Unit-level environment template (REF5b)

REF2021

Institution: University of Bath
Unit of Assessment: 20   Social Policy and Social Work
Cross-referencing to the Institutional-Level Environment Statement REF5a is thus: [ILE #00]
Section 1. Unit context and structure, research and impact strategy

1.1. Overview

The University of Bath is an internationally recognised centre for social policy research, achieving a high level of success in REF 2008 and REF 2014. The overarching strategic objectives we set for the present assessment period were '*to undertake **high quality research of international significance in social policy** that contributes to **critical scientific understanding** and to **policy and practice** and is oriented to **new and emerging challenges of the contemporary world**.'*

Our research draws on expertise across social policy, sociology, social work, criminology, international development, public health, economics and policy sciences, forging synergies that address major contemporary policy debates. We collaborate with research groups across the University, on inter-disciplinary problems of shared interest, and with research centres around the world.

We question the conceptual boundaries and theoretical paradigms that underpin social policy studies. Social policy studies traditionally focused on rich countries, development studies on poor. As those divisions dissolve, in a globalising world, we are forging a more integrated understanding of poverty, wellbeing, social protection, conflict prevention and socio-economic development.

Colleagues advise the UN and its agencies, WHO, World Bank, the EU institutions, non-government organisations, parliament and government departments in the UK and abroad. We are active in reviews of research, through UK funding bodies and internationally, and contribute strongly to the larger research community. We have a vigorous record of public engagement and capacity building activities with public, voluntary and private sector partners. This knowledge exchange helps secure strong impact for our research.

In the sections that follow, we evidence the **vitality** of our research environment, with a thriving research culture and a clearly articulated strategy for research and impact. We attract excellent postgraduate and postdoctoral researchers, including through new forms of professional doctorate. We are investing in new capabilities aligned with emerging future challenges, to ensure the **sustainability** of our research.

In all this, we are strongly committed to **equality and diversity**, through a supportive and inclusive environment for all staff and students, with opportunities for support and progression based on merit, rather than background, identity, beliefs, characteristics or circumstances.

1.2. How Research is Structured across the UoA

This Unit of Assessment involves academics primarily from the Department of Social and Policy Sciences (**DSPS**) and the Department for Health (**DfH**).

Our research themes during the current REF period grew out of REF2014. They encompass the expertise of our various research groups and the critical mass we have built in relation to contemporary policy concerns:

- Global Transformations and Insecurity
- Children, Young People and Families
- Lifelong Health and Well-being
- Work, Welfare, Poverty and Social Protection
- Governance and Policy Design

Research into these topics is organised through **CASP** (Centre for the Analysis of Social Policy) and **CDS** (Centre for Development Studies). With their support, this REF period has seen highly

productive collaboration between colleagues with backgrounds in social policy (SP) and international development (ID), important for bids to GCRF. **CDAS** (Centre for Death and Society) has a narrower focus on death studies, but again in relation to the afore-mentioned policy concerns, such as poverty, families and well-being. The Tobacco Control Research Group (**TCRG)** addresses commercial determinants of health and the governance of public health policies, not least in the global south.

During this REF period, two further themes have developed, in response to emerging policy debates nationally and internationally, where we are well-placed in terms of our expertise:

- Conflict, migration and humanitarian action: focusing on the drivers of marginality; how marginalised groups experience conflict and migration; the intersections between humanitarian governance, conflict and social policy; and the role of civil society in responding to conflict.
- Crime, justice and human rights: focusing on the gendered politics of criminal justice, migration control, detention and imprisonment, and how a range of different actors contribute to the architecture, infrastructure and technology of justice and confinement.

1.3. Achievement of Strategic Aims during the REF 2020 Assessment Period

Our Social Policy Research Strategy for 2014-20 encompassed the following aims:

- to strengthen our research capacity and sustainability;
- to build and sustain world-wide research partnerships of high repute and strengthen the policy science community in the UK and internationally;
- to secure local, national and global impact for our research across the academic community and with public policy-makers, practitioners and users in public services, business, civil society and the media;
- to recruit, develop and retain academic staff of the highest calibre and promise;
- to strengthen the alignment between our research and our teaching, and ensure that our graduates are equipped to think in a critical and research-sensitive manner;
- to enable all academic staff, contract researchers and research students to contribute to a common research culture which emphasises equality and diversity and to find professional and personal fulfilment therein.

Subsequent sections demonstrate a high level of success in meeting these aims. This success is evidenced in our headline indicators and deliverables:

- We have seen an increase in Category A staff from 35.35 to 46.82 FTE during the REF2020 period
- Over this period, external research income has grown by two-thirds, from £7m to £11.7m.
- Our REF research outputs show 55% being attributed to female staff, the same as the proportion within the UoA; while half of our impact case studies were led by women.
- Our new professional doctorate has put us a strong upward trajectory for doctoral completions.

1.4. Looking Beyond 2020

During 2017, we began to look beyond the current REF period, re-framing the future direction of our research and strategically pivoting to new agendas.

1. In a research horizon-scanning process, involving leading external contributors, we examined the emerging research challenges for the social sciences over the next 5-10 years. This highlighted *inter alia* the fractures in the UK domestic welfare settlement; the social policy implications of European turbulence; and global development challenges.

2. We identified how our diverse methodological and paradigmatic approaches, combined and applied in new ways, could equip us to occupy strategic niches in relation to these emerging challenges.

3. We considered what investments to make in the capabilities of our staff, what new talent to recruit and how better to draw on their diversity and accelerate their progress.

4. Our research centres have been central to this re-direction of research effort, developing new niches and ensuring the vitality and resilience of our research culture:
    *   **CASP** continues its long-established focus on the UK welfare settlement, its erosion and prospects, its international comparators; but adding a new focus on disability and the ever-vexed policy questions around social care.
    *   **CDS** has taken on a leadership role in relation to GCRF activities, convening seminars across the University for GCRF grant winners.
    *   **TCRG** is expanding beyond tobacco to embrace alcohol, diet, gambling and other drivers of non-communicable disease. This resonates with CASP's interest in corporate power and with CDS interest in the regulatory vulnerabilities of the global south.
    *   **CDAS** has taken a leading role during 2020 in our research response to the COVID-19 crisis.

5. Alongside our established research centres, we have encouraged the development of new research clusters and 'pop-up' centres. The first of these pop-up centres are concerned with **migration and displacement**, **decolonising knowledge** and **prisons research**. This is consistent with our more general commitment to a social science that gives space for multiple voices.

This strategic redirection of our research effort has enabled us to respond more powerfully to emerging national and international priorities (Section 4.6). It has also enabled us to contribute the more strongly to our national disciplinary associations, which constitute key sounding boards for our ideas (Section 4.5). We have thus been well-placed both to benchmark and to differentiate our own trajectory by reference to those of our peers.

This mode of development makes for research that is original and rigorous, but also agile, timely and strong in its policy impact.

1.5. Support for Interdisciplinary Research

The policy problems addressed by social policy scholars are often entangled with each other, raising complex trade-offs and path dependencies. To address such problems requires an active and well-connected interdisciplinary research community, linking up a range of methodologies and organising them for specific and well-focussed investigative projects.

