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| Institution: University of Bristol |
| Unit of Assessment: 21: Sociology |
| 1. Unit context and structure, research and impact strategy |

1.1 Overview

Building on our prominent position in REF 2014 – 2nd under the ‘intensity’ criterion – Sociology at Bristol over the current period has prioritised high quality publications, grant-capture and impact, whilst sustaining our inclusive, collegial research culture. Strategically levered new appointments mean that 26 people are entered in this REF submission (from 17 in 2014). Previous core research concentrations – in ethnicity and citizenship, migration, gender, and social and cultural theory - have been extended, with new/enhanced expertise in digital sociology, sociology of work, cultural consumption, and religion/(post)secularism. The unit has both supported and benefited from the marked shift towards interdisciplinarity within the university (UoB; see REF5a), playing a leading role in major cross-UoB initiatives. Overall, we seek to champion and epitomise sociology’s characteristically synthesising impulse – theoretical and empirical, specialist and generalising, qualitative and quantitative, pure and applied, intellectually demanding yet policy relevant.

1.2 Structure and Leadership: Institutes and Centres

Sociology at Bristol sits within the School of Sociology, Politics and International Studies, and is productively engaged at all levels of UoB’s research structures. Our role in establishing two new cross-disciplinary institutes is particularly noteworthy.

Migration Mobilities Bristol (MMB) is one of seven Specialist Research Institutes (SRI) established in 2018, bringing together scholars from a range of departments and schools, with sociologists pivotal to this acceleration/concentration of migration research. Directed by Anderson (appointed 2017, previously professor and research director, COMPAS, Oxford) the MMB management team includes O’Connell Davidson (appointed 2015, previously professor at Nottingham) as Anti-Racism Strategic Lead, and Charsley (co-founder with Fox of the precursor Faculty Research Group on migration). MMB rethinks understandings of migration by rejecting conventional divisions between those whose movement is problematised as ‘migration’, and those whose mobility is invisible and accepted as legitimate. It investigates structures of domination along lines of race, class, nation, gender and age that underpin state controls over mobility, enabling synergies with sociologists working on ethnicity and citizenship, gender and work. Fox, Morgan, Okyere and Tschalaer are also active in MMB.

The **Bristol Digital Futures Institute (BDFI)** is one of five University Research Institutes (URIs). Co-directed by Halford (appointed 2018, previously professor at Southampton, President of the BSA), BDFI is a flagship initiative at the heart of the university’s new Temple Quarter Enterprise Campus development (see REF5a). Co-directed with Engineering, BDFI is premised on the centrality of social scientific knowledges and methods to understanding and shaping digital futures. This genuine interdisciplinarity enables sociologists Downer, McAndrew and Milyaeva to contribute to BDFI’s emerging agenda. In 2019, co-steered by Halford, BDFI secured £100m funding from the RCUK Research Partnership Investment Fund to build an infrastructure of research facilities to create, utilise and evaluate new digital technologies, in collaboration with 27 partners from local authority, technological, creative, business and civil society sectors.

Unit-level environment Statement (REF5b)

Of the university's other interdisciplinary institutes, Karlsen participates in the **Elizabeth Blackwell URI** on health, McAndrew in the **Jean Golding URI** on data science, O'Toole in the **Brigstow URI** on 'living well', and Downer and Paddock in the **Cabot URI** on sustainability and environment.

The SPAIS **Centre for the Study of Ethnicity and Citizenship** (CSEC) is directed by Modood and Fox, with O'Toole, Braginskaia, Charsley, Haynes, Karlsen, McAndrew and Morgan as participants. This Centre has an international reputation – frequently referred to as 'the Bristol school' – for its work on multiculturalism, religious identity, Muslim minorities, governance, citizenship, integration, and ethnic inequalities. In 2019, the Centre marked its 20th anniversary with a major international conference on 'Multiculturalism, Nationalism, Religions and Secularism'. CSEC edits the Palgrave *Politics of Identity and Citizenship* book series and the journal *Ethnicities*.

The **Gender Research Centre** (GRC) features Perrier's and Yamashita's research on caring labour, parenting and families. Anderson, Charsley, O'Connell Davidson and Tschalaer contribute to the GRC's expertise in gender, sexuality, migration, domestic labour and sex-work. Halford's interests in gender and organisational change pre-dated her digital sociology profile, the GRC providing the setting for cross-fertilising the two fields. Intersectional feminist theory is pursued comprehensively across these topics and scholars.

Sociologists work alongside other Politics and IR colleagues in the school's **Global Insecurities Centre** (GIC), in particular Downer's interrogation of nuclear power rationalities and dangers, Paddock's research on food security, and O'Toole's work on securitisation and governance of British Muslims. MMB's focus on political constructions of forms of migration as security threats, and connections between global insecurities and patterns of human mobility, constitute further productive links with the GIC.

PGRs are centrally involved in all our Centres, through collective events including visiting speaker seminars, 'brown bag' discussion meetings and regular social occasions, though doctoral supervision, and the twice-yearly SPAIS staff-PGR parties.

1.3 Research and impact strategy

To realise our REF2014 aim to 'buttress and extend our recognition as a nationally and internationally recognised centre for conceptually and empirically rigorous sociological research... that is socially relevant and problem-oriented', we have pursued four strategic objectives:

1) Attract and retain excellent researchers

As detailed in Section 2, since 2014 we have made nine strategically driven appointments and embedded a supportive research culture that has ensured high retention.

2) Strengthen established core research areas; stimulate new fields of enquiry

Bristol's long-standing expertise in **ethnicity and citizenship**, spearheaded by Modood's work on multiculturalism, secularism and Muslim minorities, has been advanced in the current period through his participation in the HERA-funded programme *Negotiating Diversity in Expanded European Public Spaces*, and the H2020 GREASE project on *Radicalisation, Secularism and the Governance of Religion*. He continues to shape public and policy debates on the accommodation of Muslims, as evidenced in his Impact Case Study. Expertise on Muslims and governance is extended by O'Toole's work on state-Muslim engagement and the impact of Prevent on Muslim civil society activism, pursued through an ESRC-AHRC project (with Modood) on Muslim civic engagement, *Public Faith and Finance* and collaboration with Holmwood (Nottingham) on the

Unit-level environment Statement (REF5b)

Birmingham Trojan Horse affair – all underpinning her Impact Case Study. CSEC has continued to contribute to public and policy discourses on integration, with Charsley's re-conceptualising of integration (along with Spencer at Oxford), Fox's *Everyday Integration* project, and Braginskaia's postdoctoral research exploring faith organisations' role in refugee integration. Enquiry into ethnic inequalities continues, including socio-political impacts of ethnic and religious diversity (McAndrew), racial social justice movements (Morgan), and health and ethnic inequalities: Karlsen's 2020 co-authored article on this theme currently shortlisted for the 2021 SAGE *Sociology* Prize for Innovation and Excellence.

