

<b>Institution: University College London</b>
<b>Unit of Assessment: 18 (Law)</b>
<h2>1. Unit context and structure, research and impact strategy</h2> <h3>1.1 Unit context</h3> <p>UCL Laws (UoA18) is a single-department Faculty, with 62 REF-eligible staff in a larger research community embracing PGR students, and a vibrant group of Emeritus, Honorary and Visiting Professors, Judicial Visitors, and visiting academics. The Faculty has played a pioneering role in legal academia: the first faculty of common law in the country; the first to offer degrees in English, rather than civil law; and the first to confer a law degree on a woman (Eliza Orme, LLB 1888). We build on this history of innovation, and recognized strength, with a distinctively outward-looking research profile that is:</p> <ul style="list-style-type: none"> <li>• <b>comprehensively excellent</b>, spanning public and private law, and working across domestic and foreign, EU, and international and transnational law (giving a deep sense to the ‘Laws’ plural in our name);</li> <li>• <b>methodologically diverse</b>, taking a range of approaches (including doctrinal, jurisprudential, empirical, socio-legal, historical, and comparative);</li> <li>• highly <b>interdisciplinary</b>, engaging with and generating substantial research in and with other disciplines; and</li> <li>• animated by a strong social mission, rooted in <b>justice values</b>, and reflected in a striking array of agenda-setting research impacts.</li> </ul> <h3>1.2 Unit structure</h3> <p>Within Laws, 16 Research Centres and Institutes facilitate interdisciplinary research, build collaborations and partnerships, and forge relationships with research users and audiences. Much research is also pursued by individual scholars—often with colleagues in the Faculty, other UCL departments, or partner institutions around the world. Laws sits within UCL’s School of Laws, Arts &amp; Humanities, and Social &amp; Historical Sciences (SLASH), and participates extensively in SLASH and UCL-wide collaboration.</p> <h3>1.3 Research strategy</h3> <h4>1.3.1 Current research strategy and steps to implementation</h4> <p>Laws’ research strategy centres on <b>fostering our blend of: (1) comprehensive excellence, (2) methodological pluralism, (3) interdisciplinarity, and (4) strong social mission and justice values (rule of law, human rights, constitutional democracy, access to justice)</b>. After cycles of investment and growth, the Faculty is strongly positioned, but maintaining these features requires constant nurturing of staff and the research environment, with strategic focus and ambition for all staff. The Faculty’s most recent Strategic Operating Plan 2018 (<b>SOP 2018</b>) developed UCL-wide goals (UCL 5a) within a 5–10 year plan for Laws, and identified specific <b>objectives for research</b>, including:</p> <ul style="list-style-type: none"> <li>• further <b>strengthening our ‘research infrastructure’</b>, in particular to stimulate the collaborative and interdisciplinary research that is UCL’s strength; and</li> <li>• <b>building further internal and external connections and collaborations.</b></li> </ul> <p>Over this REF period, our headline advances towards these objectives, and larger research strategy, have included:</p> <ul style="list-style-type: none"> <li>• <b>Enhanced research leadership</b>, with a <b>dedicated Impact Lead (since 2017)</b> and <b>Vice-Dean Equality Diversity and Inclusion (VDEDI) (since 2019)</b>, working alongside the <b>Vice-Dean Research (VDR)</b>; with a <b>Vice-Dean International (VDI)</b> developing our structures for</li> </ul>

international research collaboration (see section 4.1), and **Vice-Dean Innovation and Enterprise** (VDI&E); all enjoying between 25% and 50% teaching relief.

- **Renewed focus on EDI**, to open our research community to the widest possible pool of candidates, and ensure all researchers can thrive (2.4).
- Introduction of a **Distinguished Visiting Professor scheme** (2017) to foster collaboration, and a **flexible, generous approach to Visiting Academics** (4.1).
- **Further promotion of interdisciplinary research**, through:
  - **Posts dedicated or open to interdisciplinary scholars**, including Julius (joined UCL as the inaugural Chair in Law and the Arts, 2017); Veale (appointed at the intersection of law and computer science as Lecturer in Digital Rights and Regulation, 2019); Donaldson (international law and history, 2019); and Foster (law and history, 2020).
  - **Providing support and (from 2020) a new institutional home for the UCL European Institute (EI), a cross-faculty hub** intertwining Laws with the over 30 other UCL departments and centres of expertise with which the EI works.
- **A high, and growing, level of investment in every Laws researcher** (personal research allowance of **£3500 per year**), combined with **substantial, targeted Faculty-level investment for engagement and impact** (3.3.1), including **up to £20,000 for annual Bentham House conferences** which **attract leading international thinkers, and are often comparative, multijurisdictional or interdisciplinary**.
- **Strategic pursuit of external funding** to support long-term and collaborative research projects, **yielding over £4.09 million in grant income (cf £2.5 million in previous REF period)**, through **effective use of UCL centrally-allocated funds** to incubate research and build collaborations (1.4), and a **rigorous Faculty grant review process, further enhanced in 2018** (3.2).
- **Enhanced research support** through the **establishment in 2015 of Laws Faculty Research Office**, with dedicated Research Manager, 3 Research Officers, Centre Manager, and PhD administrator (3.3.2).
- **A £20m investment in our physical home**, Bentham House, increasing our capacity to catalyze research collaboration and offer public events (4.3).

### 1.3.2 Achievement of strategic objectives since REF2014

Steps taken to advance our research strategy have borne fruit over the REF cycle, evident in both a holistic survey of the Faculty and a cross-section of our areas of research.

#### *(a) Survey of the Faculty*

We have **extended our breadth**, with sustained and prominent research and impact in each of the sub-fields targeted in REF14 for expansion (professional ethics, access to justice, healthcare law and judicial studies (marked with asterisk in 1.3.2(b) below)), and renewal of our existing excellence in both public and private law. In **methodological** terms, the Faculty has **maintained and enhanced a particular strength, uncommon for law schools, in complex quantitative socio-legal work** (including Balmer, Genn, George, Gerner-Beuerle, Pleasence, Moorhead, Thomas, Vaughan, Veale; and reflected in work of e.g. the Centre for Empirical Legal Studies, Centre for Access to Justice, and Judicial Institute), alongside authoritative doctrinal analysis, jurisprudential and theoretical work, other socio-legal approaches, and legal history.

This **breadth of excellence and methodological pluralism** (captured in 1.3.2(b) below) **has fed the vitality of research** (particularly exchanges between public and private law theory, and jurisprudence), and **fostered interdisciplinary research. Faculty are actively engaged in UCL's interdisciplinary Grand Challenges** (Justice and Equality, Sustainable Cities, Cultural Understanding and Human Wellbeing) (1.4; UCL 5a), **co-supervision of PhD students** (including with Slade School of Art; Political Science; Institute of the Americas; Faculty of the Built Environment; Institute for Global Prosperity; and Division of Psychology and Language Sciences);

and **university-wide research groups** (Eeckhout as Academic Director of the European Institute; Vaughan as co-Director of qUCL, UCL's queer research network; Choudhury as Thematic Director (Global Justice and Equity), Global Governance Institute). This is reflected in **frequent co-authorships with other disciplines** (e.g. Gerner-Beuerle with business school scholars; Veale with computer scientists; Montgomery with clinicians, bioethicists and social scientists).

Over the REF period, **Faculty members have engaged in 117 collaborative projects** with colleagues external to Laws. They have **actively built relationships across UCL**, e.g. by founding the *Institute for Law, Politics and Philosophy* (ILPP) (2016) to showcase and develop the vibrancy of legal and political philosophy at UCL, and **used enhancements to our research infrastructure—Faculty and UCL funding, visiting schemes, and support for external grants—to build stronger research collaborations with leading academic institutions, as well as practice, government and the third sector, in the UK and globally** (see 1.3.2(b) below).

This sustained collaborative effort has allowed colleagues to develop socially responsive and highly impactful research on a range of **national and international research priorities**, including **Brexit** (Eeckhout, Hickman, Hunter-Henin, Lee, McCrea, Macrory, King, Scotford, Staiger), **stem cell medicine** (Montgomery, Saprai), **bioethics** (Montgomery), **contact tracing technology and digital rights** (Veale), **big data and data encryption technology** (Donovan, Xanthaki, Veale), **access to justice** for vulnerable communities (Genn, Knowles, Mantouvalou, Riahi), **solicitors' ethics** (Moorhead, Vaughan), reform of **criminal sentencing and juries** (Ormerod, Thomas), **UK devolution** (Rawlings), **environmental justice** issues (Holder) and the **green transition** (Lee, Milligan, Scott).

