

Institution: University of Winchester

Unit of Assessment: C20 Social Work and Social Policy

1. UNIT CONTEXT, RESEARCH AND IMPACT STRATEGY

1.1. Overview:

REF 2021 is the University of Winchester's (UoW) first submission to C20 Unit of Assessment (UoA). Driven by the University's strategic vision for 2015-2020, the unit draws together, from across the institutions' portfolio, an eclectic set of **applied and theoretical social policy researchers** with diverse methodological and geographical expertise. The unit's core strategy was to coordinate this dynamic staff grouping; support international and world-leading research excellence; and develop organisational structures for a vibrant, impactful and sustainable research environment. Consequently, the two key features of C20 at Winchester are (i) **highly collaborative research**, that has delivered impact locally and nationally; and (ii) the development of a **broad, interdisciplinary set of social policy research foci** that encompasses the nexus of human and planetary welfare. These features can be seen in the diversity of the outputs submitted to this assessment, our success with grant capture from statutory and third sector agencies, the wide-ranging impact of our research, and the international reach of our research networks. As described here, these developments constitute a **vibrant and sustainable foundation** for coordinating and supporting the unit's diverse community of social policy researchers, with **substantial potential** to make significant progress in future REF assessments.

1.2 Unit context

The unit emerged from the University's 2015-2020 Research and Knowledge Exchange (RKE) Strategy, which aimed to deliver social impact and collaboration across disciplinary boundaries. The aim was to develop a research grouping that **extended both the reach and nature of Social Work and Social Policy**, to enable researchers to respond to external priorities around the intersection between sustainability and social justice. This vision was realised in its initial creation in 2015, drawing members from the Faculty of Humanities and Social Sciences and the University's Centre for Arts as Wellbeing, and through strategic investment in the interdisciplinary subjects of Geography and Animal Welfare. The growth of undergraduate numbers, alongside aforementioned institutional investments have led to the recruitment of **talented new staff** appointed for their potential, international reach, and interdisciplinary focus, replacing and in addition to original members who have left the institution (Mormina, Barton, Phelps, Daykin, Meads). The parallel creation of the Faculty for Health and Wellbeing added further **practitioner expertise** in community health. These developments offered scope for developing a vibrant, interdisciplinary and impactful research environment able to interrogate and respond to the social implications of environmental and planetary transformations.

Overarching support for research is provided, in common with all REF units within the University, by a **UoA Working Group**. Membership comprises the current UoA Lead (**Dickinson**, since December 2018), junior and senior representatives of research themes (see below, **Knight, Hall, Lees, Andow**) and an Early Career Representative (**Holyoak**). This **guarantees inclusivity and collegiality in the context of a highly diverse staff base**. From 2018-19 onwards, the UoA had a devolved budget (see REF51, 4.1 and below, section 3.2). The devolved budget gave us considerable agency to target specific strategic areas for development. The working group meets at least three times per year for oversight of research and impact activities, use of internal research funds, researcher development and reviewing research and impact activity. It prioritises support for bids that support the strategy of the UoA. The collegiality of this system ensures buy-in from staff and the quality control has ensured success in the strategic aims of the UoA over the cycle.

1.3 Unit structure

C20 currently comprises fourteen Category A staff (12.5 FTE), with 1.0 Early Career Researcher (ECR). Three were in post pre-REF2014 (**Hall, Grattan, Clement**) and two were appointed shortly after (**Lees, Scalia**). Nine have been appointed since 2014: **Andow, Ball, Dickinson, Earthy, Holyoak, Knight, McCulloch, Ozaki, Riley**. C20 draws staff from three departments and two faculties. The Faculty of Humanities and Social Science hosts the Departments of Applied Social Sciences, Forensics and Politics (DASSFP), and Archaeology, Anthropology and Geography (AAG), and the Faculty of Health and Wellbeing hosts the Department of Interprofessional Studies (IPS). Reflecting the University's commitment to developing research through centres (Research and Knowledge Exchange Strategy 2015-2020 and 2020-2030), members contribute actively to two University Research Centres and three Research Networks: The Centre for Animal Welfare (CAW), the Winchester Centre for Climate Action, the Criminal Justice Research Network (CJRN), the Health and WellBeing Research Group (HWRG) and the Forced Migration Network (FMN). These are the drivers of **engagement** with local, national and international stakeholders, audiences and beneficiaries of research; **collaborative interdisciplinarity** in research and external funding bids; and **training hubs** for PhD and ECRs. Although the unit does not yet have its own PGR community, members bring to this UoA expertise in cross-UoA PhD supervision through these research networks and centres, as well as external to the institution, for future priority development (Section 2.6, 1.5b)

This C20 grouping comprises several distinctive, intersecting research areas, reflecting and responding to the research interests of individual members, and the strategic priorities outlined in the UoW Research and Knowledge Exchange Strategy 2015-2020 and 2020-2030. These areas are underpinned by a broad commitment to facilitate cross-faculty, inter-disciplinary and practitioner collaboration and urgent global concerns around social justice and the human consequences of a warming planet. These are: **Youth, Communities and Institutions** (e.g. young offender institutions, social movements, diaspora communities, conflict resolution), **Health and Social Care Organisation** (e.g. reflective practice and social prescribing), **Critical Criminology** (e.g. riots, global crime), and **Planetary Welfare** (e.g. social dimensions and inequalities of climate risk and mitigation; ethics and policy of animal welfare).

