. In preparation for the REF2021 cycle, published outputs by all eligible staff undergo regular internal review, with individual feedback provided. Outputs for 47 staff are returned in the UoA. EDI considerations were included in output selections ensuring an equitable return across different staff grades, gender and disciplinary groupings.

**Table 3: Outputs by Role and Gender**

Role	F	M	Total
Assistant Professor	58	56	114
Associate Professor	116	33	149
Professor	80	82	162
Researcher	15	18	33
<b>Total Outputs</b>	<b>269</b>	<b>189</b>	<b>458</b>

The school had five impact case studies in development, involving four female and two male colleagues which were selected on merit. Four were ultimately chosen by the UoA's REF Team, taking on board institutional peer review and an assessment of the quality and extent of impact achieved. To support REF activity, we have appointed leads (all female) for overall REF and Outputs (**Carr**), Impact (**Schneider**) and Environment (**Zontini**) (with workload allocation), whilst staff working on impact cases received workload allocation and funding.

### Section 3: Income, Infrastructure and facilities

#### Unit's Income

The UoA has increased its research income since REF2014 from £6,116,000 to £7,113,100. Staff at all career levels have secured funds from a diverse range of funders (**O2**). UKRI funding has increased by more than 75% since REF 2014 and funding by UK charities by more than 80% reflecting the quality of our research and the reach of our engagement with civil society partners. Grants from Research Councils represented 65.88% of above-mentioned total (see also section 1).

Significant single grants in the period include awards from **ESRC** £536k (**Ferguson**); contributions by **Grundmann** and **Roberts** to **Leverhulme** £567k; by **Papadopoulos** to the **AHRC** 301k; by **Clawson** to the **NIHR** £218k; by **Schneider** to the **European Commission** £381k & **Alzheimer's Society** £190k and, for early career researchers, personal fellowships: **British Academy** - £102k **Bott** and £239k **ESRC Wikoff**. Outstanding early career researchers recruited through University-wide schemes (e.g. NRFs) are already securing large grants, thus guaranteeing the sustainability of our research. Early Career Researchers have secured grants worth **£2,349,700, representing 22.62% of the total grants (£10388000) secured by the UOA.**

Members of the UoA have also secured £144,000 (ESRC IAA and others) for over 20 research projects (see section 1, O4 for details]

### Infrastructure to support research and research impact

#### *University*

The UoA has benefitted from large university investments in *Research Priority Areas* and *Beacons of Excellence* [see Institutional Statement, 2.1(a)]. The **RPA on Governance and Public Policy** was led by **Stafford**; this work will be continued through the newly established *Interdisciplinary Research Cluster* on **Governance and Public Policy** led by **Roberts**. It also leads a new **IRC on EcoSocieties** (**Papadopoulos**). RPAs and IRCs awarded seedcorn funding to enable interdisciplinary research and KE thus contributing to the vibrancy of the Environment. The UoA also collaborates with the '**Rights Lab**' **Beacon**. The Beacon is a University strategic investment to support and develop world-changing research to help combat modern slavery and secure significant external funding. The UoA includes two Beacon members (**Gardner** and **Choi-Fitzpatrick**), providing a valuable link to support wider research development, other UoA members collaborate on Beacon research receiving funding to support their work (e.g. **Jordan**).

Whilst the UoA has a range of effective collaborations with a number of schools and departments across the University (see sections 1 and 4), of particular note is the long-standing association with the **Institute of Mental Health (IMH)**. Further to significant involvement in the establishment of the IMH (**Schneider**), a number of staff and PGR students work with, and are often co-located at the IMH. This is a strong collaboration feeding outputs and impact into the research environment, on the back of a significant amount of grant capture.

The UoA has effectively used institutional resources targeting **Impact and KE**. Seven staff members (all female, one BAME) have participated in the **ESRC IAA-funded Impact Leadership Programme** and three are Impact Case Study authors. Several members of staff have collaborated closely with the **Institute for Policy and Engagement**, recently established to assist academics in translating their research for national policy makers and for wider public dissemination [see Institutional Statement, 2.2(c)]. They include Impact Case Study authors (**Roberts, Clawson, Fyson**) and others e.g. (e.g. **Chau, Laird**) developing policy plans for work on the impact of the pandemic on different vulnerable groups. IAA funding has also been targeted to enhance public engagement in research through the **National Festival of the Social Sciences**. Six members of staff have organised events there (5 female, one male; one BAME).