Social and cultural theory has always been a prominent Bristol strand. Osborne's studies of regimes of truth and power now encompass engagements with literatures on political reason, liberal governmentality and populism through his Leverhulme Major Research Fellowship *Political Ethics and the Liberalism of Fear*. McLennan's residual interests in Marxism, pluralism and ideology are reworked in a new appraisal of Stuart Hall's *oeuvre*, having contributed regularly to debates around sociology's Eurocentrism. Atkinson's thinking with and beyond Bourdieu advances through theoretical publications and substantial empirical projects on class, symbolic capital and family life, notably a £1million H2020 project: *Comparative Analysis of Social Spaces in Post-Industrial Nations* (CASSPIN). Morgan's research on social movements and his brand of cultural sociology stem from a developed pragmatist humanism, while Tsilipakos re-visits central questions in the philosophy of social science from an interpretative perspective. Downer's STS-informed critique of risk and resilience rationalities and Milyaeva's case-study framework for economic sociology remain conceptually grounded whilst eschewing grand narratives. Such new points of departure, in dialogue with continuing analytical orientations, make for stimulating theoretical reflection and debate within the Unit (for example in the Theory reading/discussion forum).

Our **gender** research has been revitalised in the current period by Anderson's and O'Connell Davidson's thinking on gendered aspects of migrant and precarious labour, and Halford's interest in gendered organisation of work. Tschalaer focuses on gender and queer refugees, with continuing work from Charsley on gender and marriage migration. 'Post-maternalism' is central to Perrier's exploration of the politics of motherhood and feminist pedagogies, while Yamashita conducts comparative research on gendered care and welfare systems (e.g. her Japan Society for Promotion of Science project on the dual burdens of care).

Our new **digital sociology** footprint is shaped by Halford's focus on digital innovation in the workplace and the politics of digital data, artifacts and expertise. Her research on Digital Futures was awarded the 2014 SAGE Sociology Prize for Innovation/Excellence. The first wave of BDFI projects includes Halford's ESRC-funded *Social Sciences, Social Data and the Semantic Web*, and her Alan Turing Institute Fellowship addressing social divisions posed by new forms of computational data and AI. Milyaeva explores economic dimensions of digital society and personal data, and is Co-I, working with Computer Scientists, on the National Cyber Security Centre funded project: *How many shades of NIS? Understanding Organisational Cybersecurity Cultures and Sectoral Differences*. Downer is Co-I in a major EPSRC award on 'Trustworthy Autonomous Systems', while McAndrew's illumination of social attitudes data includes analysis of social media. She is PI of a recent UKRI award studying social trust and viral misinformation during the Covid crisis.

Re-centred around MMB, our **migration** research has been boosted by Anderson's interrogation of the definition and boundaries of the field, advancing a post-national approach. The title of her H2020 ETHOS project *Towards a European Theory of Justice and Fairness* registers her abiding

concerns, synergising with O'Connell Davidson's major work on modern slavery and her ESRC Advanced Grant project on *Modern Marronage*, which includes Okyere's research on child labour and migration. That study closely engages with grassroots organisations and NGOs working for the rights of migrants, refugees, and other marginalised groups in Brazil, Europe and Ghana. This concern with impact and community engagement is echoed in Charsley's work on marriage migration and its policy implications, evident in the ESRC *Marriage Migration* project and collaboration with community groups underpinning her Impact Case Study. Fox's research on racism and Eastern European migrants is cemented in his leadership of the ESRC *Everyday Integration* project (with Anderson and O'Toole) which explores spatial, social, labour market and civic (im)mobilities through partnership with Bristol's Mayor, City Council, and over 30 community organisations. Marie Skłodowska-Curie Fellow Tschalaer's extensive network of refugee and asylum-seeker groups drives her research on exclusions of queer asylum seekers.

Interests in the **sociology of work** have been reinforced with Marshall's and Haynes's research on cultural entrepreneurship and precarious labour in the gig economy and creative industries, connecting with Anderson's and O'Connell Davidson's framing of migrant domestic labour and sex-work as intrinsically hazardous and unstable, and to Okyere's research on child labour in Africa. Halford contributes her expertise in digital labour and care work with the ageing to this strand.

The study of **culture and consumption** gathered pace to cover class, food and music. Atkinson's H2020 CASSPIN award was the only British sociology success in a year when the discipline was specifically flagged for funding. New ECR appointment Paddock deploys concepts of habitus and cultural capital in her research on changing forms of consumption, sociality and sustainability in food subcultures, also leading a GCRF Network on Food Insecurity and Climate Change in the Caribbean, connecting with Perrier's work on gender and food-provisioning. Making and valuing music is another enhanced strand: McAndrew uses social network analysis to study music production and consumption and Marshall analyses taste and consumption in relation to economic and technological imperatives in the music industry, his article on this being nominated for the 2020 SAGE *Cultural Sociology* Innovation/Excellence Prize. Haynes' research focuses on 'local/global' production and consumption of music, with particular emphasis on racialisation. She is Bristol PI for the HERA-funded comparative European project *Festiversities: European Music Festivals, Public Spaces and Cultural Diversity*.

A final emergent focus is on **secularism, post-secularism and religion**, bringing into alignment Modood's work on multiculturalist accommodation, McLennan's on critical sociology and post-secularism, and Senior Research Fellow Flanagan's exploration of the border-zone between sociology and theology. The religion/secularity theme is pursued empirically through research on religion, social attitudes and civic participation (McAndrew); religion, political values and voting behaviour (Surridge); governance of religious minorities (O'Toole); Muslim and Jewish faith-based refugee integration initiatives (Braginskaia); and Public Faith and Finance (O'Toole and Braginskaia).

3) Deepen and diversify methodological expertise

Historically, sociological research at Bristol has been predominantly qualitative. Studies based on interviews, focus groups, participant observation, ethnography, and discourse analysis continue, but we have invested in diversifying our methodological range.

Recruitment to two new posts specifically labelled 'Social Research' (O'Connell Davidson, Atkinson) signalled this intent. O'Connell Davidson uses novel biographical narrative and

participatory methods and, with Okyere, integrates ethical-political reflexivity with comparative fieldwork methods in culturally sensitive contexts. Atkinson exhibits advanced capability in life stories, time diary analysis, visual methods, geometric data analysis, principal component analysis, and multiple correspondence analysis.