Our research centres are hubs for much of this interdisciplinary co-working, with colleagues in our own Faculty, but also with Management, Maths and Computer Science, Architecture and Engineering. Thus for example:

*   **Maconachie** has conducted a succession of research projects concerned with sustainable and socially equitable development across West Africa - involving civil and mechanical engineers, chemists, geographers and management academics and with funding from GCRF. This has also forged strong links with African academic institutions, building capacity and mentoring ECRs.
*   **Charles** was co-investigator on "Water treatment units for rural communities using 3D-printing, mathematical modelling, optimisation and evaluation", involving chemistry, biology, engineering and Maths, under an EPSRC grant from GCRF 2016 –2017.
*   **Hart** has worked with Architecture in major action-research projects on housing for refugees in the Middle East, under EPSRC grants during 2016-20.

We also work closely with the **Institute for Policy Research** **(IPR)** [Section 3.2 below] and the **Institute for Mathematical Innovations** (**IMI**), established in 2015 to apply mathematical sciences to research having economic and social impact [ILE#2.14].

We debate the strengths and limitations of the paradigms that dominate our various disciplines. Data science brings a revolution in our practice of social science; complexity science offers important insights but has its own limitations; behaviourism captures swathes of the policy

research community, not least in the response to Covid-19. We assess critically these methodological and conceptual developments and the role they play in the policy world.

Our strength in quantitative methods and longitudinal studies, involving **Cooke** and **Gregg**, **Millar** and **Dickson**, has been enhanced by the arrival of **Channon, Golan** and **Kanabar.**

We contribute to the new Faculty-wide **Qualitative Research Centre**, supporting qualitative methods training and advice, and targeting industrial collaboration and consultancy.

Room, Copestake and **Rutter** are pioneering methodological and paradigmatic innovations that draw on complexity theory, historical institutionalism and social realism, and applying these to social policy, public health and international development.

This makes for a research community characterised by methodological innovation, diversity and rigour.

We contribute to the University's development of **big data** analytics and applications, including:
- Collaboration with **IPR** and BANES local authority, led by **Dickson,** aimed at connecting administrative, clinical and open population data for local policy and practice;
- **Cooke's** analysis of Finnish administrative data, and **Dickson** and **Gregg's** analysis of UK LEO educational outcomes data, linking education statistics and benefits data;
- Critical assessment by **Carmel** of predictive analytics and digital social policy; and a contribution to the Nolan Committee Report on AI and Public Standards (2020);
- Collaboration with the **IMI** and the European Patent Office, analysing large patent data sets for understanding the social dynamics of technological innovation (**Room)**.

1.6. Progressing an Open Research Environment

The University Library was one of the first in the UK to establish a permanent team, to support researchers in the planning, curation, preservation, and publication of research data and software [ILE#2.26].

We are attentive to the stronger requirements for open data, emanating from the ESRC and other UKRI funders, and recent H2020/ERC-funded projects. We are working to ensure that our published data comply with the FAIR data principles and the Concordat on Open Research Data.

We are progressing this through particular trail-blazers, including:
- For the EU-funded WorkFREE project led by **Howard**, collection of personal data is subject to Indian, as well as UK data protection legislation. This has required additional training to ensure that research data are protected while working remotely and to comply with legal restrictions on international data transfers. This has provided a model for research projects in various African countries led by **Maconachie** and **Godt** (IPR professional doctorate).
- The **TCRG** has produced databases of tobacco industry documentation and tactics obtained under FOI requests, curating these data for easy use by other researchers. This innovative knowledge-exchange platform – TobaccoTactics – is also being used by public health actors world-wide, to illuminate and resist such tactics.
- **Ozieranski**'s research on the pharmaceuticals industry has involved numerous FOI requests, in collaboration with the *British Medical Journal*, to unveil the financial relations between the industry and healthcare providers. He has curated the corresponding databases for use by the wider research community.

The Department Research Committee reviews and draws out good data practices for the benefit of our research community, including PGR training.

1.7. A Culture of Ethical Integrity

Acting responsibly, avoiding harm and inclusivity are central to our research, in line with the Concordat for Research Integrity (2019).

Ethical governance is secured through Faculty and University research ethics committees [ILE#2.20-2.22]. Much of our work is concerned with vulnerable participants including children, adults with disabilities, people in prison and those facing death and bereavement. We have well-

established training and guidance for students and staff, embedding ethical concerns at each point in the research process, from inception to dissemination.

We are mindful of new areas of ethical concern that require attention, including those associated with COVID-19, regarding privacy in on-line fieldwork.

We notice the contrast between the increasing attention to data ethics within the University research community and the questionable practices of the internet giants and indeed public policy agents who draw on 'big data' and predictive analytics. We are beginning to address these areas of data governance and justice (**Carmel**).

We are attentive to broader ethical concerns, including in relation to research impact, academic freedom to publish and conflicts of interest. These and other emerging debates around research ethics will feature in a new *Handbook of Research Ethics in the Social Sciences* edited by **Forrester-Jones** (Edward Elgar). We also raise them for the University more generally, through the appropriate ethics committees.

We believe that a culture of research integrity requires ethical conduct across the institution, including a strong commitment to equality and diversity. Many members of staff in this UoA contributed to the debates on University governance that erupted during 2018-19 - and the reform processes that followed.

We believe that research integrity also requires environmental responsibility. When staff request funds for international conference attendance, they are required to calculate the carbon footprint of their trip via an online calculator and include a short report on their work-related air travel over the previous 12 months. Even before COVID-19 restrictions, an increasing number of staff were withdrawing from international conferences that involve air travel, and developing alternative ways to disseminate their research findings.

1.8. Impact Strategy

If our research is to have an impact beyond academia, we must first understand the practical concerns of those who shape the social phenomena we study: what they take for granted and what they seek to transform; what critical junctures, trade-offs and choices they face; what struggles they wage and what power they exercise. As researchers we watch and interrogate them, we question their assumptions, the evidence to which they appeal, the tangles in which they find themselves.

That is why, to secure research impact with wide reach, we have built long-term linkages, of knowledge exchange and development, with the institutions and organisations where policy and practice are made. These are the users, beneficiaries and audiences of our research. They include government institutions; civil society organisations, trades unions and professional bodies; the business sector, including trade associations and insurance companies; and the news media: all at the local, national and international levels. They also include the wider public, in many countries across the industrial and developing world [Section 4.2]

In the previous REF period, we led the development of the Institute for Policy Research **(IPR),** for linking up with these users of our research. We have greatly benefited from this platform during the present REF period, as indeed have other UoAs [Section 3.2 below and ILE#2.14].

Mentoring of staff – and especially of ECRs – is ensured by the Impact Director, having regard to promoting equality and diversity [Section 2.1 below]. An impact forum enables colleagues to share and expand their repertoire of impact practices. Our community of doctoral researchers, many embedded in the world of professional practice, bring additional insights and connections.

In our approach to impact, a key objective has been to identify the potential for impact from research projects at the earliest possible stage, to scan the horizon for situations where research results may have greatest effect, and to target potential sponsors of future work. We thus aim to integrate impact into the entire research cycle.