#### **(b) Cross-section by area**

The **breadth and excellence of research, broad church of methodological approaches**, and **integration of interdisciplinarity** are evident in a cross-section of our research profile across the REF period.

#### **Core areas of public and private law**

- **Human rights, social rights and constitutionalism.** The Faculty recruited Suteu (2016), an expert in comparative constitutional law, and several leading researchers progressed to Professor (Countouris, King, Letsas, Mantouvalou, McCrea, O'Cinneide). Bentham House conference funding (3.3.1) enabled major international conferences, with strong theoretical and interdisciplinary elements, on Philosophical Foundations of Labour Law (2016), Foundational Concepts in Constitutional Theory (2019), and Transforming through Equality (2020, postponed to 2021). Laws contributes to the interdisciplinary *UCL Institute for Human Rights*. Faculty have established a Public Law Discussion Group, with regular speakers from across the UK and abroad; and, under the *Labour Rights Institute*, a UK Labour Law blog (editors from Bristol, LSE, UCL). King was awarded a Leverhulme Prize (2017) to continue his work on public law theory and socio-economic rights.
- **Private and commercial law.** Recruitment at both junior and senior levels has sustained strength in private law areas: Petrin (2013); Donovan (2014); Choudhury and Raczynska (2015); Connolly (2016); Agnew, Davies and Gerner-Beuerle (2017); and Moore (2019); Wagner von Papp and McFarlane departing 2019. Chiu, Choudhury and Petrin were promoted to Professor. The REF period has seen significant monographs by 7 private and commercial law colleagues, with Davies winning the Inner Temple book prize. The *Private Law Group* hosted major conferences on: Contract and Fiduciary Law (2016) (with the Yale Center for the Study of Private Law); the Bentham House conference on Global Futures of Unjust Enrichment (2017); and Modern Studies in Property Law (2018). Bentham House conference funding enabled the *Centre for Commercial Law* to hold a major conference on EU Maritime Law (2016).
- **Criminal law.** The Faculty renewed its criminal law expertise with recruitment of Dsouza (2016, Lecturer) and Kelly (2019, Lecturer). Ormerod (appointed 2014 while serving as Law Commissioner) has now joined the Faculty after undertaking his comprehensive codification of sentencing; Dennis retired in 2018. The *Centre for Criminal Law* has hosted high-level

events on sentencing, parole and diversion from prosecution (involving advocates, judges, prison governors), as well as the Assize Seminars on Cutting Edge Criminal Law (initiated 2017 by Dsouza with colleagues from Oxford, Cambridge and the Criminal Bar Association), a now-thriving fixture in the field connecting academics to the criminal bar and criminal law policy.

### Legal systems beyond the state

- **EU law.** Eeckhout, Professor of EU Law and Dean of the Faculty (since 2017) is Academic Director of the UCL European Institute (EI), a major hub of interdisciplinary scholarship and platform for public outreach (4.3). McCrea is Academic Lead on the EI's Jean Monnet Centre of Excellence Rule of Law strand; Hunter-Henin and Gerstenberg (recruited 2016) are EI Fellows. In the REF period, Eeckhout completed a major study on future UK–EU trade relations for the European Parliament's Committee on International Trade, and his research (with then-doctoral student Frantziou) underpinned the successful argument in the *Wightman* case, contributing (with public law colleagues) to our **REF3 case study, 'Shaping the Legal Framework for Brexit'**.
- **International law.** Recruitment of Paporinskis (2013, international investment law), O'Keefe (Professor 2014–18, Honorary Professor 2018–, international criminal law), Grusic (2016, private international law), Marín Durán (2017, international economic law), and Donaldson (2019, history of international law) expanded breadth and depth in international law. Mills and Trapp were promoted to Professor, joining Sands. A PhD-led PIL Discussion Group and Pro Bono Project (4.2) integrate the international law PGR community with Faculty research. Faculty monographs won awards including the Paul Guggenheim Prize in Public International Law (Azaria) and Baillie Gifford Prize for Non-Fiction (Sands), and Laws hosted major projects on Human Rights Beyond Borders (Wilde, ERC Starting Grant, ~£900,000, awarded 2012), and Silence of States in International Law (Azaria, ERC Starting Grant, ~£1.2m, awarded 2020).

### Theoretical and cross-cutting approaches to law

- **Jurisprudence.** UCL's historical strength in jurisprudence has been reinforced with: the hiring of Toh (2016); promotion of Letsas to Professor (2014); and appointment of Shapiro as Visiting Quain Professor of Jurisprudence (2015). Creation of the *Institute for Law, Politics and Philosophy* (ILPP) in 2016 has given visibility to the strength of these fields at UCL, and ILPP now hosts an interdisciplinary colloquium series of world-class speakers. The Yale Collaborative (4.1) anchors a Legal Philosophy Workshop, sessions held at Yale and UCL, fostering transatlantic dialogue.
- **Empirical legal studies.** Balmer was promoted to Professor of Law and Social Statistics (2018). New hires with significant empirical expertise include George (2014), Gerner-Beuerle and Vaughan (2017), and Veale (2019). The *Centre for Empirical Legal Studies* initiated in 2014 a quadrennial International Conference on Access to Justice and Legal Services (with *Centre for Ethics and Law* and *Centre for Access to Justice*), focused on empirical research and its impact on policy, and drawing academics, policy-makers and practitioners from around the world (at 2018 event, 80 speakers from 16 countries).
- **Law and professional ethics\*.** UCL's significant presence in this field was bolstered by the appointment of Vaughan (2017, Senior Lecturer; now Professor), prominent in lawyers' ethics and regulation, and corporate governance, and Brener (2018, Deputy Director for the *Centre for Ethics and Law*), with Moorhead leaving UCL 2019 for a senior academic leadership role. Empirical research on in-house lawyers' ethics has animated extensive training in private practice and public bodies (4.6), and collaboration with the General Counsel of the Bank of England, and Banking Standards Board (roundtable at UCL (2018) on ethical standards for banking lawyers). Moorhead has run LawyerWatch (a popular blog on lawyers' ethics) since 2012 (300,000 visitors since inception), Vaughan joining as co-host 2019. The *Centre for Ethics and Law* has extended its focus to ethical dimensions of technology (Chiu appointed co-Chair of Institute of Directors Corporate Governance Centre's working group on AI and Corporate Governance).

- **Access to justice\***. The *Centre for Access to Justice* (CAJ, established 2012) grew its activities through strategic investment and philanthropic support (5.5 FTE 2019 of 2 FTE 2013). Its Integrated Legal Advice Clinic (ILAC) combines innovative teaching and research-based learning with provision of legal advice to local communities, and is currently the only university clinic holding a legal aid contract. In 2016, CAJ established a 'health justice partnership' with a GP practice in East London, to provide free legal services to patients, and is playing a leading role in developing policy on such partnerships in the UK and abroad (4.6).
- **Legal history and Bentham Project**. Further hiring has added breadth and depth, including Donaldson (2019, history of international law) and Foster (2020, English legal history), to notable expertise from Roman law and the early modern (Williams) to the 18<sup>th</sup> (Schofield), 19<sup>th</sup> and 20<sup>th</sup> centuries (Mitchell C, Mitchell P). The **Bentham Project** operates as a quasi-department inside Laws, with Faculty support of the Director and General Editor (Schofield) and Senior Research Fellow (Causer). The Project is a global hub for Bentham Studies, and sustains Transcribe Bentham, one of the longest-running global crowd-sourcing initiatives in the digital humanities (now collaborating with an international consortium to extend transcription technology through the Transkribus platform, with potential to revolutionize public access to archival material of all kinds).