1.4. Unit objectives

Reflecting the vibrant, strongly interdisciplinary and newly established research grouping, the wider concerns of our research users, and the University's commitment to impactful collaboration, the UoA's core strategy has been to develop and support research excellence within respective fields while creating a research environment for consolidating this expertise around three inter-linked objectives:

1.4.1. Developing an environment that fosters world-leading or internationally excellent research

The creation of new organisational structures for research have underpinned the success of the UoA during the REF cycle in achieving international research excellence. Our aim was for staff to be REF-returnable with the highest possible quality output. Mentoring is provided in part by the UoA Lead, supplemented through mentoring allocations from the UoW institutional workload model for Readers (**Ball, Scalia**) and Professors (**Hall, Knight**), and reciprocal engagements within the UoA for commenting on work. Output quality has benefitted also from the comments of external, senior researchers selected for their expertise in the relevant disciplinary domain, providing a source of further advice for enhancing the quality of research outputs.

Investment has also been made in **individual researcher development** through provision of internal funding at UoA and Faculty level for conferences, research project expenses, impact and KE activities and teaching buyout. At the institutional level, £3,000 per annum allocations for all staff returned to REF 2014 and, prior to 2018, direct applications to university research grants committee, supported staff in various ways in the development of high-quality research and research outputs. This includes research monographs (e.g. **Hall** 2019, The Guilford Press; **Clement** 2016, Palgrave) and published research in refereed journals of international reputation in the researcher's own areas of expertise. The devolved approach to research leave and research expenses to Unit level since 2018 has allowed greater flexibility for supporting research and the UoA has prioritised funding for ad hoc buyout from teaching or other responsibilities to support high quality outputs, funding bids or other projects. This resulted, or will result, in research outputs (e.g. **Andow** 2020). In the case of **Holyoak** and **Andow**, buyout provided significant support in the development of publications from their PhDs.

Support for individual excellence in research is also provided through seminar series, research away days, workshops and writing retreats that provide training for research and impact development. Through these fora, researchers are encouraged to **formulate innovative research agendas**, develop high quality outputs, develop **collaborative applications** for external funding with statutory third sector organisations with clear pathways to impact and relevant stakeholders. Writing retreats resulted in several successes in generating high quality outputs (e.g. **Clement** 2020) and success in collaborative bids with local authorities and charities (Section 3.1).

1.4.2. Supporting and maintaining existing interdisciplinary relationships whilst fostering new collaborations that push the conceptual and methodological boundaries of social work and policy

A considerable proportion of the unit's research is interdisciplinary, as reflected in the initial creation of the unit. Interdisciplinarity is a hallmark of social work and social policy, and the disciplines encompassed by this unit both **reflect and extend beyond these norms** by engaging with disciplines usually considered to be outside its purview, such as Geography, Performing Arts and Animal Welfare. Evidence of success in this objective is reflected in the interdisciplinary nature of both impact case studies submitted for assessment, which draw from these latter two fields.

Most staff engage with inter-disciplinary research within their own fields, as reflected in the diversity of submitted outputs (e.g. **Ozaki** - Sociology/Engineering, **Clement** – Criminology/History). Some, such as Geography and Animal Welfare, are already inherently interdisciplinary. Hall, appointed Professor of Interdisciplinary Social Studies in 2013, continues to develop geographical and criminological research around global crime, supported through research buyouts and research project funding. **Hall's** leadership in this area has resulted in several examples of **successful collaboration within this UoA**, including a co-edited collection with **Scalia** (*A Research Agenda for Global Crime*, Edward Elgar, 2019), and with colleagues in C19. Others were supported through funding for research buyout and impact work to engage in cross-UoA international research projects (**Dickinson** – D23) and impact (**Lees** – D33).

Members contributed to **the development of cross-faculty research centres and networks**. The Centre for Animal Welfare, established in 2015 and led by **Knight** with the involvement of **Riley** and **McCulloch**, develops public and academic knowledge around topics such as human understanding of animal welfare, and the animal/human policy interface. Its success is demonstrated in commissioned research funding and diverse stakeholder impact and cross-UoA PhD completion (Sections 2.6, 3.1 and 4). **Lees** and **Earthy** contributed to the Health and Wellbeing Research Group, incorporating researchers from the Centre for Arts as Wellbeing, on research around faith-based social care, reflective practice, health literacy and social prescribing. Meanwhile **Dickinson's**

involvement with the Forced Migration Network, comprising colleagues from Education, Arts and Interprofessional Studies, resulted in the development of an internally awarded QR GCRF research project (2019-2020) with a colleague in Education investigating the involvement of refugee communities in addressing legacies of mass violence in Rwanda. This research was further supported through UoA-funded teaching buyout in 2019-2020.

Inter-disciplinary working is also supported by inviting colleagues from other disciplines to participate in research group meetings and by supporting staff to join inter-disciplinary research initiatives within the University. For example, colleagues from Politics attend Research Group meetings. **Hall** worked with colleagues in Politics and Digital Futures in formulating an **innovative inter-disciplinary research project on cyber-crime**, resulting in a successful award of a British Academy Small Grant in 2019 with Ziemer (C19).