Our approach to impact takes three main forms: well-illustrated by our impact case studies, but also by the larger array of our impact activities (Section 4.3 below):

- **Projecting research into the policy realm:** This is broadly consistent with a 'linear' model of how research flows into government policy. As our case studies reveal however, impact is often contested, and the research evidence must therefore be championed continuously, by engaging with a wide range of constituencies. [Gregg and Woodthorpe case studies]
- **'Co-production' and knowledge exchange:** We work with policy makers, practitioners, civil society groups and businesses, in the joint production of knowledge and policy lessons. Indeed, it is often through these interactions that we become aware of new policy challenges: they serve as our early warning antennae. [Devine case study]
- **Critical engagement with policy, power and the wider public:** We use our research evidence to expose the role of powerful groups, in shaping the public debate. It is the research evidence that remains centre-stage; but through targeted engagement with political actors, we use it to secure major effects on public wellbeing. [Gilmore case study]

Yet none of these vehicles to impact is self-contained or sufficient by itself; we therefore seek to learn from each other how to combine these approaches and become agile impact entrepreneurs.

Further examples of our impact activities and their contribution to policy, economy and society appear in Section 4.3 below.

1.9. Research and Impact during the C-19 Pandemic [ILE#2.09]

During 2020, the COVID-19 pandemic is testing the adaptability, vitality, resilience and sustainability of our research culture. We have nevertheless applied our research capabilities and skills, to understand the problems associated with the pandemic – and this research has already been having an impact. As well as contributing to a wide range of mainstream media, blogs and social media outlets, this research has included:

- **Rutter** sits on the UK Government's SAGE group of experts and is co-chair of its Environmental Modelling Group (EMG), concerned with understanding transmission routes and the impact of environmental and behavioural interventions.
- **Skinner** was invited to present evidence to the Women and Equalities Select Committee of the UK Parliament, on the economic and gender inequalities for disabled people during the C19 pandemic.
- **Millar** is participating in the Nuffield Foundation's Covid Realities, exploring the implications of the pandemic for families with low income, through the linking of ongoing research projects.
- **Brown** won GCRF funding to promote innovative community-based social distancing strategies in townships in South Africa, working in partnership with Stellenbosch University.
- In June 2020, **Hart** and **Enria** launched a research project (funded by DFID and the Global Health Charity ELRHA), to assess some of the immediate impacts of COVID-19 for refugee communities living in camps in the Gaza Strip.
- **Howard** was prominent in international arguments for a basic income, to ensure some stability of incomes amidst the economic devastation of the pandemic.

Section 2. People

2.1. Staffing Strategy and Staff Development

This submission involves 52 Category A staff: including 13 Professors, 2 Readers, 31 SLs and Lecturers and 6 Research Staff (46.82 FTE). 23 have joined since 2014, of whom 20 were ECRs and 3 were recruited to Chairs.

We seek to ensure that all our academic staff contribute to a common research culture and find professional and personal fulfilment therein. They are our principal resource and investment in our research environment. They are also key to our future strategic development, as we build new capabilities and pivot to new agendas [Section 1.4]. [ILE#3.1, 3.3]

We provide support and opportunities for progression based on equality and merit, rather than background, identity, beliefs, characteristics or circumstances. This is consistent with the focus of much of our research – concerned as this is with inequality, discrimination, identity and self-development.

- *Demographic profile and management of research*

Since 2014, four Professors have retired (**Butler, Ridge, Walter, Wood**), one (**Miller**) has moved elsewhere. Three (**Gregg, Millar** and **Room**) are now part-time, but remain academically very active. Internal professorial promotions strengthen leadership in international development (**Devine, Maconachie, White**) and Social Work (**Brown**); all exercise leadership roles across the Department and Faculty. **Brown** has been appointed Associate Dean for Internationalisation, where she is supported through the University's Academic Leaders' Programme 2020.

Meanwhile the University has invested in three new professorial appointments, expanding our strength into criminology (**Jewkes**), disability (**Forrester-Jones**) and health (**Rutter**). **Forrester-Jones** is the new director of CASP. **Jewkes** leads the development of criminology research and is Director of Research for the Department. **Rutter** joins **Gilmore** in providing professorial leadership for research in global public health.

Recruitment of these senior staff has been in part for their strong 'impact' portfolios. **Forrester-Jones** is Co-Chair of the European Association of Palliative Care (EAPC) Task Force on learning disabilities and works internationally to improve legislation and care. **Rutter** has a long-term involvement in WHO Europe and child obesity. He is also a member of the UK COVID-19 SAGE committee. **Jewkes** has a long record of work with prison authorities internationally and with the International Committee of the Red Cross, on prison design and rehabilitation across the world. This won her ESRC's Celebrating Impact Prize 2020 for outstanding societal impact.

- *Staff development*

Academic Staff

The UOA expects all staff on probation to enrol on a University-wide 'Bath Course' designed specifically for them. This covers teaching and research skills, and enables staff to secure Fellowship of the Higher Education Academy status (**Moore** for example is a Senior Fellow). The whole 3-year probation process is overseen by the Dean of Faculty and the University's Academic Staff Committee.

At Departmental level, we have additional supports, including a mentor for each probationer. The HoD regularly brings together probationary staff with post-docs and RAs, to learn more about University processes and procedures, and discuss issues related to academic life. He also sets aside 'start up funds' from the operating budget to support probationary staff. Probationary staff have 25% of their workload allocation for probation activities in year 1 (tapering through years 2 and 3). They have no significant administrative responsibilities.

All core academic staff have an annual Staff Development Performance (SDPR) review, which also sets goals, identifies obstacles and training needs and considers longer-term professional development. All completed SDPRs are reviewed by the HoD and action taken to address issues raised.

For all non-probationary staff, workload allocations support professional development in research (around 30%) and teaching (around 10%). The UOA has dedicated funds for staff development in relation to both research and teaching. The University offers a wide range of training opportunities concerned for example with health and wellbeing, legal and university standards and procedures, leadership and management, career development, and workplace technologies.

Excellence in research and impact are key criteria for academic promotion.

Research Staff

In 2020 the University retained its 'HR Excellence in Research' Award, for its alignment with the 2008 Concordat to Support the Career Development of Research Staff. Fixed-term research and teaching staff are included in probationary arrangements and CPD mentorship, supporting their research careers. [ILE#3.9-3.13]

Such research staff are central to our research success. The majority are involved in funded research projects, but some have secured their own funding, such as British Academic Fellowships. They complete the centrally-led Induction for Research Staff and there is a range of

specially tailored training opportunities. At Departmental level, we have a senior member to oversee their career development.

- *Research Fellowships*

CDS has raised external funds from its international partners to support CDS postdocs**.**

A major initiative in 2012 was the introduction of Prize Fellowships to support staff with the potential to be future research leaders. (The University originally established these Fellowships in celebration of Social Policy's winning of the Queen's Anniversary Prize Award in 2011: ILE#3.15). At the end of the fellowship, successful researchers are appointed to permanent positions at the University. Through this, the Department has secured four Prize Fellows - **Dickson, Ozieranski, Lenner**, and **Howard**. **Dickso**n was promoted to Reader in 2017.