Also on the quantitative side, Surridge deploys multiple statistical data analysis and social survey construction, as in her post-Brexit examination of 'left behind' attitudes and the social patterns explaining the 2017/2019 election results. McAndrew's appointment resulted from our successful engagement with the Nuffield Q-Step initiative, bringing her expertise in social network techniques and the quantitative dissection of trends in religious identification and practice. Karlsen uses multivariate analysis in her work on ethnic and religious health differences, while her interdisciplinary applied health science research delivers, for instance, model-based analysis of the costs and outcomes of non-invasive pre-natal tests for Down's Syndrome. Halford's grounded approach to digital forms and usages blends epistemological and methodological issues as it re-orientates classic sociological concerns around big data and computational methods. Milyaeva examines inter-relations between technology, economy and society – especially in the study of markets – through the disciplined case-study approach of sociological STS, also deploying digital methods and the use of big data. McAndrew's work on religion and on music both utilises and builds large datasets from internet sources.

Co-produced and participatory methods have developed particularly in research on ethnicity, integration and migration. Within the ESRC-AHRC Connected Communities Productive Margins programme, O'Toole and Modood co-produced research with British Muslims on civic engagement. Karlsen's Faculty and Brigstow URI-funded work with local Somali communities critically interrogates FGM policies. Charsley conducted ESRC-IAA funded work with QED Foundation (Bradford) on pre-settlement integration programmes for Pakistani migrant husbands, and with Reunite Families UK, co-created the multi-media Brigstow project *Kept Apart* (on family separation by the UK's immigration regime). O'Connell Davidson's Brigstow-funded work with Caribbean elders and civic actors in Bristol updates Ken Pryce's seminal account of Caribbeans in Bristol. These methodological innovations have also played an important role in furthering our fourth aim.

4) Embed a culture of impact and engagement; cultivate relationships with research users

Engagement and partnerships with public, policy and community audiences to promote fairer, more just outcomes are central to much of our research, often driven by collaborative and co-produced research with civil society and community groups. Section 3 details the mechanisms for embedding impact and engagement. As a result, we have been able to influence policy and inform public debates on religion in public life, the accommodation of Muslims, race equality, refugee rights, trafficking and modern slavery, FGM, integration, the social bases of support for Brexit and the scrutiny of miscarriages of justice, as detailed in Section 4 and exemplified in our Impact Case Studies.

1.4 The next 5 years: capitalising on momentum

Through building on our achievements to date, we intend to:

- Ensure that our programmatic research, publications, impact and engagement are driven by the highest standards and aspirations.
- Continue to make strong strategic appointments across the full career range.

Unit-level environment Statement (REF5b)

- Enhance research intensity through a balanced approach to educational and research activities, e.g. through curriculum review efficiencies, retaining good study leave provision, and protecting the current teaching buy-out formula for grant success.
- Attract additional PhD awards and support post-doctoral Fellowship applications.
- Diversify funding streams through cross-disciplinary collaborations aimed at, for example, EPSRC, Global Challenges Research Fund, AHRC, Wellcome.
- Bolster our capacity for impact by investing in relationships with external partners and taking further our evolving models of impact, co-production, and collaboration.
- Deepen our commitment to equality, diversity and inclusivity through the work of the SPAIS EDI Committee, Athena Swan and Race Equality Charter.
- Maintain our supportive, inclusive research culture.
- Exploit the new embedding of digital practices emerging during the Covid crisis – e.g. more numerous international exchanges/webinars – in the pursuit of more environmentally-sustainable external engagement.
- In line with UoB's open research policy (see REF5a), continue to move towards maximally accessible outputs, reports, and interactions.

1.5 Open Research and Research Ethics

SPAIS Staff systematically use the university repository ('Pure') which requires strict conformity to Open Access norms. The expertise profiles of all schools have recently been reorganised for better public use and bespoke consultation. Papers, blog exchanges and Facebook networking going beyond the School's summaries can be found on the personal websites of individuals (e.g. Modood), projects (e.g. ETHOS, Festiversities, CASSPIN, Modern Marronage), Centres and Institutes (e.g. Ethnicity and Citizenship, MMB). Additionally, MMB has widened the reach of its specialist research through its educational spin-off *Online Academy*. The school has co-funded *Open Democracy* platforms for work having tangible public resonance, such as O'Connell Davidson's on modern slavery, and the collaboration between our GREASE and an external sister project, BRAVE.

The SPAIS Research Ethics Working Group provides advice on ethical issues and rigorously operates an ethical approval process for all applications (including doctoral research plans) which can be dealt with at School level. The Faculty Research Ethics Committee deals with ethical approval for significant funded research and advises on more complex ethical issues.

2. People

2.1 Overview

Progressive staffing strategies with commitment to equality and diversity should be integral to the cultural practices of sociology of all disciplines. On both fronts, Bristol's already positive record in the last REF statement has been bettered in this cycle, with EDI and career-stage considerations systematically pursued in recruitment, support, and representation in the REF. Taking advantage of UoB's commitment to research-enabling staff-student ratios, together with institutional consensus around strategic research priorities (see REF5a), the size, reach and composition of our research community has been markedly enhanced.

2.2 Recruitment and promotions

58% of the unit's personnel is now female, a proportion broadly mirrored in the gender composition of our REF2021 outputs. Six of the nine replacement or additional appointments made since 2014 were women. The pivotal leadership contributions of the three of these colleagues recruited at

Unit-level environment Statement (REF5b)

professorial level (O'Connell Davidson, Anderson, Halford) were underlined in Section 1. Balancing this, Leverhulme, ESRC and MSCF early-career awards gained in this period brought in three other ECR women sociologists, two of whom (Braginskaia, Tschalaer) are included in REF2, the third (Griffiths) having taken up a five-year Fellowship at Birmingham. MMB expansion, together with our steadily rising attainment of large research grants (see Section 3) enabled us to recruit Okyere at SL level.

Partly due to the unit's outstanding educational effort – high NSS ratings, excellent league table positions, buoyant student recruitment – we secured four new lectureships in 2016, enabling us to recruit Milyaeva, Morgan, Paddock and Tsilipakos. The research ambition of these early career colleagues is reflected in the number and individuality of their selected outputs. Meanwhile, our engagement with the Q-step programme generated a further lectureship in quantitative methodologies (McAndrew), who also features strongly in our publications profile.

All appointments are approached with gender-balance and other EDI considerations fully in mind, including candidate short-lists and the composition/procedures of interview panels. These considerations also mark our promotions strategy, mentoring schemes, and Staff Review and Development (SRD) processes. In the current cycle, several recruitments and promotions were made at professorial level, our professoriat becoming ten-strong, five of whom are women, with four women (out of five promotions) also moving up to Senior Lecturer level. The collegial, egalitarian and research-intensive environment at Bristol makes for excellent staff retention: retirements aside, no core-funded staff have left in the whole REF period.

