

Institution: University of Sussex
Unit of Assessment: 21 - Sociology
<p>1. Unit context and structure, research and impact strategy</p> <p>All staff returned to UOA 21 are members of the Sociology Department at Sussex and represent all our Category A eligible staff (19 individuals, 18.5 FTE). The Department, which includes Criminology and Gender Studies, is a creative, interdisciplinary, politically and socially engaged environment. Our staff are sociologists, criminologists, anthropologists, political and feminist theorists, who collaborate within and outside the Department in the Sussex tradition of radical social science. Our research is clustered in six overlapping areas: (1) Criminology, Violence and Transgression; (2) Gender, Politics and Society; (3) Health, Medicine and Care; (4) Political Sociology; (5) Migration and Human Rights; and (6) Social Theory, Identity and Culture. However, we remain open and responsive, to the interests of incoming colleagues and developments in the social world.</p> <p>Since REF2014 the Department has almost doubled in size (14–26.20 total FTE). This has been a period of stability as we are still located in the School of Law, Politics and Sociology. School-level infrastructure is important to our research environment, allowing collaboration between cognate disciplines and providing funding and other support augmenting that offered by the University. Much of our growth has come from Criminology, which has expanded to form half the Department. Our Criminology research is politically and sociologically informed, with particular strengths in terrorism, hate crime and historical criminology. Criminology colleagues are also centrally involved with the University-wide Centre for Gender Studies (housed in the Department), enhancing its reputation for the study of violence. All this has further diversified the Department and cemented our interdisciplinary base.</p> <p>For REF2014, the Department's objectives focused on producing high-quality research which engaged fully with academic audiences and benefited society at local, national and international levels. Our strategy was to ensure all researchers had a shared definition of 'quality' and were supported to achieve it, that staff understood how to build external partnerships and win funding, and that our research addressed issues of social justice. However, as the Department has grown, we have become more ambitious. Our current objectives are as follows:</p> <ol style="list-style-type: none"> 1. To push the boundaries of what Sociology, Criminology and Gender Studies mean and what they can focus on; 2. To build on expertise in innovative methods, expanding how research can be done; 3. To engage local communities in the co-production of knowledge; 4. To make positive contributions to national and international policy, social and cultural agendas; 5. To support staff to gain funding, and attract externally-funded researchers; 6. To contribute positively to the discipline(s) through nurturing talented scholars who produce research of significance, however they define it. <p>Our achievement of these objectives is evidenced throughout our REF2021 submission, and has been accomplished via the following strategies:</p> <ol style="list-style-type: none"> a) Making the most of Sussex's interdisciplinary environment and tradition, and our location with the School of Law, Politics and Sociology; b) Developing strong collaborative relationships locally, nationally and internationally; c) Supporting researchers throughout their careers and especially ECRs, through mentoring, time, resources and training; d) Identifying opportunities for external funding and leveraging internal support to attract it; e) Supporting all staff to participate in engagement activities, and to think strategically about research impact; f) Seeking out talented and creative academic staff who can help achieve our objectives.

Our interdisciplinary research

Our first two objectives are to push the boundaries of scholarship theoretically and methodologically: interdisciplinarity is crucial to this. In line with our strategy, we make the most of the Sussex environment. We provide leadership for five interdisciplinary hubs which allow our clusters to interact with and influence the institution as a whole. The Centre for Gender Studies, set up in 2003, was led or co-led by Phipps 2005-2017, and has been co-led by Mason-Bish since 2017. Moran-Ellis co-directs the pan-University Centre for Innovation and Research in Childhood and Youth, housed in the School of Education & Social Work. The University network for Ethnicity, Race and Diverse Societies was founded by Edmunds, Lewicki and Morosanu, bringing together over 50 Sussex staff. Wilson co-leads the Crime Research Centre, which operates across the School. There is also the Sussex Terrorism and Extremism Research Network, co-led by Lakhani with colleagues in Law. Morosanu has a long involvement with the Centre for Migration Research in the School of Global Studies, and Delanty with the Centre for Social and Political Thought in the School of Media, Arts and Humanities.

We conduct a number of research projects with colleagues from Law, and network and collaborate across boundaries with Social Work, Anthropology, Psychology, Cultural Studies, Informatics, Medicine and other disciplines. There are also ongoing collaborations with the Sussex Humanities Lab, an interdisciplinary centre for researchers focusing on digital technology and computational culture, and the Science Policy Research Unit (SPRU). The Department hosts an interdisciplinary seminar series attended by staff and students across the University, with international speakers from academia, the media, think-tanks and NGOs, on varied topics such as the 'dark net', 'left-realist' criminology, the sociology of the microbiome, and the global refugee crisis. The Centre for Gender Studies also organises a programme of events: topics have included stigma in the sex industry, gender in higher education, female genital cutting, and racism after Brexit. Many of these events have been co-sponsored with other University centres such as the Centre for the Study of Sexual Dissidence (English), the Centre for Higher Education and Equity Research (Education), and the Centre for Conflict and Security Studies (International Relations).