The external research fellowships won during 2014-20 (Section 4.5) contribute to individual staff development, but they also contribute to our strategic research vision: building methodological innovation and diversity; multi-disciplinary connections to other academic expertise; international research collaboration; and strong engagement with policy makers and research users.

- *Sabbatical leave and secondments*

Sabbatical leave is available after seven semesters, for full-time and part-time staff on academic contracts. Periods of maternity leave count towards those seven. Staff on sabbatical are relieved from all departmental responsibilities.

Since 2014, 17 members of staff (11 female and 6 male) have had sabbatical leave. We have also supported two staff (both female) requesting leave of absence: **Deneulin** had a one-year appointment at Notre Dame University (USA); **Johnson** a year's absence to pursue her interest in climate and the environment. Other opportunities for leave have emerged from the partnership between the **IPR** and the Cabinet Office (Section 3.2).

Such sabbaticals, leaves of absence and placements focus on research development. They have led to publications, impact case studies, external engagement, research grant applications, and network-building [as evidenced in Section 4].

- *Research Mentoring*

As Director of Research, **Jewkes** offers one-on-one discussion about individual research plans for the next three to five years, new high-impact publishing outlets, suitable sources of funding, etc., to ensure that staff at all stages of their careers develop and thrive as researchers. As Impact Director, **Room** offers similar support.

Impact is embedded in the research training of academic staff, ECRs and PGRs. Peer review of grant applications includes careful assessment of plans for 'pathways to impact', by senior academic colleagues and the University's Research Innovation Services (RIS). Impact, knowledge exchange and public engagement are included in workload management, annual staff performance reviews, promotions, and in the selection of new members of academic staff.

2.2. Research Students – training and support

We are strongly committed to our international community of research students, the quality of the environment they enjoy and their full participation in our research culture.

We have a large, inter-disciplinary body of PGRs, working as active members of our research groups and developing their own research community. Each has a main and a second supervisor. A Board of Examiners, comprising two independent assessors, oversees confirmation of PhD status, normally after 12 months.

In 2017, the University created the **Doctoral College** (DC), responsible for recruitment and administrative support to all PGRs [ILE#3.17ff]. Its doctoral skills programme embraces project management, IT and writing skills, presentations and teaching; and more specialist and advanced research techniques, methods and practices.

The DC provides PGRs with dedicated careers support. This includes extensive web resources tailored to their career development needs, career opportunities and panel events with doctoral alumni, and access to professional networks. One of our PGRs (Hannah **West)** won the University's first Doctoral Award for Public Engagement in 2020.

At Departmental level, provision focuses on informal, peer-led training, both subject-specific (e.g. managing fieldwork abroad; researching sensitive issues) and generic (e.g. deconstructing the written thesis, understanding supervisory styles; using academic social media and developing impact pathways). In addition, we have introduced bespoke training events in response to student requests: for example, in April 2019, a training workshop on Qualitative Longitudinal Research Methodologies.

A significant number of doctoral students spend part of their time away from campus: on fieldwork, an internship at another research institution, or 'writing up'. We place great importance on supervisors maintaining contact and support with off-campus students. We are also committed to supporting the wellbeing and mental health of our PhD students, particularly when undertaking fieldwork in stressful environments.

From within the DC, Student Services work with students with disabilities and other special needs in relation to mental health and general wellbeing. International students receive bespoke advice from the International Experience Coordinator in Student Services, starting with induction into life in the UK. The proportion of our PGRS coming from BAME backgrounds has increased steadily through this REF period, from 32% in 2013/14 to 51% in 2019/20.

During this REF period we have established a clear policy framework for Graduate Teaching Assistants. All PGRs who wish to become GTAs attend a compulsory one-day training course led by **Moore**. Every year, she also runs informal workshops, to support GTAs who apply for HEA Associate Fellowship, with very positive feedback.

In addition to weekly seminars and peer-training, we run biannual 'forums' for feedback and general reflection on the development of the PGR community. Each September, our PGR students organise a day-long symposium attended by the bulk of our academic staff, a 'taster' for presenting their research at external conferences. PGRs also produce a quarterly bulletin.

During this assessment period, 19 PGRs have been supported by ESRC studentships, some through the SWDTP. Funds for conference attendance are available to both funded and self-funded students, with a Faculty scheme to support students and supervisors jointly presenting at international conferences. We have also set aside an annual fund to support their research costs, purchase of data sets, specialized equipment, etc. Presentation of papers at conferences, leading to academic publication, is an important part of PGR training. Between January 2018 and July 2020, our PGR students produced 38 peer-reviewed articles and book chapters and presented 64 conference papers.

Finally, we play a lead role in IPR's **Professional Doctorate in Policy Research and Practice** (DPRP), where **Copestake** is Director of Studies. This enables mid-career public policy professionals to pursue a part-time doctorate in policy research and practice, upgrading their research skills and accessing the full array of training available through the Doctoral College. While the Table below indicates as yet only very modest figures for Professional Doctorate completions, this will dramatically change as the first and subsequent DPRP cohorts complete.

Degree type	2013/4	2014/5	2015/6	2016/7	2017/8	2018/9	2019/0	Total
Professional doctorate	2.00	2.00	3.00	4.50	1.00	4.50	0.60	17.60
PhD	9.38	15.13	12.44	9.38	18.30	6.38	5.47	76.46
Total	**11.38**	**17.13**	**15.44**	**13.88**	**19.30**	**10.88**	**6.07**	**94.06**

2.3. Equality and Diversity

Since the 2014 REF exercise, we have invested considerable effort in the promotion of equality, diversity and inclusion, with very positive results. [ILE#3.20-3.25]

- *Policies and Monitoring*

Across the University, we have specific policies on Trans equality, Dignity and Respect, recruitment and selection code of practice, flexible working hours, maternity rights, occupational stress management and childcare, which are regularly reviewed. These apply to all staff, honorary and visiting staff, students and third parties (e.g. contractor, client or customer of the University).

Within the UoA, we have built on these University initiatives, to encourage staff in equality and diversity training. Applications for Bronze and Silver Athena SWAN awards have stimulated an extensive re-appraisal of our equality and diversity practices.

Our Equality and Diversity Committee monitors data on recruitment and promotion. It conducts regular surveys of staff and students; these are used to monitor equality and diversity issues, including awareness and attitudes. Equality and Diversity is also a standing agenda item in general departmental staff and executive committee meetings. This aims to embed an inclusive culture within departmental business.

- *Gender and Equality*

Genders are well-balanced within this submission (58% of Category A staff are female, 56% on FTE basis), and female staff occupy prominent leadership roles. Throughout this REF period, the proportion of our PGRs who are women has been between 55% and 65%.

At Professorial level, 56% are women (FTE basis). Women from this UoA are also in a number of research leadership positions: Chair of Department Research Committee, Directorships of CASP and TCRG, Associate Faculty Dean for Internationalisation. Leadership training is offered to women through the Aurora programme. Promotions for women are carefully supported by senior colleagues. The result has been a very successful record of promotions to Senior Lecturer.