#### **Further specific legal sub-fields**

- **Environmental law**. Scott's EUJ Professorship (from 2017) and Macrory's move to Emeritus allowed the appointment of Scotford (as Professor, 2017) and Marín Durán (2017, as Senior Lecturer). The *Centre for Law and Environment* has intensified activities, offering an annual lecture; frequent workshops and 'policy and practice' seminars; as well as high-profile public events including sector-leading responses to the Environment Bill. Through advice to government, parliamentarians and NGOs, Centre members have shaped the architecture of post-Brexit environmental law and governance (**REF3 case study, 'Driving generation-defining reform of UK environmental law'**).
- **Intellectual property law**. Recruitment of Simone (2015) contributed copyright expertise and comparative and interdisciplinary strength. The *Institute of Brand and Innovation Law* (IBIL), established 2007, one of only a few UK university research centres focused on IP law, has developed a major profile, attracting audiences of several hundred from the IP community (academics, practitioners, judiciary, industry and NGOs) to flagship annual lectures. IBIL hosts regular conferences on Patents in Telecoms and the Internet of Things (4<sup>th</sup> conference 2019), and offers public events with UCL colleagues in life sciences, pharmacy, engineering and information studies (4.3). Sponsorship has funded a PhD scholarship (2.3.1) and enables further research-focused events, including work-in-progress seminars with for ECRs (4.4).
- **Competition law**. Appointment of Mantzari (2018) brought additional expertise on the interaction of competition law with sectoral regulation, and Lianos (promoted to Professor 2014), was appointed as Head of the Greek Competition Authority (2019). The *Centre for Law, Economics and Society* worked with international partners including Peking University (on governance of digital platforms, backed by UCL Global Engagement funds), and authored a White Paper commissioned by the World Economic Forum on global governance of online consumer protection and e-commerce. The *Jevons Institute*, bringing practitioners (Bavasso, Evans) into the research life of the Faculty, has organized major international colloquia with national competition authorities and George Mason University.
- **Healthcare law\***. Montgomery (appointed UCL's first chair of Healthcare Law 2013) has developed the field significantly at UCL, with sector-leading public policy engagement (4.2), leading to knighthood for services to bioethics and healthcare law. Faculty members have contributed to Lancet Commissions on Regenerative Medicine (Montgomery, Saprui); and UCL-wide workshops on pandemic planning (Letsas, Montgomery), ethics of participant-led research (Montgomery, Tasioulas), sustainable innovation (Montgomery), and legal incentives for innovation in medicines (Jacob).
- **Judicial studies\***. Our research base in this field—unique in the UK in access to real juries for quantitative research—has expanded through recruitment of Ormerod (2014), Co-Director

of the UCL *Judicial Institute* (JI) (along with founding Director, Thomas; both now Honorary QCs). The JI established the first longitudinal study of the working lives of UK judges, and produced landmark jury research on race (for the Lammy Review), sexual offences (in response to a petition to Parliament and to assist major policy reviews in the UK and abroad) and contempt (yielding the first universal written jury direction in England and Wales and dramatic improvements in jurors' understanding of their role (4.2)).

### 1.3.3 Looking forward: objectives 2020–2028

After cycles of targeted hiring and expansion, Laws has established strength across legal sub-fields, displaying outstanding leadership in many of them. Our future strategy is to: **cultivate this breadth of excellence; support and further leverage methodological pluralism and potential for interdisciplinary advances; and renew commitments to justice values in a rapidly evolving environment.** In particular, we will:

- **Seize opportunities to maintain and enrich our strength across legal sub-fields, with a focus on ECRs.** Successful promotions have built a strategic and business case for **boosted ECR recruitment, with immediate opportunities for hiring** in property law, competition law and professional ethics. One **further area for strategic growth is the Faculty's engagement in law and technology**, building on the hiring of Veale (2019) and existing research on law and technology (4.6), amplifying UCL's global research priorities and leveraging our location in London (close to tech giants and hubs of technological change in legal practice).
- **Advance EDI in our research community and intellectual culture.** Our output pool reduction and data on pandemic effects indicate that female researchers have disproportionately faced obstacles to productivity (2.1). In addition to existing EDI measures (2.4.3), the VDR is working closely with the VDEDI and Athena Swan Lead (Suteu) in 2020–21 to assess needs among, and develop further research support for, women and those with caring responsibilities, and the VDEDI has initiated new structures for gathering qualitative information on other EDI-relevant barriers to progression. In 2019, the Faculty commissioned Advance HE to prepare bespoke training on 'EDI in the Research Environment' (delivery postponed due to COVID-19); this will be held as soon as possible, to explore EDI issues in production and assessment of research. The Faculty has made a commitment to cross-disciplinary research on race and racism, including in connection with the UCL Sarah Parker Redmond Centre for the Study of Racism (UCL Laws Statement in Solidarity with our Black Students, Staff and Alumni, 19 June 2020).
- **Navigate the COVID-19 pandemic and aftermath as both a practical and intellectual challenge, in keeping with our justice values.** An **addendum to the SOP2018** endorsed by Faculty Board (October 2020) included practical measures to support researchers affected by EDI factors (2.4.3). The Dean and VDR have reiterated that the Faculty prioritizes quality of research over quantity of outputs, giving excellent research time to mature. COVID-19 is not merely a set of logistical constraints to our research, but a spur to new research. In placing acute pressure on the social and political order, COVID poses new questions about the role of law which the Faculty can continue to address in diverse and ambitious ways.
- **Review our internal organization for research.** Our Centres and Institutes have grown to reflect Faculty research strengths. As our breadth extends, we need periodically to assess how these are organized and distributed. In 2019–20, the Faculty Research Committee initiated a **comprehensive review of Centres and Institutes**, with criteria for an initial phase of self-evaluation by Centre and Institute Directors reflecting strategic objectives (1.3.1): fulfilment of UCL-wide strategy; impact and engagement; interdisciplinarity (where appropriate); support for ECRs; inclusive representation; and reputation and identity.

## 1.4 Impact strategy

We believe that **impact is possible** across all levels of seniority, from every form of **scholarship**, and **at all scales**. Our REF3 case studies feature leads from professors to lecturers, and bear out our commitment to methodological pluralism, ranging from doctrinal analysis to

interdisciplinary engagement (history, computer science). They have shaped bodies of law and core legal institutions, and wider social practice, in the UK and globally. A **wealth of other instances (section 4)** reflects this focus on diverse impacts.

**Impact has been facilitated** over the REF period through:

- A **dedicated Faculty Impact Lead** from 2017 (Vaughan), sitting on the UCL Public and Community Engagement Sub-Committee, and **providing tailored support on developing impact** (both REF and non-REF related) with one-on-one advice; training sessions for Faculty, new staff and PhD students; and Faculty communications.
- **Increased competitive internal funding within the Faculty for impact work of both staff and PGR students** (3.3.1).
- **Effective use of centrally-allocated UCL funds for research engagement, impact, and dissemination** (some **£170,000** over the REF period, including **22 Global Engagement Funds awards totalling £39,300** and **14 Grand Challenges Small Grants, special initiatives and ad hoc awards totalling £53,389** (UCL 5a), across a range of seniority levels).

**Going forward**, Laws will continue to foster impact in a broad-based and inclusive way, through:

- Impact Lead work on new public-facing 'policy briefs', and documentation of impact in audio-visual and written forms for internal presentation; and
- Using the review of Centres and Institutes (1.3.3) to explore optimal organization of research for impact.

## 1.5 Progress towards open research environment

Pursuit of cutting-edge research, animated by a strong social purpose, has made open access (OA) crucial to our research culture.

Laws has **embraced 'green' OA, both through UCL's repository**, and by **investing (2018) in an SSRN Research Paper series** to disseminate research (12 papers; over 2,500 downloads and 12,000 views) (with the Centre for Law, Economics and Society and Centre for Ethics and Law maintaining their own OA working paper series).

Laws has also **pursued new avenues for 'gold' OA publishing**, and **open data**, during the REF period by:

- **Supporting the sector-leading OA publisher UCL Press** (UCL 5a) (Paparinskis sitting on the Press' Editorial Board) and developing its potential for democratizing access to knowledge. In 2017, Eeckhout **founded *Europe and the World: A Law Review* as a fully peer-reviewed, OA journal** (as of July 2020, 29 articles; over 18,000 views in total). The European Institute's edited volume ***Brexit and Beyond*** has received over 121,000 downloads (July 2020). The **Bentham Project has published multiple edited collections with UCL Press**, and in July 2020 **UCL Press took over future volumes of Bentham's Collected Works** (digital versions free online to all).
- **Maintaining *UCL Journal of Law and Jurisprudence* as an OA, double-blind peer-reviewed journal** edited and published by Faculty PGR students.
- Obtaining **UCL funds for over 30 'gold' OA outputs**, with **over 20 further outputs appearing under 'gold' OA by other routes**.
- **Making use of field-specific platforms** (including arxiv and Github; rapid OA publication on the latter, a collaborative coding platform, being **critical for the Faculty's REF3 case study on contact-tracing**); and **UCL's Data Repository** (the Bentham Project making available transcripts and images of Bentham's works as an OA dataset).