The organisational structures for research, both collaborative and independent, around the themes described in section 1.3 above underpin the consolidation of this interdisciplinarity within the UoA. **Youth, Communities and Institutions** brings together colleagues from the disciplines of Criminology, Human Geography and Sociology, whilst Sociologists, Physical Geographers and Animal Welfare experts working on the human and non-human dimensions of environmental change, mitigation, adaptation and ethics comprise **Planetary Welfare**. These structures will facilitate future interdisciplinary working, whilst deploying UoA-level funding to support activities such as workshops and seminar series to foster collaboration across these themes.

1.4.3 Developing applied, impactful research with local, national and international stakeholders

Closely aligned with the University's core mission, impact has been a major focus of the UoA throughout this cycle. A key rationale for the creation of the UoA was **to fuse areas of theoretical rigour with existing practice/practitioner-oriented research across the institution's portfolio**. The organisation of staff into the aforementioned themes was designed to achieve this objective and include impact in planning, mentoring, bid support, sharing of progress and best practice across and beyond the UoA.

We identified potential impact case studies in the revised UoA Strategy in 2017, and chose two in 2019 for targeted intensive support through the employment of impact officers and research buyout. **Lees** et al's impact case study *Impacting Social Prescribing*, and **McCulloch** on *Animal Welfare Impact Assessment, Brexit and Sentience Policy* were chosen on the basis of the strength of the existing connections to service user groups and organisations developed through the respective research centres and networks to which they contribute – The Health and Wellbeing Research Group (incorporating the Centre for Arts as Wellbeing) and the Centre for Animal Welfare. This evidences their role as fora for **exchange of knowledge, ideas and techniques** between policymakers, practitioners and researchers.

Impact within this UoA, including in the impact case studies and described in Section 4, takes diverse local, national and international forms. The work of the *Health and Social Care Organisation* group focused on **service delivery improvement for local communities and groups** in South-East England is testament to the depth of the group's ties to local and regional stakeholders, partners and statutory organisations. The breadth of impact generated through the work of *Planetary Welfare* grouping encompasses both social, environmental and animal welfare (Section 4 and **McCulloch's** impact case study) evidences our ability to **engage diverse communities with our research**, which we take to include animals and non-human species.

Following the introduction of devolved funding in 2018-2019 to UoA level, rounds of internal research funding late in this cycle were directed towards projects with potential for high impact and pump-priming in the next cycle, particularly those **embedded within collaborative practitioner/researcher networks comprising multi-sectoral statutory, third sector and private foundations and organisations**. Examples of internally funded impact work include **Knight** and **Dickinson**, whose internationally impactful research will come to fruition in the next cycle. Targeted support will be maintained in the next REF cycle, with possible impact case studies earmarked early on and regular reviews of impact activities undertaken by the UoA Working Group.

1.5 Future Priorities and Opportunities

The UoA aims to build on this developmental groundwork within our four thematic research groupings, to deliver internationally excellent research underpinned by our core principles of collaboration, impact and interdisciplinarity. We aim to deliver this through collaborative work actioned at three levels: within the UoA, through collaborations within research centres and networks; and through external collaboration with local, national and international experts and practitioners. This work will revolve around the following priorities, which will be revisited early on in the next cycle in light of the impact of Covid-19 on internal research funding, availability of external funding and on the sector as a whole.

- a. **Deliver world-leading and internationally excellent research** by i) continuing to build an academic culture that facilitates the production of high-quality research; ii) increasing visibility of research processes and structures that support staff development; iii) enhancing the work of the institutional research centres and networks that members contribute to, as drivers of internationally excellent research and impact.
- b. **Have a growing and thriving community of research students** by i) increasing the institutional visibility of existing supervisory capacity, research expertise and experience (Section 2.6) within the themes now established; ii) drawing on existing institutional support structures for internally funded studentships and PGR training (section 2.6); iii) supporting staff to bid for external funding, drawing on the opportunities provided by existing external stakeholder relationships. In the early stages of the post-REF2021 cycle, **Lees** secured funding for three NIHR Applied Research Collaboration Wessex PhD studentships.
- c. **Continue to deliver demonstrative world-leading and internationally excellent impact**, by i) Drawing on our strong existing relationships with stakeholder networks and statutory organisations; ii) continuing to include research users in the co-design of research where possible; formulate impact strategies early in the cycle; iii) sharing best-practice examples of collaborative research across the UoA; iv) deploying internal and external guest speakers to address factoring-in impact in research design; v) targeted support for staff with high potential for impact.
- d. **Increase our external research and knowledge exchange income** by i) seeking out diverse sources – project grants, impact awards, research fellowships and doctoral funding; ii) providing further research training, enhanced peer feedback via regular UoA-level funding workshops, and UoA and Faculty-level research mentoring; iii) tapping existing practitioner collaborations through research centres. Bids planned for submission in the first half of 2021 include two by **Dickinson** to support work on Rwandan diaspora youth entrepreneurship (Leverhulme) and on low-income women's entrepreneurship in Rwanda (Transforming Education for Sustainable Futures Network Plus), one by **Hall** to undertake research on Organised Crime in rural areas (Seale Hayne Trust), and one by **Knight** (Wild Earth US).
- e. **Consolidate our interdisciplinarity** by expanding the role of the research themes now established within the unit, as a forum for partnered funding bids for research and impact, joint publications and PhD supervision, mentoring and peer-support. This will also ensure ECR and mid-career staff are able to gather experience for leadership roles through working

alongside more experienced staff. In line with this aspect of the Unit's post-REF 2021 strategy, in 2021 **McCulloch** and **Dickinson** submitted a studentship application to Battersea Dogs & Cats Home for a project on rehoming stray animals in India, South Africa and Romania.