- *Integration into the workplace*

Staff with childcare responsibility, health issues and disabilities – both male and female – are given reduced workloads where necessary, and/or flexible working arrangements. Timetabling exemptions are also used, to ensure that focussed time can be allocated to research. Such special circumstances are highlighted in promotion applications.

Disabilities are addressed on a case-by-case basis, through discussion with the staff concerned, and where appropriate with the University's Occupational Health team. Support can include Personal Emergency Evacuation Planning, workplace assessments and reasonable adjustments, including in workload (e.g. to account for autism, dyslexia), tailored equipment (e.g. noise cancelling headphones) and software (e.g. for dictation).

We encourage staff to make managers aware of such disabilities: and among our academic staff, the rate of such registration is three times higher (9%) than across the academic community of the University as a whole.

Extra costs for research and conference travel by those with disabilities or caring responsibilities is considered on a case by case basis, with no cases having yet been declined.

- *Ethnicity and nationality*

This is a further noteworthy aspect of our diversity: the range of societies and cultures from which our colleagues hail and in relation to which they have developed their research expertise and impact. Over this REF assessment period, academic staff in DSPS included 31 nationalities. CDS has moreover had a succession of post-doc recruitments from the global south. We work with these colleagues to support their professional development including with writing funding bids, given their limited experience of working in UK institutions.

This diversity expands the reach of our research and the challenges we can expect to address and it broadens our collective horizons.

This does not however address the entrenched ethnic inequalities of opportunity within our own society. We are therefore working with the University HR Department to promote opportunities for applicants from BAME backgrounds. We have pressed for new hiring procedures at University level, which will ensure more equal chances for such candidates. HR will use DSPS to pioneer these procedures during 2020/21. [ILE#3.7]

2.4. Equality and Diversity and the Construction of this REF submission

Consistent with the University of Bath's REF 2021 Code of Practice, the procedures used to select outputs for submission were consistent, transparent, accountable, and conducted in an inclusive manner and in accordance with our institutional values and existing policies, including Equality & Diversity policies. In line with these practices, output and impact case study selection was well-balanced by gender (55% of all outputs were attributed to female staff, and 2 out of our 4 impact studies were championed by women).

The UOA lead took University courses on **Diversity in the Workplace** (also called Diversity and Inclusion in HE) and **Unconscious Bias.**

2.5. People during the COVID-19 Pandemic

The C19 Pandemic has tested our People strategy, including on E&D, in a number of fundamental ways – exposing both its strengths and its weaknesses.

The University has re-organised the campus space and regulated its use, so as to ensure individual safety. What the pandemic has also however evoked is a strong sense of collective solidarity across our academic community, consistent with our culture of ethical integrity - and with the sociological perspective we share on individual and community behaviour. It is from that standpoint that HoD has dealt with arrangements for supporting flexible and/or remote working and for supporting our PGRs. The latter has for example included engagement with the city to address public vilification of Chinese students during COVID-19.

Since the University moved to working remotely, we have conducted job interviews online. This has proved a positive experience for many candidates and indeed for hiring managers. When we return to campus, interview panels will likely continue to undertake 'first round' interviews online, with only the preferred candidates attending campus for a face-to-face meeting.

Section 3. Income Infrastructure and Facilities

The University ensures strategic coordination of research at University, Faculty and Departmental levels, working to the PVC Research. This has involved significant investments and infrastructures. These support our methodological diversity; our multi-disciplinary connections to other academic expertise; our international research collaborations; and our strong and growing engagement with policy makers and research users. They enrich our research environment, support our commitment to equality and diversity in our research community, and they reinforce our impact.

3.1. Research funding and strategies for generating research income

- *Major Research Grants*

We aim at growth but also diversity in our funding base - important in securing resilience and sustainability for our research. During the current REF period, the major sources of our research income have been Research Councils (£3.6 million), UK Government and charities (almost £2 million), other UK sources (£685k), EU Commission and Governments (£1.6 million), other EU sources (£450k), and other overseas sources (£3.5 million).

Large grants secured during this REF period, with the PI in this UoA, include:

Cooke: NEWFAMSTRAT (ERC: 2016-21): **£1,402k**

Gilmore: Bloomberg STOP (Bloomberg Philanthropies: 2018-2021): **£5,735k** to Bath out of $20 million total.
Gilmore: SPECTRUM (MRC: 2019-24): **£485k** to Bath out of £5.9 million total
Gooch: The Rehabilitation Prison (ESRC: 2019-2022): **£400k**
Jawad: Strengthening Social Welfare and Security in the MENA Region (AHRC: 2020-24): **£2million**
Millar: Couples Balancing Work, Money and Care (ESRC: 2018-21): **£542k**

Grants which illustrate our funding leverage through inter-disciplinary working within the University include:

Dickson: Data across Public Services (Cabinet Office: 2014-15): £21k mobilising £69k
Dinerstein: Youth and Skills Development (ESRC: 2020-21): £33k mobilising £380k
Hart: Healthy Housing for Refugees (EPSRC: 2017-20): £277k mobilising £1495k

The current portfolio of research funding (SPS and TCRG) for this UoA, extending beyond the REF 2020 assessment period, is £12.8 million.

- *Strategies for generating grant income*

Support for research and grant applications has become more systematic and proactive during this REF period. Our Research Director and Departmental Research Committee are charged with guiding staff in their grant applications, including undertaking ethical scrutiny. Directors of Research Centres also offer support, throughout the development of proposals.

The University's Research and Innovation Service (RIS) provides support and guidance for academic staff, in applying for external research funding and in the financial administration of projects [ILE#4.2]. Other professional services, such as the Public Engagement Unit and the Research Impact Team, assist with writing into grant applications how our research links to and influences wider society.

We address equality, diversity and inclusion throughout the research lifecycle. ECRs in particular are carefully mentored in developing grant applications. The University's regular funding bulletin highlights funding opportunities for part-time staff and staff returning after career breaks. Our internal funding allocation mechanisms ensure diversity of assessment panels, to ensure a broad range of voices and perspectives in the decision-making process. [ILE#4.3]

The Department has an internal Peer Review process for grant proposals. Applicants receive feedback from at least two experienced colleagues with expertise in the field and/or with the funder. This can operate at high speed where needed to cope with short turn-around funding calls.

In collaboration with the University's research information services, we monitor our research performance with a view to improving the attainment of our strategy. [ILE#4.1-4.2]. We make increasing use of metrics to compare our progress with that of our national and international peer departments. These include tracking of citation indicators for the Department, trends in research funding, and numbers of PGR funded studentships.

3.2. Infrastructure supporting Research and Impact

- *Departmental Infrastructures*
During the present REF period, as well as stronger support at University level, research support officers have been appointed at Departmental level.

IT resources have also been enhanced. **Dickson** for example led a successful bid for ESRC funding for a SafePod in the University Library - a secure facility allowing academic and doctoral researchers to access remotely restricted, confidential, or sensitive third-party datasets. It will be available to researchers at other institutions - thus an investment for the wider academic community.