OA is now firmly anchored in Faculty life, through:

- **Faculty engagement in articulating discipline-specific priorities in the OA transition** (extensive contributions to UCL's response in UKRI's Open Access Policy Consultation (May

2020), addressing issues relevant to law (greater emphasis on monographs, complexities associated with CC licences, ensuring ECR publication prospects));

- **Regular guidance** (VDR-led sessions at research away days and Faculty boards, a termly open access update to Faculty and doctoral students (from early 2020) highlighting new ‘transformative agreements’ negotiated by UCL); and
- **Making a requirement to consider open access publication part of applications for the Faculty’s flagship Bentham House Conference Fund (3.3.1).**

## 1.6 Culture of research integrity

Laws operates within the UCL research ethics framework. Laws has a statutory appointment on the UCL Research Ethics Committee, and has **piloted a new approach to streamlining research ethics review at Faculty level, building ethics expertise within the Faculty.** A Faculty Research Ethics Team (led by O’Cinneide) scrutinizes Faculty and PGR projects for compliance, with high-risk applications being referred to the UCL Research Ethics Committee. Laws academics also make extensive contributions to the integrity of research more generally, in grant processes and peer review (4.5).

## 2. People

### 2.1 Research-active staff and output selection profile

Our staff selection is **highly representative of the UoA**: all research staff were selected for the outputs submission bar 2 without a relevant substantial connection. At the census date, all research staff were on **open-ended contracts** (except 1 fixed-term appointment replacing a permanent Faculty member on funded research leave). At the census date, we had **3 ECRs** among Category A staff, and **11 part-time eligible staff**.

Laws submitted **127 outputs by Category A and Category B staff** (output pool reduced by 21, for individual circumstances). The output pool reflects our breadth of excellence across legal subfields. 8% of outputs are flagged as inter-disciplinary. Distribution of selected outputs (Figure 1) indicates that, although a few colleagues had >2 outputs included, **research excellence is broadly distributed across the Faculty. Non-professorial scholars are strongly represented**, reflecting careful hiring and strong support for ECRs over the REF period. Analysis of the profile for EDI factors is developed at 2.4.3(b).

Staff with ...	Category A	Category B
<b>5 outputs</b>	2	
<b>4 outputs</b>	4	
<b>3 outputs</b>	7	2
<b>2 outputs</b>	19 (incl 1 ECR)	1
<b>1 output</b>	30 (incl 2 ECRs)	4

*Figure 1: Distribution of outputs per Category A staff, Category B staff, ECRs (including double weighting)*

### 2.2 Staffing strategy and staff development

#### 2.2.1 Staffing and recruitment policy

Faculty recruitment has been tailored to our **strategy of maintaining breadth and depth of legal expertise, methodological diversity and openness to interdisciplinarity** (1.3.3). This has delivered **sustainable staffing across sub-fields**, with attention to succession planning (1.3.2(b)). This REF period has seen strategic recruitment at mid-career and professorial levels as well as **recruitment at junior levels in every year of the REF period**. ECR recruitment remains a strategic priority to balance rapid progression (1.3.3). In 2018–19, the VDR expanded

**systematic internal review of short-listed applicants' research**, enabling fine-grained differentiation among applicants.

### 2.2.2 Research staff development strategy

The Faculty operates UCL-wide **probation, promotion, and appraisal** programmes, with research central to the promotion and appraisal in particular. The Vice-Dean Staffing (VDS, our Head of Department) invites all staff annually to discuss progression; and the Dean and VDS **proactively identify individuals** who may be ready for promotion. Over the REF period, all candidates supported by the Faculty have been promoted, reflecting strong Faculty processes. **UCL's systematic Academic Careers Framework (UCL 5a) and strong performance of individual staff have ensured rapid promotions**: 5 of those made Professor in this REF period were Lecturers in 2013. The Faculty also operates a **mentoring** scheme for all colleagues, redesigned by VDS (Diduck), *not* linked to promotion and appraisal, to offer informal, confidential support for staff development, including research.

### 2.2.3 Centring research and critical feedback in our collegial life

The Faculty **ensures time for research**, with a norm of 120–130 hours of teaching per year (slight reduction from an already relatively low level in 2013); and a **sabbatical** policy more generous than the UCL norm (2.2.5). A **thriving, funded Faculty-wide lunchtime research seminar**, run by the VDR and chaired by the Dean, is open to visitors and doctoral students, and features staff work-in-progress; advanced PhD papers; and research and impact-related training. Further channels of feedback on research by request include: a **peer review college** (all Faculty are members, with feedback requests assigned by the VDR), mentorship, and specialist internal work-in-progress workshops (e.g. in Centre for Law and Environment, Centre for Law and Ethics).

### 2.2.4 Support and integration of early-career researchers

ECRs benefit from field-specific ECR events in UCL's Centres and Institutes (4.4), and are integrated rapidly into Faculty research life. They are **usually expected to present at our Faculty seminar**, and encouraged to make use of the peer review college. New recruits, including ECRs, are well supported through enhanced **mentoring**, and benefit in their first year from a **teaching reduction** of ~15%, efforts to make teaching loads efficient, and **relief from administrative roles** other than student mentoring.

### 2.2.5 Sabbatical and research leave

One term of **sabbatical leave** is offered per 7 terms worked, pro rata for part-time staff (cf UCL-wide entitlement of 1 term per 9 terms). Major enabling roles accrue sabbatical leave thereafter (1 year for VDs Staffing, Research, and Programme Delivery and Development; 1 term for VDs International, EDI, and Innovation).

Staff returning from maternity/paternity/carers leave have 1 additional term (**UCL's dedicated 'returners' sabbatical leave'**). Additional periods may be granted for other interruptions (2.4.3(d)).

### 2.2.6 Facilitation of exchange between academia, business and public sector

Laws facilitates **flexible employment arrangements to foster collaboration and impact**, including: unpaid leave to allow **Ormerod to complete a wholesale codification of sentencing law** during an extended term as Law Commissioner (appointed 2014, returning to UCL 2020); and 0.5 FTE secondment for **Thomas to serve as the inaugural Dean of Education of the Inner Temple**, developing career-long learning at the bar (2019–). Many staff hold **leadership roles in, or engagements with, private and public sector bodies** alongside work in the Faculty (4.2).

### 2.2.7 Recognition and reward for research and impact

In addition to promotion, Laws **recognizes exceptional performance by recommending accelerated increments or additional contribution points** for colleagues whose work (including research and/or impact) since last appraisal is considered outstanding, and is sustained for at least 6 months (32 such awards in the REF period; of which 19 to men, and 13 to women; women overperforming relative to FTE). UCL offers a **transparent, structured process for professorial re-banding** (14 re-banding promotions in the REF period; 6 women, 8 men; women overperforming relative to composition of the professoriate).

## 2.3 Postgraduate research community

### 2.3.1 Recruitment and funding of doctoral students

The Faculty sees **fundamental connections between maintaining vibrancy of our research community, and cultivation of PGRs**. During the REF period, Laws has awarded at least 10 research doctoral degrees per year, on average, and the **incoming cohort has grown** to 14 in 2019 (prior years' cohorts between 6 and 11), with **46 Faculty members currently supervising PhDs**. The programme is highly competitive, attracting in the 2019–20 cycle 95 applicants from 31 countries (21 from the UK), of whom 14 were admitted.

On average over the REF period, **80% of PhD admissions have been fully funded** through Faculty, UCL or external funding. **Faculty funding has grown over the REF period**; our usual 3 full home/EU scholarships and 1 overseas scholarship (tuition fees and maintenance) were supplemented from 2019–20 with 2 additional **Opportunity (Widening Participation) scholarships** to support doctoral candidates from diverse backgrounds. We also offer 2 PhD scholarships targeted to strategic research interests for the Faculty (private law and IP). By the 2019–20 cycle, our PhD funding included **8 fully funded scholarships**, addressing **merit, need, and the Faculty's academic strengths**. In addition, students have attracted **highly competitive, UCL-wide Graduate Research Scholarships** (1 in 2017, 2 in 2019).

**External funding** flows from sources including the China Scholarship Council and the Competition Commission. Since 2014, we have been part of the **London Arts and Humanities Partnership AHRC Doctoral Training Partnership** (joint initiative between UCL, King's College London and the School of Advanced Study to fund and train AHRC-funded postgraduate students; 8 students over 2014–19). Our students have also obtained 10 **Modern Law Review Scholarships**.

### 2.3.2 Support for progress and completion, and skills development

Doctoral students are guided by at least 2 supervisors, and discuss progress annually with the Director of Research Studies. A compulsory **20-week seminar series** for all doctoral students focuses on developing a research project, research methods, conference presentations, academic careers, publishing and impact. Students develop skills through progress presentations at the end of each term, and a **weekly work-in-progress forum** supported by the Faculty. In 2015, the PhD programme added an **end-of-first-year conference**, at which doctoral students present their research to other students and Faculty members.

The UCL Graduate School also provides a range of formal Skills Development courses, with all PGR students required to take 20 hours of skills training each year. All PGR students appointed to teach (from their 2<sup>nd</sup> year) undertake UCL PGTA training. **Support has evolved to meet COVID-19 challenges**, with PhD research and impact funds (3.3.1) approved for part-funding of printing expenses and home-work equipment.