Our research draws great strength from our interdisciplinary approach. Staff in our social theory and criminology clusters are achieving our first objective of introducing and theorising novel topics: for instance, Fincham's work on the sociology of fun, Scott's work on the sociology of nothing, Scott and McDonnell's work on asexuality and Wilson's work on pre-emptive policing. Members of our political sociology cluster have developed new perspectives on contemporary social and political issues: for instance, Lewicki's work on European Islamophobia and Phipps' work on white feminism. In pursuit of our second objective, we have made key contributions to the development of innovative methodologies. Fincham's work has significantly influenced the development of 'mobile methodologies', building on his co-authored book of that name, the first of its kind. The Changing University Cultures (CHUCL) collective (McDonnell, Phipps) has created the methodology of Grounded Action Inquiry, which combines sociology and organisational development. Lakhani's collaborative research with Informatics has involved Method 52, an innovative machine-learning system for 'big data' analysis. Seal recently co-authored the monograph *Imaginative Criminology*, which makes use of oral history, fiction, walking methodologies and arts-based research. McDonnell leads the School Research Methods Cluster which meets monthly to discuss topics such as mindful data collection, autoethnography, and psycho-social methods.

Our interdisciplinary infrastructure has also helped us win £1,862,845 in grant awards during this REF period (see Section 3). For instance, in projects focused on the Criminal Cases Review Commission and Lewes Prison, we collaborate with colleagues from Law. With colleagues from the Centre for Migration Research, Morosanu has won funding for several major international projects focused on youth mobility, twinning, and supporting refugees (Ymobility, MirNet and Trafic). In 2015, the Centre for Gender Studies leveraged internal University funding to support a major collaborative award. A network on genders, sexualities and crime was set up to connect faculty from Sociology, Law, Anthropology, Education and International Relations with external

academics from Brunel, York, Lancaster, Glasgow Caledonian, Johannes Kepler (Austria), Kelaniya (Sri Lanka), G.d'Annunzio (Italy), Cincinnati and Maine. It also included representatives of the End Violence Against Women Coalition, Galop, and the Office for Democratic Institutions and Human Rights. Participants went on to develop a successful bid to the European Commission, for the Universities Supporting Victims of Sexual Violence (USVReact) project.

Because we are an intellectually and methodologically adventurous Department, we take our ethical responsibilities very seriously. Research ethics are built centrally into our curriculum, and our ethics expertise is sought both within and outside the University. Between 2016 and 2019, McDonnell was Chair of the University's Social Sciences and Arts Research Ethics Committee (CREC). She has published on ethics in journals such as *Qualitative Research* and the *International Journal of Social Research Methodology* and has delivered training on ethics and research methods at Sussex, Exeter, Goldsmiths and the University of East Anglia. Seven additional staff members have served on the University ethics committee, and Scott and Edmunds served as School Research Ethics Officers 2010-14 and 2014-18 respectively. Lowton, who has a medical background, was recently invited to contribute a chapter to the *Sage Handbook of Qualitative Research Ethics*.

CREC provides rigorous review of our research: all faculty and PGR research proposals involving human subjects are submitted, plus any PGT or UG student project deemed high-risk (lower risk projects are reviewed in the School). Proposals receive detailed and supportive feedback from two reviewers, and researchers are guided through the resubmission process. Ongoing advice on ethics during the conduct of projects is provided by the Chair and members of the Committee. We adhere to the British Sociological Association's Statement of Ethical Practice and have made use of more recent BSA material on using Twitter for criminological research (Lakhani, Wiedlitzka) and conducting digital research more generally (Phipps).

Engaging with the outside world

Our third and fourth Departmental objectives focus on engaging with local communities and contributing positively to national and international policy, social and cultural agendas. We value this engagement as an end in itself: in line with our strategy, all staff are encouraged to undertake engagement activities and think about facilitating impact from their research, whether they are developing REF case studies or not. Impact is often built into our research from the outset as it addresses social issues such as health, migration, terrorism and sexual violence. However, we also create the conditions for further impact, through developing collaborative partnerships and exploring creative ways of translating and communicating findings. We see impact as a process that takes time and resources and encourage staff to leverage School and University funds as well as giving 0.1 FTE remission to Impact Case Study authors. Practical support for impact is provided by our Department Research and Impact Lead, the School Research Facilitator and the Impact Coordination team (see Section 2).

Our impact case studies have been selected to exemplify our interdisciplinary and collaborative research. Crossing criminology, sociology and gender studies, both case studies emerge from collaborative relationships built both before and during research activity (including the NUS, Universities UK and the 1752 Group for Phipps, and the Home Office, Tech Against Terrorism, and the UN Counter-Terrorism Executive Directorate for Lakhani). All staff are encouraged to build such strong collaborative external partnerships, and have done this with organisations at local, national and international levels (see Section 4). The Centre for Gender Studies has an associate member scheme for local and national NGOs and community groups: current members are local women's services Rise (domestic violence) and Survivors' Network (sexual violence), and national organisations Galop (anti-LGBT hate crime) and SWARM (sex workers' rights). This has supported co-production: for instance, Phipps has collaborated with SWARM on a submission to the government's 2016 prostitution inquiry and a number of policy briefings, and colleagues have benefited from the association with Galop in their research on hate crime.

