

<p>Institution: Sheffield Hallam University</p>
<p>Unit of Assessment: UOA20 - Social Work and Social Policy</p>
<p>1. Unit context and structure, research and impact strategy</p> <p>Context and structure:</p> <p>Social Work and Social Policy research at Sheffield Hallam University (SHU) is focused on engaging policy makers, practitioners and service users in order to build stronger and more inclusive communities. Encompassing staff from across the Department of Law and Criminology, the Department of Psychology, Sociology and Politics, and the Department of Social Work, Social Care and Community Studies - who are unified by a common concern with human rights and social justice - the strategic and operational management of research and knowledge exchange activities is coordinated through the Helena Kennedy Centre for International Justice. Launched in 2015, the Helena Kennedy Centre has sustained the development of applied research that is national and international in focus and of high impact.</p> <p>Three intersecting cross disciplinary specialisms have emerged from this organisational structure: 1) Criminal justice; 2) Desistance and recovery; 3) Health, wellbeing and social justice. This research is characterised by a commitment to socially and politically engaged research that advances safety, prosperity and social inclusion for all. The strong growth trajectory of our work is evidenced by our first Social Work and Social Policy Research Exercise Framework submission since 2001. This consists of 22 staff (20.6 FTE), research funding valued at in excess of £1.6 million, the progression of 11 doctoral students to completion, and outputs drawn from over 300 monographs, book chapters, research reports and journal articles published by our staff over the assessment period.</p> <p>Research strategy:</p> <p>The Helena Kennedy Centre's strategy over the assessment period is aligned with the University strategy and outlines a common and well-defined focus for researchers, integrating all staff in a shared approach to sustaining impactful applied research. SHU's commitment to expanding the breadth of its research has been realised locally through investment that has been targeted at unifying existing policy and practice-oriented research taking place across three Departments, located within two of three Colleges. Alongside the recruitment of senior staff to provide strategic direction (<i>Best, Cole, Murphy</i>), investment has focused on the development of our early career researchers (ECRs), by instituting structures that support shared learning through mentoring, peer review, collaboration and collegiality. Such structures have been buttressed by workload management, research project seed funding and funding to support dissemination activities that have advanced our outputs, external grant capture and the impact of our work. By consolidating attention and resources on expanding and enhancing existing research excellence in the areas of rights and justice, the Helena Kennedy Centre has been successful in developing a critical mass of interdisciplinary research.</p> <p>The intellectual agenda of our strategy predominantly addresses the rights and injustices of vulnerable and marginalised populations and is aligned with one of the University's three research impact platforms, focused on contributing to the development and sustainment of inclusive communities. In responding to inequalities and injustices at local, national and global levels, our strategy and organising structure has enabled us to move away from discipline specific research, to focus attention on multidisciplinary and interdisciplinary responses to policy and practice across three intersecting specialisms:</p> <ol style="list-style-type: none"> 1. Criminal Justice. We recognise that societies cannot be inclusive without equal access to justice, and the Helena Kennedy Centre has developed a programme of research that centres on advancing criminal justice policy and practice that protects individual's human rights. This work has been progressed through partnerships, collaborations and capacity

for knowledge exchange across the academic community and with governmental agencies, charities, and public and private sector bodies. Notable examples of this work include *Phillips'* Equality and Human Rights Commission funded research into deaths after custody, in collaboration with the University of Cambridge; and *Grace's* interdisciplinary research with the University of Cambridge, Northumbria University and Durham Constabulary, which developed a self-regulatory model for police forces adopting machine learning in their intelligence analysis processes. Both research projects inform **Impact Case Studies (ICS2 and ICS1)**. The Helena Kennedy Centre's research has resulted in monographs addressing *Masculinities and the Adult Male Prison Experience (Sloan)*, *Restorative Policing: Concepts, Theory and Practice (Paterson)* and *Administering Victimization: The Politics of Anti-Social Behaviour and Hate Crime Policy (Heap)*, and edited collections *The Palgrave Handbook of Prison Ethnography (Sloan)*, and *Marketisation and Privatisation in Criminal Justice (Phillips)*, alongside a number of externally funded reports and journal articles relating to the policing of hate (*Pickles*), the impacts of austerity on policing (*Black, Cole, Paterson*) and probation practice (*Phillips, Westaby*).

2. **Desistance and recovery.** During the assessment period, the Helena Kennedy Centre has undertaken research relating to drug and alcohol misuse, gambling addiction and offending behaviour. This work evidences the Helena Kennedy Centre's commitment to the effective community reintegration of excluded populations, and to challenge stigma and exclusion to enable people to fulfil their potential and to be active members of their families and communities. Collaborative research that engages end users and practice communities is a core component of our strategy. This work is underpinned by the view that practitioners and users have valuable and insightful things to say, yet their voices are rarely heard in academic studies or policy debate. In turn, policymakers should be cognisant of their needs, with a view to informing and improving help, treatment and support services. Major charity funded studies include *Best* and *Andersson's* research into recovery pathways and the first UK studies examining the effects on, and coping strategies and help-seeking behaviour of, families impacted by alcohol, drugs, gambling and offending (*Banks, Andersson, Best and Waters*). Alongside a number of peer reviewed reports and journal outputs focused on gambling-related crime and gambling-related harm (*Andersson, Banks, Waters*), which underpins an **Impact Case Study (ICS3)**, colleagues have published work relating to recovery capital, community connections and prisons (*Albertson, Best*), the administration of justice and the recovery and rehabilitation of offenders (*Andersson, Banks, Best, Waters*), and social identity and addiction recovery (*Albertson, Andersson, Best*). This work has also led to favourably reviewed monographs *Illegal Drug Use Through the Lifecourse: A Study Of 'Hidden' Older Users (Waters)*, *Online Gambling and Crime: Causes, Controls and Controversies (Banks)* and *Gambling, Crime and Society (Banks)*, and edited collections *Addiction, Behavioural Change and Social Identity: The Path to Resilience and Recovery (Best)*, and *Strengths-Based Approaches to Crime and Substance Use: From Drugs and Crime to Desistance and Recovery (Best)*.
3. **Health, wellbeing and social justice.** The Helena Kennedy Centre has developed a strong body of co-designed and co-produced research with beneficiaries that contributes to improving the health, wellbeing and quality of life of a range of different social groups, by enabling insight into the 'lived experiences' of service providers and users. This includes *Brooks'* National Institute for Health Research funded research reports and papers exploring the experiences of disabled and older people, and the role of workplace personal assistants, and *Murphy's* studies on homelessness and human trafficking. *Chowbey* has developed a body of work examining household economies, poverty and social exclusion, *Dean's* funded research addresses homelessness, and youth, charities and volunteering, and *Nelson* has focused on the health of children and families. *Albertson* in collaboration with *Banks, Best* and others has engaged in a programme of work focused on the health and wellbeing of ex-service personnel supported by the British Academy/Leverhulme Trust and Ministry of Defence, whilst *Peroni's* research has contributed to the protection of migrant women's human rights. Monographs include *Dean's The Good Glow: Charity and*

