

<b>Institution: University of Oxford</b>
<b>Unit of Assessment: 18</b>
<b>1. Unit context and structure, research and impact strategy</b>

## 1.1 Research in Law at Oxford

Oxford prides itself on being a home for outstanding legal scholarship across a broad range of subject areas. Our size, and the value we place on staff autonomy, allow us to maintain this breadth while taking active steps to retain our position as one of the world's leading centres for legal research in the face of a rapidly changing environment.

Our efforts have focused in two directions: first, extending our excellence in areas in which our scholarship is already firmly established, in particular, analytical jurisprudence and private law theory, and second, directing resources at three emerging challenges for legal scholarship:

- (i) global shifts in economic and political power that have required a change in the **jurisdictional** focus of our research;
- (ii) new ways of approaching legal and regulatory problems that have demanded a change in the **methodological** focus of our research; and
- (iii) **global challenges**, including climate change, AI, antimicrobial resistance, and the current pandemic, that require *engagement with policymakers and practitioners*, with respect to their legal and regulatory dimensions, and other forms of *knowledge exchange*.

We aim to recruit and retain the best people, leading us to renew our commitment to equality and diversity. We also continue to believe that the best way of producing the highest possible quality of research is to allow members of our community maximum autonomy to pursue the research that interests them. We foster an engaging, supportive and inclusive environment where excellence is produced through self-motivation and a culture of success, rather than managerialist targets and performance metrics.

## 1.2 Context and Structure

Oxford's UoA18 is centred on the Faculty of Law ('the Faculty') but includes legal scholars employed in Oxford colleges and other departments. The Faculty is located in the St Cross Building, which houses the Bodleian Law Library, the Dean's Office, administrative teams (including research support), the Centre for Criminology, Oxford Intellectual Property Research Centre, and Institute for European & Comparative Law. The Centre for Socio-Legal Studies is located in the adjacent Manor Road Building.

The Faculty is the largest unit in Oxford's Social Sciences Division (SSDiv). Its submission encompasses **138.23 FTE researchers**. Oxford Law made close to a 100% return to REF2014 (108.88FTE). Our 2021 submission reflects steady growth during this REF period. The Faculty includes 25 early career researchers (ECRs). Eleven researchers in the UoA18 submission are based in other departments in Oxford (*see Table 1*).

Table 1: Overview of strategic change in Oxford Law, 2008-2021

	RAE2008/ 2008	REF2014/ 2013	REF2021/ 2020
Total FTE	103.5	108.88	138.23
Professors	32	41	55
% Female Professors	16%	27%	36%
ECRs	15	24	25
UoA18 staff in other Departments	3	12	11
Full-time Doctoral students	115	190	197
Part-time Doctoral students	-	-	55 <sup>1</sup>
Faculty funding for Postgraduate Research (PGR) students	£52,530	£190,000	£352,872
External research grant funding (REF period)	£7.9m * (7 years)	£6.3m (5 years)	£15.6m (6 years)

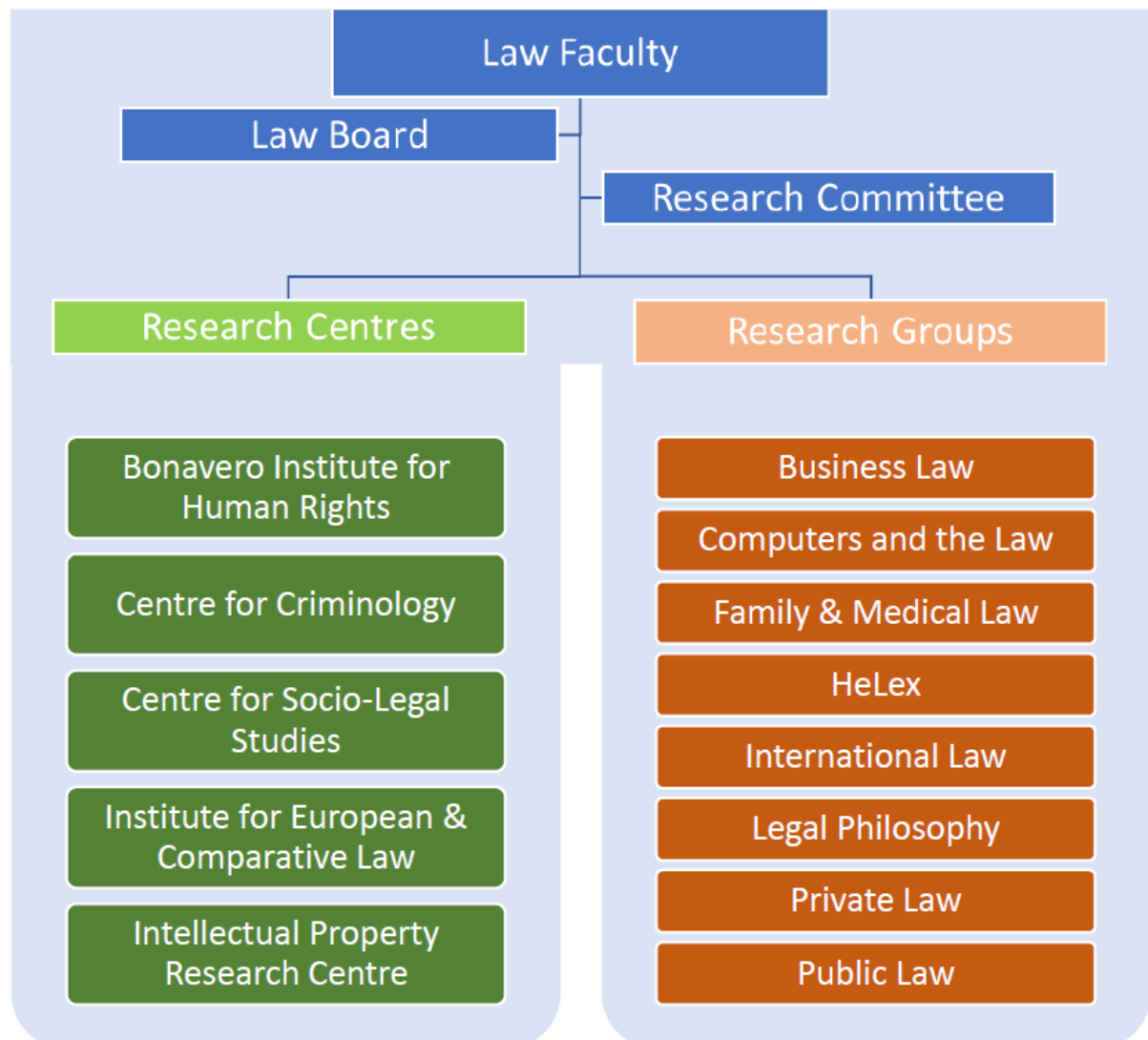
Two structures support research within the Faculty (*Figure 1*). At the macro-level is the **Faculty** itself, which determines strategic priorities, sets broad policy around research and provides administrative support to individual academics and to the Faculty's **Research Centres** and **Research Groups**. At the micro-level, Research Centres and Research Groups coordinate the activities of specific fields of research (see further below). They exhibit considerable variety and enjoy a good deal of autonomy. The decentralization of legal research in Oxford is a product of the organisational, pedagogical and disciplinary context.