We employ creative dissemination strategies so our research can be as socially beneficial as possible. For instance, Fincham has presented his work on the sociology of fun at a number of festivals such as Latitude, Secret Garden Party, and the Obonjan festival in Croatia. Wiedlitzka has spoken on hate crime at the Finsbury Park Mosque and Victim Support. Colleagues have presented to policymaking audiences such as the Council of Europe, the Home Office and Universities UK, and Phipps sits on Brighton and Hove City Council's Sexual Violence and Abuse Operational Group. In addition to using University platforms Sussex Research Online and Elements for green open access and accessing institutional arrangements for gold open access, we are active on Academia.edu and ResearchGate, Facebook, Twitter and other platforms. The Department has Twitter and Facebook accounts for Criminology, Gender Studies, and Sociology. CHUCL has an international email network of over 200 individuals. Staff also teach pro-bono for the Free University Brighton (Martell, Telling) and the Socialist Educational Association (Telling).

We translate our research into accessible formats: 126 of our outputs have achieved 3083 total mentions on *Altmetric*. Delanty's work appears in a British Academy outreach book on Brexit (*European Union and Disunion*), and Phipps has recently written a trade book (*Me, Not You: the trouble with mainstream feminism*) which has been reviewed in the *Times Literary Supplement*, the *Spectator*, *Tribune* and the *New Socialist*. These two colleagues also maintain personal blogs, and Phipps' blog receives over 30,000 hits per year from 90 countries. Between 2012 and 2019, Will was a member of the editorial collective for the British Sociological Association-funded blog *Cost of Living*, covering issues in the sociology of health. Staff have written for international media (e.g. Times Higher Education, the Guardian, the New Statesman, the Huffington Post, the Washington Post, DIE ZEIT and Funke Mediengruppe) and for The Conversation. They have been interviewed on national radio programmes such as BBC Breakfast, Thinking Allowed, Woman's Hour, Archive on 4, The One Show and The World at One, and on local radio. All these engagement activities give us a strong public sociology presence: we are at the forefront of contemporary debates around issues such as migration, Brexit, hate crime and sexual violence, terrorism, and trans and sex workers' rights.

2. People

Our staffing strategy aims to meet teaching requirements while recruiting creative colleagues who will help achieve our research objectives, so recruitment has been loosely based around our six research clusters. Five of our seven new permanent Category A appointments have been ECRs at the time of appointment. We have made strategic appointments in the criminology cluster to constitute this as a unit. These are: Wilson as professor, and Lakhani, McGuinness and Wiedlitzka (the latter now departed) as lecturers. We have also made a key senior appointment in Lowton, to strengthen our health cluster following the departure of other staff. Morosanu and Lewicki have built the new cluster on migration, and Telling, a sociologist of education, has revived a previous strength of the Department.

We believe job security is key to a working environment in which staff can develop significant research. Most staff are on permanent contracts, and we aim to hire on a permanent basis, or to convert fixed-term to permanent contracts, wherever possible. We currently have one Category A staff member on a fixed-term contract (Neale), which is a three-year full-time Leverhulme Research Fellowship. McDonnell, who had been on successive short-term contracts at Sussex since 2004, was made permanent in 2016 as a Research Fellow and is now Senior Lecturer. Facilitating permanency is key to our strategy of supporting researchers, especially ECRs. Having a majority of staff on permanent contracts also means we are able to achieve good succession planning for key Department roles.

In adherence to our strategy, the University's Strategy 2025 and other frameworks such as the Concordat to Support the Career Development of Researchers, we support researchers throughout their careers and especially in the early stages. All new staff receive workload reductions and are allocated a mentor, to support them with targets and advocate for them in probation processes. Other staff are supported through Personal Research Planning meetings

with our Research and Impact Lead and appraisals with the Head of Department. These focus on individual goals and leveraging any support and resources we can offer. Staff access training through mechanisms such as the research methods cluster, PhD supervisor training events and the Equality and Diversity Committee (see below). The School Impact Coordination Team (see below) have delivered bespoke workshops on topics such as knowledge exchange and communicating with policy audiences. Staff also access training offered by staff development at the University. Supporting researchers also involves attention to their wellbeing, and we have organised events such as a women's/LGBT monthly lunch and weekly meditation sessions and encouraged staff to use University occupational health services.

As a Department with relatively high staff-student ratios (23.1:1), supporting staff research also means creating time and space for them to think creatively and innovatively – this is an ongoing project. We have created a formal research leave rota on the basis of eligibility for one term's leave every three years, for both full and part-time staff (fixed-term staff are also eligible). Applications require a research/publication plan and a post-leave report (although we acknowledge that time to think can take research in new directions). Leave has also followed substantial administrative roles and been awarded to support staff with heavier workloads or to new staff to help them achieve probation targets (in addition to their standard workload reduction). Although implementing our leave policy has been challenging, staff have benefited from this dedicated time. Key outputs produced during leaves include Fincham's book *The Sociology of Fun*, Phipps' book *The Politics of the Body*, Delanty's book *The European Heritage*, and Scott's book *The Social Life of Nothing* (all listed in REF2). Staff securing external funding receive workload reductions in line with award specifications, and we aspire to provide small reductions where no such specification exists. We have credited 0.1 FTE for Impact Case Study authors.