Our **research centres** constitute a major operational and scholarly infrastructure, playing a key role in developing new capabilities and research agendas. They also act as hubs of our interdisciplinary co-working. Thus, for example, within our Faculty, **TCRG** bestrides the public

health interests of DfH and DSPS; and almost half of the members of **CDS** are drawn from other departments.

Again, much of the inspiration for impact has come from our research centres. All have regular newsletters with global circulation among academics, practitioners and policy makers, professional bodies and the public media. During 2019, **CDS** focussed on improving these means of communication, by benchmarking against other leading International Development centres. Other impact instruments include the **TCRG's** website, providing public health campaigners with up-to-date information on tobacco industry tactics, and **CASP**'s launch in 2020 of a series of Policy Labs, for knowledge exchange with local, regional, national and international policymakers on healthy ageing. **CDAS** demonstrates how a small research team can have a big impact, becoming the global hub for end-of-life scholars and practitioners, including among Chinese scholars. Each of our four research centres was responsible for one of our impact case studies.

- *University Infrastructure for Impact*

In the period up to 2014, we led a programme of strategic investment in Policy Sciences across the University of Bath. In 2013, the University established an Institute for Policy Research **(IPR),** with **Room** as the founding Director. Under Nick Pearce, the current Director, (previously Director of the IPPR and Head of the 10 Downing Street Policy Unit), University investment has continued, and the IPR has become a leading international centre for policy analysis and critique [ILE#2.14].

IPR now serves as a major multiplier of our research impact, facilitating our reach into government and policy networks:

- It takes our research evidence to multiple audiences in a timely way and accessible form: through policy briefs, public engagement events and on-line media. An example is *Death, Dying and Devolution*, by **Woodthorpe** (September 2017), a key link in her impact case study.
- IPR's **Policy Fellowship Programme** brings senior decision-makers, from government, industry and the third sector, to the University for one-to-one meetings with academics. Around thirty academics from this UoA have been involved. **Carmel** leads the IPR Artificial Intelligence Policy Fellowship Programme, and in this capacity has engaged with national civil servants and policymakers about AI, policy and regulation.
- The IPR is a member of the **Universities Policy Engagement Network (UPEN),** a network of 40 UK universities working to increase the public policy impact from their research, through calls for evidence, secondments with government departments and nominations for special advisers. Thus for example **Hatchard** is on a new HMRC database of academics available to advise HMRC on specific aspects of tobacco taxation.
- The University of Bath through IPR joined the **Open Innovation Team** (OIT) pilot project between 2016-2019. This aimed to deepen collaboration between academics and Whitehall officials to generate analysis and ideas for government priority projects and help officials collaborate more intensively with outside experts. Colleagues on placement have included **Dixon** on placement with the Department of Health and Social Care (adult mental health and safeguarding) in 2018.
- The IPR blog offers expert analysis, debate and comment on recent policy developments. During this REF period, around **sixty IPR policy blogs** have been authored by staff in this UoA.

Finally, IPR expands our international collaborations and places us at the heart of the University's international strategy, with links established with Stellenbosch, Yonsei in Korea, and the Hertie School of Governance in Berlin. Here **Copestake, Millar** and **Room** have played key roles.

The IPR is not the only University infrastructure on which our impact activities draw.

The **Public Engagement Unit** supports researchers with community-based participatory research, interdisciplinary arts programmes and focused work with community groups. [ILE#2.16]

The **Media Centre** supports researchers in engaging with the local, national and international media.

The **Research and Commercialisation Contracts** team (within the Research and Innovation Service) supports spin-outs.

We make good use of these University support systems, to enhance our research impact, for example:

- **Troyer** as CDAS Director has often been sought via the **Public Engagement Unit** and **Media Centre** for expert media comment. He has thus been able to address public debates on assisted dying, organ donation bioethics, and national pandemic response plans for diverse audiences.
- **Channon's** GCRF research project on menstrual hygiene policy in Nepal is concerned with *chhaupadi* (the traditional, now criminalised practice of being secluded in an outbuilding during menstruation). The **Media Centre** facilitated links with Nepalese media, NGOs and policy makers.
- **Copestake** was supported by the **Research and Commercialisation Contracts** team in spinning-out the non-profit company BSDR, to support innovative evaluation methods for development projects around the world.

3.3. Exo-structures beyond the University

During this assessment period, the University has been developing regional and international collaborations – 'exo-structures' - that can pool and reinforce our research power and impact. Here too we have been agile in contributing to these, but also adapting them to our own goals.

- *Regional research collaborations*

The **GW4 partnership,** with the Universities of Bristol, Cardiff and Exeter, aims to identify areas of complementary expertise and develop research communities addressing major global and industrial challenges [ILE#2.9]. It offers research development and seed money for developing collaborative large funding bids. Colleagues within our UoA who have won and led GW4 awards include **Dixon**, **Manning**, **Skinner**, **Jawad, Walton** and **Moore**. Alongside the GW4 research partnership, the overlapping ESRC South West Doctoral Training Partnership **(SWDTP)** supports collaborative provision for our PGR training.

- *International academic collaborations*

The University **International Relations Office** manages a broad portfolio of network-building activities. These include a seed-funding scheme for academic staff, enabling partner visits, workshops and grant development, along with doctoral mobility and joint doctoral provision. Strategic partnerships with universities in South Africa, Mexico and Brazil, South Korea and China, have opened up opportunities to establish partnerships for development research and grant capture. These have also enhanced the diversity value of internationalisation, supporting new training opportunities for young scholars, and promoting diversity as a driver for inclusion and creativity. [ILE#3.19]

- **Dinerstein** has used these IRO schemes to establish a 'South-South Platform' with the Latin American Council for Social Sciences (CLACSO) and the Council for the Development of Social Science Research in Africa (CODESRIA) (2017-2018); and the IRO 'Developing Networks in Europe' scheme (2019-2020) to consolidate a network of female academics for the development of Feminist theory
- **Brown** has used this IOR support in relation to social work and children's services in China: developing joint publications with Sun Yat-Sen University and service projects with Chinese NGOs in Guangzhou; and becoming an Advisor to Hong Kong Council of Social Services. This has then led to collaboration with Save The Children over child protection systems in China and advising the Chinese government on new safeguard legislation.

Another **IRO** initiative has been the appointment of visiting **Global Chairs**, bringing eminent academics to the University; and since 2019 a Women Global Chair scheme [ILE#2.5]. We have attracted four of these appointments: **Janine Wedel** (George Mason), **Anthony Bebbington** (Clark), **Timothy Mitchell** (Columbia) and **Heike Solga** (WZB Berlin). In 2019 we also attracted **Gary Goertz** (Notre Dame) under the University's longer-established scheme of Parkin Visiting Professors.

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

4.1. Research Collaborations, Networks and Partnerships

Fundamental to our research strategy is collaboration with colleagues, partners and research users elsewhere. These research collaborations and partnerships build upon the 'exostructures' described in Section 3.3 – but also go well beyond them. Through these, we become aware of new research and policy challenges; we extend the capabilities that we can deploy for research and identify those we will want eventually to bring in-house; we test the value and novelty of our research insights and we compare our progress with that of our national and international peers.