The **organisational context** is a Faculty embedded within a collegiate university. Almost all UoA18 researchers are members of both the Faculty and a college; most academic posts are joint Faculty-college appointments; and many colleagues have their physical workspace in colleges geographically dispersed across the city. This creates an obvious barrier to 'top-down' or hierarchical organisation, but works to the advantage of 'bottom-up' research agenda generation. All colleagues belong to at least two groupings of researchers—one within-discipline, through the Faculty, and one across-disciplines, through their college, providing especially rich opportunities for engagement and idea generation.

The **pedagogical context** is the outstanding ability of our students in our programmes, who are taught intensively up to the research frontier. They ask searching and challenging questions that provide a testing-ground for early-stage research.

<sup>1</sup> The Faculty launched a part-time D-Phil pathway in 2015.

Figure 1: The structure of research in Law in Oxford



The **disciplinary context** is the engagement of many Faculty members across disciplines. Our colleagues interact with, e.g.:

- African Studies Centre,
- Blavatnik School of Government,
- China Centre,
- Computer Science,
- Continuing Education,
- Oxford Department of Education,
- Ethox Centre,
- Oxford Department of International Development,
- Oxford Centre for Practical Ethics,
- Oxford Cybersecurity Centre,
- Oxford Internet Institute,
- Oxford-Man Institute for Quantitative Finance

- Oxford Neuroscience,
- Faculty of Philosophy,
- Saïd Business School,
- Smith School of Enterprise and Environment,
- Sociology.

The dual networks facilitated by the collegiate system enable colleagues to locate collaborators within other disciplines. Strategically, Oxford's decentralized structure is a key asset for generating exciting, innovative research ideas.

Effective scaling of research programmes is crucial to our dynamic research environment, necessitating top-down structures to facilitate coordination. The Faculty's **Research Centres** have long embedded durable research agendas, distinct from the identity of individual participants. They support staff and have their own budgets, used to organize research events, including events targeted at policymakers, legal practitioners and members of the judiciary, thereby facilitating knowledge exchange and pathways to impact.

During this REF period, a major strategic initiative was to implement new intermediate-level Faculty institutions—**Research Groups**—to coordinate fields of research activity not encompassed by the Centres. Given the heterogeneous needs of different sub-fields, the role and significance of Research Groups varies, reflecting different balancing points between top-down (planned) and bottom-up (emergent) organization. Minimally, they provide local networks of opportunity, advice, discussion and support (e.g., mentoring and seminars) through which the Faculty can strengthen the research culture and foster engagement by and with ECRs and PGR students. The Research Group Chairs also provides a layered structure for coordination between the Faculty's strategic Research Committee (on which the Research Group Chairs sit), Faculty research support personnel and individual researchers. This facilitates greater success in research grant competitions. In more ambitious cases, the Research Groups will incubate large-scale agendas that may ultimately generate new research centres. We expect the scope of Research Groups to evolve over time; their delineation is subject to review by the Research Committee every three years.