As well as creating time, we have supported research through providing and leveraging financial resources. This has included a research allowance of £750 per year to fund research support, conference attendance, equipment and books. Staff have also had the opportunity to apply for a further £500 from the School. Staff with external funding receive 10% of overheads in a Personal Incentive Fund. Staff have also had access to four new School funds: a research development fund, a research cluster fund, a research methods training fund, and an impact support fund (these funds began in 2016/17 and were allocated £30K total per year, increased to £40K in 2018/19). These have funded research assistance, training, travel and consumables, and targeted teaching relief. We have also encouraged staff to apply to University funding schemes (see Section 3).

Research support is channelled through the Department Research and Impact Lead and other specific staff roles in the Department and School. During this REF period we have had a School Research Facilitator, who has advised on bids and impact strategies, and facilitated cross-School collaborations. The School's Director of Research and Knowledge Exchange and the University's Research Quality and Impact (RQI) team are also important resources, and we have participated in and contributed to initiatives such as the Sussex Impact Day. We have our own nominated Research Development Officer who hosts drop-in sessions, circulates funding calls, and delivers training. Since April 2018, the School has had an Impact Coordination Team, which links us with the Policy@Sussex unit and wider networks such as the Universities Policy Engagement Network. The team have developed tailored guidance on impact, a monthly Policy News Bulletin and a series of training workshops. They have worked closely with five colleagues (impact case study authors and three others), developing policy briefings, websites and brochures for projects. They have supported our impact case studies at all stages of development.

Research students and postdoctoral researchers

We take the support of early career researchers very seriously, and our definition of a research career begins with the PhD. The Department has a steady flow of 80–100 PhD applications per year, attracted via staff reputation, postgraduate open days and our website. Due to changes in

funding availability since REF2014, these are now converted into an average of 4-9 new starters. As an interdisciplinary Department, we are interested in talented researchers in many areas, and will seek co-supervision outside the School if required. Students on our Gender Studies (Social Sciences) programme are often supervised in cross-School teams. During the review period, we have awarded 34 PhDs in Sociology and Gender Studies (Social Sciences). Staff have also supervised successful PhDs outside the Department, for instance in Social & Political Thought, Migration Studies and Gender Studies (Humanities).

The School is a founder member of the ESRC South East Network for Social Sciences (SENSS) Doctoral Training Partnership Consortium, and the Consortium for the Humanities and Arts Southeast England (CHASE) Doctoral Training Partnership. During the review period we have had two AHRC/CHASE and 15 ESRC/SENSS-funded students. As well as being indicators of the quality of our doctoral research, involvement in these consortia has provided opportunities for students to access research training and capacity-building on funding, publication, career development, and impact. The School has also had its own annual scholarship scheme offering fee-waiver scholarships (two Home/EU, one Overseas) with the best of these eligible for a living expenses stipend at RCUK rates. The high-quality applicants awarded these scholarships (four of whom have been based in Sociology) have made a significant contribution to our research community.

Our support of PhD students is achieved through dedicated staff roles - the Director of Doctoral Studies in the School, and the Department Research Degrees Convenor - as well as supervisors. The Research Degrees Convenor works closely with supervisors and students, managing induction and re-induction, dealing with ongoing issues and reporting regularly to Department meetings and the School Research Degrees Committee. All PhD students are jointly supervised, with a requirement for one 'experienced' supervisor (with at least one completion). Supervisors attend termly training, and there have been half-day events on topics such as processing applications, trouble shooting, ethical review, and supporting students' professional development. Staff are also encouraged to access supervisor training provided by the University.

PhD students are provided with a clear framework for progress. At the end of the first year, they produce a research outline read by two faculty members and discussed at a formal meeting. They are then cleared to progress with no, minor or major corrections, or supported to resubmit. There is also an annual monitoring process overseen by the Director of Doctoral Studies, which ensures all parties are satisfied with progress and the supervisory relationship. Development needs are met via referral to a range of training modules on the MSc Social Research Methods or the University's Researcher Development Programme. The School also organises annual PhD away days focused on topics including publishing, developing media profiles, presenting at conferences and teaching. There have been sessions on how to secure academic and non-academic jobs, which have involved input from specialist University services (careers, research administration) and former students. We are also concerned with PhD student wellbeing, and CHUCL has contributed to University initiatives around PhD student mental health. Recently, PhD students have been supported to apply to the University's COVID-19 hardship fund.

We see PhD students as colleagues who contribute significantly to our research culture, presenting at Department and research centre seminars, and sharing their work with peers in dedicated events. Funding is available to facilitate their attendance at international conferences, from Research Councils, the School and the University's Doctoral School (the Doctoral Overseas Conference Grant – our students have received nine grants from this fund during this REF period). Three of our students have made successful applications to the University's Researcher-Led Initiatives Fund, which is also open to early career researchers. Many of our PhD students access paid teaching opportunities in the Department: we have had 36 PhD students working as Associate Tutors during this REF period, 13 of whom have been from Sociology and Gender Studies.

Postdoctoral researchers are also fully integrated into the Department. They are housed in offices in the School, are invited to all Department meetings and events, and are supported with

their career development through the appraisal and personal research planning processes as well as by their Principal Investigators and mentors (who have access to training provided by the University). They are given assistance with publications, bids and other aspects of career progression, and time and funding to undertake relevant professional development. They are also encouraged to access training opportunities through the University's Researcher Development Programme.