2.3 Staff support and development

Support for research productivity is assured in a variety of ways, including:

- **careful management of workloads:** core-funded staff have a 40-40-20 distribution of teaching, research, and administration/citizenship, organised through a transparent workload model. Everyone is entitled to one clear research day per week during term-time. Time costed into successful grants as PI/Co-I gains a corresponding reduction in teaching load.
- **study leave provision** of one in eight teaching blocks, on approval of a research plan. We also actively support applications to the University Research Fellowships scheme (URFs), which provide one-year or six-months' research leave. In this REF period, six URFs were secured (Charsley, Karlsen, McAndrew, McLennan, Modood and Surridge).
- **personal support and mentoring:** the school Research Director (RD) has oversight of all colleagues' research, advising on grants and fellowships, potential collaborations, interdisciplinary links and dissemination. Annual Staff Review and Development (SRD) meetings between individuals and their line-managers provide opportunities to reflect upon and further plan research priorities and career trajectories. Informal meetings between staff and line managers continue through the year, supplemented by meetings with the RD, Impact Director (ID) or Centre Directors. Throughout, the emphasis is on peer-level reflection and mentoring rather than performance management.
- **individual research accounts** for all staff of £1k p.a. to support research and impact activities, supplemented by the SPAIS International Conference Fund providing up to an additional £1.5k.
- **a highly collegial and supportive research culture** with a considerable amount of spontaneous mutual reading, commentary, and sharing of experience. Numerous SPAIS

and Centre seminars, lunchtime talks, ad hoc reading groups, work-in-progress meetings and external speaker events take place.

- **tailored support at different career stages:**

- New Lecturers have reduced teaching loads for their first two years to enable participation in the University CREATE (Cultivating Research and Teaching Excellence) programme, which includes research and leadership strands, and are allocated a mentor for guidance on School research processes, and individual research and career advice.
- The SPAIS ECR staff network coordinates ECR issues with School Committees, and links with the Faculty ECR Network.
- Bristol is committed to the UK Concordat for the career development of researchers, supported by Bristol Clear, a research staff development hub providing training, resources, mentoring and peer support for research skills and career planning (e.g. dedicated University Mentoring Circles), and a structure for the representation of research staff within university governance (see REF5a). The SPAIS Contract Research Staff Group has representation on School Committees.
- Mid-career colleagues are encouraged to participate in UoB capacity-building programmes, such as the Future Leaders and Leading Collaborative Team courses. The Bristol Women's Mentoring Network and the Female Leadership Initiative support women's career development and promotion.
- We promote participation in the various university leadership programmes for Readers and Professors, such as the Bristol Senior Leaders programme, Leadership Master Classes and Senior Leadership coaching.

Our successful staff development strategy is evidenced through the promotions of Charsley, Fox, Marshall, and O'Toole to professorships, and progression of Downer, Haynes, Paddock, Perrier and Yamashita to SL.

2.4 Support for, training and supervision of PGR students

The Sociology PGR programme has grown steadily since REF2014: 37 students were registered in the current period compared to 34 in the last REF cycle. Bristol PhD candidates attract significant funding – 32 scholarships in the current period, including 17 ESRC and 14 overseas funded scholarships.

PhDs awarded (% of Sociology supervision, no professional doctorates)

| 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Total |
|---------|---------|---------|---------|---------|---------|---------|-------|
| 2.00 | 1.50 | 4.50 | 2.00 | 2.75 | 5.50 | 5.50 | 23.75 |

PGRs in SPAIS have two co-supervisors, not uncommonly one from each of Sociology and Politics. Monthly supervisions and annual monitoring at both School and Faculty level ensure the quality/progress of their work. Supervision also covers career planning and pastoral support. The South West Doctoral Training Partnership (SWDTP) provides a wide range of support and professional/academic development opportunities, including introductory and advanced methods; workplace and public engagement; funding; and peer support. Bristol Doctoral College provides resources and training to PGRs through its Personal and Professional Development Programme, events and showcases, and coordination of PhD scholarships (see REF5a).

Unit-level environment Statement (REF5b)

SPAIS organises regular PGR workshops and conferences, including the SPAIS PGR/staff annual one-day conference, covering topics such as effective field-working, writing for publication, getting published, public engagement and research impact. We regularly provide funding for PGR writing retreats, self-organised conferences and professional development workshops. For example, in 2018, supported by SPAIS and SWDTP, the PGR-led working group organised a major Critically Queer conference, with 140 delegates, including academic and activists, a keynote from Elizabeth Dermott (Lancaster), and academic, activist and publisher stalls. Additionally, the Centres and School Research Groups provide opportunities for mentoring and feedback and a lively intellectual milieu for our PGR students, who help co-organise their events. PGR representatives participate in School meetings. The shared PGR offices are in the main SPAIS buildings, facilitating easy interaction with academic staff.

PGRs have opportunities to gain teaching experience, with paid training and induction sessions. Unit convenors provide on-going support to teaching teams, and an annual teaching observation system provides constructive peer review feedback. More general career development support comes from supervisors, SPAIS training sessions, and UoB Careers Service. Work placements and internships are organised by the UoB careers officer and SPAIS staff. In the current REF period, SPAIS PGR students have produced over forty academic research publications, with twenty people going on to take up first Lectureship or Research Fellow positions at, for example, Sussex, Nottingham, Southampton, LSE and UoB itself, and internationally at universities in Germany, Czech Republic, Turkey, Australia, Singapore, Colombia, Chile and Botswana.

2.5 Equality and Diversity

As indicated, the results of our systematic commitment to EDI issues are reflected in our staff profile. 50% of our professoriate (5/10) at the census date were women; 61% of core-funded and contract-research and 60% of REF-eligible staff and PGRs are female. 32% of our REF-eligible staff are non-British, and 11% are Black and Minority Ethnic. Our PGR cohorts are notably – and increasingly – diverse in terms of ethnicity and nationality backgrounds.

We continually strive to enhance our EDI practice. The school will submit an Athena SWAN Bronze award in April 2021. A Self-Assessment Team has been formed to collect and analyse data on gender in/equality within the School, to inform a five-year action plan. Part-time and flexible working is supported, with pro-rata entitlement to research leave and research funds. Those taking maternity or additional paternity leave are provided with 'Keeping in Touch' days and can access the Carer's Leave Scheme and Maternity/Paternity Coaching. Line managers participate in the Inclusive Managers Workshop and facilitate participation of BAME colleagues in the University's and external BAME mentoring and staff support schemes (such as the BAME staff network, and the Stepping Up and Elevate programmes to support BAME colleagues and BAME women to move into senior leadership). All staff are strongly encouraged to participate in Bystander at Work training within the Stand Up Speak Out programme to promote awareness and reporting of unacceptable behaviour at work, also the Disrupting Racism programme. Reports of unacceptable behaviour, including bullying, micro-aggressions and unconscious bias can be made to the University's Report and Support portal. The SPAIS EDI Committee identifies equalities and inclusion priorities and objectives to be pursued by the School, such as the impact of Covid-19 on staff with caring responsibilities, the gendered distribution of pastoral responsibilities, and decolonising the School curriculum.