The UoA has led on the University's commitments to support the establishment and successful delivery of **doctoral training centres and partnerships** over the REF period through the work of **Pilnick** on the **ESRC DTC/DTP** and **Mohr** on the **Horizon DTP**. In her role as Director of Training for the DTC (2011-15) Pilnick oversaw the implementation of a training programme that met ESRC requirements as well as the needs of the social science students who span four faculties. As Deputy Director of the **Midlands Graduate School DTP** (2015 – 2019) Pilnick has played a central role in establishing and implementing the vision of the MGS and the governance structures that hold the consortium together and have allowed it to flourish and had overall responsibility for the 13 disciplinary and interdisciplinary pathways across the six consortium member sites. Thus, the future of PGR training expertise is well established within the UoA, faculty and University.

The UoA has been successful in the annual **Nottingham Research Fellows (NRFs)** scheme and has appointed three prestigious NRFs across three disciplines (**Gardner, Goulden** and **Tomczak**). These appointments provided significant funding to support activity, and actively develop research collaborations and generate research income. **Gardner** has since been awarded funding under the UKRI GCRF Global Engagement Network and **Goulden** has received funding from the EPSRC while **Tomczak** has been awarded prestigious ERC and UKRI Future Leaders funding. We support and invest in ECR personal fellowships each year and have

been successful in hosting a Leverhulme ECR fellowship (**Ghelfi**), with match-funded investment.

The UoA works closely with the *Centre for Advanced Studies (CAS)*, including their dedicated Business Development Manager and team of Funding Officers to promote, signpost and target funding opportunities and support researchers through grant submission. CAS attend RKE Committee, meet with individual academics and monitor grant success and project progress. They also support delivery of training and events for staff, focussed on ECR, Fellowship writing, bid writing and a variety of interdisciplinary networking events. PGR and researchers can also access the support of the *Researcher Academy* with which the UoA closely collaborates.

#### *School level*

The RKE Committee leads on research strategy development and operational planning, including, investment plans and work with research clusters to enable more ambitious funding in parallel with enhanced and targeted support for researchers. To support this work the committee has access to a suite of management reports. The UoA has developed a wide-ranging, end-to-end Research Grant Support Framework that focusses on building timely and effective relationships, supporting investigators from idea through to grant submission, award and on-going project monitoring, with dedicated administrative support. All staff complete personal research plans with the DoRKE and are used to support development and future planning.

The UoA utilises internal funds and wider faculty and University funding schemes to support a range of research development activities. This included over £125k awarded to individual colleagues to develop impact (12 staff, 7 ECRs, 11 female, 1 male, across 18 projects). £115k in targeted 4\* output development work, including appointment of a dedicated REF Impact Officer to support further development and enhancement of impact case studies; a teaching associate to support buy-out for colleagues (examples include outputs produced by **Zontini and Yip**). Over £30k of internal seed-corn funding were provided to support development of early ideas, collaborations and to initiate data collection (e.g. **Jordan**). There is an expanded international conference fund available for all staff (rolling £12k support each year) and an annual personal research account allocation (£750) to support networking, collaboration and pilot work.

The RKE committee holds an annual budget of £15k to support a range of initiatives whilst the five Research Clusters hold £10k p.a. to support research development activities. The UoA also offers an opportunity for 'early' study leave to support timely research collaborations and REF activity. Overall, this represents an investment totalling more than £550k (above the cost of study leave). All research staff have access to these funds thus allowing ECR and those who do not held external grants to conduct research, KE activities and produce high quality publications.

The UoA offers a range of support to its vibrant PGR community overseen by the **DoDS (Yip)** who supports and promotes PGR activity. This includes £12.5k each year to support research development activity, including networking, fieldwork, conference attendance, a monthly social event and the annual ENQUIRE conference. All PGRs are encouraged to join a research cluster to help integrate into the research culture and develop their own research. This has supported the career pathways of some PGRs to ECR staff in the school (e.g. **Warwick** began as a PGR and is now a Research Cluster lead). The UoA has introduced a PGR peer-mentoring scheme to support induction, training and development.

### Facilities

UoA members are primarily based in the School of Sociology and Social Policy which is co-located in the Law and Social Sciences building on the main university campus. This location facilitates a supportive and collaborative working environment. All members have individual offices with high quality, networked computers. There is a common room, used by staff and PGRs. The Hallward Library which houses the University's extensive social sciences collection is adjacent. The NuSearch facility provides bibliographic databases, electronic books and journals. CAS is situated opposite the School, facilitating our access to its research-support and management services.