the Symbolic Power of Doing Good and Murphy's The New Slave Narrative: The Battle over Representations of Contemporary Slavery, and edited collections *Emotional Labour in Criminal Justice and Criminology* (Phillips, Waters, Westaby and Fowler), *International Law and Violence against Women: Europe and the Istanbul Convention* (Peroni) and *Military Past, Civilian Present: International Perspectives on Veterans' Transition from the Armed Forces* (Albertson).

The Helena Kennedy Centre's Strategic Research Priorities since its formation in 2015:

In order to support and unite existing and emerging policy and practice-oriented research staff and students from across SHU, the Helena Kennedy Centre instituted a series of research priorities that have directed the development of social justice and rights-based work since its formation. In accordance with the University's *Creating Knowledge Implementation Plan*, the Helena Kennedy Centre's research strategy supports the continued development of a research team and culture equipped to lead human rights and social justice research as a core component of the University's applied mission. The research priorities, which are summarised below, underpin the emergence of the aforementioned research specialisms and have been achieved through a host of cross-cutting initiatives, activities and processes detailed in Sections 2, 3 and 4.

1. **Ensure staff are allocated support, training and funding to pursue rights-based research.** Through increased support to ECRs, targeted seed funding, mentoring and robust peer review processes, detailed in Sections 2 and 3, we have grown the number of research active staff, research income and output quantity, and enhanced output quality and impact activity since 2015. As evidenced in this submission, 17 of our staff are submitting to a research exercise for the first time, as a consequence of our significant efforts to recognise and resource research potential and ensure that staff receive the opportunities, mentorship and support to advance their research interests. Consequently, we now have the structures, complemented by a staff group with the necessary skills and experience, to provide support and guidance individually and collectively to ECRs. In addition, we have embedded research planning into the Helena Kennedy Centre's annual work planning and recognise and reward research achievements through our appraisal processes.
2. **Invest in research leadership.** The Helena Kennedy Centre's research specialisms have emerged, in part, as a consequence of the targeted recruitment of internationally recognised research leaders (*Best, Cole, Murphy*), to provide guidance, mentorship and support to our staff base, as well as through the progression of staff to reader (*Dean, Heap, Marson, Phillips*) and professor (*Banks*) posts. Equality and inclusion are at the heart of the values of the Helena Kennedy Centre and reflected in our approach to staff recruitment and development, as set out in Section 2.
3. **Secure a diverse array of funding from contract research, grant making and through partnerships.** The Helena Kennedy Centre has developed a track record of securing and delivering quality policy-oriented research that has a range of beneficiaries since its formation in 2015. This includes research funded by Horizon 2020, research councils such as the British Academy and Leverhulme Trust, numerous charities, including the Tutu Foundation UK and the Oak Foundation, the UK government and local councils, as detailed in Section 3.
4. **Develop our postgraduate community through Graduate Teaching Assistantships, matched funding and collaborative PhD provision.** As detailed in Section 2, we have recruited high calibre doctoral students to a range of internally and externally funded projects that align with our research specialisms, require collaboration with a variety of stakeholders, and are applied in nature.

Strategic Research Priority 5 underpins the Helena Kennedy Centre's **impact strategy**.

5. **Be at the forefront of knowledge exchange and public engagement activities focused on human rights and social justice through partnership and collaborative work.** Our three **Impact Case Studies** - that focus on emotional labour in probation practice, the ethical use of machine learning tools in policing, and gambling-related harm - exemplify our collaborative approach to public engagement and knowledge exchange, through our work with a range of public and private organisations, policy-makers, practitioners, service users and the wider public. In addition, the Helena Kennedy Centre has established itself as SHU's key contributor to the University's three-year Global Challenges Research Fund's (GCRF) strategy through the priority area of human rights and social justice. For the past two years, the Helena Kennedy Centre has been working in India (*de Hoog, Dhillon, Pandey, Paterson, Toor*), leading a project to improve access to justice for women and girl victims of violence. Justice for Her is a collaborative effort with the Indian police across the vast and densely populated states of Delhi, Haryana, Madhya Pradesh and Punjab. This work, supported by GCRF funding of £104,332 and the Foreign and Commonwealth Office (£82,660), was in partnership with the National Law University Delhi and involved the design and implementation of training for 164 police trainers located in police academies across the four states. The training sought to increase awareness of the importance of policing gender-based violence and ensure that the police, prosecution authorities and judiciary know how to appropriately and effectively deal with women and girl victims of violence, so as to safeguard their access to justice, rights and protection. With the recruitment of *Murphy* to Professor of Human Rights and Modern Slavery, the Helena Kennedy Centre is well positioned to advance this foundational work.