### 2.3.3 Integration into research environment and launching of research careers

In the most recent end-of-year PGR survey (2019–20), **15 of 17 respondents rated engagement with the Faculty research environment as excellent**. Students are **invited to the weekly Faculty research seminar (2.2.3)**, and may present advanced research there. Doctoral students are **actively included in Centres and Institutes and other research-oriented activity**,

coordinating and conducting research for the Public International Law Pro Bono Project (4.2); participating in Centre and Institute ECR workshops such as the well-funded, inter-collegiate Private Law Group Early Career Workshops (4.4) or Faculty sponsored KCL-UCL Environmental Law Postgraduate Symposium; running the public events programme of the Public Law group and the Legal Philosophy Forum; and editing the UCL *Journal of Law and Jurisprudence*. Doctoral students are **included in Faculty communications about research issues, such as open access publishing** (1.5), and their **successes are celebrated** through external Faculty communications. The Faculty **offers annual PGR research allowances and access to competitive funds for impact-oriented activity** (3.3.1). In the past 3 years, doctoral graduates have gone on to permanent posts at institutions including Durham, Exeter, Sheffield, Sussex, Western Law (Canada), University of New South Wales (Australia), and Singapore University of Social Sciences; as well as professional roles within government and at the bar.

## 2.4 Equality, diversity and inclusion (EDI)

### 2.4.1 Embedding EDI in Faculty structures

We consider EDI a means to build genuine meritocracy and enhance excellence, as well reflect a commitment to equality. The Faculty **participates actively in UCL initiatives**, including the Race Equality Charter Self-Assessment Team (now merging with Athena SWAN Steering Group), and Racial Equalities Steering Group. The **VDEDI (Saprai), sits on the Dean's Senior Management Team**, contributes to recruitment and research activity, and holds responsibilities as departmental Equal Opportunities Liaison Officer, BAME Lead and a trained Fair Recruitment Specialist. Within Laws, all members of the Senior Management Team have committed to completing **'Taking the Lead'** training on maintaining a positive workplace culture. Laws has nominated at least 8 staff (research and professional services) to take **UCL's Women in Leadership programme**, with numbers increasing after redesign of this programme in 2018. Our commitment to EDI **translates to concrete policies**, as follows.

### 2.4.2 EDI in recruitment and promotion of research staff and students

In addition to UCL-wide EDI-focused Recruitment and Selection Policy, Laws has further integrated EDI through the **Dean's Pledge in 2019 to use ethnically diverse panels** (or, if infeasible, call on UCL's Fair Recruitment Scheme: UCL 5a) **for all Faculty recruitment**. Laws uses targeted wording in advertisements, varying with grade and role, to **encourage applications from diverse candidates**. **EDI interventions are made at multiple stages of the research pipeline**: in June 2020, as part of the 'UCL Laws Statement in Solidarity with our Black Students, Staff and Alumni Around the World', the Faculty **extended its promotion of ethnically diverse selection panels to student admissions procedures**, and to **consideration of promotion**, and has introduced new Faculty-funded **Opportunity (Widening Participation) Scholarships for PhDs** (2.3.1).

There have been **measurable advances in gender equality over the REF period**, particularly an increase in women in permanent posts in the Faculty (31.82% to 38.89% headcount), and strong increase at Grade 8 (42.86% to 69.23%), laying foundations for a more equal professoriate. Although comprehensive tracking of promotions is difficult, as UCL transitioned in the REF period from 4 to 3 tiers of academic progression, the VDR has prioritized addressing gendered barriers to progression in research, and work towards Athena Swan offers a focus for data-gathering and development of further measures if required. Data on ethnicity is less comprehensive, but our BAME representation clearly falls short of what would be representative of the population. New steps on recruitment mentioned above, under dedicated VDEDI leadership, will help address this.

### 2.4.3 EDI in support of research staff and students

#### (a) EDI in Faculty decision-making (including COVID-19 adjustments)

Beyond recruitment and promotion, EDI is considered in other research-relevant areas, including leave (2.4.3(d)) and administrative roles (with dedicated representation for women on the Senior Management Team and major Faculty research committees). We monitor gender breakdown of

recognition and reward (2.2.7) and of internal Research Environment and Impact Fund applications (3.3.1), as a baseline for reflection about gender-related obstacles to progression.

A **UCL-wide EDI check-in** and **Faculty VDR survey on COVID-19 impacts on research** (both May 2020) showed major impacts on research and workload, particularly for women, and those with caring responsibilities and disabilities. **Laws adopted rapid-response measures** including:

- Short-term Carers' Fund paying up to £400 per household for childcare/tutoring expenses to enable essential work-related activity (initially to 31 July 2020; extended through 2020 with additional funding).
- 'Laws Together' programme of voluntary workload reallocation (9 colleagues volunteered, and at least 5 assisted, with marking, LLM personal tutoring and thesis supervision).
- Moving research-related events online, with enhanced accessibility (e.g. captioning where required), online Faculty research seminars held fortnightly rather than weekly to accommodate extra caring responsibilities.
- Additional resources for remote working.

**(b) EDI in preparation of this REF return**

**Staff involved in REF preparation, particularly the REF Review and Selection Group (RSG), had a representative EDI profile (particularly on gender, seniority), with the VDEDI heavily involved in the REF process; and key RSG members received bespoke UCL EDI training on REF output selection.** Since early 2018, the REF Lead (later VDR) **briefed Faculty Board regularly, with particular focus on EDI and individual circumstances**, and **followed UCL's COP** in calling for voluntary, confidential disclosure of individual circumstances. Staff were repeatedly reassured that selection of outputs was a collective Faculty endeavour, strictly separate from promotion or appraisal.

Following Faculty consultation on policy, and after a rigorous review process (minimum 3 rounds of internal and external peer review, with calibration of scores), **when distinctions between quality were no longer possible in selecting outputs, RSG gave priority to outputs by female staff**, in view of indications that female researchers had experienced disproportionate impacts on productivity.

The final output selection (Category A and B, including double-weighting) was 35% women, 65% men (cf 41% / 59% headcount of staff submitted). Following output selection, **RSG analysed centrally-provided Equality Impact Assessment data.** This data is most comprehensive for gender, and less so for ethnicity and disability, meaning analysis on these latter grounds is tentative only. The data showed that:

- Men were more likely overall to have an output attributed to them (1.15 likelihood), and women less likely (0.8). Disparities in likelihood of output attribution by gender relative to FTE were strongest for attribution of 4 and 5 outputs (including double-weighting), but narrowed at 2 outputs (1.05 likelihood for women, 0.96 for men), suggesting that men were more likely to have been able to maintain high productivity across the REF period.
- BAME staff were overall more likely than non-BAME staff to have an output attributed to them (1.13 likelihood), and very strongly represented among those with >2 outputs attributed. BAME women were less likely than male counterparts to have >2 outputs attributed, but well represented at 2 outputs, again highlighting possible relevance of gender discrepancies.
- Those with a disability were less likely to have an output attributed to them.

This data analysis exercise reinforces the **importance of strategies we are now pursuing to address barriers of gender and race, and to gather more fine-grained and qualitative data** on challenges associated with protected characteristics.

**(c) Inclusion and community**

EDI-oriented groups and networks, supported by the Dean via core funding, foster inclusion, promote informal mentoring across career stages, and integrate PGR students, faculty and visitors as a research community:

- Laws Race Equality Network (established 2019 by the VDEDI for students, staff and alumni, regular events following an inaugural 'Black Lives Matter: A Transatlantic Dialogue' event (July 2020));
- Equalities Forum (established 2019 by the VDEDI, an informal means of discussing diversity issues, feeding back to the Senior Management Team);
- UCL Laws Women (a network for women in the Faculty, established 2018, led by senior women, an informal community for discussing systemic challenges and opportunities for women, including around research);
- Laws Feminist Book Club (created 2018, led by Suteu and doctoral student, Keall, open to students and the whole Faculty community);
- OutLaws (Faculty staff–student LGBT+ network, established 2017, engages in LGBT+ research seminars and other activities); and
- South Asia Legal Forum (established 2017, platform for comparative and interdisciplinary research on legal issues in South Asia).