Several developments late in this REF cycle will enable us to achieve this. These include the 2019-2020 internal investment of the QR Global Challenges Research Funding allocation in **Dickinson's** collaborative research on the institutions of diaspora community engagement, targeted specifically to capacity-build social policy research engagement with Official Development Assistance recipient countries; the 2019 Memorandum of Understanding with Hampshire Hospitals Foundation Trust; early stage planning of an Environment and Social Justice Institute in 2020; and **Hall** beginning his British Academy-funded research on cyber-crime in Armenia.

The Social Work and Social Policy Research Group is therefore now **well-positioned to build upon the work achieved** in establishing a framework and organisational structure for both collaborative and individual research excellence, and to emphasise and develop its research themes as we continue to support researchers to undertake high quality research of international impact and significance in social policy. UoA20, collectively, will look to **build on its strong interdisciplinary, highly collaborative and impactful foci**. From its beginnings as a multi-disciplinary, but initially disconnected, group of researchers, this UoA has an **upward and ambitious trajectory**, looking to be of strategic importance for the University in the next REF cycle as we consolidate research around sustainability and social justice, whilst innovating social policy at the human-environment welfare nexus.

1.6 Research integrity

Throughout this REF cycle, the UoA has fully engaged with the University's policies on ethical and professional standards in all its work and UUK's *Concordat to Support Research Integrity* (2012). Staff ensure that the PGR students they have co-supervised here and at other institutions do also. Ethics approval for research projects is required at the start of research and when factoring in research design. To ensure best practice, members of this UoA sit on the UoW Ethics Committee (**Scalia**). Researchers have developed an **additional range of ethical concerns and guidelines** in relation to the non-human protection issues arising from social and human research. This is reflected in **member's outputs** around the use of animals in human biomedical research (**Knight**), the role of animal welfare policymaking (**McCulloch**), in international social research knowledge governance (Mormina) and their role within respective professional bodies (**McCulloch**). The UoA ensures, and funds where necessary, researcher compliance with REF Open Access requirements. Researchers access funding for professional researcher development in ethics, and we are able when requested to provide staff with training and support in areas such as pre-registration of research and preparation of high-quality datasets (where possible) for open access deposit.

2: PEOPLE

2.1 Recruitment

The creation of UoA20 was **deliberately designed to expand the reach and disciplinary scope of Social Work and Social Policy**. Driven by the University mission and values, Geography and Animal Welfare as interdisciplinary subject areas were added to the institutional portfolio, leading to appointments in Geography (**Dickinson** as Senior Lecturer and **Ball** as Reader) and in Animal Welfare (Riley and **McCulloch** as Lecturers, and **Knight** as Professor). They joined the 3 FTE staff in post prior to REF2014 (**Hall, Clement, Grattan**) and those appointed shortly afterwards (**Scalia** and **Barton**, the latter has since departed). Growth in undergraduate numbers - and therefore

staffing - of the Department of Applied Social Sciences, Forensics and Politics was a key development during the current REF period, **enabling the unit to broaden the research base and achieve critical mass** in key research areas. To build research capacity, complement and extend existing specialisms and enhance impact, recruitment was at earlier career stages (**Andow, Holyoak, Ozaki**; Mormina and Phelps since departed). To this grouping was added **Lees**, social policy practitioner expert appointed as Senior Research Officer in August 2014 and supported since, through researcher development activities, into producing measurable outputs and impact. Subsequent strategic growth of health and wellbeing research in the institution added **Earthy**. This grouping fostered an emerging interdisciplinary, rigorous and impactful research culture. The various UoA and institutional processes and activities established during this REF period, described below, supported the development of this wide-ranging staff grouping as confident, internationally excellent researchers.

2.2. Staff development

Three structures facilitate reflection on research and recognition of achievement. Institutionally, research success (outputs, external funding success) and achieving impact are rewarded and recognised through the allocation of additional time for research and impact in the workload model, and through **career progression and promotion procedures** (see REF5a 3.4, 3.5). At department level, the annual **staff development review** with the relevant Head of Department (which is developmental rather than performance driven) includes research and knowledge exchange. At unit level, **an annual planning form for research and knowledge exchange** is submitted by individuals and scrutinised by the UoA Lead, in part regarding appropriate use of pooled UoA funding but also for developmental aims, longer term output, impact and career strategies. The UoA Lead and senior staff operate as peer reviewers for both funding bids and outputs, in addition to a **peer review college** at Faculty level for external funding. Peer-review lunches operate for staff to present 'works in progress' for feedback and comments on work before submission. Outputs considered for inclusion in this submission also benefitted from anonymous external review and developmental feedback. Support for staff for impact work comes in several ways, notably the employment of impact officers working across a number of projects/potential impact case studies (Section 3.2) and support for ad-hoc teaching buyout.

Support is provided for **researcher development** at both faculty and institutional level. Staff are supported to make full use of a wide range of additional development opportunities available to them organised through the University's Research and Knowledge Exchange Centre, such as day-long workshops on grant writing, provided by external consultants, and Open Access days covering a range of topics such as open data, pre-registration of research and registered reports, and pre-print archiving systems and impact training. Staff can access **funding** for professional researcher development courses in areas such as methodological techniques and grant-writing.