Future strategic plans for research:

1. We will **continue to grow the number of staff involved in rights-based research.** In line with the university's ambition that 50% of staff will have a significant responsibility for research by 2027, we expect to grow the number of staff with a significant responsibility for research by a minimum of 50% over the next assessment period.
2. The Helena Kennedy Centre is committed to **enhancing leadership further**, to advance our work across public health, social care and criminal justice domains. The creation of three new professorial posts, through a combination of external recruitment and internal promotion, across Human Rights, Social Justice and Criminology, alongside the continued progression of staff to reader posts, will increase research leadership in our areas of strength, and provide the necessary strategic direction for a growing cohort of research staff to develop opportunities in new and emerging areas.
3. By maintaining our existing relationships with government, charities and policy making organisations, and developing new partnerships and collaborations, **we will scale up funding bids, in line with university expectations.** We recognise that responding to some of the most pressing social justice and human rights concerns pertaining to public health, social care and criminal justice requires continued engagement in funder led research. For example, the Helena Kennedy Centre continues to contribute to Youth Endowment Fund evaluations, led by the Centre for Development and Research in Education at SHU. We will, however, seek to complement this work with an increase in successful bids focused on international problems to grant making organisations, as a means by which we can develop our intellectual agenda through researcher led projects.
4. We will **grow our doctoral student community** across our intersecting specialisms by a minimum of two per year, recruiting to institution funded Graduate Teaching Assistantships, alongside providing matched funding to support external partnerships.
5. In response to the establishment of the university's research and impact platforms, we will continue to **develop the social, economic and cultural impact of our work** through research and associated knowledge exchange and public engagement activities. In addition, we will continue to pursue successful collaborative work within SHU and with

national and international partners, in order to maximise the reach and impact of our research, and build upon the significant knowledge exchange activities that focus on gender violence and human rights. As detailed in Section 4, we have engaged the general public, fellow academics, policy and practice professionals, and service users through a range of fora. Whilst this will continue, our focus will be on knowledge exchange and engagement activities that allow us to better connect with relevant stakeholders internationally. In particular, we will enhance our online presence to better showcase our activities, engage international audiences and maximise the impact of our research.

Interdisciplinarity:

The Helena Kennedy Centre has supported a shift from discipline specific to multidisciplinary and interdisciplinary research activities in order to better respond to policy related challenges. This change has been instrumental in the expansion of the Helena Kennedy Centre's research that has been supported by external and internal funding sources. To consolidate our ability to respond to some of the most pressing social justice and human rights challenges, we will look to advance our partnership approach with research institutes and other organisations both nationally and internationally. For example, through our research activities and professional practice training, we retain strong links with probation services and police forces nationally and internationally, which will form the basis for future criminal justice related research projects.

Open research:

The Helena Kennedy Centre has fostered an environment that ensures the effective sharing and management of research data in accordance with the University Data Management policy and open access policy requirements. All staff are introduced to the principles of open access and data management, and SHU's Research Archive and Research Data Archive as the principal means through which publications and data sets are stored and shared. Staff are also encouraged to utilise Researchgate, Academia.edu and other academic networking sites to share pre-print publications, as well as obtain an Open Researcher and Contributor ID, and familiarise themselves with the UK's Data Service. In addition, successful funding bids are shared through the Helena Kennedy Centre's internal research website to disseminate best practice, increase bidding success, and encourage a culture of transparency and information sharing.

Research integrity:

Helena Kennedy Centre staff contribute to ensuring research ethics and integrity at departmental, college and university levels and are important ambassadors for good practice. *Phillips* is the ethics lead for the Social and Economic Research Institute, whilst submitted staff sit on University Research Ethics Committee (*Best, Sloan*) and College of Social Sciences and Arts Ethics Committee (*Banks, Sloan*). In addition, almost all submitted staff serve as ethics reviewers for research across the university. All of our ethics reviewers have undertaken university training, and associated documents have been cascaded to all Helena Kennedy Centre staff. Successful applications for ethical approval and associated documents are shared through the Helena Kennedy Centre's internal research website to ensure the highest standards of integrity, impartiality and respect for data are maintained by our staff.

2. People

The Helena Kennedy Centre's staffing strategy and staff development initiatives, activities and processes are aligned with Strategic Research Priorities 1, 2 and 4, detailed in Section 1.

Staffing strategy:

There have been significant changes in the Helena Kennedy Centre's staff complement, in order to meet the growth in research and teaching provision, and build the capacity and sustainability of human rights and social justice research across our three intersecting research specialisms. In

REF2014, five of our existing complement of staff were aligned with other UoAs. Research capacity has been increased through the strategic recruitment of methodologically skilled and doctorally trained research active staff at all levels. Recruitment has included a Professor of Criminology to lead our desistance and recovery research (*Best*) and Reader in Criminology to lead our criminal justice specialism (*Cole*). In addition, we have recruited a number of staff to Lecturer and Senior Lecturer posts to advance our research focused on criminal justice (*Black, Pickles, Quinlan*), desistance and recovery (*Andersson and Albertson*) and health, wellbeing and social justice (*Brooks*). In 2017, the Helena Kennedy Centre appointed a Lecturer in Human Rights (*Peroni*), and in 2019 a Professor of Human Rights and Modern Slavery (*Murphy*) and Researcher in Criminology and Human Rights (*de Hoog*), in order develop a new specialism focused on gender-based violence and human rights. These staff were recruited from Europe, South America and North America, as part of the Helena Kennedy Centre's efforts to advance international collaborations for globally relevant research projects. At present, Helena Kennedy Centre researchers are drawn from 12 countries across four continents, reflecting our commitment to equality and diversity detailed below.

The Helena Kennedy Centre's inclusive and collaborative approach to the development of all staff is evinced by this submission of 22 (20.6 FTE) staff of which 17 - 4 of whom are ECRs - are submitting to a research exercise for the first time. Of the 22 staff, 13 (60%) are women, whilst the submission has an early to mid-career researcher profile, reflecting the Helena Kennedy Centre's staff profile more broadly. Two staff submitted to this research exercise have moved from full-time to 0.5 contracts and one staff member to a 0.6 contract, in order to support flexible working and ensure we retain staff.