Because of this support and in fulfilment of our sixth Departmental objective, many of our PhD students and post-doctoral researchers have progressed into other roles in the Department, or in other Departments and at other institutions. Two of our former PhD students (David Davies and Gillian Love) have become permanent teaching fellows in the Department (Love's contract was approved for conversion to a lectureship in late 2020). Other PhD students have taken up academic positions which include lectureships at Brighton University, Southampton University, King Saud University, the University of Helsinki and Queen's University Canada, and postdoctoral research posts at University College London and the National University of Singapore. Alexa Neale came to us as a research assistant from a PhD in the History Department and was subsequently supported to develop her three-year Leverhulme bid. Other colleagues employed as Research Fellows in the Department have moved on to research posts in the Department of Media & Film at Sussex, at York University, Brighton University, and the European University Institute in Florence.

Equality, diversity and inclusion (EDI)

Creating a supportive environment for researchers is not just about individuals: tackling structural inequalities is key. The Department makes a significant contribution to the University's EDI infrastructure and the School Equality and Diversity (E&D) Committee. Our current Department Research and Impact Lead with primary responsibility for this REF submission (Phipps) chaired the School E&D committee from soon after its inception (2015) until 2018, developing its terms of reference and strategic plan. Following this McDonnell was Chair, and leadership passed to the Law Department in 2020. Seal and Mason-Bish have served as committee members. The committee consists of academic and professional services staff across the School, to cover as many protected and other relevant characteristics as possible. Its Terms of Reference are to:

- recommend, monitor and actively promote the implementation of the School's policies, schemes and practices for EDI across the nine protected characteristics, and the additional characteristics of gender identity, socio-economic background, part-time, hourly-paid and fixed-term working, and parental and other caring responsibilities;
- make regular reports to the School Executive Board;
- report annually to the University's EDI Unit.

This committee goes beyond adherence to the University's EDI policies, integrating equality and diversity into School structures and processes. Its strategic plan is based on the SHAPE capacity-building model developed by CHUCL (co-led by Phipps and McDonnell), which is also informing policies and initiatives in other UK universities and has had a significant impact on the work of the Sussex EDI unit. SHAPE is an evidence-based model through which institutions and departments can nurture capacities suppressed in marketised higher education: self-awareness; honesty; action; political consciousness; and empathy. As a result, cultures can emerge in which policies are more useful and issues dealt with more effectively. The School equality and diversity strategy has three aims under SHAPE: (1) To construct a clear and transparent picture of key EDI issues in the School; (2) To develop effective actions such as policies, procedures and initiatives; and (3) To encourage staff to communicate honestly and openly, meeting issues with empathy and goodwill rather than defensiveness or indifference.

Many activities have been undertaken in pursuit of these aims. For example, under (1) there have been School EDI and bullying & harassment surveys, two programmes of focus groups on staff wellbeing, and training on conduct and communication which also produced a qualitative dataset. Under (2) the School has introduced a dedicated HR representative, launched guidance

on gender-inclusive language, revised the staff probation procedure, ensured that the personal circumstances statement is used in promotions, created a new section in appraisal forms recognising EDI-related work, and implemented new job advertisement wording inviting under-represented groups to apply. The chair of the E&D committee chairs the School promotions committee, reviews all personal circumstances statements and ensures the process is conducted in line with the University's EDI strategy. Under (3) the School has commissioned training on conduct and communication, disability awareness and micro-aggressions, and assisted with staff requests for reasonable adjustments.

Although much work remains, we are confident that these activities have set a process of cultural change in motion in the School. There are future plans for training on bullying and harassment, and to respond more specifically to the under-representation of BAME staff and students. The School also conducted an anonymous survey on staff experiences of the COVID-19 pandemic and lockdown and the associated changes in teaching provision and planning/conduct of research. The E&D committee will offer support and guidance as School policies are developed, which will aim to respond to the impact of the pandemic taking full account of intersecting inequalities.

Another relevant EDI structure is the University's Flexible Sussex initiative, which Department staff have made good use of. Part time staff have good career pathways: we have one professor (Phipps at 0.8, previously 0.6 FTE), one reader (Will at 0.7) and one senior lecturer (Edmunds, previously 0.7) currently or previously working part-time (all are being submitted to REF). Their promotions have all been achieved in a timely manner and Phipps has been featured as a case study on the University website and in the 2017 annual report of the All-Party Parliamentary Group on Women and Work. We convert fixed-term contracts to permanent ones when possible, and/or support fixed-term staff to progress to other institutions. Study leave is offered to part time staff on the same basis as full-time colleagues, and we aspire to more advanced arrangements such as study leave or lighter teaching loads for staff returning from maternity, sick leave or other career breaks.

In addition to the staff research allowance, the Head of Department has discretion to authorise small amounts of funding for, for example, childcare support during events or research trips. Staff make good use of occupational health facilities and the Department makes reasonable adjustments where possible (for instance, providing office equipment or altering teaching schedules – although the latter is constrained by timetabling and space). The School has an ongoing relationship with a professional coach, and four colleagues have been funded to access coaching sessions. The Department works closely with HR to support staff members struggling with mental or physical health issues. During the COVID-19 pandemic and lockdown we implemented informal flexibility with workloads and research expectations (for instance, for staff homeschooling children or caring for relatives), and will develop initiatives to respond to the effects of the pandemic in line with the School strategy.