**(d) Further practical EDI-focused measures to foster research**

- The Faculty **accommodates flexible and remote work** wherever possible. Informally, teaching hours accommodate caring responsibilities, and Faculty meetings are scheduled only in 10am–4pm, with adjustments during COVID-19 for childcare obligations.
- **Part-time staff benefit from the same Academic Careers Framework as full-time staff.**
- In addition to 'returners' sabbatical leave' (2.2.5), other **support after long-term absence has been offered on a discretionary basis**, including waiver of accumulation rules after bereavement or sick leave; staged return after illness; and financial assistance for coaching to manage staged return.
- Since 2018, the VDR has offered **individual mentorship to colleagues disproportionately affected by EDI-relevant factors**, including regular check-in meetings, bespoke programmes for managing research projects, feedback on drafts, and opportunities to present early ideas for feedback.
- In 2017, the Faculty introduced a policy allowing Personal Research Allowance funds (3.3.1) to cover **childcare expenses during conferences and out-of-hours work-related events**; and has used core funds to support staff with limited mobility to attend research events.
- The Faculty Manager and VDS have made accommodations following OHS recommendations to **allow staff with disabilities to research productively**, including provision of special equipment and reduced workload.

**3. Income, infrastructure and facilities****3.1 External research income: from award to impact**

The Faculty secured **over £4.09m in grant income** over the REF period (REF4b), with awards from leading funders: Leverhulme (4 awards), ERC (2), ESRC (2), EPSRC (2), AHRC (2), British Academy (7), Wellcome (2), European Commission (2), Legal Education Foundation (4). **Major awards were made to both senior and junior colleagues**, and men and women, in a **wide range of legal subfields**. Awards made earlier in the REF cycle exemplify the **research excellence and impact made possible by major grants**:

- **£102,879 Legal Education Foundation grant to Moorhead (2014)** for assessment of ethical capacities of new advocates for Inns of Court College of Advocacy, generating radiating changes in ethics training at the Inns and Bar (see 4.6);
- **£118,879 (2016–2018) and £469,807 (2019) Legal Education Foundation grants to Genn** for ground-breaking research into health justice partnerships, paving way for new government policy in this area (see 4.6);
- **£147,753 Leverhulme Major Research Fellowship to Rawlings (2016)**, leading to pioneering outputs on UK devolution and Wales (e.g. report on 'Brexit and the Territorial Constitution' (2017), article on 'The Strange Reconstitution of Wales' (2018)), and Rawlings' appointment as the constitutional expert on the Commission on Justice in Wales (2017–2019); and
- Funding to **Schofield** including: **£297,407 Leverhulme grant (2015)**, enabling authoritative edition of Bentham's writings on political economy and conference (2019) exploring scholarly insights from re-edition); **£429,058 AHRC grant (2016)** (with UCL History), yielding open-access authoritative editions of and scholarship on Bentham's writings on Australia; and **£476,555 (Co-I, 2016) European Commission Horizon 2020 grant**, supporting development from existing Transcribe Bentham platform to universally available handwritten text recognition, capable of reading archives of all kinds.

### 3.2 Strategies for generating research income

All academic staff are supported by a baseline level of personal research funding (PRA: 3.3.1) to enable research productivity. Where external funding will facilitate strong projects and enrich the Faculty research profile, this is actively supported through:

- A **well-resourced Research Office team** (1.3.1, 3.3.2), working alongside SLASH Research Facilitators, which proactively identifies opportunities, prepares a weekly newsletter of calls and funding support opportunities, and cultivates grant applications.
- **Generous, flexible Faculty seed funding (REIF: 3.3.1)** which, along with **UCL funds for collaboration (4.1)**, helps build successful applications. For example, Faculty REIF and UCL Global Engagement funds enabled Azaria to travel to Geneva to attend the Legal Committee of the UN General Assembly (2017, 2019), supporting preliminary work towards a successful ERC Starting Grant (£1.2m, awarded 2020).
- A **supportive grant application process, further strengthened in 2018**. Applications are reviewed by a Grant Review Team (GRT) (SLASH Research Facilitators; Faculty Director of Research Grants, VDR, VDS, Director of Operations and 2 co-opted Faculty members), with Impact Lead input. Review covers resource/ethical implications, costings, and academic quality of all applications led by Faculty members, with 1–2 GRT members providing constructive, critical peer feedback on academic quality. Since 2018, 27 applications have gone through the full GRT process (13 with female leads).

### 3.3 Infrastructure for research and impact

#### 3.3.1 Faculty research funding

The Faculty has maintained and expanded direct funding for research and impact, including:

- A **ring-fenced Personal Research Allowance (PRA)** per Faculty member (now £3,500 per year, cf £3,300 in 2013), which can be used flexibly for research needs (over **£870,000 drawn** over the REF period).
- A **PhD Personal Research Allowance (PhD PRA)** per Faculty PhD student, pro rata for part time (£750 per year, cf £400 in 2013), for books, conferences, travel, training and other needs (sums **between £11,000 and £19,300 drawn annually**).

- An **Emeriti Research Allowance** of £1,000 per year, plus further funds for activities that facilitate retired staff contributing to the research environment (e.g. £13,500 to Twining since 2014 for a 'Legal Records at Risk' project).
- A range of **competitive Faculty-specific internal funding**:
  - **Research Environment and Impact Fund (REIF)**: by-application fund of £30,000 per year to increase vitality of the research environment, criteria being that work will improve: chances of success in grant applications; diversity of the Faculty's research profile; impact of research; and public engagement (**25 successful applications** in this REF period, **awarding £53,793.27 to 17 members of the Faculty**).
  - **Bentham House Conference Fund**: by-application fund of £20,000 per year to support an annual, world-leading research event. Since 2014, this has been based on competitive applications against criteria including **importance and timeliness of topic; participants; and publication/dissemination plan** (with requirement to consider publication with UCL Press or other OA avenues added informally 2017–18, and built into the application 2019–20).
  - **PhD Research Impact and Innovation Fund (PRIF)**: by-application fund of £20,000 per year for PhD students to develop new research and public engagement skills, access specialist resources or undertake research (**sums between £11,000 and £23,100 paid annually**, predominantly for research trips and conference travel).
  - **'Back to Bentham' Research Funds**: 5 one-off awards of up to £5,000 each for a research event showcasing capital investment in iconic Bentham House facilities (**five events, totalling £20,584**, led by a mix of senior and junior faculty: Fhima and Simone; McFarlane; Lee and Vaughan; Suteu; Davies).

### 3.3.2 Personnel, physical and specialist infrastructure

**Six colleagues in the Research Office, 3 in Events, and 2 in Communications** support the Faculty's research and impact.

Over 2015–18, our physical home, **Bentham House, underwent a £24 million refurbishment**, offering 1500 sqm of additional space while maintaining Grade II listed features. The new Bentham House **facilitates research by bringing colleagues, visitors and doctoral students together**; and advances impact, collaboration and public engagement by providing **state of the art spaces for events** ranging from smaller workshops to conferences and public lectures (detailed in 1.3.2(b), 4.3). The **Centre for Access to Justice** also operates an Integrated Legal Advice Clinic at Stratford, in **permanent premises secured by UCL in 2018** (4.6).

The Faculty hosts and draws on **special collections and research infrastructure**. Laws provides workspace for the **Bentham Project**, which maintains a catalogue of the Bentham Papers, digital images of the Papers (c. 100,000 images), Transcribe Bentham (hosted by UCL Information Services), and a large volume of material on a shared drive, available for queries from scholars across the world. The **UCL Jury project** and **Judicial Institute** enjoy access to large-scale databases (CREST; Xhibit) held by the Ministry of Justice/HMCTS.

### 3.4 EDI in research funding and infrastructure

EDI is built into grant review processes (3.2), and is a consideration in allocating competitive internal funding (3.3.1). Data (most comprehensive for gender) show that women are being relatively well supported by internal funding (e.g. for Faculty REIF fund (3.3.1), 19 male and 22 female applicants, of which 17 and 19 respectively were successful); albeit less so by external grants. Of 43 externally funded projects in this REF period, 15 were awarded to women and 28 to men (though women received 2 of the larger awards). Mentorship, leave and tailored pipeline support for our female researchers thus remain important EDI priorities.

### 3.5 Use of infrastructure, facilities and expertise for impact

Events and Communications staff (3.3.2) and Bentham House together provide **extensive facilities for collaboration and public engagement**. **Flexible financial support for impact activities** (particularly REIF and PhD PRIF, 3.3.1), and our physical infrastructure in central London and Stratford, **nurture sustained relationships with policymakers, key stakeholders and research subjects, giving voice to under-represented groups and reaching new audiences**. For example, a Faculty REIF grant (£6,245, 2014) enabled Mantouvalou's interviews (with NGO Kalayaan) of migrant domestic workers under tied visas, the first in-depth legal empirical work done with this group. The resulting article, covered in the press and cited in Parliament, informed law reform and a subsequent public report on the plight of these workers (with Mantouvalou's doctoral student, Sedacca, and others); this work was recognized by UCL Provost's Award for Public Engagement (2017). Further REIF funding supported a public launch of the report in Bentham House's unique moot court room, with a message from the UN Special Rapporteur on Contemporary Forms of Slavery, and presentations from domestic workers themselves.