The UoA Working Group provides **a forum for research leadership development**. We anticipate that the now established research themes will provide further opportunities for researcher development. At faculty level, participation in Faculty Research and Knowledge Exchange Committees (FRKE) gives staff direct input into University-wide, research-related discussions and decision-making. **Hall, Dickinson, Scalia** and **Lees** have sat on this committee.

2.3 Mentoring and Early Career Support

The University allocates research mentoring time in the workload model for Readers and Professors, 50 and 75 hours respectively. Mentors are encouraged to meet with mentees on a regular basis for the purposes of support, setting individual career development goals, review and reflection. In addition, mentors may undertake activities such as commenting on manuscripts in

preparation, giving feedback on conference presentations, providing support with PGR supervision, helping with public engagement activities and inputting to the preparation of funding applications and impact planning and activities. Faculty and Institutional research mentoring schemes were also available during the REF cycle, supporting both **Andow** and **Dickinson**.

In addition to the institutional-wide support for ECRs (see REF5a, 3.5), at the Faculty level ECRs benefit from:

- Support from the UoA Lead and other members of the UoA with allocated workhours for mentoring;
- Regular probation meetings with the Head of Department (every three months) in the first year of employment with stated SMART research targets and steps to achieve them;
- Extra hours for teaching preparation (teaching of new modules) to ringfence research time.

2.4. Research study leave

Study leave to provide staff with dedicated non-teaching time to focus on research activity is underpinned by internal and external research funding. In addition to teaching replacement funded through external income, academic staff are able to use internal funding to support this – from a small number of taught sessions up to an entire semester. Internal funding sources included staff's £3000 REF 2014 allocations, applications direct to Grants Committee between 2014-2018 or through the UoA Working Group, from 2018 onwards, which ensured that the proposed purpose of study leave was in line with the strategic goals of the unit. Staff with buyouts supported under devolved internal funding include **McCulloch** (18/19), **Andow** (18/19); **Holyoak** (18/19), **Dickinson** (19/20) and **Knight** (19/20). These resulted in the development of measurable outputs (e.g. **Andow** 2020), impact development (e.g. **McCulloch**'s impact case study) and external income generation (**Knight**, £7,801); future PhD outputs (**Andow**, **Holyoak**) and completion of an international research project (**Dickinson**).

2.5. Equality, Diversity and Inclusivity (ED&I)

As a small university, strategy in relation to supporting and promoting ED&I is centralised, covering all aspects of the institution's operations and led by the HR Department and the Director of Equalities and Staff Development. The UoA takes a positive approach to equality diversity and inclusion, reflecting this wider University commitment in supporting and promoting equality and diversity in research careers (5a, 3.1, 3.2).

Notwithstanding institution-wide Flexible Working Agreements (FWA) and programmes for developing women's opportunities in academic leadership positions (attended by **Dickinson**), staff also benefit from University training and committee participation relevant for research. In compliance with the REF 2021 Code of Practice (p. 2), all members of the UoA Working Group took part in bespoke mandatory training in conscious and unconscious bias in relation to REF. This was led by the Director of Equalities and Staff Development and was in addition to online training in Equality and Diversity which all staff are required to undertake.

Members of the UoA have also been active in promoting ED&I within the University and in our respective disciplines. Senior staff (**Hall**, **Knight**, **Ball**, **Dickinson**, **Scalia**) sit on interview panels, thereby implementing the University's recruitment policies on ED&I. **Dickinson** is an ally member of the University BAME Network and led a workshop on decolonising the curriculum in June 2020.

As a relatively small UoA, data which potentially identify colleagues with Protected Characteristics cannot be included in this statement. However, moving forwards, we will be working closely with HR and the RKE Centre to address any equality and diversity issues arising from the REF Equality Impact Assessments.

2.6 Doctoral research

The University's Postgraduate Research team in the RKE Centre monitors and oversees the admission, training, supervision and progress of PGR students (See REF5a, 3.3).

Supervisory teams are identified and established at a Faculty and RKE Centre level, with competitive PhD studentships awarded at institutional level. Owing to our recent establishment as a UoA, members have yet to supervise PGR students to completion at Winchester. However, in line with its interdisciplinary and collaborative values, and the activities of Research Centres and Networks, members have experience contributing to PhD completion in other UoAs in this submitting institution (e.g. UoA31 - **Knight**). Recent appointments also bring experience of PhD completions at other institutions (e.g. **Dickinson, Earthy**) and examining PhDs externally (e.g. **Hall, Ozaki**).

This UoA therefore is well placed to supervise future PhD students to completion and improve this aspect of the UoA's environment. Developing PhD supervision capacity in disciplines falling within the scope of UoA20, like Criminology and Geography, features explicitly in the 2020-2030 Faculty RKE Strategy approved in December 2020. As we enter the next REF assessment cycle, we will encourage staff and Masters students to apply for external funding to increase the breadth and number of doctoral candidates aligned with the UoA. Members contribute to several MSc programmes that could provide a pipeline for doctoral students to this UoA, including MSc programmes in Applied Criminology, Social Work, Animal Welfare Science, Ethics and Law, and Sustainability and Social Justice. Stakeholder relationships outside the institution give the UoA scope for the development of PGR funding streams.