The Sociology REF committee ensured that EDI issues were fully incorporated into its REF processes and submission. Output selections were based on a two-layer process stretching over

nearly the whole REF period. Each potential inclusion was initially read and assessed by a pair of core-funded staff members, with all colleagues across career levels involved (also providing opportunities for ECRs to gain insights into REF processes and publication quality). The overseeing REF Committee of senior colleagues – comprising five women and one man – then undertook a thoroughgoing process of ‘meta-review’, re-reading candidate publications and taking into account the first-phase reviews. EDI breakdowns informed the final profile, including decisions about reserve items for books claiming double weighting. The REF coordinator periodically fed back to everyone entered into the REF the workings and deliberations of the group. Throughout, the emphasis has been ensuring the process is transparent, collegial and supportive.

3. Income, infrastructure and facilities

3.1 Overview

Over the course of the REF period, Sociology at Bristol has embedded a more comprehensive, enabling research infrastructure and has subsequently achieved marked success in terms of the number and value of research grants. The major grants attained in the current assessment period have greatly boosted our central research specialisms, enabling ambitious new research programmes to emerge, together with the nurturing of international, cross-disciplinary and external partnerships.

All sociologists are located (alongside Politics/IR colleagues) in SPAIS’ four large, attractive, adjacent Victorian buildings in the heart of the university precinct. These have been renovated to meet contemporary needs, now providing a welcoming staff/PGR common room, bespoke seminar rooms, and pods used for project meetings, individual research discussions, and brainstorming. Research-only staff and PGRs are automatically allocated shared offices, with several professors additionally opening their individual office spaces to accommodate junior researchers. This level of collegiality enhances ongoing exchange and collaboration, which during the Covid-related restrictions to normal office life has transferred well to on-screen interaction. Faculty and University research support for our work is extensive (see REF5a). In particular, the excellent Research, Enterprise and Development division (RED) provides comprehensive advice and administration regarding research development and grant applications, while the Faculty Research Director chairs the committee of School RDs, sharing best practice across the seven Schools.

3.2 Income

The current period saw a significant rise in funding from £2.6million in REF2014 to just under £4 million in this REF period, derived from a wide range of sources, including European (£2.1million), UKRI (£1.5million), charitable (£205k) and overseas (£26k). By way of illustration, our total annual income rose from £400k in 2012-13, to £1.1 million in 2019-20, leaving aside the infrastructural £100m from the RCUK Research Partnership Investment Fund for BDFI development.

As can be seen from the thematically grouped list of significant awards, our grant success extends across the unit’s areas of specialism and reflects the synergies between them: for example, several grants in the area of integration span both our longstanding expertise in ethnicity and citizenship and our strengthened focus on migration, whilst funding for research on trafficking and modern slavery brings together themes of work, migration and gender.

3.3 Religion and governance of diversity

- Modood (Bristol PI), ERC H2020: GREASE: *Radicalisation, Secularism and the Governance of Religion: Bringing together European and Asian Perspectives* (£327k; PI: Triandafyllidou, Sociology, Ryerson; RA: Sealy)
- Modood (Bristol PI), HERA: PluriSpace: *Negotiating Diversity in Expanded European Public Spaces* (£224k; PI: Kastoryano, Sociology, Science Po; RA: DuPont)
- O'Toole (PI) Barrow Cadbury Trust: *Public Faith and Finance* (£30k; RA: Braginskaia) and ESRC IAA Impact Project, *Faith & Finance* (£20k, CI Braginskaia, with Faith Action)
- Braginskaia, Leverhulme Trust Early Career Fellowship: *Minority faith and civil society responses to refugee integration in England and Scotland* (£73k; mentored by O'Toole)

3.4 Integration

- Fox (PI) Anderson and O'Toole (CIs), ESRC: *Everyday Integration* (£769k; RAs Hyacinth, Wang and Yeo, with 30+ Bristol partners)
- Charsley (PI), ESRC-IAA: *Pre-departure integration training for Pakistani migrant husbands* (£20k, with QED Bradford)
- Karlsen (CI), ESRC-GCRF *Socially Inclusive Cities Network* (£149k, led by Mir, Health & Social Care, Leeds)
- Karlsen (CI) NIHR RCT *Evaluation of Strengthening Families, Strengthening Communities* (£1.5million, led by Watt, Population Health Sciences, UCL)

3.5 Racial and social justice

- Anderson (Bristol PI), ERC H2020: *ETHOS* (£275k, PI: Knijn, Social and Behavioural Sciences, Utrecht; RA: DuPont)
- Modood (PI), Qatar National Research Fund: *School experience, educational aspirations and scholastic achievement* (£38k, CI Khattab)
- Tschalaer, ERC MSCF *Queer Muslim Spaces* (£159k, mentored by Anderson)

3.6 Trafficking and modern slavery

- O'Connell Davidson (PI), ERC H2020 Advanced Fellowship: *Modern Marronage: The Pursuit and Practice of Freedom in the Contemporary World* (£1.4 million, CI Okyere; RA: Martins Junior)
- O'Connell Davidson (PI), British Academy, *Revisiting Child Sex Tourism, Rethinking Business Responses* (£198k)
- O'Connell Davidson (PI), British Academy Writing Workshop: *Decolonising trafficking and modern slavery* (£20k, with Okyere and Martins Junior)

3.7 Digital societies

- Downer (CI) EPSRC *Trustworthy Autonomous Systems* (£4.3million/£550k, with Engineering Bristol)
- Halford (PI), ESRC: *Social Sciences, Social Data and the Semantic Web* (£202k)
- Halford (PI), LV Insurance: *Explainable AI for local communities* (£368k)
- Milyaeva (CI), National Cyber Security Centre *How many shades of NIS? Understanding Organisational Cybersecurity Cultures and Sectoral Differences* (£250k, with Computer Science, UoB and Bristol Cyber Security Group)

3.8 Culture and consumption

- Atkinson (PI) ERC H2020: *CASSPIN: Comparative Analysis of Social Spaces in Post-Industrial Nations* (£1 million, RAs: Kunz, Marzec, Saar)
- Haynes (Bristol PI) HERA: *Festiversities: European Music Festivals, Public Spaces and Cultural Diversity* (£208k, led by Woodward, Southern Denmark; RA Mogilniska)
- Marshall (PI) ESRC Transformative Award: *The Value of Music in the Digital Age* (£5k)
- Paddock (PI), GCRF Network: *Food security at the time of climate change: sharing and learning from bottom-up responses in the Caribbean region* (£174k)

3.9 Social theory

- Osborne, Leverhulme Trust Major Research Fellowship: *Political Ethics and the Liberalism of Fear* (£93k)

3.10 Gendered care

- Yamashita (CI), Japan Society for Promotion of Science, *Inter-generational Approach to Dual Responsibility of Care: A Vision for Inclusive and Comprehensive Local Care System* (£74k, PI Soma, Yokohama)

3.11 Research infrastructure and facilities

Research support in SPAIS is led by the Research Director (O'Toole 2016-2020), who Chairs the School Research Committee, to develop SPAIS's research, grant and impact strategy, manage its research budget and priorities and implement policy, in coordination with Faculty and University support.