### 1.3 Research and Impact Strategy

*Table 2* sets out the **seven core goals** of the Faculty's research strategy for this REF period, as identified in REF 2014, and summarises the strong progress made towards their achievement. Highlights include:

- Significant growth in the Faculty as a whole, with strategic investments in recruitment of leading scholars in areas of **traditional strength** (e.g., *Chang*, jurisprudence; *McFarlane*, private law), in the legal and regulatory dimensions of **global challenges** (e.g., *Rajamani*, climate change; *Burrell*, antimicrobial resistance; *Armour*, *Williams*, law and AI), and in positions intended to extend our **jurisdictional** (e.g., Asian Law) and **methodological** (e.g., Socio-Legal, *Mulcahy*) footprint;
- Launch of a **major new Institute** in Human Rights (housed in a new building in Mansfield College and supported by £10.5million in endowment);

- Major investment (£12.5million) in physical infrastructure in the **Faculty's premises** in the St Cross Building;
- **Doubling of external grant income** from £6.3million to £15.6million, and growing leadership in large-scale interdisciplinary and international collaborative research projects;
- Major advances in embedding **equality and diversity** (E&D), including: (i) introducing dedicated organisational infrastructure (E&D Committee, Associate Dean for E&D, E&D officer); (ii) achieving external recognition via an **Athena Swan Bronze Award in 2017**; (iii) significantly improving the gender balance of Faculty roles, especially at the senior level; (iv) five well-funded PGR studentships targeted at BAME students;
- Ambitious and far-reaching restructuring of the Faculty's co-ordination of research activity through the introduction of **Research Groups**;
- Significant enhancement of **administrative support** for research and impact/engagement, with 23 Faculty members receiving ESRC Impact Acceleration awards;
- A **knowledge exchange** communications strategy, including three high-profile specialist blogs, social media and mailing campaigns; enhanced engagement with policymakers and the profession, helping to produce, inter alia, more than 200 judicial citations of Oxford scholarship across 16 jurisdictions (*Figure 4*).
- Introduction of a well-attended **Faculty-wide seminar series** to foster generalist engagement between colleagues across the wide scale of our Faculty endeavours—both human and geographic;
- **Career development** such that 15 Faculty members (11% of FTE) were promoted to Professor under the University's Recognition of Distinction exercise;
- Implementation of a well-designed programme to **support ECRs'** career development and integrate them into the Faculty's research culture;
- Major investment in our **PGR programme** to incubate world-class projects against a backdrop of growing complexity and diversity of methodological expectations by: (i) redesigning Research Methods training; (ii) restructuring of admissions and supervision allocation; (iii) significantly increasing financial support to PGR students; and (iv) allocating studentships on the basis of financial need, offered on a 3-year basis.

### 1.3.1 Strategy development, implementation and monitoring

Research strategy at the Faculty level is formulated and overseen by the **Research Committee**, chaired by the **Associate Dean (Research)**, *Barber*, who sits on the Faculty's apex decision-making bodies—*Law Board* (overall policy and strategy-setting, to which the *Research Committee* reports) and the *Planning and Resources Committee*.

### 1.3.2 Research integrity

The Faculty's **Research Committee**, working through the Associate Dean (Research), Associate Dean (Research Students) and the research facilitation team, ensures that all research abides by the University's *Academic Integrity in Research: Code of Practice and Procedure*, and works with the **Central University Research Ethics Committee** (CUREC) team on more complex projects. All researchers have access to the SSDiv's new *Epigeum* online research integrity course. We cultivate broad dialogue about research integrity and good practice amongst both colleagues and PGR students. The SSDiv hosts a thrice-termly discussion group engaging with live matters of practical ethics. The research facilitation team

also ensures **open access and transparency**, through the deposit of research outputs with the Oxford Research Archive (ORA) and datasets with ORA and/or the UK Data Service (UKDS) as appropriate.

Table 2: Research strategic goals and indicators

Goal	Indicators	Evidence (over 2014-2020 REF period)	§
1. recruit outstanding scholars with diverse backgrounds, perspectives, and talents	Active recruitment of scholars	28% increase in FTE (from 108.88 to 138.23); and strategic recruitment	1.2
	Broaden jurisdictional and methodological perspectives	New posts in Asian Law, Socio-Legal Studies, and Quantitative Criminology; strategic recruitment of staff who bring methodological diversity, e.g. <i>Mulcahy</i>	1.3 2.1
	Foster and deliver equitable recruitment practices	Compulsory implicit bias training for recruitment; 63% increase in female Statutory Professors; 22% increase in female Professorships.	2.1, 2.5
2. give [Faculty members] equal opportunities, freedom, and responsibility for their research;	Equality & Diversity embedded in Faculty organisational structure	Establishment of Faculty E&D Committee, Associate Dean for E&D and E&D Officer; Athena Swan Bronze Award in 2017.	2.5
	Value all research agendas	Freedom for staff to develop own research agenda	1.1
	Support compliance with researchers' ethical and data transparency responsibilities	Human subject research must be approved through Oxford peer-reviewed CUREC process	1.3.2
		Outputs deposited in Oxford Research Archive; Data sets deposited in ORA/UKDS as appropriate	1.3.2
Regularise provision of support across all fields of research	Restructuring of strategic research support into Research Groups;	1.2 1.5	
3. support career development	Nourish individual research agendas through research culture and internal engagement	New Faculty seminar series (generalist); Enhanced Research Group workshops (specialist)	1.3 1.5
		Provide easy access to early-stage / pump-priming funding	Internal research support fund: £100,000 per annum; streamlined application process; £4,000 start-up grant
	Active support for career development across the spectrum of faculty roles	Faculty Mentor programme & Advisor scheme	2.2
		Supported 15 colleagues to success in University Recognition of Distinction (11% of total FTEs)	2.2
		Established ECR support scheme	2.3
	Make time for research and take steps to ensure that teaching and research interests better align.	Sabbatical as of right (1 term in 7 basis); introduction of PGT half-options to facilitate the development of niche research-led modules; creation of new graduate Classroom Assistant role to provide support for technological and administrative elements of course delivery.	2.2