Staff's annual performance and development review supports research activities by recognising research successes and identifying research needs and targets for the coming year and beyond. This process is underpinned by SHU's Academic Careers Framework (ACF), that creates a recognition and reward structure for staff across four strands, one of which is research and innovation. The progression of five staff to Reader (*Banks, Dean, Heap, Marson, Phillips*) and one staff member to Professor (*Banks*), moving from Associate Lecturer and Lecturer posts, is indicative of a sustainable staff strategy centred on recruiting and nurturing ECRs, and enabling them to develop their research excellence, leadership and scholarly reputation and facilitate succession planning.

The Helena Kennedy Centre has also hosted high calibre Visiting Professors who have provided staff with additional research leadership and subject specific expertise. Visiting Professors include ex-New York Police Commissioner Professor **Anthony Schembri** (1/2015, 9/2016-12/2016, 2/2017, 3/2018), Humanitarian Aid Worker Professor **Conor Foley** (1/2016-2/2016, 9/2017-10/2017, 1/2018-3/2018), Professor of Human Rights **Francesca Klug** (LSE) (3/2018, 6/2018, 12/2018, 3/2019, 1/2020), and Professor of Human Rights **Alexandra Moore** (Binghamton University, US) (9/2018, 12/2018). We retain strong links with our Visiting Professors, all of whom have joined the Helena Kennedy Centre's Advisory Board Committee and provide ongoing research direction and support.

The Helena Kennedy Centre's Advisory Board Committee ensures that our research activity is informed by and shared with an active and knowledgeable group of professional stakeholders. Meeting biannually, the Advisory Board Committee contribute to the strategic direction of our research, help stimulate new ideas whilst providing opportunities for collaboration, acting as an advocate for the research of the Helena Kennedy Centre, and supporting and enhancing our impact activities.

Staff development:

The strategic expansion of applied human rights and social justice research has been achieved, in part, through the development of a collegial and collaborative research and teaching environment.

The Helena Kennedy Centre's staff development strategy operates in accordance with the UK's Concordant to Support the Career Development of Researchers and the ambitions of SHU's *Creating Knowledge Implementation Plan*. Our staff development plan is focused on promoting an inclusive and collaborative research environment that provides the support and structures to meet the requirements of staff with different methodological and discipline specialisms, and who are at different stages of their careers. Helena Kennedy Centre staff have a range of needs, reflective of our mix of well-established researchers, ECRs, those joining academia from practice, and those returning to research. To embed research successfully into staff's working practices, the Helena Kennedy Centre's research environment is underpinned by a research programme that is structured around the academic calendar and supports researchers throughout the year, and includes: a seminar series, research workshops, a 'research café', and an 'end of year research celebration' event.

Under SHU's academic work planning framework and REF Code of Practice, all staff holding lecturing posts receive an annual allocation of time in which to undertake research and scholarly activities. Further research time is allocated through an annual writing support scheme. For example, in the academic year 2019/20, 34 members of staff were given additional writing support to help them begin publishing or increase the production of high-quality academic outputs. As the purpose of this programme is to grow research quantity and quality, all staff are provided with a mentor and encouraged to submit their papers for internal peer review prior to submission to a journal. Forty-five staff from the Helena Kennedy Centre are engaged in our mentoring programme as either a mentor or mentee, which is led by *Dickinson* and *Fowler*. Internal peer review takes place principally through the Helena Kennedy Centre's 'works in progress workshops' where all staff have the opportunity to take part in peer review support sessions and receive oral and/or written feedback on a piece of work that is in development. *Heap* organises our weekly 'shut-up and write sessions', in which the Pomodoro technique is employed to help staff achieve their writing goals. In addition, we run 'writing retreats' each academic semester, in order to provide a lengthier period of time in which staff can develop and discuss their written work. Our writing support has contributed to the development of the monographs and edited collections, detailed in Section 1, and publications in a wide array of leading journals including *Critical Social Policy*, *Criminology and Criminal Justice*, *The British Journal of Criminology*, *International Gambling Studies*, *The European Journal of Criminology*, *Crime, Media, Culture*, *Theoretical Criminology*, and *The International Journal of Comparative Criminology and Offender Therapy*, alongside the production of successful funding bids and associated reports.

Helena Kennedy Centre staff are supported through departmental and university funding to advance their research competencies and careers. In order to support staff who have entered academia from practice, the Helena Kennedy Centre is funding the doctoral studies of eight departmental staff, whilst a further four have been funded to develop their research knowledge and skills through masters programmes. Helena Kennedy Centre staff were highly successful in bidding for support through the University's *Creating Knowledge Investment Fund*. *Phillips* secured a *Chancellor Fellowship* to further his research into people who die whilst under probation supervision and the impact of inspection on probation policy and practice. As well as supporting the production of research papers, the Fellowship enabled *Phillips* to undertake *British Academy/Leverhulme Trust* funded research and submit successful bids for contract research to *Her Majesty's Inspectorate of Probation* and the *Ministry of Justice*. Our approach to impact, outlined in Section 1, has also benefitted from this scheme. For example, *Grace* was awarded a *University Impact Acceleration Account grant* (£5000) that led to the quicker uptake by police forces of the first ever specific regulatory model for the use of machine learning in policing.

To complement central investment, the Helena Kennedy Centre provides an annual budget of £25,000 to support new and ongoing research, and pilot studies that lead to bids to external funders, as well as significant funds to support staff's conference attendance and other knowledge exchange activities. Outputs submitted to this assessment exercise by *Heap*, *Paterson*, *Phillips* and *Westaby* represent some of the products of this funding. The success of such developmental processes in supporting our impact strategy, detailed in Section 1, is exemplified by one of the Helena Kennedy Centre's **Impact Case Studies**, which demonstrates how our work has informed

the development of *Her Majesty's Prison and Probation Service's* new framework - used by senior staff in supervisory and line manager meetings with approximately 6,500 probation staff (ICS2). Due to the growth in the number of staff securing external research funding, seed funding is now ring-fenced for ECRs, staff who are new to academia and staff looking to return to research. A requirement of any bid is that a senior staff member is identified as a research advisor to support the development of the project.