Most PGRs are located in a dedicated PGR shared space (a recent faculty investment), co-located in the same building as most members of the UoA. A number of PGR students are also based across the campus, depending on the interdisciplinary collaborations (e.g. IMH). The UoA flexibly adapts to the varied PGR cohort, with students undertaking full and part-time study, study whilst employed etc. All PGRs have access to office space, facilities, and a shared kitchen space and staff room. Three of our PhD students are working with external organisations (RSPCA, NHS and Unlock) through ESRC collaborative grants.

The *Nottingham Lakeside Arts Centre*, with its performance space has enabled public performances such as **Schneider's** work with the dementia choir, **Purser** has utilised newly built performance spaces in the Teaching and Learning building for work on dance as method, thereby enhancing impact and KE activities.

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

### Research collaborations, networks and partnerships

**Interdisciplinary** research is central to our strategy and includes collaborative work within the UoA, the wider university and further afield. UoA members contribute to several of the university's interdisciplinary priority areas including: **Governance and Public Policy** (GaPP); **Rights and Justice** and **Science, Technology and Society**. Our multidisciplinary approach extends to working with the university's **Institute of Mental Health** (amongst the biggest mental research hubs in Europe) and the **Rights Lab**.

At national and international levels, we work across and with many other disciplines, including **anthropology, arts, biochemistry, computer science, economics, education, engineering, geography, health sciences, law, mathematics, media, memory studies, music, nursing, physics, philosophy, politics, psychology, social history, statistics, psychometrics**, and **veterinary studies**.

From a strategic perspective, the UoA has established interdisciplinary collaborations with **health sciences** as well as **arts and humanities**. Examples include **Schneider's** collaborations with the *British Association of Music Therapy on the Arts and Dementia*. **Pilnick** has been working with health care providers nationally and internationally to improve communication between health/ social care providers and their clients/ patients. She has also supervised interdisciplinary PhD studentships with health sciences. **Yip** has been collaborating with partners from **psychology** in a study exploring wellbeing in transgender people following gender affirming treatment.

**Bott's** project '*Women's Empowerment and Child Health: Exploring the Impact of Rojiroti Microfinance in Poor Communities in Bihar, Northern India*', involves partners from the fields of **health(care)** and **economics**. **Jordan** has conducted a number of collaborative projects on



*mental health* in prisons. **Hobson-West** is leading the UoA's partnerships with **veterinary sciences**. She has been awarded a **Welcome Trust Collaborative Award in Humanities and Social Sciences** for her research on the 'Animal Research as Nexus' with collaborators from Exeter, Oxford, Manchester, Southampton, as well as EU Horizon 2020 funds to develop 'VetBioNet: Veterinary Biocontained Facility Network for Excellence in Animal Infectiology Research and Experimentation'. She has also won collaborative doctoral and post-doctoral awards to supervise researchers working across *sociological* and *veterinary sciences*.

**Holmwood** challenged the Government's approach to 'promoting British values' by translating his research into a popular theatre play (in collaboration with LUNG Theatre Group), based on the (court) case of the Trojan Horse Affair involving four Birmingham schools. **Zontini** co-led the project '*Mobilities and Transnational Identities of Migrant Youth: Using Community Spaces and Creative Agendas in Shaping Policy and Practice Debates*', working with BAME young people and a trained drama therapist at the *Bathway Theatre* in London. **Purser** obtained RPA funding to explore the *use of dance as a method for researching vulnerable groups*.

Moreover, our staff play key leadership roles in many national and international research networks, including the *British Association of Music Therapy*; *The UK Dementia and Wellbeing Network*; *EMN -The European Migration Network*; *IMISCOE – the European Network on International Migration, Integration and Social Cohesion* and UNICEF.

### Contribution to the discipline

#### Governance of Professional Organisations

Staff in the UoA held key roles in the governance of professional organisations. For instance, **Holmwood** was *President of the Sociological Association* (2012-15) and member of the *Executive Committee of the International Sociological Association* (2014-18); **Pilnick** is a member of the subcommittee on *Ethnomethodology and Conversation Analysis* of the *American Sociological Association*; **D'Angelo** is convenor of the *Social Network Analysis Study Group of the British Sociological Association*; **Zontini** was a member of the *Standing Committee on Contested Childhoods* (2013-19) and of *Gender and Sexuality in Migration Research* (2019-) of the *European Network on Integration, Migration and Social Cohesion*; **Clamp** is *Chair of the Restorative Justice Council*; **Dauncey** is experts committee member of the *Universities China Committee* in London and *Honorary Secretary of the British Association for Chinese Studies*.