<i>4. increase substantive interdisciplinary and international research cooperation;</i>	Leadership in interdisciplinary and multinational research initiatives	Many large RCUK and other funded collaborative programmes led in Faculty (e.g. AI for Law, AI in healthcare, Modern Slavery)	3.1
	Foster and support international cooperation initiatives	Dedicated funds to foster collaborations with, e.g., Melbourne, NYU, HKU. Major collaborations delivered in the period (e.g., Asian Contract Law project involving 14 countries and 150+ scholars, judges, practitioners and policy makers)	4.1
<i>5. increase scholarship funding for postgraduate research students</i>	Expand PGR studentships and increase leverage	Increase from £190,000 in 2014 to £353,000 in 2019	2.4
		Move to primarily need-based, 3-year awards	
	Increase opportunities for capturing external funding	PGR Research Methods programme redeveloped to meet funding council requirements	2.4
	Promote diversity-linked funding	5 new BAME studentships (joint with colleges)	2.4
<i>6. promote the impact of our research, connecting research and practice</i>	Provide funding to facilitate impact	23 awards from SSD ESRC Impact Acceleration Account	3.1
	Support communications for research	New Communications Manager; blogging, email, social media, alumni dissemination channels	1.3
	Foster policy impact through advisory/technical committee work	Data from section 4.2	4.2
	Foster professional impact through partnership projects	E.g. AI for English Law partnerships; lecturing to Judicial College; supporting colleagues who sit on public enquiries, working groups and the like.	4.2
<i>7. improve research facilitation and infrastructure in Oxford.</i>	Align organisational infrastructure to support research	Associate Dean for Research; enhanced Research Committee; New Research Group structure	1.3
		Increasing professional research support capacity	3.1
	Improve physical infrastructure to support research	St Cross Building Phase 2 Development (£12.5million) Bonavero Institute (£10.5million).	3.2
	Increase external grant funding	From £6.3million to £15.6million.	3.1



### 1.3.3 Impact and engagement

Since 2014, Oxford Law has taken steps to create and sustain a research culture that values and rewards research engagement, knowledge exchange and impact. These include:

- Updating the **Research Support Fund's** guidance (2018) to support/fund activities 'that are likely to have impact, shaping policy or public debate'.
- Law's research facilitation team promotes (in regular *e-bulletins* and *weekly newsletters*) and supports applications for **impact funding**. The SSDiv's ESRC *Impact Acceleration Account manager* provides strategic advice regarding the Divisional Impact Account, and 23 Faculty members were awarded **Impact Acceleration awards** (total value £288,818, see s. 3.1).
- Promoting colleagues' involvement in policy-related advisory work, to facilitate **pathways to impact**;
- **Celebrating research and impact**. New grants and publications feature regularly in the internal weekly Dean's newsletter, and are publicised on Twitter (@OxfordLawFac has 13,000 followers), on the Faculty website, through the termly e-bulletin (distribution 10,617) and the annual Oxford Law News (distribution 11,366), sent to a global network of Oxford Law alumni. This work is supported by the Director of Development, the Communications Manager, and two Web Development and Support Officers.
- The Faculty has also worked with the SSDiv's dedicated **Research Impact Facilitator** who coordinates a cluster of departments to achieve significant policy engagement and impact around shared research themes (e.g. AI), facilitates interdisciplinary research, strengthens collaboration across departments around impact and engagement, and supports impact focused funding applications.

In 2019 Law enjoyed significant success in national impact awards:

- *Minson* won the prestigious **ESRC Celebrating Impact Prize 2019** (see, s.2.4.5);
- *Goold* was Highly Commended for her work.

In 2018, Law enjoyed significant success at the **O2RB Excellence in Impact Awards**<sup>2</sup> with winners in all three categories:

- Overall Impact Champion (*Condry*);
- Excellence in Impact Award (*Adams-Prassl*); and
- Early Career Impact Champion (*Minson*).

The Faculty also enjoyed success at the 2019 **University of Oxford Vice-Chancellor's Public Engagement with Research Awards** (*Viebach* and *Minson*).