We have adhered closely to the University's code of practice in preparing our REF submission, and Phipps as Research and Impact Lead has undertaken training with Advance HE covering equality and employment law, workplace diversity and unconscious bias. We have also implemented the SHAPE framework, for instance through ensuring assessment criteria and feedback on outputs are communicated honestly and transparently but with empathy around how feedback might be received, especially by junior or marginalised colleagues. We have encouraged colleagues to share any worries or concerns about REF with the Research and Impact Lead or Head of Department. Our review panel has been gender-balanced and we have sought multiple and external opinions on all outputs, to ensure we have reached our selection through an intersubjective process. We have adhered to the San Francisco Declaration on Research Assessment, ensuring that journal-based metrics are not used as a surrogate measure of quality. Part-time status, maternity or other leaves have had no negative impact on output or impact case study selection, but staff have been encouraged (though not pressured) to disclose any individual circumstances affecting their ability to produce research during the REF period.

With assistance from the Chair and other members of the School Equality and Diversity Committee, we have reviewed our outputs selection against the equalities data the University currently collects. Staff with stated disabilities are 5.3% of REF-submitted staff compared to 3.1% of staff on all academic grades in the Department (although both figures are very low). Reflecting the discipline of Sociology as a whole, women are very well represented in the Department (16 of 27 academic staff and four of six professors) and a greater proportion of staff submitted to REF (68.4%) compared to staff on all academic grades (65.6%). However, looking at these data intersectionally reveals that these women are all white: BAME colleagues are significantly under-represented in the Department, and BAME staff are a lower proportion of staff submitted to REF (5.3%) than of staff on all academic grades (12.5%, which is slightly lower than the 14.3% in UK Sociology as a whole). This is due to the fact that we only have one BAME Category A staff member – even though job advertisements since 2016 have explicitly invited BAME (and LGBT) candidates to apply.

This is a serious problem, and it is important to be honest about it. We will launch a Departmental working group on BAME staff under-representation in Spring 2021, based on the SHAPE model and coordinating with the School E&D committee and the University's Race Equality Charter team. We plan to conduct similar work on LGBT and disability under-representation in coming years, and although we may tackle the matters separately due to resource and capacity issues, we will take an intersectional approach so there will be significant overlap.

3. Income, infrastructure and facilities

Our fifth Departmental objective is to generate income. We have achieved this in multiple ways, including responding to calls and tenders, applying to Research Councils and other organisations, and seeking commissions. We have leveraged internal funding to support our projects. Although we aspire to attract more funding, we see grant capture as part of developing significant research, not as an end in itself. We value smaller awards alongside larger ones, not least because these can lead to impact, especially if linked to policy (Phipps' impact case study originally springs from a £9K grant from NUS). Smaller awards can also facilitate the capture of larger ones as staff develop reputations for delivering outputs on time and to brief.

During the review period, we have won £1,862,845 in grant awards to the Department from our leadership of and contribution to collaborative awards totalling £3,768,220 (all subsequent figures reflect Departmental award not total budget). Some have come from funders such as the ESRC, Wellcome, the European Commission, Leverhulme and the British Academy, and bodies such as the Home Office. However, our ability to seek out and win funding more creatively, which will be increasingly important due to the potential impact of Brexit on European funding, is reflected in awards from several other organisations. These include the Sussex Partnership NHS Trust, Southern Water, Medecins Sans Frontiers and Sussex Police, the Socio-Legal Studies Association and the Foundation for the Sociology of Health and Illness. CHUCL has received commissions from four universities (£192K in total).

The development of our Criminology cluster has been reflected in significant grant success. Between 2017 and 2019 Seal was PI on the Leverhulme project Race, Racialisation and the Death Penalty (£118K). McDonnell and Wiedlitzka were Co-Is on an ESRC-funded project on the Criminal Cases Review Commission, 2019-2020 (£115K). In our health cluster, Lowton has been awarded funding by Medecins Sans Frontieres (£135K) to conduct a pragmatic clinical trial on TB treatment regimens (2017-2021). Will has been awarded a grant by Wellcome (£428K), on anti-microbial resistance and inequalities (2019-2022). In our theory cluster, Scott has been awarded a Leverhulme grant for her project 'Narratives of Nothing: stories of the great undone' (2020-2024, £286K). In migration, Lewicki is the UK partner in the project 'Reaching out to Close the Border: The Transnationalization of Anti-Immigration Movements in Europe', led by the Peace Research Institute Oslo (2020-24, £117K).

Our leadership of and collaboration in major international projects has contributed to the achievement of our objectives around grant capture and international engagement. Many of these projects have generated resources which have endured post-completion. For instance, between 2015 and 2017 Delanty was co-PI for the Horizon 2020 project CulturalBase (£99K), with seven partners including the Central European University, the Robert Schuman Centre for Advanced Studies at the European University Institute and the Université de Paris 1 Panthéon-Sorbonne. The project's output archive, which includes academic papers, reports and policy briefings, is at culturalbase.eu. Between 2016 and 2018, Phipps was Co-I for the Universities Supporting Victims of Sexual Violence project (£95K), funded through the European Commission Daphne III programme. The project brought together 24 universities and other organisations across six European countries. Its outputs, which include training models, academic papers, reports and multimedia, are at usvreact.eu.