In many cases, these collaborations are indispensable when applying for large research grants. Thus **TCRG** has continued to win major funding within research partnerships, including:

- **SPECTRUM,** funded by MRC and involving eight UK universities and Public Health England, Scotland and Wales, working within the UK Prevention Research Partnership (UKPRP); with TCRG partnered with Edinburgh in a £5.9m programme and receiving £485k.
- The **STOP** Project **(**Stopping Tobacco Organizations and Products), a new global tobacco industry watchdog funded by Bloomberg Philanthropies (total STOP investment of $20 million over three years): with TCRG partnering other international centres in Paris and Thailand and receiving £5,735k.

Over the past decade, **Jawad** has developed the MENA social policy network, with around 1000 members from academia and the policy world, and hosting the UNICEF database of MENA social policy expertise. In association with this network, Jawad has won **GCRF-AHRC** awards totalling over £2 million (2019-20 and 2020-23), concerned with social protection and conflict prevention, and also involving **Devine, Forrester-Jones** and **Walton**.

Other examples of our many international research collaborations, winning major research grants and producing scholarly and policy impact, include:

- **Carmel** as PI for the **TRANSWEL** project (2015-18), funded by the Welfare State Futures research programme of NORFACE: involving research teams across six other EU countries, investigating east-west migration and the portability of social security rights, within a tight overall theoretical and methodological framework: a budget of €1.2 million.
- **Pinheira** leads an interdisciplinary research project involving five universities across the Trans-Pacific region: funded by the Australian Research Council ($235,000 over three years) to understand how globalised economic growth is transforming lives among low-income urban communities in Mexico, the Philippines, China and Brazil.
- **Rutter** works with NGOs, sociologists, political scientists, systems dynamics modellers, across five European countries plus Australia, South Africa and USA: "Confronting Obesity: Co-creating policy with youth" (Horizon 2020, 2018-2023: €9.757 million).

The success of these collaborations is evidenced by the funding secured and the collaborative publications they enable. More than two thirds of the outputs submitted for REF 2020 are co-authored; and of these, almost a third involved our international collaborators.

4.2. Engage with research users, beneficiaries or audiences in co-production

We engage with a wide variety of public, voluntary and private sector partners, in knowledge exchange and various forms of 'co-production'. These have enriched our research environment and they shape our research priorities. It is also through them that much of the impact of our research is mediated. These users are located at local, regional and national levels, and in a wide range of countries; they include government decision-makers, professional bodies, NGOs, pressure groups and consultancies.

Key examples include:

Within the local area:
- **Skinner'**s research into domestic abuse includes a Home Office funded evaluation of some of the local services provided by BANES. MRes and undergraduate student researchers are involved. So are local communities and the local (BANES) Domestic Abuse Partnership.

- **Brown, Dickson** and **Rutter** have been engaged by St Johns Foundation, an ancient local charity, to develop a programme of intervention aimed at disadvantaged young people in the city, worth up to £40 million over 10 years. This offers the University an opportunity to contribute to a significant project that could have a major impact on the lives of children and local communities.

Within the UK:
- **Millar:** The Advisory Group for her Universal Credit research project includes DWP, CPAG, Resolution Foundation, Equality and Human Rights Commission, Family and Childcare Trust.
- **Rutter is** senior strategic adviser to Public Health England, where he made a major contribution to the 2019 Public Health Green Paper; member of NHS Executive Net Zero expert panel; and member of the Scientific Advisory Council, Department for Digital, Culture, Media and Sport.

Internationally:
- **Bloomfield**'s work on global value chains has earned him increasing international recognition, as evidenced by invited talks, external networks, and external positions, including for the Food and Agriculture Organisation (FAO) and the ILO, as well as the UK Home Office and Chatham House.
- **Lenner**'s research on the changing features of German refugee policy in Jordan have since 2017 been presented to Jordanian and other agencies active in the region, but also to the German development policy-making world including the German ministry for development cooperation.
- **Jawad**'s MENA research is supported by the Carnegie Corporation of New York. This includes a series of Policy Lab events in Cairo, with **Forrester-Jones,** involving state and non-state actors, discussing policy in relation to social policy design and data needs in Egypt. A public engagement partnership has developed with the British Council, across Egypt, Lebanon, Morocco and Dubai.

4.3. Impact on public policy, economy and society

Section 1.8 referred to our four impact case studies. They span the main staff groupings in this UoA – social policy, international development and tobacco control. There are many further examples of how all areas of our research contribute to policy, economy and society.

Most of this impact is oriented to improvements in **social welfare, health and wellbeing,** especially for vulnerable populations. These improvements may be sought through acting on **public policy, law and services,** or by modifying **production, commerce and the economy**, or through improved **professional services**, or by building lay people's capabilities, in terms of their **understanding and critical participation** from within their communities. (*REF Panel Criteria and Working Methods*, *Annex A*).

Public policy, law and services:

- Joining an Independent Review of the Mental Health Act commissioned by the UK Government; and working with the Chief Social Worker for Adults at the Department of Health and Social Care, to produce national guidance on safeguarding people with dementia (due 2020) (**Dixon**).
- Acting as Specialist Adviser to the House of Lords Economic Affairs Committee Enquiry (2020) on Universal Credit; presenting research to three DWP Universal Credit Analysis Division seminars; meetings with DWP Special Adviser to Secretary of State (May 2019), Gender Equalities Office (June 2019), DWP Labour Market division (July 2019) (**Millar**).
- Presenting research evidence on the portability of social security benefits to the European Parliament, Petitions committee hearing (Oct 2016); and to the Platform for European NGOs working on Family (**Carmel**).

Modifying production, commerce and the economy:

- Equipping public health authorities with the evidence to introduce plain packaging, despite tobacco company objections and obfuscations (**Hatchard**); also thereby exposing corporate efforts to weaken public health regulatory regimes.
- Within the small-scale mining sector in West Africa, exposing the extraction of wealth by local elites and the hardship experienced by local people; but also demonstrating the scope for different modes of industrial governance, in cooperation with government and international agencies (**Maconachie**).
- Working with multiple stakeholders in the South Indian garment industry, to co-create a robust research and impact agenda for 'decent work': businesses, government and civil society (including unions) in India, as well as UK brands like Primark and M&S, the Home Office, DFID and the ILO (**Bloomfield).**

Improved professional services:

- Re-designing prisons in the UK, Ireland, Scandinavia and the Antipodes, to enhance prisoners' quality of life, reduce trauma, improve prisoner-staff relations, and assist the rehabilitation of offenders (**Jewkes**).
- Demonstrating more cost-effective approaches for evaluating the impact of local activities by international development agencies, adapted to the specific context of each (**Copestake**).

Building lay people's understanding and critical participation:

- Working with faith-based organisations, to co-produce new practices within development settings, bridging Amartya Sen's normative reflection on development and the Catholic social tradition (**Deneulin**). This involves in Catholic efforts in Latin America to address addiction recovery, urbanisation, the Amazon forest and the rights of indigenous peoples.
- Engaging with community organisations in Mexico and Belgium, and moving from 'anger' to 'hope', so as to reframe the socio-economic and political significance of their endeavours; and contributing similarly to a reform of Amnesty International's discourse on human rights (**Dinerstein**).