UoA18's nine **impact case studies** align with our impact strategy in that they draw on a broad range of research activity, depend on long-term collaborations and deploy a diverse range of pathways to impact. They sit across key areas of research and engagement in Law: AI and law (*Wachter*); business regulation (*Hodges*), *constitutional law* (*Ekins*), employment law (*Adams-Prassl*); criminology (*Bosworth, Condry and Hoyle*), human rights (*Fredman*), and international law (*Akande*).

---

<sup>2</sup> Consortium comprising Oxford, Open University, Oxford Brookes and Reading Universities.

## Unit-level environment template (REF5b)

### 1.3.4 Research Strategy going forwards

The Faculty has started a wide-ranging process of reviewing its Research Strategy for the next period. Key opportunities to further strategic research goals include:

- Optimising the functioning of the **Research Groups** via an iterative process alongside developments in research activity;
- **Redeveloping the St Cross Building**, with an ambitious Phase 3 programme to provide space to house research centres, ECRs and PGR students, and to enhance a supportive and collaborative research culture;
- Capitalising on lessons learned during the pandemic to **embed appropriate technology infrastructure** to facilitate hybrid online/in-person workshops and seminars which will increase, extend and diversify participation rates;
- Encouraging more members of our community to engage with research that **addresses global challenges**;
- Further enhancing **administrative support for research and impact facilitation**;
- Strategic thinking about how Law meaningfully engages with research users, and engages fully with **co-design and knowledge exchange opportunities**; ensuring that the skills associated with engagement (e.g. blogging) are acknowledged in appointments and promotions;
- Encouraging **research agenda acceleration** by targeting research support and internal funding to increase the proportion of faculty members participating in external grant competitions; facilitating grant-funded teaching buyouts;
- Pro-active coordination with SSDiv research support on **larger interdisciplinary awards**;
- Continuing to enhance PGR research training and career development, and build further growth in **PGR funding**;
- Further engagement with E&D targets by seeking an **Athena Swan Silver Award**;
- Actively fostering **leadership in research agendas** by encouraging colleagues to engage critically over the formulation of research questions through ‘early stage’ workshops, and making available internal funding targeted at transformative projects or methods.

### 1.4 Research Centres

Each of the Faculty’s five Research Centres has a Director, a management board (with representatives from wider Faculty and SSDiv) reporting back to the Faculty, and administrative structures that support grant applications, academic visitors, and projects. They enjoy significant autonomy, but operate under the broad supervision of the Faculty, and utilize its administrative support.

**Bonavero Institute of Human Rights** (founded 2016) fosters rigorous, multi-disciplinary research on human rights and serves as a forum for global collaboration between scholars, policymakers and practitioners. It represents a major investment by the Faculty and Mansfield College in human rights scholarship and engagement. Located in a new building in the College, it consists of five full-time academic staff (*O’Regan, Micus, Lazarus, Atrey and Ghanea*). It also hosts British Academy Global Professor Martin Scheinin and five externally-funded postdoctoral researchers (*Aristova, Butler, Molavi and Trueblood*). The Institute’s activities include: (i) an active research visitor programme, (ii) an academic affiliate programme with nearly 40 affiliates from across the University, (iii) a resident graduate student programme, (iv) a weekly ‘*Bonavero Perspectives*’ research seminar series during term time, (v) publishing a series of *Bonavero Reports*, based on contributions to policymaking processes in the UK and globally, (vi) hosting/ co-hosting many conferences, events and lectures that are delivered or attended by globally renowned figures including Kofi Annan, Hillary Clinton, Judge Robert Spano, President of the ECHR and Fatou Bensouda, Prosecutor of the ICC.

**Centre for Criminology** organises research around seven substantive areas: Security, rights and justice; Penal culture, policy and practice; Politics, legitimacy and criminal justice; Crime and the family; Psychology, criminal justice and law; Victims and victimisation; and Criminal justice, citizenship and migration. It comprises six full-time academic staff (*Bosworth, Condry, Hoyle, Loader, Mueller-Johnson, and Roberts*), one visiting Professor (*Singh Bhui*), and a Senior Research Fellow (*Zedner*). Centre staff and students hold an array of external grants, including ESRC, British Academy, ERC, Leverhulme Trust, Open Society Foundations, Independent Research Foundation, Halley Stewart Trust, and Wellcome Trust; The Centre hosts: (i) 10–15 research visitors yearly (senior academics and practitioners); (ii) *Border Criminologies*, an international research network focusing on the intersections between criminal justice and immigration; and (iii) *Prisoners' Families Research Network* (*Condry*); and (iv) *Death Penalty Research Unit* (*Hoyle*).

**Centre for Socio-Legal Studies** is at the forefront of theoretically-informed, empirical research into the nature and role of law in society. Its researchers study law as a historical and culturally specific mode of social organization that takes a variety of forms within and across societies. The Centre brings together a wide variety of disciplinary expertise (including law, sociology, anthropology, politics, international relations, economics, geography, and art history) to examine bottom-up experiences of the legal system. It contains regional specialisms in Tibet, East Africa, Russia and Eastern Europe. Staff and research students hold an array of external grants, including the ERC, NERC, ESRC, British Academy and National Institute for Health Research. The Centre comprises four core academics (*Lange, Mulcahy, Kurkchivan, Pirie*) plus academics running programmes on Civil Justice (*Hodges*) and Comparative Media Law and Policy (*Stremlau*). The Centre currently houses four postdoctoral research fellows and each year welcomes between 10-15 research visitors. Under its new Director (*Mulcahy*), the Centre's research is organized around five clusters: Access to civil and administrative justice; Law beyond borders; Regulation and governance; Law in a digital world, and the Lived experience of human rights. A new Associate Professor post in socio-legal studies was created and filled in January 2021.