The Helena Kennedy Centre's focus on ECRs:

As detailed throughout this statement, the Helena Kennedy Centre's efforts have focused on nurturing ECRs and we have been highly successful in progressing staff from Associate Lecturer and Lecturer positions to Reader and Professorial posts. Upon beginning work at the Helena Kennedy Centre, all new staff meet with the Head of Research to discuss their research ambitions and plans. New staff are also introduced to our internal research website, which offers a comprehensive overview of institutional processes, successful ethics applications, and bids to grant making institutions and for contract research. New staff are also allocated space on their workplans to engage in research activity, in line with SHU's REF Code of Practice, and assigned a research mentor. In addition, our annual calendar of events, which are complemented by mentoring, robust peer review processes and ring-fenced seed funding, assist new staff in establishing their independent research careers through collegial and collaborative processes. As outlined in detail in Section 3, the Helena Kennedy Centre has been successful in helping ECRs gain research experience by targeting smaller, more achievable grants, alongside working with more established researchers on bids and projects.

Equality and inclusion:

The Helena Kennedy Centre is committed to ensuring equality and diversity across all parts of university life, with the Race Charter, Hallam Deal and other university policies embedded in our research recruitment and support. As detailed above, our research staff come from a range of backgrounds, 60% of returned staff are female, and the Helena Kennedy Centre supports both part time and flexible working. All staff are required to undergo training on an annual basis, including Unconscious Bias training modules and Equality training, and the Helena Kennedy Centre has a dedicated Equality and Inclusion Lead. The Equality and Inclusion lead works with research staff and students, and with the Head of Department, on both College and University initiatives designed to improve our staff and student experience of the university environment. The Helena Kennedy Centre is involved in initiatives around recruitment, research placements, researcher experience and professional development, and we have appointed a dedicated student researcher to evaluate the impact of these initiatives. The Helena Kennedy Centre is also currently developing a programme of staff training to develop anti-racist pedagogies and decolonise the curriculum, and we are engaged in longstanding work that continues to be successful in enhancing the diversity of our staff base.

Research students:

During the assessment period, the Helena Kennedy Centre supervised 11 doctoral students to completion (all PhDs, no professional doctorates), whilst 16 students are currently undertaking their PhD studies with us.

Recruitment, studentships and supervision

The Helena Kennedy Centre has invested significantly in building our doctoral provision, with a number of research students benefitting from our commitment to fully funded and match funded PhDs. Our students are funded by the Helena Kennedy Centre in partnership with the *Scottish Government*, and charities *Alcohol Research UK*, *GambleAware* and *Key Changes - Unlocking Women's Potential*. The Helena Kennedy Centre has also secured PhD funding through the university's Vice Chancellor's Matched Funded Scholarship Scheme. In 2019, we launched our Graduate Teaching Assistantships and have since recruited two students to full-time PhDs that

are funded for 3 ½ years. We have also welcomed our first two doctoral researchers recruited through the *Doctoral Training Alliance (DTA)* scheme.

A key feature of our doctoral provision is that students' research is aligned with our research specialisms and requires collaboration with external organisations in order to respond to real world challenges. For example, we have a doctoral student working with South Yorkshire Police to develop training for police officers in how to respond to incidents of coercive control, and another student who is working with a range of help, treatment and support providers through her research into problem gambling and domestic violence.

The collaborative and applied nature of the Helena Kennedy Centre's PhD offer is exemplified by our key role in the *Doctoral Training Alliance* programme. Staff from the Helena Kennedy Centre (*Best, Banks, Phillips, Waters*) led SHU's contribution to the Social Policy component of the bid, and with 12 other Alliance universities we secured a €6.5 million grant from the Marie Skłodowska-Curie PhD Fellowship programme. We have since played a key role in delivering training and support to 45 students undertaking PhD studies as part of the programme. This includes using our research to deliver training modules on emotional labour in research, and the benefits and challenges of co-design and collaborative approaches to research (*Banks, Phillips, Waters*).

In 2020, the Helena Kennedy Centre hosted a three-day summer school that provided opportunity for students and supervisors to connect, collaborate and showcase their research and undertake training. Led by *Banks*, and involving *Grace, Phillips and Waters*, sessions were run for both supervisory staff and students, and focused on the ways in which students can maximise the impact of policy research through knowledge exchange and public engagement activities that connect with local, national and international audiences.

Training, progression and support

The principal aim of the Helena Kennedy Centre's Graduate Teaching Assistantships is to ensure doctoral students complete their PhD in a timely manner, but also gain experience of a wider range of academic skills that make them feel part of the department and acculturate them into academic life. In 2016, we introduced *Supporting PhD students in their Professional Development - A Learning, Teaching and Assessment Strategy*. The aim of this programme is to provide a coherent support strategy to allow doctoral students to feel they have knowledge of the university systems and to have been given training and guidance in good practice for learning and teaching.

Supervision is conducted in accordance with the University's Research Degree Regulations, and the Code of Practice for Research Students and Supervisors. Supervisory teams consist of a Director of Studies (DoS) and two members of academic staff - one of whom must be an ECR - in order to provide the student with significant supervisory support and enable staff to gain invaluable supervisory experience. We are also engaged in collaborative PhDs with academics based at *Monash University, the University of Nottingham and the University of Malta*.

Research students in the Helena Kennedy Centre receive training both locally and through the Doctoral School. As part of our aim is to effectively integrate students into the Helena Kennedy Centre, students may avail themselves of research training and development opportunities presented to staff through our research programme.

In accordance with SHU's Research Degrees Committee's policies, PhD progress is monitored at departmental and university level, with progression points at three (RF1) and twelve (RF2) months from registration. The Confirmation of PhD twelve months into their studies assesses the candidate's ability to complete PhD research to a high standard and in a timely manner. The Helena Kennedy Centre appoints two rapporteurs to assess the candidate's written work and oral defence. In order to provide a supportive environment for candidates, oral defences are scheduled as part of our seminar series, with the expectation that staff and all doctoral students attend these events.