We have actively pursued our strategy of leveraging internal School and University funding. Four staff have received School funding to attend international conferences (£2191 in total), two to attend advanced research methods training (£670 in total), and eight to support research and impact activities (£8370 in total). The University's 'Sussex Research' seed funding schemes introduced during this REF period have been particularly helpful (£14,355 in total). Phipps' project Universities Supporting Victims of Sexual Violence was developed partly as a result of a Research Opportunities Fund award (£1470). McDonnell won a Research Development Fund award (£11,339) for her project entitled 'One year after the EU Referendum' on experiences of Brexit, with Politics colleagues. Although the large ESRC bid produced from this project was unsuccessful, it generated several papers and a co-authored book by Emily Robinson and Jonathan Moss (*An Emotional History of Brexit Britain*).

We have also benefited from the University's ESRC impact acceleration account. Fincham was part of group led by colleagues in Social Work, which won £39,989 for a project co-producing a portfolio of outputs with sexual health charity Brook (goodsexproject.wordpress.com/). Lakhani and Phipps have also both won funding (£5,245 for Lakhani and £14,182 for Phipps) to facilitate their impact case studies. These case studies have also both emerged from funded research. Lakhani's is based on work funded by the Home Office (£25K) on how terrorist groups share content online. Phipps' is the result of a number of grants, beginning with a small award from the NUS and culminating in the pan-European Universities Supporting Victims of Sexual Violence project. It also draws on CHUCL's commissioned research.

Facilities

The Department has excellent physical space and resources. In 2014, the School moved into a refurbished building with bespoke academic, administrative, and social space. This includes a staff common room and meeting room, PhD workspaces and social spaces, academic offices (single- or double-occupancy), and 'hot-desks' for researchers. There are also rooms which can be booked for research interviews and other activities. This well-equipped physical space promotes collaboration. Criminology colleagues have benefited particularly from physical proximity to Law, and CHUCL developed a fruitful relationship with the University's EDI unit partly because for much of the REF period, the Deputy Pro Vice Chancellor for Equalities and Diversity was a Politics colleague (Professor Claire Annesley).

The Keep, opposite the Falmer campus, is also important to the Department; the Mass Observation Archive (MOA), a collection of material about everyday life in Britain from 1937 onwards, has been especially useful. McDonnell's 2017 project on Brexit involved the commissioning of a MOA directive. In 2014 Seal conducted a project in Lewes Prison with colleagues from Education and English, selecting MOA materials to inform creative writing workshops with incarcerated men. This project was featured as a case study by the National Alliance for Arts in Criminal Justice, produced a co-authored journal article and informed Seal's monograph *Imaginative Criminology* (listed in REF2). We also make good use of other University facilities. Colleagues working with the Sussex Humanities Lab benefit from their space for hosting meetings, academic events, performances and installations. Our PhD students are

co-located in Sussex's Doctoral School and spend time in the Research Hive, the Library's designated area for researchers, open to all doctoral researchers and research staff. It provides private study areas, bookable meeting rooms and space for discussion and collaborative work.

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

All our staff make significant contributions to the research base in Sociology, Criminology, Gender Studies and Health. We set agendas for critical scholarship by collaboratively editing international journals, peer reviewing papers and books, and providing expertise to grant-making bodies. The Department currently holds the editorship for *Sociology of Health & Illness*, with Lowton as joint editor-in-chief and Will, Fincham and Love on the editorial board along with Shadreck Mwale (previously a PhD student in the Department, now Senior Research Fellow at Brighton & Sussex Medical School). Morosanu and Lewicki are associate editors of the *Journal of Ethnic and Migration Studies*, also housed at Sussex. Delanty has been Chief Editor of the *European Journal of Social Theory* since 1998, and Wilson is Associate Editor of *Surveillance and Society*.

We have held 18 editorial board memberships during this REF period and have peer-reviewed for 79 journals. We have reviewed proposals and manuscripts for 14 presses: University presses and others such as Polity, Sage and Routledge. We have reviewed proposals for 34 funders including UK and international research councils and other bodies, and hold positions with grant-making organisations. For example, Lowton was UK Deputy Chair of the Commissioning Panel for the UK Research and Innovation/National Natural Science Foundation of China call 'Understanding and Addressing Health and Social Challenges for Ageing in the UK and China'. She is also a member of the ESRC peer review college. Will is an ESRC peer review college member and serves on the Social Sciences and Humanities board of the Netherlands Organisation for Scientific Research. Will and Phipps are peer review college members for the National Institutes for Health Research.

Collaboration is key to our strategy, and we collaborate within 44 networks across the UK, Europe and further afield. 9 staff have played leading roles in such networks, or in some cases have founded them. Scott is founder of the Anglo-Nordic Network of Social Research, Fincham is co-founder of the International Cycling and Society Research Network, Mason-Bish is a founder member of the Disability Hate Crime Network, and Phipps was co-founder of the Safe Studies Network (now Universities Against Gender-Based Violence). Wilson is co-director and treasurer of the Surveillance Studies Network, Seal is secretary of the Historical Criminology Network, and Moran-Ellis and Lowton are both committee members for European Sociological Association networks (on the Sociology of Childhood and Health & Illness respectively). Many staff are British Sociological Association members, and some have had long-standing roles within it. For instance, Fincham was convenor of the Work, Employment and Economic Life group 2010-17, Will was on the committee of the Medical Sociology group 2007-12, and Scott was co-convenor of the Social Theory group 2017-2020.