**Institute for European and Comparative Law** comprises 10 academic staff, including the Director (*Häcker*) and experts in French (*Helleringer*) and German law (*Ungerer*). It (i) provides a focus for research in EU law and comparative law; (ii) has 18 Visiting Research Fellows; (ii) organises two or three discussion groups each term; (iii) runs a vibrant academic visitor programme (typically 30 per year), and (iv) facilitates exchanges and collaborations between Oxford researchers and colleagues worldwide (*section 4.1*).

**Oxford Intellectual Property Research Centre** is a multidisciplinary centre with 12 academic members drawn from law (Director: *Burrell*), economics, history and management. It is an important hub for the dissemination of new research in the field, with a focus on providing opportunities for engagement and pathways for impact for researchers from across the UK and beyond. It: (i) runs two research seminar series with international speakers; (ii) runs regular conferences and workshops (more than a dozen in the period), most of which have been aimed at a mixed audience that have enabled members of the judiciary, specialist adjudicators and policymakers to interact with the fruits of academic research, leading to greater engagement and creating pathways for impact (e.g. prompted EUIPO funding of a *Study on Voluntary Registration and Deposit Systems*, March 2017).

## Unit-level environment template (REF5b)

### 1.5 Research Groups

Reorganising the Faculty's research infrastructure led to the creation of seven new Research Groups covering research activities falling outside the remit of the Centres. The creation of these groups has also allowed us to integrate HeLEEx (which has a different history) into the Faculty's structures and processes.

**Business Law** (Chair: *Armour*) encompasses colleagues (*Eidenmueller, Enchelmaier, Enriques, Hare, Payne, van Zwieten, Wetzler*) who work on a wide range of topics relevant to business, with a comparative, international, and interdisciplinary scope. Research engagement is fostered by the *Business Law Workshop*, an intense weekly external seminar series attracting world-leading scholars, and a weekly *internal doctoral student workshop*. The group is highly collaborative, with many outputs jointly authored by its members. Interdisciplinarity is furthered through strong links with colleagues in other departments, notably the Saïd Business School, through joint delivery of the interdisciplinary *MSc in Law and Finance*, the extension of a joint appointment to *Morrison*, and joint supervision of doctoral students. Links with other departments (joint seminars and research students) include the Blavatnik School of Government and the Oxford-Man Institute for Quantitative Finance. Engagement with research users is fostered through the *Oxford Business Law Blog*, the leading European real-time dissemination channel for research and policy insights about business law matters. Impact is advanced by regular engagement with professionals (including law firms) and policymakers.

**Computers and the Law** (Chair: *Williams*) provides a focal point for a burgeoning interdisciplinary field uniting Law colleagues with other units including: Department of Computer Science, the Oxford Internet Institute, Department of Education and the Oxford Cybersecurity Centre. The Group spans public law, criminal law, employment law, business law, contract law, property law, competition law intellectual property law and others, organizing around three major grant funded projects: (i) *Unlocking the Potential of Artificial Intelligence for English Law* (UKRI); (ii) *Realising Accountable Intelligent Systems* (EPSRC) and, (iii) *Algorithms at Work* (ERC and Leverhulme). Research engagement occurs via two established seminar series. Interdisciplinarity includes supervising research students and delivering a pioneering master's course in *Law and Computer Science*. The group's trailblazing business engagement and knowledge exchange work includes working with professional, policy and industry partners to co-create experimental training programmes for law and technology, now crystallised into the *Oxford LawTech Education Programme*.

**Family and Medical Law** (Chair: *Goold*) brings together colleagues working on medical law and family law (*Herring, Greasley, Elves, Ferguson and Taylor*), using interdisciplinary methods, and collaborating with the Uehiro Centre for Practical Ethics, ETHOX, HeLEX, and the Legal Philosophy Research Group. Areas of special focus include: abortion, child rights, vulnerable adults, mental capacity, decision-making on behalf of children and gene drive technology. Members are also active in public engagement projects (e.g., the *My Body, My Life* exhibition on abortion experience and the law, produced with the Liminal Space and Open University, 2017, which has to date been staged in Belfast, Edinburgh, Oxford, London and Nantes).