In Section 1 we set out the institutional and school-level structures which support our research and within which Sociologists play vital roles. MMB and BDFI are key mechanisms for interdisciplinary collaboration and nurturing the development of ECRs and PGRs in migration and digital sociology. Within the School, the three Centres (CSEC, GRC, GIC) are characterised by close working relationships between colleagues in Sociology and Politics, and by the contributions of considerable numbers of PGR students to research events, debates, and staff appointments presentations. The Research Institutes and Centres also have access to budgets and administrative support for planned research events and ad hoc initiatives.

A number of more informal School Research Groups provide sociologists, other UoB colleagues, and interested PGRs with a responsive environment for discussing their work and fostering exchange/collaboration, including the **Social, Cultural and Political Theory** and **Religion and Secularism in Public Life** groups. The Faculty Research Groups (FRGs) constitute a further mechanism for promoting interdisciplinary collaborations. Marshall leads the FRG on **Cultural Work**, in which Haynes, McAndrew and Milyaeva participate; the **Families and Parenting** FRG includes Perrier and Yamashita; Charsley and Yamashita are part of the **Gender** FRG; Anderson and O'Connell Davidson contribute to the **Futures of Work** FRG. Sociologists also contribute to research centres in other faculties, such as the **Centre for Black Humanities** (Anderson, O'Connell Davidson, Okyere).

A series of mechanisms have progressively been embedded to increase our grant capture, nesting our own tailored and discipline-specific support within the grant development infrastructure in the wider Faculty and University (see REF5a):

- **Close collaboration with RED** to optimise grant capture. RED provides comprehensive high-quality support to Schools for grant activity, including identifying funding opportunities, and anticipating potential future opportunities through horizon-scanning, the application process, and understanding the priorities and cycles of the major funders. RED runs an internal demand-management (University Peer Evaluation and Review – UPER) process to ensure the quality and fit of our UKRI grant applications, which has resulted in a University of Bristol success rate of 36% for UKRI applications in 2019-20.
- **Support to plan funding applications**, provided by the RD, with planning of external funding applications embedded in the annual SRD. Research Centres organise opportunities for members to pitch grant ideas and receive feedback. The RD, working with RED, runs regular training sessions and clinics on demystifying funding processes, ECR opportunities and particular funding schemes.
- **Advice on funding opportunities**, with the RD working closely with RED to provide personalised advice, weekly bulletins on upcoming opportunities and access to the Research Professional funding database.
- **Seed funding**: a SPAIS Grant Incentivisation Fund allocates up to £2k p.a. per applicant to enable research grant development. Staff can also apply to the Faculty Strategic Research Fund (£500-£5k per applicant), University International Strategic fund, Cabot, Brigstow and EBI seed-funds and GW4 and WUN collaborative schemes. We prioritised supporting colleagues to access seed-funding to develop their trajectory to grant ideas, leading to some major successes. E.g. Haynes secured Faculty and UoB/Transformative Social Science seed-funds, which facilitated her involvement in the Festiversities programme. O'Connell Davidson's Brigstow seed-fund fed into her Modern Marronage project.
- **Support throughout the grant application process**: all grant proposals are reviewed by the HoS, RD and School Manager, who give feedback on the intellectual quality, funding scheme fit, fit with applicant's stated research agenda and school research strategy, impact and dissemination plans, and available school resources. RED provides feedback on drafted bids and runs grant application writing workshops, retreats, mock-ESRC panels.

3.12 Impact infrastructure and facilities

SPAIS's Impact Director (ID) leads the development of our impact strategy, chairing the School Impact Working Group, whose members includes case study leads and ECRs. Its purpose is to advance impact training and initiatives, and share good practices, expertise and experience. The ID works with PolicyBristol (the University's policy unit), the Impact Development team in RED, and the University Public Engagement Team (PET), pushing colleagues to design and plan research impact and public engagement. Our strategy is based on:

- **Support, advice and training for impact and engagement**: the ID provides one-to-one advice, training sessions, referrals to appropriate forms of support from the university and impact training opportunities. The Impact Development team in RED advises on designing and planning research impact. PolicyBristol runs training sessions with the Parliamentary Outreach team on the role of POST and on providing effective oral and written evidence to Parliamentary Committees. With support and training from PolicyBristol, for example, Karlsen's research was featured in a POST briefing on counter-extremism. They assisted O'Toole with briefings and a mock hearing in preparation for giving evidence to the Lords' Select Committee on Citizenship and Civic Engagement.
- **Workload relief** for prospective impact case study enables those colleagues to develop their research impact.
- **Impact and engagement funding** is provided by the School, e.g. O'Connell Davidson's

Beyond Trafficking and Slavery website (hosted by Open Democracy) is co-funded by SPAIS. PolicyBristol's open-call, fast-response Travel Fund facilitates meetings with research users. The ESRC IAA provides exploratory awards, impact projects and Knowledge Exchange Fellowships to support staff to build partnerships with external actors and develop impact. E.g. Charsley's exploratory award and follow-on impact project to work with QED on Integration of Pakistani migrant husbands to the UK; O'Toole and Braginskaia's impact award working with FaithAction to enable the APPG on Faith and Society and faith groups to access findings from the Public Faith and Finance project; Karlsen's IAA funding to co-produce research with the Bristol Somali Forum on the impact of FGM and safeguarding policies; O'Connell Davidson's impact award to work with the Sex Workers Association of Jamaica on Ending Violence Against Sex Workers. The Brigstow URI provides seed-funding and resources to enable co-produced research with external partners on themes of 'Living Well' (funding O'Connell Davidson's co-produced research with Bristol's Caribbean elders, and Charsley's work with Reunite Families UK).