2.7. Research Apprenticeships

To facilitate the embedding of a research culture across the University, staff participate in the Winchester Research Apprenticeship Programme (WRAP). This provides undergraduate students with experiences and skills in data collection, analysis and academic writing, and staff with a valuable opportunity to develop their mentoring and management of research projects (5a, 3.5). Over the period of this REF cycle, successful examples leading to measurable outputs include projects on conflict resolution and peacebuilding in Northern Ireland (**Grattan 2014**) and illicit economies (**Hall 2017**).

3. Income, infrastructure and facilities

3.1. External research grant income

During the current REF assessment period members of the UoA have been successful in securing a total of £221,658 external research funding from a range of national and international sources including: UK based charities, UK Government Local Education Authority (LEA), Non-EU Industries and organisations and private interest groups.

Members of the Health and Social Care Organization have secured through their extensive collaborations with third sector organisations funding to support diverse research on social prescribing, reflective social work practice, young carers, and leadership development. Notable

examples include **Lees'** extensive research collaborations with the University of Southampton and Hampshire Hospital Foundation Trust, which has brought in a total of £57,961.

Members of the *Planetary Welfare* grouping have brought in external funding from national and international sources to support their work on the human dimensions of climate mitigation, including **Ozaki**, funded by the National Institute for Environmental Studies, Ministry of the Environment, Japan for research on urban infrastructural innovation, social practices and sustainable lifestyles (2017-2020, £32,152).

Members of this UoA whose work forms part of this submission have also contributed to the external income successes of other UoAs in the submitting institution including UoA19 (**Hall**, with Ziemer - *Technology, development, culture and cybercrime: a case study of cybercrime and illicit internet use*, British Academy £9,991); and with UoA33 (Daykin – *What Works for Wellbeing and Creative and Credible*, both ESRC).

3.2. Organisational structures for supporting research and impact

Support for research institutionally is provided by the RKE Centre covering pre- and post-awards, research income and knowledge exchange. Their provision for engagement with impact for all UoA staff included training and talks for staff, ECRs and PhD students by impact practitioners. Impact and public engagement are audited at University level with individual annual returns, while impact plans are part of the UoA level RKE returns. The services of a paid external Impact Consultant providing tailored, individual feedback supported the development of our impact case studies. This has proven invaluable for tailoring future research, impact and funding applications.

Each of the faculties from which members of this UoA are drawn have a Faculty Research and Knowledge Exchange Committee, headed by a Faculty Head who, in coordination with UoA Leads briefs staff on funding opportunities, and provides support and guidance in applying for external research funding. They are supported by a Faculty Research Officer, who monitors internal and external research grants and a Knowledge Exchange Lead to support impact. This team together provides advice on income, sources, reviewing applications and circulating advice on other successful bids from across the faculty. Faculties also operate peer review for external funding, providing applicants with feedback from experienced colleagues. These processes have supported external bids in sharing good practice across the UoA.

All staff at the University of Winchester who submitted to REF2014 were allocated a personal research budget of £3000 per year, pro-rata, from QR funding for much of this REF cycle. In addition, all staff have opportunities to apply for further funding, managed centrally and disbursed at multiple points in the annual calendar. Between 2014-2018 this was managed centrally through Grants Committee, and from 2018 onwards devolved to UoA Working Groups (5a, 4.1). The UoA has deployed strategically this more devolved approach to support teaching buyout and relief from other duties to free up time to write bids (as explained in 2.4), as well as pay for external speakers, Open Access charges, conference attendance, travel, fieldwork and impact work.

The UoA has directly benefitted from both internal funding and the wider institutional and faculty structures. Our funds were strategically targeted towards pump-priming expenses, particularly those embedded within collaborative practitioner/researcher networks comprising multi-sectoral statutory, third sector and private foundations and organisations, with successful examples of staff going on to achieve external income generation. A notable example includes **Lees'** internal funded project *Engaging with vulnerable parents to develop tailored health literacy intervention (2014)*, which led to several successful collaborative bids.

At the UoA level, whole group workshops underpin financial and infrastructural support. Within the context of the unit, the UoA lead and senior staff operate as peer reviewers for both funding bids and outputs. Prior to the disruptions of Covid-19, there were active plans to use our first research Away Day to boost success in external grant capture and impact generation, by sharing and acting on both successful and unsuccessful examples of grant applications. The UoA plans to use these as examples as part of its grant-mentoring strategy in the next cycle.

3.3. Infrastructure and facilities

All Category A staff above 0.7FTE have offices and are individually supplied with regularly updated desktop computers and networked access to standard software packages such as the Microsoft Office and Adobe suite of programmes, as well as qualitative and quantitative analysis software such as NVivo and Atlasti. Researchers can make use of in-kind infrastructure provided by the University such as meeting rooms and conference facilities.

The UoA has made use of the University's Visiting Knowledge Exchange, Research Fellow and Professor schemes to **access research facilities, participants and sites outside of the institution**. Dr. Sanjay Patel was appointed as a Visiting Research Fellow from Southampton Children's Hospital as part of the Wessex Research consortium with Lees. This resulted in a number of externally funded research projects and supported this UoA's policy interventions in reflective practice for social and clinical professionals, as well as social prescribing and the organisation of service provision, as described in the impact case study and section 4, below. Members of the *Health and Social Care Organisation* research theme expect to benefit from the formation of the Hampshire Collaboration for Health Research and Education, a formal collaboration agreement between the University and Hampshire Hospitals NHS Foundation Trust (HHFT).