**Health, Law and Emerging Technologies (HeLEX)** (Chair: *Kaye and Pila*) was established 2009 in the Nuffield Department of Population Health by *Kaye*. It uses socio-legal methodology to investigate how innovative technologies can be accommodated within existing legal and regulatory frameworks, and has shaped best practice in health. HeLEX enlarged in 2017 to include a team from Melbourne Law School and in 2019 joined the Oxford Law Faculty. The move builds synergies with Faculty research on medical law and ethics (*Foster, Greasley, Goold, Herring, Hoyano*), regulation

### Unit-level environment template (REF5b)

(*Lange, Pila*), law and technology (*Adams-Prassl, Williams, Pila*), IP (*Burrell, Gangjee, Pila*) empirical research methods (*Mulcahy*) and data protection (*Bonavero*). HeLEX's international research collaborations integrate Law with the medical sciences, computer science and biomedical technology (genomics, 3D printing, and regenerative medicine). HeLEX has ten embers of staff, 11 research students, and over 50 active Research Associates; has established the *ELSI 2.0 network in genomics*; has hosted 25 academic visitors; and received funding from diverse sources including UKRI, the EU, Innovative Medicines Initiative, Leverhulme Trust and the Wellcome Trust. It is not strictly a Centre because of its funding model.

**International Law** (Chair: *Redgwell*) researches across a diverse range of public international law areas and benefits from deep connections with scholarship in allied fields (including human rights, environmental law, and legal philosophy), as well as with scholars in the Blavatnik School of Government (*Akande*), Continuing Education (*Ghanea*), and Refugee Studies (*Costello*). It currently comprises seven academics (including *Jackson, Rajamani, Sarooshi, Tzanakopoulos*), two postdoctoral researchers and 35 research students. The group hosts an annual lecture, regular seminars, and an *International Judicial Internship* programme.

**Legal Philosophy** (Chairs: *Edwards/Perry*) represents an area of distinctive strength in Oxford and the largest cohort of jurisprudence scholars in the world. It encompasses 16 academic staff (including *Chang, Endicott, Green, Steel*), eight postdoctoral researchers, and a strong cluster of research students. *Gardner* was a key member of this group until his untimely death in 2019. The group runs the termly *Philosophy, Politics, and Law Colloquium*, the monthly series *Oxford Seminars in Jurisprudence*, and hosts the *H.L.A. Hart Lecture Series* and Visiting Fellowships. Students run the *Jurisprudence Discussion Group* and the *Feminist Jurisprudence Discussion Group*.

**Private Law** (Chair: *McFarlane*) is a beacon in the common law world, with unparalleled strength across all core areas of private law. Among its researchers are internationally renowned figures in contract law (e.g. *Burrows, Cartwright, Collins, Chen-Wishart, McKendrick, Peel, Whittaker*), tort law (e.g. *Bagshaw, Dyson, Gardner, Goudkamp, Nolan, Steel, Stevens*), restitution for unjust enrichment (e.g. *Burrows, Scott, Stevens, Swadling*) and property law, broadly conceived (e.g. *Bright, Douglas, Green, McFarlane, Nair, Rostill, Swadling* and *Televantos*). The *Obligations Discussion Group* is very active and well attended. Notable is the high number of researchers (16) in property law, their adoption of a wide range of methodologies (doctrinal, philosophical, socio-legal, and empirical), and their success in grant funding competitions including Oxford's Fell Fund and the EPSRC. They engage regularly through the *Property Law Discussion Group*. Members of the Group edit the interdisciplinary *Housing after Grenfell* blog (*Bright*) and the *Property Law Blog* (*McFarlane*), which are widely read and foster engagement with the world beyond academia.

**Public Law** (Chair: *Endicott*) is a fulcrum for coordinating the research of more than 40 academics in Constitutional and Administrative Law, Civil Procedure and Evidence, and Environmental Law. The Group supports research seminars by Faculty postholders, ECRs, research students, and visiting speakers through a *new forum*, as well as our ongoing *Discussion Groups* (Environmental Law, and Procedural Justice and Evidence). The Group provides advice and support for research funding applications (and the research ethics process), mentoring, research induction for new colleagues, and support for collaborative research projects.

<b>2. People</b>
------------------

**2.1 Staffing Strategy**

We aim to strike a balance between preserving the breadth of our expertise, maintaining capacity in longstanding areas of strength and developing capacity in areas of strategic focus. The Dean (*Chen-Wishart*) and the Vice Dean (Teaching and Recruitment) (*Khaitan*) work with the Research Committee to identify new and emerging recruitment priorities, leading to the creation of new positions in Asian Laws, Socio-Legal Studies and Quantitative Criminology.

A particular focus of staffing strategy has been to encourage more women to apply:

- Selection panels engage in an active search and encourage women meeting the selection criteria to apply;
- Vacancies are advertised on blogs/listings which may be particularly read by women (e.g., *feminists@law*);
- *Further Particulars* are reviewed on an ongoing basis to ensure they are explicit about the support provided for those with caring responsibilities, such as part-time and flexible working patterns, and resources such as the University's Returning Carers' Fund (see *Institutional-level ES*);
- All Faculty representatives on selection panels undergo unconscious bias training;
- Short-listed candidates are provided with information about Oxford's more idiosyncratic features (e.g. organization of teaching) to counter the disadvantage that unfamiliarity may pose in the recruitment process.

During the census period, five women (*Chang, Dagan, Häcker, Mulcahy, O'Regan*) were recruited to Statutory Professorships, Oxford's most senior academic posts. The Law Faculty has 18 such posts in total and seven are now held by women. In total, 42 per cent of Category A staff submitted under UoA 18 are women.