- **Support for disseminating and communicating to external audiences:** PolicyBristol's regular Horizon Scanning briefings enable our researchers to connect with upcoming parliamentary, government and City Council agendas. PolicyBristol supports researchers to turn findings into Policy Briefings and disseminate to relevant policy audiences. In the current period, Charsley, Griffiths, Karlsen, Milyaeva, Tschalaer, and O'Toole produced 12 Policy Briefings with recommendations on: supporting the integration of migrant spouses; frameworks for assessing integration; the conditions of detained refugees and queer asylum claimants; enhancing Muslim women's civic engagement; improving data on regional race disparities; addressing discriminatory effects of FGM safeguarding measures; and regulating digitisation. PET supports SPAIS academics to participate and organise public engagement events with advice, toolkits and funding, such as the annual Thinking Futures festival (part of the ESRC Festival of Social Sciences). E.g. it supported: Halford's 2019 workshop on 'Imagining our Technological Future'; Fox's 2018 'Future of the City' bus tour event and 2016 'Bristol after Brexit' event (which fed into his ESRC Everyday Integration proposal); Haynes' and Marshall's 2014 'Beats and Tweets' public talk and live music event for musicians, artists, music consumers, and record labels.

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

4.1 Overview

In line with our ambitions as a nationally and internationally excellent hub for critical, innovative, impactful work, Bristol sociologists have made numerous contributions to external audiences and research-users. Strengthening our international profile and connections was a further key strategic priority for the current period, reflected in the connections and contributions to the world-wide academic community detailed in this Section.

4.2 Contributions to the research base

Our colleagues are active in a range of learned societies, professional associations, national and international funding councils, academies and advisory boards.

Fellowships and senior professional contributions:

- Anderson: Fellow of the Royal Society of Arts and member of the Academy of Finland Review Panel.
- McLennan: Fellow of the Academy of Social Sciences (2008-present).

- Modood: Fellow of the Academy of Social Sciences (2004-present) and British Academy (2017-present).
- Halford: Fellow of the Alan Turing Institute and President of the BSA (2018-21). EPSRC Digital Economy Programme Advisory Board (2017-), chair of ESRC New and Emerging Forms of Data Strategic Advisory Group, RCUK Digital Economy Programme Advisory Board (2018-).
- O'Connell Davidson: member of the COST Working Group, 'Comparing European Prostitution Policies: Understanding Scales and Cultures of Governance' (2013-17).
- Fox: member of the Advisory Council, Association for the Study of Ethnicity and Nationalism.
- Karlsen: member of the Understanding Society Advisory Committee and is one of nine experts on the Inclusive Data Taskforce for the Office of National Statistics.
- Surridge: Advisory Board for the UK section of the World Values Study.

Editorial responsibilities:

- *Ethnicities*: Modood is founding Co-editor; Fox and Haynes are editorial board members.
- *Ethnic and Racial Studies*: Fox (until 2017) and O'Toole (2018-present), editorial board.
- *Cultural Sociology*: Marshall, McAndrew and Morgan, editorial board.
- *Economy & Society*: Osborne, editorial board.
- *Nations and Nationalism*: Fox, editor.
- *Intersections – East European Society and Politics* and *Journal of Romanian Studies*: Fox, editorial board.
- *Migration and Society*: Anderson, editorial board.
- *Sociological Research Online*: Haynes, editorial board.
- *AntiTrafficking Review*: O'Connell Davidson, editorial board.
- *Nordic Journal of Migration Research*: Anderson, editorial board.
- *Engaging with Science, Technology and Society*: Downer, editorial board.
- *International Journal of Aviation*: Downer, editorial board.
- *New Zealand Sociology*: McLennan, editorial board.
- Bristol University Press: Halford, editorial board.

An enhanced international profile and connections was a key priority for the current period. In achieving this, we secured funding for visiting fellows, and supported international travel, visits, meetings and conferences. In addition to delivering many UK plenary lectures, our sociologists regularly receive international invitations to take up visiting fellowships, deliver keynotes and join international advisory boards. For example:

- Anderson was Distinguished Visitor at the Zolberg Institute for Migration and Mobilities, New York (2017), Distinguished Visitor at the New School, New York (2018) and Visiting Fellow at REMESO, University of Linköping (2019). Honorary Doctorate, University of Malmö. Member of advisory boards: IMISCOE; WAIT (the temporalities of irregular migration) U of Bergen; National Centre of Competence on Research, Switzerland; Migration Policy Centre, EUI, Florence. Keynotes given at Santa Cruz, Mellon Foundation John E. Sawyer Seminar (2016); *Understanding and Tackling the Migration Challenge, the Role of Research*, European Commission, Brussels (2016); *Third World Association of International Lawyers*, American University, Cairo (2015).
- Halford was Visiting Fellow, Research School in Social Sciences, Australian National University (2018/9) and Distinguished Visitor, GESIS-Leibniz Institute for Social Sciences, Germany (2019). Advised the Research Council for Culture and Society, Academy of

- Finland (2018); on organising board, International Social Media and Society Conference (2018-20); Advisory Board, ACM Web Science Conference (2015); ESRC representative at joint UK/Japan scoping workshop on AI and the Social Sciences (2018). Keynotes on data science given to conferences in ANU Canberra (twice), Naples, Amsterdam.
- McLennan was Distinguished Visiting Scholar, Sociology Association of New Zealand (2018), three keynotes given in Wellington and Auckland. Visiting Professor, University of California Berkeley (2016, 2018). Plenary lecture, Charles University Prague, 2015.
 - Modood was Robert Schuman Fellow at the EUI Florence (2013-15), Thinker in Residence at the Royal Academy of Flanders, Brussels (2017), Visiting Distinguished Professor at Deakin University, Melbourne (2018), Visiting Distinguished Professor at Nanyang Technical University, Singapore (2019). He typically gives 5 international keynotes a year, including European Sociological Association; President's Panel of the American Sociological Association; the Max Weber Lecture at the EUI Florence; the Europe Lecture at U Michigan (Ann Arbor); Korean Association of Multicultural Education, Seoul.
 - O'Connell Davidson's international keynotes included: Migration & Poverty conference, U of Salzburg (2019); Annual Conference of the Norwegian Coordinating Unit for Victims of Trafficking, Oslo (2018); Joining Forces against Human Trafficking Conference, Austrian Ministry for Europe, Integration and Foreign Affairs, and Vienna Institute for International Dialogue and Cooperation (2016).
 - Fox gave a plenary at the Hungarian Academy of Sciences Centre for Social Sciences, Institute for Minority Studies, Budapest (2015) and International Symposium, Zentrum für Südosteuropastudien, Universität Graz (2019).
 - Downer was Visiting Fellow, Columbia University (2014) and gave a keynote at the University of Darmstadt (2015).
 - McAndrew was visiting fellow, Hitotsubashi University (2020).
 - Charsley gave a keynote to the Institute of Social Research, Oslo (2018).
 - Marshall gave a keynote to IASPM-Norden, University of Oslo (2014).
 - Yamashita was Visiting Researcher, Institute of Social Science, University of Tokyo.
 - Atkinson was Invited speaker to the CERAPS laboratory, Lille (2019) and Bourdieu and Geometric Data Analysis workshop, University of Potsdam (2019). Invited author for his book on class, Queensland University of Technology (2020).
 - MMB is embedded internationally in networks across Europe (e.g. IMISCOE, European University Institute, the European Public Law Office – Athens, REMESO – Sweden), North America (e.g. the TransOceanic Mobilities Network) and with MMB Latin America.