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

Closely aligned with the University's research impact aim, outlined in the RKE Strategy 2015-2020, and guided by the aforementioned objectives, staff have been encouraged to develop research impact in parallel to the impact case studies submitted by UoA20 through targeted support to **developing collaborative relationships with research users and beneficiaries**. These are encouraged, fostered through members' contributions to university research centres and networks, through the distribution of QR funding to support engagement events, salary cover for independent researchers and in-kind benefits such as meeting rooms and refreshments. This has resulted in numerous and extensive collaborations with a wide range of private, third sector and statutory organisations.

The support at UoA and institutional level for helping to develop **impactful** collaborations has helped members of *Health and Social Care Organisation* reach **an extensive network of local service users** across Hampshire through their relationships with key partner organisations, third sector groups and statutory social work bodies that both fund and benefit from their research. These collaborations constitute a significant contribution to community-wide health developments. In addition to those described in impact case studies, notable partnerships over the REF Assessment period include NHS South West Leadership Academy, Wessex Public Health Reference Group, Winchester Diocese and Shirley Health Partnership/Healthier Together. Examples of high impact work resulting from this support include Barton's collaborations with NHS South West Leadership Academy, supported and developed through QR funding and in-kind

benefits, resulting in a collaborative research grant with NHS Leadership Academy Structure to create a national framework for evaluation that will allow a comparison of provision of services, return on investment and methodological approaches which will then feed back into a 'what works' agenda. This research was made available to all NHS staff via the LeADER Hub (<https://www.hee.nhs.uk/sites/default/files/documents/Evaluation%20Framework%20vF1.2.pdf>) and was already adopted as common practice by the NHS leadership Academies in the NHS England structure (<http://ldphub.leadershipacademy.nhs.uk/strategy-and-framework/>). This impact is described in Barton, A., et al (2017) Looking beyond tasks to develop flexible leadership in the *British Journal of Healthcare Management* 23(3): 225-230.

Our collaborative and impactful values encourage researchers to **engage with diverse communities** for the dissemination of research findings and the formulation of research agendas. Examples include **Holyoak's** housing activist research with Southampton Solfed, **Andow's** research in collaboration with Surrey County Council exploring the use of secure care institutions; and **Dickinson's** ongoing QR GCRF funded capacity building research with The Aegis Trust and Shibuka, both Rwandan non-government organisations working on youth entrepreneurship and post-genocide socio-economic reconstruction. Further, **Dickinson** worked closely on that project with UK Rwandese community through John Binama, a social worker and former chair of the National Association of Rwandese Communities in the UK and Chair of the International Organisation of Migration's 2017 UK-Rwandan Diaspora scoping review.

We take our diverse community of beneficiaries to include the non-human. Researchers in the *Planetary Welfare* group have been supported to develop collaborations with users to develop societal understanding of the ethics and adaptations necessary to care for its non-human elements through their collaborations with organisations such Kashiwa City Council (Japan) and EDF Energy and UK Power Networks (**Ozaki**), Scottish flood risk management agencies such as Scottish Environment Protection Agency (**Ball**) and zoos (**Riley**). Members of the Centre for Animal Welfare developed numerous programmes, workshop and talks aimed at reframing public and policy understanding of animal welfare. Beyond those described in **McCulloch's** impact case study, members have participated in external workshops, consultations and exhibitions including at No. 10 Downing St (**Knight**, November 2019).

Staff have also been active in **public engagement**. The UoA has encouraged non-academic dissemination of research and profile-building through online outlets and popular media, including **Clement**, whose work on riots and protests contributed to ongoing conversations around Black Lives Matter through pieces in *New York Daily News* (June 2020), Al Jazeera 'Inside Story' (October 2019), and an interview for BBC News online (June 2019). **McCulloch** writes up much of his research as blogs and short articles, whilst **Hall** has contributed articles on his research into the rural idyll for *The Conversation*. **Knight**, whose primary interest is increasing awareness of animal welfare within all levels of society, has a high profile of media interviews, several public presentations, YouTube videos and popular articles on animal welfare issues. **Knight** received a 2017 Fellowship of the Royal College of Veterinary Surgeons (its highest level of qualification), conferred in recognition of his success in raising the profile of animal welfare.

In line with the UoA's commitment to **collaborative interdisciplinarity**, we sought to maximise collaborative research, both nationally and internationally, as well as institutionally. For example, during the current REF period international Visiting Research Fellows and Professors were appointed to facilitate collaborative working and provide advice and workshops to colleagues. These fellowships facilitated collaboration on several research projects, reports and knowledge exchange activities: Professor Norma Daykin's (University of Tampere) Visiting Research

Fellowship assisted **Lees** with the development of the *Health and Social Care Organisation* group's impact case study on social prescribing.