4.4. Research engagement with diverse communities and publics

We engage with diverse communities and publics through our research. These include excluded groups of people. This reflects our concern with **equality and diversity** and with discrimination, identity and self-development. Our research contributes thereby to the building of more inclusive institutions.

- **Gearon,** with the support of the **Public Engagement Unit**, has been running interactive workshops with **trafficked young people**, to use social media, radio and film to reach young people in the UK and abroad. She received the Vice-Chancellor's Engage Award for this work.
- Research by **Enria, Hart** and **Lenne**r on refugees has been key to Bath being designated a **University of Sanctuary** for **refugees and asylum seekers** in 2020, a recognition of our commitment to equality and diversity.
- **Gooch**'s research on **prisons** has through 2019/20 involved presentations to Prison Governors and Managers across Britain – eloquently praised by the Deputy Director of Prison Safety and Security Policy.
- **Forrester-Jones'** research collaboration with the charity New Forest Mencap has explored the "looming crisis" of rising numbers of **older carers,** in the aftermath of austerity. The research was presented to major UK care organisations and the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD) World Congress.

One of the ways we engage with diverse communities and publics is through innovative use of film, video and social media, supported by the **University media centre**:

- **Manning**'s research on 'perpetrator' histories in Cambodia involves participatory film-making, aimed at building 'intergenerational dialogue and memory after genocide'. This also demonstrated how a GW4 Alliance grant with our south-west partner universities could build into a larger AHRC-GCRF Network Plus grant (2017-2021).

- **Walton** researches the role of [borderland brokers](): political, military, business or religious figures who mediate between centre and periphery and/or across international borders. Presentation of the results includes public exhibitions and outreach events in the borderland regions concerned - included illustrated essays or 'comics', translated into local languages.
- **Maconachie's** film, "Voices from the mine", relates to his research on artisanal mining in West Africa. As an innovative mechanism for public engagement, it has received awards from the British Universities Film and Video Council (BUFVC) for "Best Educational Film".
- The *Open Democracy* website *Beyond Trafficking and Slavery* ([BTS]()) was co-founded by **Howard** and **Thibos** in 2014, to unveil the structural, political, economic, and social root causes of human trafficking and modern slavery.

4.5. Sustainability of the discipline

We have a long history of contributing to the sustainability of the discipline, both nationally and internationally, because its health and resilience are essential for our own work. We edit journals and act as referees, serve as External Examiners and Reviewers of programmes, and we run many international conferences. We are members of Research Councils and of our subject National and International Associations.

Our contribution is recognised in many ways:
- Our leadership of the main national associations, the SPA and the DSA (**Millar and White**);
- Election to the UK Academy of Social Sciences: **Devine, Millar** and **Room** (as well as Emeritus Professors **Ian Butler**, **Ian Gough, Tess Ridge** and **Geof Wood**).

- The Research Fellowships we have won, including for example:
  - **Hart**: 2018-201 British Academy Post-Doctoral Fellowship; **Maconachie**: 2016-17 Leverhulme International Academic Fellowship to spend three months at the Liu Institute for Global Issues, University of British Columbia (Canada); **White:** 2016-17 British Academy/Leverhulme Senior Research Fellowship.
  - Post 2014 intake: **Enria** ERSC Future Research Leaders Fellowship (2016-2018); **Howard** ERC Starting Grant (2020-); **Maitrot**: ESCR Global Challenges Research Fund (GCRF) Award; **Proudfoot**: British Academy Postdoc Fellowship (2019-2022); **Wildeman**: ESRC Post-doc Fellowship (2017-18).
- Numerous prizes, including:
  - **Jewkes:** ESRC's Celebrating Impact Prize 2020 for outstanding societal impact.
  - **TCRG:** the 2019 inaugural [European Health Leadership Award,]() established to recognise 'pioneering change makers who have shown transformative innovation and leadership in safeguarding or improving the health of people in Europe'
  - **Millar**: Foundation for International Studies of Social Security Annual Conference 2019, best paper prize (with Peter Whiteford); Social Policy Association/Cambridge University Press Award for Excellence in Social Policy Scholarship, 2018 (with Fran Bennett).
  - **Moore**: Winner of the 2019 International Crime Fiction Association Prize for scholarly contribution (for Detecting the Social); short-listed for the 2019 Sage Prize in Innovation and Excellence.
  - **Rutter:** European Society for Prevention Research: President's Prize 2017

  ECRs:
  - **Bloomfield**: 2019 Finalist Best Paper Award, Social Issues in Management, Academy of Management Conference;
  - **Lenner**: BISA award for best article on the International Politics of Migration, Refugees and Diaspora, awarded Nov 2019.

4.6. Responsiveness to national and international priorities and initiatives

We respond to national and international priorities and initiatives. We scan emerging research and policy challenges and identify the strategic niches we might occupy, building and combining our social science capabilities and mobilising external alliances.

- **GCRF** was launched in 2017. As a UoA that brings together social policy and international development, we were well-placed to work with colleagues across the University, along with

our networks in the global south. A number of GCRF-funded projects have been mentioned in these pages, with an aggregate funding value of £4 million. This will continue as a key focus.

As DSA president, **White** secured funding from ESRC/GCRF for workshops on interdisciplinary research and north-south partnerships (2018-19), raising the visibility of DSA members based in the global south, especially Africa. The Deputy Head of international development at UKRI has been consulting White on implications for the future direction of the GCRF and how DSA might be involved.

- **Migration and the refugee crisis** – especially but not solely in the Middle East **-** have been a major theme throughout this REF period, not only for colleagues researching the victims of these movements, but also those researching the response from the receiving countries. **Carmel, Gearon, Hart** and **Lenner** are among those driving a new 'pop-up' centre on migration and displacement (see Section 1.4).

- This REF period also been marked by the **UK referendum on EU membership**. Working with the IPR, **Room** and **Carmel** have penned working papers and policy briefs on the causes and consequences of Brexit – but also the failed reform agenda of the European institutions, which in some degree precipitated this rupture.

- **Climate Change** and the **Environmental Crisis** have moved centre-stage during this REF period. We contribute to the University's strategic development of research and teaching on climate change. **DSPS** helped establish a COP21 academic forum across the University, following the 2015 Paris Climate Summit; the new Vice-Chancellor has made this a priority for the whole institution. **CDS** leads our research and teaching interest in this area; and we benefit from the path-breaking work of Emeritus Professor Ian **Gough.**

- **Austerity and the welfare crisis** maintain their grim continuity with the past**. Gregg** has been a key figure in national debates on wage stagnation; **Millar** has continued her meticulous work on the UK benefits system and its losing battle with growing inequality; **Forrester-Jones** has mapped the negative impact of austerity on people with learning disabilities. This remains central to **CASP** – but also to **CDAS**, with **Woodthorpe**'s critique of funeral poverty and affordability.

- During 2020, the **COVID-19 pandemic** has dominated national and international policy. This was unforeseen and underlined the need for agile flexibility and resilience. Our research response, described in Section 1.9, has been substantial.