Co-authorship is part of our research relationships and cooperation with international colleagues, for example: Fox with colleagues in the Central European University, Budapest; Downer with U British Columbia; Charsley with Copenhagen; Perrier with University of Western Sydney; Paddock with colleagues in Upsala and Cairns; Modood with UNSW Sydney and Deakin.

In the current period, we drew on the University's Benjamin Meaker Visiting Fellowship and SPAIS Richard Hodder Williams Visiting Fellow schemes to enable four international fellows to visit us for one-three months: Bartlett, University of Western Australia; Luibheid, University of Arizona; Levey, University of New South Wales; and Sharma, University of Hawai'i Manoa.

4.3 Contributions to economy and society

Key to our research and impact strategy is a commitment to critical, meaningful engagement and sustained relationships with communities and policy makers. This is evident in the many contributions of our sociologists across our research themes:

Religion in public life: Modood sat on the national Commission on Religion and Belief in British Public Life (CORAB). O'Toole and Braginskaia advised the All-Party Parliamentary Group on Faith and Society on faith responses to the financial crisis and austerity politics (2016).

The accommodation of Muslims: Modood worked extensively with the Muslim Council of Britain and the Runnymede Trust on Muslim inequalities and Islamophobia. He gave evidence to the All-Party Parliamentary Group on British Muslims' enquiry into Islamophobia, informing the definition of Islamophobia adopted in its 2018 report, and subsequently adopted by the Scottish Government, many local governments, political and public bodies. He gave evidence to the Home Affairs Select Committee on Islamophobia (2019). O'Toole gave evidence on the impact of Prevent on Muslim civic to the House of Lords Select Committee on Citizenship and Civic Engagement in 2017. Her evidence was cited in four of the Committee's recommendations. Her research informed Bristol City Council on mechanisms for Muslim engagement in local governance. She is Associate Partner of the Bristol Muslim Strategic Leadership Group. Karlsen contributed evidence to the Home Affairs Select Committee Inquiry into Countering Extremism, which was quoted in its report (2016).

Race equality and justice: Karlsen and O'Toole collaborated with Black South West Network to establish the Bristol Race Equality Network (BREN), an initiative, acknowledged in the University's MoU with BSWN. Karlsen sat on the advisory body to the Race Equality Unit in the Cabinet Office. McLennan is a Trustee of the Stuart Hall Foundation, which has established a significant intellectual public presence largely focusing on matters of racial justice. He chairs its academic committee, establishing partnerships with 15 universities (including Harvard, Oxford, Manchester and Cape Town) to provide named ('Hall') doctoral scholarships specifically aimed at people from black/culturally diverse/socially disadvantaged backgrounds.

Refugee rights: Anderson hosted a visit by the UN Special Rapporteur on the Rights of Migrants to Bristol. She is member of the Bristol City Council Inclusive Cities group, Chair of the Permanent People's Tribunal sessions on violations of the rights of migrant and refugee peoples in Europe, which reports to the general public, European Parliament, migrants' organisations. She was Jurist of the Permanent People's Tribunal (2017-18), Personal Adviser to the CEO of the Irish Refugee Council (2015-16) and Social Justice Advisor to the Paul Hamlyn Foundation (2009-15).

Trafficking and modern slavery: Anderson advised the UN Special Rapporteur on Modern Day Slavery and the International Organization for Migration. O'Connell Davidson and Okyere run the Open Democracy Beyond Slavery and Trafficking website.

Protection of Sex Workers: O'Connell Davidson worked with the Sex Work Association of Jamaica to produce policy briefings on violence against sex workers and bring members of SWAJ to Brazil to meet other sex work organisations and the British Council. She also advised Amnesty International.

FGM policies and their impact: Karlsen co-produced research with the Bristol Somali Forum to investigate the impact of FGM safeguarding policies on Somali families and children. They reported the findings to FGM-affected groups in Bristol, local policy makers, safeguarding leads in health, police and education, activists and academics, leading to the introduction of more inclusive safeguarding practices. Her evidence to the Scottish Parliament for the Female Genital Mutilation (Protection and Guidance) (Scotland) Bill informed its recommendation that FGM safeguarding should 'minimise the risk of racialisation and stigmatisation'.

Unit-level environment Statement (REF5b)

Integration: Charsley is Technical Advisory Panel member for the UK Government Integration Areas Fund and Controlling Migration Fund (2018-present); she was Invited Speaker to a DFID/ Home Office/ DCLG workshop on Transnational connections between UK and Pakistan. She works with QED Foundation on integration programmes, and her expert testimony to the Judicial Review of the English language requirement for spousal immigration led to changes to immigration regulation (see her ICS). Fox, Anderson and O'Toole's *Everyday Integration* project works with Bristol Mayor, City Council and thirty+ community partners to develop a new Integration Strategy for Bristol. Modood is a founding advisory council member of These Islands (2017-), which promotes a multicultural approach to British national identity.

Political attitudes and Electoral and Brexit politics: Surridge's analysis of factors determining the Leave Vote and party support in the 2017 and 2019 General Elections attracted significant media attention: E.g. over 2019-20, she was a regular contributor to Radio 4, Radio 5 Live, ITV's Peston Show and Sky News, commissioned to contribute 9 media articles (including *Guardian*, *Financial Times* and *Prospect*). Her research was covered in 35 news articles.

Miscarriages of justice: Naughton gave invited evidence to the Ministry of Justice: Review of the Criminal Cases Review Commission (2018), and the House of Commons evidence session on the Criminal Cases Review Commission (2014). He visited Armenia as part of the UK FCO British Horizons: British Professional Exchange Programme to advise governmental and NGOs on the and remedy of miscarriages of justice (2016). Previously the dominant figure in the Innocence UK movement, he is currently Director of Empowering the Innocent, a research and clinical legal education project focusing on reforming the remit and standards of the CCRC.

Use of digital data and methods: Halford was a member of UK bio-bank ethics committee (2019) and of the Digital Government Partnership, Cabinet Office (2017-18).

Gendered forms of care: Yamashita advised the Japanese Cabinet Office, Yokohama City Council; and Sony Life Insurance (2016) on dual burdens of care.

Food security and provisioning: Perrier was Expert Advisory Panel Member of the Bristol Good Food Alliance (2017). Paddock is advisory board member of the Food Climate Research Network and FoodSource board (2016-present).

In sum:

Sociology at Bristol has undergone expansion, strengthening and renewal. The unit's national and international academic ambitions, internal culture, and practical procedures are thoroughly aligned to enable it to consistently produce leading research, alongside committed engagement with, and impact upon, politics and society.