Members have been able to develop **national and international collaborations** through targeted internal research funding. Notable examples include **Lees**, who has developed an extensive portfolio of research collaborations, networks and partnerships in the field of reflective practice in social work service provision, supported by UoA QR funding, Visiting Fellows and in-kind benefits, with Universities of Southampton, Bournemouth, Portsmouth as well as hospital trusts including Southampton Children's Hospital, Tavistock and Portman NHS Trust, Bethlem Royal Hospital/Springfield Hospital. These collaborations have resulted in several peer reviewed articles and research evaluations in child/family public and health/service improvement. Examples of international collaborations supported through UoA funding include **Ozaki** (collaborating with Chiang Mai University, Thailand) and **Dickinson** (with Aegis Trust, Rwanda). **Ball** continues to collaborate with researchers at University of Portland OR and the University of Cape Coast (Ghana), resulting in two outputs (Dittrich et al 2019, Yawson at al 2019).

At an **institutional level**, this UoA is important with regards to the number of centres and networks to which members contributed (Section 1.3). **Knight** established the Centre for Animal Welfare in 2015 to undertake research, teaching and knowledge exchange activities in animal welfare and related fields. In the most recent reporting period covering three months from Oct. 2018 – Jan. 2019, they have jointly published at least three books, 13 articles and chapters.

All staff **contribute to the research base** by participating in international conferences and/or giving keynote papers and invited lectures. Members of the UoA have been active in **conference organisation**. **Hall** convened numerous conference sessions at the Royal Geographical Society Annual Conference (leading to outputs such as Sidaway and **Hall** 2018, Boyle et al 2019). He also convened three events for the Regional Studies Association Research Network on Illicit Actors, Regional Governance and Development in 2015, 2016 with funding from the Regional Studies Association, resulting in the publication of an output (Chiodelli, **Hall** and Hudson 2017). **Riley** convenes the BIAZA Research Conference in her role as Head of the Research Engagement Subgroup. **Knight** organised numerous conferences including in 2016 Animal Welfare and Religion at the University of Winchester. **Keynote talks** have included **Lees** at the Practice Learning Conference, East Anglia Ruskin University (May 2018); **Knight** at the Ludwig Maximilian University of Munich, IVSA Animal Welfare Conference (Oct. 2018); **Hall** at the 'Urban futures: Challenges and Responses', Deutscher Kongress für Geographie, Eberhard Karls Universität Tübingen (September 2017); **Scalia** at the Universities of Parma (May 2019), Palermo (May 2020) and Pisa (April 2019) in Italy and at various universities in Mexico in late 2019 (Universidad Ibero Americana, Instituto Nacional de Ciencias Penales, Escuela de Argomentacion). **Invited presentations** include **Hall** at Università luav di Venezia on 'The geographies of organized crime' (2016) and **Andow** (Feb 2020) at Northumbria University to share her research findings about everyday life inside a Secure Children's Home.

Members of the UoA have also been recognised for their research excellence through **national and international prizes** for their research developed at Winchester. **Lees** won the Annual International Self-Care Foundation and SelfCare journal Award for Best Published Paper (£750 prize) for her paper 'A qualitative evaluation of parents' experiences of health literacy information about common childhood conditions'. **Knight** won several awards for significant contributions to the field of veterinary medical ethics: the 2019 Shomer Award at the Society for Veterinary Medical Ethics, awarded at the Veterinary Meeting and Expo. Orlando, FL, US; and in 2019 the Humane Society Veterinary Medical Association Humane Achievement Award. In 2017 **Knight** was awarded a

personal grant by the Ketty and Leif Hjordt Foundation of £4,500 to continue his research in the field of animal welfare and ethics.

Members of the UoA have also been recognised for their expertise and selected for various evaluating roles. In terms of **editorial work and reviewing**, **Knight** is on the Editorial Board of *Animals*, and the Advisory Board of the *Animal Studies Journal*, and the credentialing committee of the American College of Animal Welfare; **Hall** is on the editorial board for the *Journal of Geography in Higher Education* (2004 -) *Palgrave Communications* (2014 -) and *Geography* (2013-2019); **Scalia** is on the editorial board of the Italian journals *Studi sulla Questione Criminale* (2006 -); *Antigone* (2005 -); *I Rivista Italiana di Scienza dell'Amministrazione* (2017 -); and **McCulloch** is section editor of Science, Politics and Policy for the journal *Animals*; and the *Journal of Environmental and Agricultural Ethics* (JAGE). **Riley** is Deputy Editor of *Primate Eye*, Editorial of Primate Society of Great Britain. Meanwhile, members of the UoA have been active on national and international **funding advisory bodies and panels**, including **Andow** (National Association of Youth Justice, 2016 to 2020), **Lees** (National Institute of Health Research Design Service, South Central Advisory Group member since April 2019), **Hall** (ESRC Transnational Organised Crime Funding Call Commissioning Panel 2018) and **Scalia** (Italian Ministry of Education for social sciences research projects).

Staff have been active contributors to national and international professional bodies and learned societies taking on a range of **steering and committee roles**. Examples include **Riley** who is Research Engagement Subgroup chair of the British and Irish Association of Zoos and Aquariums Research Committee and is Associate Council Member of the Primate Society of Great Britain.

Experienced members of the UoA regularly contribute to the sustainability of Social Policy and the adjacent disciplines included in this Environment Statement through acting as internal examiners for PhD candidates and examining PhDs at other universities (**Ozaki, Hall**) whilst experienced and earlier career staff members contribute through external examining of PGT and UG programmes. Examples include **Riley** who is an External Examiner for UCLAN for all undergraduate Animal Studies degrees (2018-present). **Knight** is on the Credentialing committee of the American (veterinary specialty) College of Animal Welfare, and in 2020 helped rewrite their curriculum.