The career of trajectories of our doctoral students:

By supporting students to develop research that requires a collaborative response to rights-based policy and practice challenges, and providing them with significant teaching, training and personal development opportunities, HKC students have forged academic careers. For example, our students have taken up lectureships at Leeds Beckett University (Anna Kawalek), the University of Lincoln (Lauren Hall) and the University of Malta (Antonio Zerafa), and research posts at the University of Sheffield (Beth Collinson) and the University of Leeds (Lucy Pointon).

3. Income, infrastructure and facilities

The Helena Kennedy Centre has sought to secure a diverse portfolio of funding from contract research and grant making institutions and through partnerships (Strategic Research Priority 3). In the REF period, staff have actively engaged in bidding for research funding, with 52 proposals successful. Prior to 2014, very little bid writing and externally funded research took place across the departments now supported by Helena Kennedy Centre, and what did was largely discipline specific. The growth in bid writing and income generation through grant capture and contract research is a consequence of embedding rigorous peer review at a local level, to complement the specialist bidding support which is provided across the University by the Research and Innovation Services, and increased collaboration with national and international colleagues. By bringing together a range of interdisciplinary expertise, the Helena Kennedy Centre has been successful in developing a rights focused research agenda that is supported by research councils, charities and government. Research income totalled in excess of £1.6 million over the assessment period and was generated across our three specialisms:

1. **Criminal justice.** *Cole* was successful with an intercollege bid to Horizon 2020 for a project tackling radicalisation in Europe. The bid included 18 partners in 10 EU countries and was worth €3 million. Total funding to SHU was €281,060 (£224,848). *Phillips* was PI on an Equality and Human Rights Commission funded project on non-natural deaths following detention, in collaboration with the University of Cambridge, that resulted in a report and publications in *Criminology and Criminal Justice*, *Health and Justice* and the *Political Quarterly*. The British Academy/Leverhulme Trust funded two projects exploring how Community Protection Notices are used to regulate anti-social behaviour (*Black and Heap*) and inspection in the subfield of probation and community sanctions (*Phillips*), resulting in publications in leading criminology journals including *Punishment and Society*.
2. **Desistance and recovery.** *Best* and colleagues were successful in their ERANID/Horizon 2020 bid, REC-PATH, which engaged 450 participants across three countries in order to study multiple recovery 'pathways', assess mechanisms of behavioural change for recovery, and evaluate the impact of recovery and treatment policies across states. The Helena Kennedy Centre led the 3-year project in partnership with Ghent University (Belgium), Tilburg University (the Netherlands) and the University of Manchester. The Helena Kennedy Centre's budget for our component of the work was €312,000 (£249,000) in a total bid of €822,329. *Albertson* and *Phillips* have undertaken research assessing the role of community hubs in helping to deliver probation services and support desistance on behalf of Her Majesty's Inspectorate of Probation, leading to a report and papers in the *Probation Journal* and *Theoretical Criminology*, whilst *Albertson* and *Banks* have explored the offending and desistance of military veterans (British Academy/Leverhulme Trust), which was published in the *European Journal of Criminology*. *Banks*, *Andersson* and *Waters* have received funding to examine gambling and family violence (Responsible Gambling Trust), the harms, coping strategies and help-seeking behaviours of family member of problem gamblers (GambleAware), and the barriers to help-seeking (British Academy/Leverhulme Trust). This work underpins one of the Helena Kennedy Centre's **Impact Case Studies** that illustrates how our research has informed policy responses to gambling-related crime and harm (ICS3).

3. **Health, wellbeing and social justice.** *Albertson* was successful in a bid, in partnership with York St John University, to the Ministry of Defence to strengthen the delivery of the Armed Forces Covenant across South Yorkshire (£180,000). *Dean* was funded by homelessness charity Roundabout to undertake an evaluation of their Big Lottery Fund supported five-year project aimed at prevention of homelessness among young people in Sheffield. *Brooks* has undertaken research in partnership with the University of York into the role of workplace personal assistants for physically disabled people, funded by the National Institute for Health Research, which resulted in papers in the *British Journal of Social Work* and *Health and Social Care*. *Chowbey* was funded by UK Health and Hospitals Authorities to develop understanding of South Asian families' pathways to secondary health care services and findings were detailed in the journal *Sociology of Health and Illness*.

Funding strategy:

Our funding strategy has five distinct characteristics that have enabled us to build partnerships with funders, academics, and policy, practice and user communities:

1. We have **targeted 'small' research projects which have then led to larger research grants**. We recognise that researchers with established records of funding and project delivery, and who have built relationships with specific funders, have a greater chance of securing large research grants. We have thus focused attention on supporting ECRs in the Helena Kennedy Centre to successfully target smaller, more achievable grants, alongside developing their publication profiles. This approach has enabled us to 'scale-up' and develop research projects of increasing size and complexity. For example, *Heap* and colleagues' work on anti-social behaviour has progressed from a small council funded project focused on the community trigger for Bristol City Council (£3,000), to a research on Community Protection Notices supported by a British Academy/Leverhulme Trust grant (£9,088), and then a two-year study funded by the Oak Foundation examining the impact of anti-social behaviour tools and powers on street sleeping homeless (£143,845). Similarly, *Banks* and colleagues' work focused on gambling-related harms has developed from a British Academy/Leverhulme Trust Small Grant (£9,977), to Charity funded projects valued at £28,833, £44,407 and £285,935.
2. The Helena Kennedy Centre's income strategy has focused on developing **collaborative responses** to funding opportunities. As we have sought to grow the number of researchers able to capture research grants, established researchers have endeavoured to include, where appropriate, ECRs in their research bids. For example, *Best* has been successful in securing a number of contracts (e.g. *The Health Foundation*, £35,000; *Action on Addiction*, £17,040; *Double Impact*, £29,356) for projects focused on addiction, recovery and desistance over the assessment period, which gave opportunity to and involved ECRs and doctoral students in the bid writing, project delivery and dissemination activities (for example, *Andersson*, *Collinson*, *Edwards*, *Hall*, *Irving*, *Kawalek* and *Pointon*). We have also encouraged researchers at all stages of their careers to seek to collaborate with partners across SHU and those external to the University. Examples include: *Andersson's* research into United Nations and World Health Organisation homicide data with John Jay College of Criminal Justice, *Phillip's* partnership with colleagues at the University of Cambridge to examine deaths after custody, and *Best's* work on addiction recovery with Monash University.
3. **Consultation, coproduction and codesign** of methodological instruments and research approaches has been an integral component of a significant number of our projects and played a key role in securing external funding. For example, the Life in Recovery, and Family Life in Recovery and Families (Alcohol Research UK, £51,859) and Problem Gambling (GambleAware, £44,407) projects involved practitioners and service users in the development of bespoke research tools around family experiences and family recovery processes. As it was critical that the unique needs of family members were incorporated