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

### 4.1 Research collaborations, networks and partnerships

Collaboration **enhances the reach and impact of our research, methodological diversity and interdisciplinarity** (1.3.2). The Faculty supports collaboration financially (3.3.1), and colleagues have been **highly successful in obtaining UCL-wide internal funding** to support activity with a 'global partner' (average 75% success rate over last 2 years in securing Global Engagement Fund and institution- and city-specific partner funds (1.4, 4.1)). **Centres and Institutes play important roles in fostering collaboration**. The UCL Institute for Human Rights, for example, supports the UK–Latin America Political Philosophy Research Network, now encompassing scholars from Chile, Brazil, Argentina, Colombia, Costa Rica, Uruguay, and the UK, identifying UCL as a global leader in human rights jurisprudence and philosophy.

Laws has **committed increasing resources to fostering collaboration**, through:

- The **Distinguished Visiting Professor (DVP) scheme**, established 2017, in which scholars holding a Chair equivalent spend an academic year with the Faculty, receiving a housing allowance (£10,000 per AY) and office space. The opportunity is advertised globally, with targeted circulation to ~30 top-ranked institutions. DVPs have included Douglas Husak (Rutgers), Steven L Schwarcz (Duke), Andrew Mitchell (Melbourne), Guy Mundlak (Tel-Aviv), and Lusina Ho (HKU).
- A **Visiting Academic** scheme, providing a **flexible and generous approach to facilitate collaboration**. Candidates are proposed by Laws staff, with the VDI assessing alignment with Faculty research interests. This is a **very active scheme, with 13 Visiting and Affiliate Academics in 2018–19, and 8 in the more disrupted year 2019–20**. For example, Dr Brad Jessup (Melbourne Law School) visited the Centre for Law and Environment in 2019, working with 4 members of the Centre, collaborating on research events and generating 2 new collaborative research projects.
- Support and expansion of the **Yale Collaborative** (established 2009), nurturing scholarly collaborations between, e.g. Judith Resnik and Genn/Judicial Institute (public interest law); Daniel Markovits and Saprai (private law theory); Scott Shapiro and Letsas, Toh (jurisprudence).

### 4.2 Relationships with key research users, beneficiaries and audiences

Laws researchers **reach users, beneficiaries and audiences in and through**:

- **Bar and practitioner communities**. Many Laws academics have **memberships or door tenancies in firms or chambers, or other consultancy or practice roles, informing**

**research and vice versa** (e.g. Connolly in restitution; Fisher in patent disputes; George in family law; Hickman in public law; Mitchell C in unjust enrichment; Paparinskis in international investment arbitration; Penn in global finance; Sands in public international law; Scotford, Lee and Macrory in environmental law). **Relationships with practice have:**

- **Built focus on areas which are of real importance to the public, and understudied in the academy**, including: succession law (Mitchell C symposium, 2015, with Birke Hacker); pensions law (WG Hart Workshop 2019, with IALS and Slaughter & May; yielding Agnew/Davies/Mitchell C edited collection 2020); and drafting choices of transactional lawyers (Davies & Raczynska 'Back to Bentham' conference 2019; with support from Norton Rose Fulbright, Calnan as Visiting Professor bridging into the practitioner community; yielding Davies/Raczynska edited collection 2020 (Miller as contributor)).
- **Supported initiatives for reform of law and practice**, as with: Fletcher's leadership of the Academics' Group of INSOL International 1993–2015 facilitating development of globally applicable norms on cooperation and court-to-court communication in cross-border insolvency (**REF3 case study**); and Raczynska's role as Co-Director of the Secured Transactions Law Reform Project, working towards a personal property security law more responsive to the needs of the commercial and financial community.
- **Enabled innovations to better serve vulnerable clients**, e.g. facilitating exploratory studies by George and colleagues from UCL Centre for Research in Autism and Education into the experiences of autistic adults and their lawyers in family court proceedings (supported by UCL Grand Challenges Human Wellbeing grant). This research yielded recommendations to promote access to justice for autistic people, presented at Oxford Family Court (2017), conferences and practitioner seminars; with best practice factsheets now in development for use within courts.
- **Sustained ongoing impact and outreach, with regular annual support from 15 firm and chamber sponsors**, in addition to backing for particular events, allowing many Centres and Institutes to offer free public events.
- **Legislatures.** Faculty members have been highly sought-after experts in advising Parliament. They have served as **specialist legal advisers to Parliamentary committees**: Mantouvalou to Joint Committee on Human Rights (modern slavery); O'Conneide to Commons Women and Equalities Committee (Brexit and equalities law); Moorhead to Women and Equalities Select Committee (use of non-disclosure agreements in harassment and discrimination cases); and King to Lords Constitution Committee. **Thirteen further** Laws faculty members have **given invited oral evidence to more than 20 different committees or inquiries** in Westminster and the devolved nations, **contributing expertise and research insights to the drafting and scrutiny of legislation**.
- **Judiciary and courts.** The Distinguished Judicial Visitors Programme, and appointment of retired senior judges as Honorary Professors (Lord Carnwath, Baroness Hale), **foster sustained exchange with the judiciary**. The **Judicial Institute enjoys particularly longstanding relationships with the judiciary of England and Wales**, MoJ, Judicial College, Inner Temple, Criminal Procedure Rule Committee and Criminal Practice Directions Drafting Team, **facilitating uniquely authoritative and impactful research** on judicial attitudes and jury behaviour. For example, empirical research by Thomas (2017) showed substantial gaps in jurors' understanding of their responsibilities, with ensuing risk of statutory contempt. Thomas developed and tested **a new Juror Notice**, which was **implemented in all criminal trials** in England and Wales as the first universal written direction. Subsequent research revealed that, following adoption of the Notice, 98% of jurors correctly understood critical points.
- **Government and third sector bodies.** Several Faculty members **chair, or serve on boards or as trustees of external bodies**, informing their view of the contexts in which research is used (e.g. Jacob chairing UK Intellectual Property Office Enforcement Framework Working Group; Montgomery chairing the Nuffield Council on Bioethics, Health Research Authority, DHSC Moral and Ethical Advisory Group and the Oxford University Hospitals NHS Foundation Trust; Ormerod and Thomas on Criminal Cases Review Commission Research Committee).

Faculty members have been **commissioned to undertake research** by bodies including the UN, World Economic Forum, Financial Conduct Authority, Law Society of England and Wales, Commonwealth Secretariat (Rule of Law Division) and Legal Services Board, and have **close relationships with industry, government or third-sector bodies, through which impact-driven research is developed** (including Chiu, Donovan and Petrin with the States of Alderney; Montgomery with Health Research Authority, Human Genetics Commission, Collaboration for the Advancement of Sustainable Medical Innovation (UCL/Oxford); Genders on the Advisory Committee on the Development of the Therapeutic Regime at HMP Dovegate; Mokal consultancy with the World Bank).

- **Other intergovernmental organizations and NGOs.** The **PIL Pro Bono Project** (overseen by Trapp and Mills, with a team of PGR Coordinators and ~15 LLM students annually) partners with leading inter-governmental organizations, tribunals and NGOs (including Inter-American Court of Human Rights and Redress), providing advanced legal research and analysis on human rights questions.
- **Specialist training, channelling research insights to a wide range of beneficiaries in government, private practice and beyond** (e.g. Trapp and O’Keefe training UK Service Prosecuting Authority, MoD and Iraqi Historical Allegations Prosecution Team on international criminal law; Mantzari training EU judges in competition law; IBIL courses on Privacy and Data for those working with confidential information, data security and management, the media, public figures, and developing technologies; O’Keefe drafting manual on protection of cultural property in armed conflict, commissioned by UNESCO, now available free in multiple languages to armed forces around the world).