During this REF period, we have produced outputs with co-authors from 13 countries outside the UK. We have also raised the international profile of the Department through 175 invited talks and keynote speeches. These have included keynotes at academic conferences in the UK and abroad, showcasing our work and reflecting on key themes and challenges in our fields. We have also spoken at events targeted at policymakers, NGOs and the public. The variety and geographical spread of these events speaks to the diversity of our interests and the many audiences we engage with. Our practice of co-authorship and our speaking engagements have helped us pursue our strategy of developing strong collaborative relationships locally, nationally and internationally, and achieve our fourth objective of making positive contributions to policy, social and cultural agendas at different levels.

Our high-profile keynotes have reached large audiences. For instance, Delanty gave a semi-plenary lecture on cosmopolitanism at the European Sociological Association conference in Prague (2015) to an audience of 300 scholars. The plenary speakers were Zygmunt Bauman

and Arlie Hochschild. Lewicki delivered a keynote at the International Colloquium 'Islamophobia in Europe - Tackling an everyday challenge', hosted by German NGO Minor Kontor and the German Federal Ministry for Families, Older People, Women and Youth, in Berlin in 2018. The talk was attended by representatives of the Ministry and Minor Kontor, policymakers, journalists, and academics (around 200 in attendance). Seal delivered a keynote on race and capital punishment at the 2019 three-day international Law, Literature and Psychoanalysis conference held at Sheffield University, which was attended by almost 100 academics and members of the public.

As part of his ongoing collaboration with the Lego Foundation, Fincham gave a keynote entitled 'How do we want children to have fun today?' at the Lego-funded 'Leg Er Ikke Kun for Sjøv! (play is not just for fun!)' conference in Copenhagen (2018), a major event on pedagogy for 200 educational policymakers and practitioners. With Baroness Onora O'Neill, Sir Ian Kershaw and others, Delanty was an invited speaker at the 2016 British Academy event 'European Union and Disunion', which had a public audience of around 200 and produced an open-access edited book. In 2017, Wilson gave the keynote at the conference 'Big Data: New Challenges for Law and Ethics' at the Institute of Criminology in Ljubljana, Slovenia, which supported ongoing collaborations with colleagues at the Institute producing two edited books. Phipps delivered the keynote at the Sexual Harassment in Higher Education conference at Goldsmiths (2015), which led to the formation of the 1752 Group (the UK's first lobby group on sexual harassment of students by staff). Phipps has collaborated closely with this group, including on a HEFCE Catalyst Fund project building on Universities Supporting Victims of Sexual Violence. She has also spoken alongside representatives of the 1752 group and Universities UK at various events including a 2017 panel at the London School of Economics and the launch of the Cambridge University initiative 'Breaking the Silence'.

We also collaborate and contribute to policy agendas through the engagement built into our research projects, in line with our Departmental strategy. For instance, Delanty's CulturalBase project created a network of 66 stakeholders (representing organisations including the Réseau européen des Centres culturels de rencontre, the Africa e Mediterraneo Association and the Committee on Culture of United Cities and Local Governments) to guide European policy making on cultural heritage. Morosanu's YMobility project involved stakeholders from the Romanian and Latvian Embassies, the National Youth Council of Ireland, the Institute of Directors, the Italian Ministry of Labour and the Home Office. Phipps' Universities Supporting Victims of Sexual Violence project had 16 associate partners including the City of Turin and the Victimology Society of Serbia. Research has also been commissioned from the Department by Lewes Prison, Medecins Sans Frontiers, the Criminal Cases Review Commission, and four different universities with the express intention of shaping policy and practice.

Also in keeping with our strategy, many staff (in addition to impact case study authors Lakhani and Phipps) have undertaken significant impact work. Building on a Leverhulme-funded research project, McDonnell and Scott developed lesson plans and an interactive game focused on helping teachers and pupils understand asexual identities. Fincham, with the cross-School Brook Learn project led by Social Work, created online modules in 'Sexual Consent' and 'Sexual Pleasure' (open access for secondary Schools in the UK and being developed for commercial availability). Wiedlitzka's research led to changes in the Crown Prosecution Service guidance on racist and religious hate crime, after a paper she co-authored pointed out inconsistencies in this guidance.

Our collaboration and contribution to the research base has been recognised in many different ways. Staff have been awarded 11 visiting fellowships and professorships during this REF period, including by the National Institute of Health and Care Excellence (Will), the National University of Brasilia (Delanty), the University of Wuppertal and Pompeu Fabra University (Morosanu). We have celebrated five prizes: the Feminist and Women's Studies Association book prize (Phipps, for *The Politics of the Body*), the Australian Sociological Association prize for the best article (Delanty for 'The Prospects of Cosmopolitanism'), the Association of University Administrators essay competition (Telling) and the Sussex Impact Award (Lakhani and Phipps).

Our outputs have been translated into 17 languages. Taken together, our research, inter/disciplinary and societal contributions show that we are well on our way to achieving all our Departmental objectives, and provide an excellent base to move us forward as an interdisciplinary, collaborative, internationally engaged and socially impactful unit. We intend to use all the resources at our disposal to build on these strengths, support our staff, and continue to produce research of significance.