#### Editorial Work

Members of the UoA have leading roles in editing key international journals. **Grundmann** is senior editor of the *Oxford Research Encyclopaedia of Climate Science*; **Fyson** is member of the editorial collective of *Critical Social Policy*; **Dauncey** is editor of the *Journal of the British Association for Chinese Studies*; **D'Angelo** is co-editor of *Work, Employment, and Society*; **Pilnick** is advisory editor for *Social Science and Medicine*; **Carr** is editor of the *Probation Journal*. In April 2020 **Chau** and **D'Angelo** were appointed as Editors of *Social Policy and Society*.

Memberships of editorial boards include: *Sociology* (**Lumsden** and **Zontini**); *Cultural Sociology*; *Keywords* (**Stevenson**); *British Journal of Sociology* (**Holmwood**) *The Sociological Review* (**Papadopoulos** and **Hobson-West**); *Journal of Women and Ageing* (**Chau**); *Child Abuse Review* (**Laird**); *Subjectivity*; *Teknokultura* (**Papadopoulos**); *South African Crime Quarterly* (**Dixon**), *Youth Justice* (**Carr**).

Membership of editorial boards for book series include: *Global Migration and Social Change* (Policy Press) (**D'Angelo** and **Zontini**); *Anthem Series in Citizenship and National Identities* (**Stevenson**). Members have also contributed as editors of special issues: *Identities*

(Zontini); *Routledge International Library of Sociology*; *Palgrave Pivot series on the History of Sociology* (Holmwood).

### **Peer-review work for external funding bodies**

Members of the UoA provide peer review for a wide range of **national and international funding bodies** including: *ESRC*; *Academy of Finland*; *Luxembourg National Research Fund*; *Research Promotion Foundation of Cyprus*; *European Commission*; *Dutch Research Council*; *NIHR-School for Social Care Research, Department of Health*; *British Council Newton Fund*; *Riksbankens Jubileumsfond*; *German Research Fund (DFG)*; *Austrian Climate Research Programme (ACRP)*; *Netherlands Organisation for Scientific Research (NWO)*; *Dunhill Medical Trust*; *Alzheimer's Society*; *Memorabel (NL)*; *Wellcome Trust*; *Leverhulme Trust*; *DEFRA*; *Irish Research Council*; *Dogs Trust*; *Fonds de la Recherche Scientifique*; *British Academy/Leverhulme*; *UKRI Future Leaders*; *Hong Kong General Research Fund*; *Swiss National Science Foundation*; *AHRC*.

### **Recognition**

The work of staff has been recognised through a variety of **prizes, awards, and honours**, nationally and internationally. For example, the *Nottingham Impact Accelerator Knowledge Exchange Prize 2019*, the *British Society of Criminology Book Prize 2017*, and the *British Academy Rising Star Engagement Award 2018 (Tomczak)*; *The Norm Smith Publication in Social Work Research Award (Laird)*; the *BSA Climate Change Group Article Prize (Goulden)*; the *BSA/Sage Prize for Research Excellence in Cultural Sociology 2018 (Stevenson)*; *Routledge Sociology Super-author (Zontini)*; *Paper of the year, Institute for Mental Health (Pilnick)*. In addition, many of the outputs of the UoA were translated into different languages, e.g. French (Carr); Portuguese (Henley); Chinese (Grundmann); Russian (Grundmann), and Polish (Pilnick).

### **Contribution to economy and society**

Members of the UoA work in collaboration with external organisations from the **public, industry, third and charitable sectors** as well as with **service users and carers**. Since 2014, researchers in the UoA have produced non-academic outputs including: technical and policy reports, practice guidelines, bulletins, blogs, magazine articles, films, theatre plays and toolkits. Staff members have contributed to TV and radio programmes, provided training and consultancy to communities and practitioners, participated in non-academic boards, committees and expert groups.

Various local, national and international non-academic stakeholders have supported and utilised research from SSP (e.g. *Nottingham Crime and Drugs Partnership*, a number of *local authorities and charities*, *NHS*, *Department of Health*, *Office of the Children's Commissioner*, *Office of the Independent Anti-slavery Commissioner*, *Department of Energy and Climate Change*, the *European Commission*, *US Department of the Treasury*, *National Age Network Zimbabwe*, *Central Policy Unit Hong Kong*, *Korean Labour Institute*). Selected examples, from each of our research clusters, of how our work contributes to society are presented below. This work is in addition to our impact-case studies, thus showing the vitality of our environment.