#### 4.3 Engagement with diverse communities and publics

Beyond the specific audiences mentioned above, Laws research and research-related events reach **wide and diverse audiences** through:

- **An extensive programme of events**, including an extensive CPD programme. In **FY 2018–19 alone**, the Faculty hosted **104 events, with 10,179 attendees**; and in **FY 2019–20, despite strikes and COVID-19, 62 physical events, with 8252 attendees** (of which 49 were public lectures; over 5400 attendees). Many Centres and Institutes have significant public profiles: e.g. Laws staff were **involved in many of the 200 events which the EI hosted in the REF period**, for an estimated total 12,000 members of the public, and during which the EI had 446,000 website views and 115,000 blog views. With COVID-19, the **Faculty’s intellectual space shifted online**, e.g. rapid organization of a series of webinars on COVID-19: IP Law, Policy & Practice, May–July 2020, drawing on UCL departments and experts from industry and practice, with **500 individuals from more than 45 different countries** attending 1 or more sessions.
- **Research and impact that cultivate broader public interest in and understanding of law.** Our **REF3 case studies** include: Sands as Professor of Public Understanding of Law authoring best-selling non-fiction work, generating in turn a performance piece, podcast and documentary film conveying the past and future of international criminal justice to audiences in the millions; and Veale explaining COVID-19 contact-tracing and associated rights issues in parliamentary committees and the media.
- **UCL impact support fostering close links between researchers and publics locally as well as globally.** For example, Holder (backed by UCL Public Engagement Beacon Bursary) contributed to the Living Space Project, supporting community groups to register urban space as a town/village green; and (with UCL Geography, backed by UCL Grand Challenges Small Grant), collaborated with NGOs to run a public inquiry into environmental justice in Somers Town.
- **Targeted engagement** to increase our reach into local and global communities, including the Centre for Access to Justice’s summer schools for Year 12 students from under-represented backgrounds; and for undergraduate students from all over the world.

#### 4.4 Contributions to sustaining the discipline

In addition to **contributing to national and international research priorities** (1.3.2), and using **our physical infrastructure and expertise to draw researchers, policymakers, practitioners and the public together** (3.3.2, 4.2, 4.3), the Faculty makes distinct contributions to the study of law, through:

- **Supporting areas under-studied in the academy** (e.g. Xanthaki, on legislative drafting), and **areas of systemic importance** (Davies, Mitchell C and Mitchell P contributions to leading common law treatises).
- **Setting an intellectual agenda across the discipline with the Faculty's flagship 'Current Legal Problems' lecture series and journal**, which curate analysis of current legal issues from diverse methodological perspectives.
- **Cultivating emerging fields** e.g. Montgomery (first Chair of **Healthcare Law** in the UK) as member of interdisciplinary research programme advisory boards at Edinburgh, Oxford, Southampton, Brighton, Bristol, and KCL; and the **UCL Judicial Institute**, the UK's first and only such centre of excellence, training 7 doctoral students affiliated with the JI, under first or second supervision by Thomas, over the REF period; and advising judiciaries, governments and HEIs on development of judicial studies and judicial training in Australia, Canada, South Africa, Argentina, Trinidad and Tobago and the Cayman Islands.
- **Actively nurturing ECRs and ECR networks across the UK**. For example, **IBIL established a work-in-progress discussion group in 2017**, meeting twice-yearly and funded by IBIL, to discuss early-stage research proposals and foster informal networking (group mailing list now includes 80 IP researchers from 30 HEIs). The **Private Law Group** held funded **annual Early Career Workshops 2013–2019** (2020 postponed), drawing talented ECRs from across the UK. Development of ECRs is integrated into faculty research agendas, as in the award of **Society of Legal Scholars Annual Seminar funding** (2020) to Saprai for 'New Directions in Private Law Theory' (planned 2021), to **showcase work of ECRs, particularly women and BAME scholars** (historically underrepresented in the field).

#### 4.5 Contributions to and recognition by the research base

Faculty members play leading roles in the research ecosystem in the UK and abroad:

- **hosting or organizing at least 200 conferences and seminars;**
- **filling at least 16 editor roles** on journals or series at academic presses, **50 associate editorial/editorial board roles**, and many more advisory board positions; and serving as peer reviewers for **more than 180 journals;**
- **serving in major international grants processes:** 6 appointments to roles on ESRC/AHRC/UKRI Peer Review Colleges, and a further 49 panel/peer review roles for these and other major EU/UK funders (e.g. ERC, Nuffield, Leverhulme, British Academy), and national funding bodies in 11 countries;
- **sitting in 62 instances as external assessors for promotion/appointment of chairs**, in the UK and internationally; and
- **examining over 130 doctorates, in 12 countries.**

Excellence and influence have been recognized, with Faculty members:

- **awarded major scholarly fellowships and prizes**, including Leverhulme Major Research Fellowship (Rawlings), Leverhulme Prize (King), Leverhulme Fellowship (Choudhury), AHRC Fellowship (Schofield), BA Mid-Career Fellowship (George);
- **awarded Honorary LLDs** (Dennis, Genn);
- **awarded more than a dozen monograph prizes**, including David Yale Prize, Selden Society (Williams); Inner Temple Book Prize (Davies); Peter Birks Prize, Society of Legal Scholars (Davies, runner up); Paul Guggenheim Prize in Public International Law (Azaria); Baillie Gifford

Prize, British Book Awards' Non-Fiction Book of the Year, Hay Festival Book of the Year medal (among others) (Sands);

- **elected and appointed to professional associations or learned societies**, including British Academy (Collins, Mitchell C, Rawlings), Royal Society of Arts (Moorhead), Academy of Social Sciences (Moorhead), Royal Historical Society (Schofield), Learned Society of Wales (Rawlings); Sands elected President of English PEN;
- made **Honorary Benchers** (Ormerod) and **Honorary QCs** (Mitchell C, Thomas); and
- honoured in other ways: **Knighthood for Services to Bioethics and Healthcare Law** (Montgomery); **Elizabeth Haub Prize** for environmental law (Macrory), **Ambassador's Commendation** (Oda, for promotion and dissemination of Japanese law).

#### 4.6 Wider contributions to the economy and society

An estimate prepared for Research England gives some sense of the Faculty's contribution: **over £570,000 in expenditure on public policy activities in AY 2019–20 alone**. Beyond general figures of this kind, it is impossible to quantify benefits flowing from Faculty research. We here illustrate the richness of contributions to the economy and society through a cross-section of our focused **engagement with law as professional practice and social need**, in line with our commitment to justice values.

**Contributions to the legal profession**, beyond those elaborated above, include:

- **Embedding and renewing legal ethics**. Research on **ethical capacities of young advocates** (Moorhead) led to the Inns of Court College of Advocacy and Bar Standards Board reviewing training. An **Ethical Leadership Initiative for In-House Counsel** (Moorhead, Vaughan) led to a monograph and major open-access report (read over 1500 times). Drawing on this work, Moorhead and Vaughan trained lawyers in FTSE100 companies, regulatory bodies and NDPBs, top 50 City law firms, the Scottish Law Society, and the Welsh Government on professional obligations. The work has **influenced the Solicitors Regulation Authority's code of conduct**, and attracted interest in the Netherlands, Australia and the US.
- **Modernising regulation of the legal services profession**. The Centre for Ethics and Law has hosted an **independent review of legal services regulation** (Mayson, pro bono), with a report submitted to the Lord Chancellor in June 2020.
- **Preserving private sector legal records of archival value** (through Twining's work with the Legal Records at Risk project) **while advancing digital transformation of the legal profession**. Donovan is a member of the LawtechUK Panel (initiated with MoJ funding to reinvent legal services for the digital age), chairs its Education Taskforce and is working to create an online hub to support adoption of new technologies. UCL is an academic partner in the Barclays Eagle 'Legal Tech Lab', an incubator of Lawtech businesses.

**Engagements with law as a social and human need**, beyond those elaborated above, include:

- **Developing quantitative assessments of legal need to improve access to civil justice globally**. Building on Genn's pioneering past work on **legal needs surveys** grounding legal aid policy, Pleasence and Balmer **developed and lent expertise with such surveys to dozens of countries, including developing and post-conflict societies** with no history of such assessments. Research on the rigour of such surveys, in collaboration with Open Society Justice Initiative and OECD, helped underpin **adoption of a new Sustainable Development Goal on access to civil justice** (Feb 2020) which will orient global development funding on this crucial element of human flourishing.
- **Innovating in delivery of legal aid services**. Closer to home, the Faculty's **Centre for Access to Justice** operates an **Integrated Legal Advice Clinic (ILAC)** offering **pro bono and civil legal aid services** in Newham, the third most deprived local authority in England, dealing with housing, care, education and benefits matters. Since 2017, ILAC has hosted a study on the health impacts of legal advice, which has already led to MoJ commitment to

piloting co-location of social welfare legal services within GP surgeries, and secondment of the CAJ Head of Projects to MoJ to develop this policy.

**These engagements offer an illustration of Laws' contributions, and larger research culture:** practice and scholarship informing each other, drawing on diverse methodologies and multiple disciplines, spanning global policy-making and local communities—and animated by a constant sense of law's relation to justice and equality.