into the projects, we also undertook further preparatory work involving consultation events with key stakeholders. Helena Kennedy Centre researchers have strong existing relationships with statutory addiction treatment services in Sheffield and Derbyshire, and with local NGOs, including those providing addiction and family support, and links to a range of addiction services nationally. Such organisations were also extremely active in raising awareness of our research studies and connected us with cohorts of participants who would have been difficult to access through other research approaches.

4. **Securing internal research funding to pump prime research** has enabled us to develop partnership work nationally and internationally leading to external funding. As evidenced in Section 2, we have received funding through the University's *Creating Knowledge Investment Fund* and departmental seed funding which has initiated and supported a range of projects including, most notably, two of our **Impact Case Studies** focused on emotional labour in probation practice (*Phillips, Westaby, ICS2*) and algorithmic data and policing (*Grace, ICS1*). In addition, *Toor* has received Quality Research GCRF funding (£104,332), which supported work focused on gender-based violence in India and led to a successful bid to the Foreign Commonwealth Office (£82,660), and *Heap* was awarded departmental seed funding to support research into anti-social behaviour, which has led to successful grant bids to both the British Academy and Oak Foundation.
5. **Accessing university support for funding applications.** Research and Innovation Services (RIS) provide the Helena Kennedy Centre's staff with support in identifying, developing and submitting research bids to grant and contract funders. Research support staff spend a proportion of their time located within the Helena Kennedy Centre, providing dedicated support. We have adopted an approach to securing funding by identifying and targeting both funder-led contract research, but also developing researcher led projects that seek to secure funding from grant making bodies. In order to raise awareness of funding streams and funding opportunities, the Helena Kennedy Centre's RLG meet once every six weeks to horizon scan for future projects that fit with our specialisms. In addition, RIS relays weekly 'calls' for funding to the Head of Research who disseminates to Helena Kennedy Centre staff. All staff have access to 'Research Professional' and Tenders Direct through the Helena Kennedy Centre's internal research website. All external funding proposals are discussed with the Head of Research, who facilitates internal peer review before progression to SHU's RIS. Early peer review is encouraged with a view to increasing the quality of bids and, in turn, their likelihood of success.

Research facilities:

Following a £27 million pound investment in a state-of-the-art 'Heart of the Campus' building, the Helena Kennedy Centre settled into this new purpose-built facility in 2015. The building provides outstanding facilities for research and teaching, as well as staff offices. All our doctoral research students are also located here, which ensures that they are fully integrated within the Centre.

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

The Helena Kennedy Centre is committed to applied research and maintaining a research culture that has demonstrable social, economic and cultural impacts. This has been achieved through significant and sustained knowledge transfer and public engagement activities, and the development of research partnerships and collaborations internally and externally, in accordance with Strategic Research Priority 5, which underpins the Helena Kennedy Centre's impact strategy. Collaborative work has been central to the development of research across the Helena Kennedy Centre. We have established and sustained academic partnerships throughout the UK, Europe, North America, Australia and Asia, and work with a variety of governmental agencies, charities, public and private sector bodies. Research staff are focused on engaging three principal groups through a range of fora: 1) the general public; 2) policy makers, practitioners and service users; 3) academic communities.

We run a range of **public engagement** events and activities annually that showcase our research, engage diverse communities, and create a dialogue around key social justice and human rights issues. For example, our ability to translate our research into knowledge exchange activities that engage the general public is illustrated by *Cole's* 2017 research on knife crime in London, which was funded by the UK charity the Tutu Foundation. This work helped form the Ubuntu Round Tables Project, led by Youth Futures and the Tutu Foundation, with joint funding support from the Mayor's Office for Policing and Crime and Sir John Cass's Foundation, to help youth provision in different areas of the capital. Locally SHU law students have benefited from this collaborative work by hearing from young people involved in the project who have experienced knife crime. SHU's students have shared these experiences in outreach work with young people at Sheffield Springs Academy where they delivered sessions on knife crime, gangs, and safety, as well as dispensing legal advice.

Notable events include the Helena Kennedy Centre's **Social Justice Week**, an annual week of free events across the city of Sheffield that engages local communities in understanding the challenges and barriers to achieving social justice. We have very deliberately focused these events on ensuring vulnerable people in society are being given access to adequate support and access to justice, and our events raise awareness of these issues and give voice to evidence and opinions that may not be readily accessible to the general public. We have utilised our research to address a range of subject matter including homelessness, human trafficking, recovery from drug, alcohol and gambling addiction, and public law and policing.

We also host the Helena Kennedy Centre's **Justice Talks**, which occur across each year and have seen prominent figures, including **Terry Waite**, **Shami Chakrabarti**, **Trevor Phillips**, **Baroness Sayeeda Warsi** and **Albie Sachs** (who along with **Clive Stafford Smith** has been awarded an Honorary Doctorate from SHU), visit SHU to discuss issues around social justice, politics and human rights. These events are open to the public and encourage debate and discussion with our academics of some of the most pertinent social justice issues in society.