A member of the **Wellbeing, Health and Social Care** research cluster, **Shaw** has served on NHS Trusts as a *Non-Executive Director*. His roles include service on the boards of *NHS Nottingham Primary Care Commissioning Trust (PCT)*, *NHS Nottinghamshire PCT*, *Nottingham North and East Clinical Commissioning Group (CCG)* and currently with *Erewash CCG*. Through impact on hundreds of key decisions over the period, his views have been influential in primary care service development. He has also held key service development roles. He chaired the transition-working group to amalgamate 4 *Derbyshire CCGs* and is currently a Lay member responsible for *Primary Care Commissioning* in the *Derby and Derbyshire CCG*.

In the fields of **Public and Social Policy**, during her EU-funded Marie Curie research project from 2016 to 2018, **Chau** was a visiting scholar to government/public funded think tanks in the EU, Hong Kong, South Korea and the UK. She has shared her work with national and international stakeholders including: *Citizens UK*, *Lai Yin Association (UK)*, *Living Wage Foundation (UK)*, *National Chinese Healthy Living Centre (UK)*, *Wai Yin Society (UK)*, *Central Maria Kopp Institute for Demography and Families (Hungary)*, *Centre for European Policy Studies (Belgium)*, *Central Policy Unit (Hong Kong)*, *Citizens HK (Hong Kong)*, and *Korean Labour Institute (South Korea)*. Chau presented research on women's labour participation and work-family reconciliation policies to government ministers and government advisory bodies. She is currently working in a partnership with stakeholders from the *public and voluntary sector* in Sheffield on a project about developing ageing-friendly policies and practices in the city. The partnership has recently submitted an application to become a member of the *WHO Global Network for Age-friendly Cities and Communities*.

Within the **Identities, Citizenship, Equalities and Migration** research cluster, **Madziva** has been creating research impact in the area of global migration and diasporic studies. She has been working closely with non-governmental organisations (e.g. *National Age Network of Zimbabwe*), migrant support organisations and faith communities at local, national and international levels. Key themes include forced migration and family separation, the use of evidence in immigration policy, migrant integration and access to services, bringing together work on education and employability and/or entrepreneurship, and more recently themes around migrant health, use of antibiotics and sustainability as well as the links between migration, human-trafficking and contemporary slavery.

In the multi-disciplinary field of **Science and Society**, **Goulden** has been collaborating with a wide range of non-academic stakeholders, including *Antenna*, *Arup Group Ltd*, *Centre for Sustainable Energy*, *Department of Energy and Climate Change*, *eSight Energy Ltd*, *Siemens*, *ARM Ltd*, *BT*, *Cisco*, *Crossword Cybersecurity*, *Digital Catapult*, *GCHQ*, *Internet Society*, *Nottingham City Council*, *Wiltshire County Council*. Since 2018 through the *Defence Against the Dark Artefacts (DADA)* project, Goulden has been working in a research team in collaboration with several major government, industry and third sector partners, including *GCHQ*, *ARM*, *Cisco*, *BT*, and the *Internet Society*. The project is developing cybersecurity measures for Internet of Things technologies in the home, and Goulden's role is concerned with ensuring these technologies work with the inhabitants of the home. Goulden's other impact-relevant activity includes a response to DCMS' proposed regulations on IoT technologies, which has sought to draw attention to aspects which are currently being missed by the proposals.

Regarding research on **Criminal Justice**, **Carr** has recently completed studies on young people's transitions from custody, the effects of juvenile criminal records, and the role of pre-sentence reports in sentencing and LGBT prisoners' experiences. Carr has been working with multiple non-academic stakeholders, amongst which *Include Youth (Northern Ireland, UK)*, *Irish Penal Reform Trust (Ireland)*, *Probation Service at the Department of Justice (Ireland)*, *Youth Justice Agency (Northern Ireland, UK)*, *Council for Probation in Europe (Netherlands)*, *Council of Europe (Strasbourg, France)*, *NIACRO (Northern Ireland, UK)*. In addition, she has served as: i) *Expert Panel Member for the Development of a National Indicator Set for the*

*Department of Children and Youth Affairs (ROI), ii) Ministerial Appointee to the National Advisory Council for the National Policy Framework for Children and Young People (2014-2020) (ROI), and iii) Scientific Expert, Council of Europe, Council for Penological Cooperation.*