The Helena Kennedy Centre regularly contribute to the **ESRC Festival of Social Sciences**, an annual knowledge transfer and public engagement event. For example, *Heap* explored the impact of public spaces protection orders; *Phillips* worked with the Head of Policy at *Inquest* to examine deaths on probation; *Chowbey* discussed the extent and nature of economic abuse among households; *Paterson*, in collaboration with South Yorkshire Modern Slavery partnership, South Yorkshire Police, Resilient World Solution, South Yorkshire's Police and Crime Commissioner, and Mama Africa, sought to raise awareness of modern slavery amongst the business community; and *Dickinson* engaged school children to explore the future of green spaces.

As detailed in Sections 1, 2, 3 and above, the Helena Kennedy Centre's research engages policy makers, practitioners and service users in order to build stronger and more inclusive communities. To achieve this, our researchers **collaborate nationally and internationally with a variety of stakeholders**, including public and private organisations and the third sector, as well as other academic institutions. Examples include:

1. *Best's* work engages desistance and recovery communities and practitioners, and is in partnership with numerous academic institutions including Monash University, Ghent University, University of Manchester and University of Queensland.
2. *Murphy* has collaborated with range of organisations to create training, guidance, and webinars based on her research into human trafficking, modern slavery and supply chains. This includes Covenant House International, the US Department of Health and Human Services, the Runaway and Homeless Youth Training and Technical Assistance Center, the National Human Trafficking Training and Technical Assistance Center, the US Family Youth Services Bureau, and the public health non-profit HEAL Trafficking.

3. *Phillips'* research into probation practice is in collaboration with HMI Probation, the University of Cambridge, the Howard League for Penal Reform, the Equality and Human Rights Commission, and Inquest.
4. *Banks'* research on lived experiences of gambling and gambling-related harm has engaged service users, as well as treatment and service providers such as the National Problem Gambling Clinic, Gamcare and Citizens Advice.
5. *Black* has worked with Loughborough University and frontline civilian police staff on a research project exploring the impacts of austerity, and emotional responses and strategies engaged in by staff when responding to 101 non-emergency calls and 999 emergency calls.
6. *Grace's* collaborative research, which led to the creation of a guidance framework on data analytics for policing in the UK, has been promoted by the National Police Chiefs' Council, and involved the University of Cambridge, Northumbria University and Durham Constabulary.
7. *Brooks'* research into workplace personal assistants for the physically disabled is in partnership with the Social Policy Research Unit at the University of York.
8. *Dean* works extensively with third sector organisations and charities and with colleagues from Bowling Green State University and the University of Florida, pursuing non-profit research.
9. *Peroni's* work on gender, migration and human rights involves colleagues at Lund University, Turku University, Ghent University, Valencia University and Deusto University.

In addition to the research collaborations, networks and partnerships with other universities and academic communities detailed above, the Helena Kennedy Centre **contributes to the sustainability of the discipline** through a range of other activities. Our researchers are involved in the organisation, coordination and delivery of a number of national and international networks and events that facilitate collaboration and knowledge exchange across desistance and recovery, criminal justice and healthcare domains. Most notably, in 2017, the British Society of Criminology conference titled '*Forging Social Justice: Local Challenges, Global Complexities*' was held at SHU. The conference was accompanied by a special issue in the *British Journal of Criminology*, edited by *Heap, Waters* and *Best*. As a consequence of the success of our conference, *Heap* was elected on to the Executive Committee in 2019, as Chair of the Conference Committee.

Helena Kennedy Centre researchers provide leadership as **editors and/or members of editorial and advisory boards** for a host of different journals since 2014: *Addiction Research and Theory*, *Journal of Recovery Science (Best)*; *Crime Prevention and Community Safety*, *The African Journal of Criminology and Justice Studies*, *Police Journal: Theory, Practice and Principles (Cole)*; *People, Place & Policy*; *Journal of Property, Planning & Environmental Law (Dickinson)*; *Safer Communities (Heap)*; *International Journal of Offender Therapy and Comparative Criminology*, *Probation Journal*, *European Journal of Probation (Phillips)*; *Journal of Information Rights, Policy & Practice (Grace)*; *Sociological Research Online (Chowbey, Dean)*; *Planning & Environmental Law (Dickinson)*; *British Journal of Community Justice (Waters)*; *Voluntary Sector Review (Dean)*; *Journal of Instituto de Investigaciones Juridicas y Sociales Ambrosio Gioja (Peroni)*; *Social Work in Transition*, *Sociascapes*, *Mediterranean Journal of Society, Politics and Communication (Nelson)*. Most submitted staff, as a matter of course, act as journal and book editors and reviewers.

Helena Kennedy Centre researchers have been invited to deliver **keynotes, lectures, and roundtables** and awarded **associate roles and fellowships**. Notable examples include:

1. *Best* was made an Honorary Professor in the School of Regulation and Global Governance (RegNet) at the Australian National University and is a visiting Associate Professor of Addiction Studies at Monash University, and Turning Point Alcohol and Drug Centre.
2. In 2017, *Banks* was invited to join the International Gambling Think Tank, organised and coordinated by the Gambling and Addictions Research Centre at Auckland University, and delivered a keynote presentation on Online Gambling and Crime at the 16th Annual Alberta Gambling Research Institute Conference, Banff, Canada.
3. *Grace* held a Visiting Fellowship at the Institute of Advanced Legal Studies at the Centre for Information Law and Policy, University of London in 2020.
4. *Nelson* has held visiting lectureships at the University of Palermo and the University of Lund.

The Helena Kennedy Centre is involved in **collaborative postgraduate research training** through the Marie Skłodowska-Curie PhD Fellowship programme. In cooperation with 12 University Alliance institutions, we have delivered training and support to 45 students undertaking social policy focused PhDs.