Oxford University retains an employer-justified retirement age, which contributes to turnover. Many retired colleagues continue to contribute to our research environment by participating in discussion groups and seminars, and informally mentoring colleagues and graduate students, e.g., *Cartwright, Craig, Paul Davies, Freedland* and *Zuckerman*. For example, *Honoré*, who retired in 1987, was an active member of the Jurisprudence subject group until his death in 2019.

**2.2 Staff Development and Support**

The Faculty provides a supportive and structured process for colleagues that encompasses the following elements:

**Induction:** This programme includes meetings with the administration team, the research support team, a 1:1 with the **Vice Dean (Personnel)** (*Scott*), and, in normal times, a welcome lunch with the Faculty.

**Mentoring:** Mentors are appointed for Associate Professors in their Initial Period of Office (five years), Career Development Fellows, and other staff in temporary research focused roles. All mentors receive training and support from the Vice Dean (Personnel) and the Associate Dean (Research), who offer advice on research, publications, and balancing the different aspects of the job. An advisor system pairs new faculty staff with more senior colleagues who can read and offer comments on draft work and advise on publishing, promotion and career planning. The Dean is also

## Unit-level environment template (REF5b)

pro-active in encouraging and advising individuals on applications for Recognition of Distinction promotion and professorial merit pay.

**Research support:** The University gives start-up grants to new permanent postholders (£4,000) and statutory professors (£30,000). Ongoing internal support comes from: (i) *University* competitive internal research funding schemes, including the John Fell Fund<sup>3</sup> (Law staff have received £559,595 in Fell funding in the period (see section 3.1)); (ii) *Colleges*, which support research through (often generous) travel and equipment allowances and library resources; (iii) the Faculty Research Support Fund (RSF) of £100,000 per annum. The RSF has, for example, provided ongoing support for *Goold's* medical law research enabling her to produce six papers, two edited collections, significant engagement work (including a video on abortion), leading to a British Academy grant of £10,000. The RSF also supported *Goudkamp* and *Nolan's* research on tort law, funding statistical analysis for their book, *Contributory Negligence in the Twenty-First Century*. In 2020, the Faculty allocated an additional £20,000 to the RSF to support colleagues whose work has been disrupted by the pandemic.

**Protecting research time:** A key focus is ensuring that research time is protected alongside what can be a demanding teaching schedule:

- The Oxford system allows unparalleled **flexibility in scheduling** tutorials; the Faculty employs a dedicated timetabling officer to ensure flexibility around lecture and seminar scheduling, whilst safeguarding the quality of the student experience.
- Staff are encouraged to **align their teaching and research interests**, e.g., the recent introduction of half-options into our postgraduate taught programmes facilitates a greater range of research-led modules.
- A recent initiative to appoint **graduate Classroom Teaching Assistants** to manage the additional demands of online and hybrid teaching, supporting the technological and administrative elements of course delivery, while providing PGRs with an additional source of revenue (strict limits protect PGRs' research time).
- Research time is protected through **sabbaticals** as of right on a one term in seven basis (there are three terms annually).
- Colleagues assuming burdensome offices (e.g Associate Deanships) are given generous **relief from teaching**, as are those assuming ad hoc duties (e.g. being on the REF panel, overseeing admissions reform).
- The Dean and Vice Deans actively **monitor workload** to provide targeted support for those consistently exceeding their teaching hours.

**Support for career development:** Associate Professors are promoted to Professor through the *Recognition of Distinction* process. This is accompanied by a pay rise and access to the *professorial merit pay scheme*. The process is rigorous, requiring reports from five external referees. The Dean mentors colleagues through this process, advising on when to apply and how to put forward the strongest application. Between 2016-2019 fifteen candidates were promoted, seven being women.

---

<sup>3</sup> See see *Institutional Environment Statement*, s. 2.6.

## Unit-level environment template (REF5b)

### 2.3 Support for Early Career Researchers (ECRs)

Oxford Law currently has 25 postdoctoral researchers (funded by the British Academy, Leverhulme Trust, Newton International, Research Centres, and College Junior Research Fellowships). We aim to build capacity in the field and to nurture ECRs in the following ways:

**Induction and mentoring:** All fixed-term staff go through the Faculty induction programme. Each ECR has a trained mentor who comments on draft work, advises on research strategy, and supports the researcher's career development. For researchers on externally-funded projects, their mentor is someone other than the Principal Investigator. Building on current University frameworks, the Faculty also implements a robust Personal Development Review to ensure that ECRs are supported in their posts and future career plans.

**Resources:** All fixed-term researchers receive office or desk space. The Faculty has established new dedicated postdoctoral research space in both the St Cross and Manor Road buildings. Fixed-term postdoctoral researchers can apply to the Research Support Fund and the Fell Fund.

**Training and peer support:** The Faculty organises a regular programme of events and seminars tailored to ECRs, e.g., on 'good' mentoring, impact and engagement, blogging, academic publishing, and career planning. Additional support is provided across the six research centres, and includes mentoring by Centre directors to plan careers and apply for research grants, and regular ECR events and peer support meetings. Support is also provided by the SSDiv in the form, e.g., of grant application writing workshops. Fixed-term researchers are part of a Faculty ECR Group that meets twice per term to offer training and peer support.

**Representation:** ECR representatives serve on key Faculty committees including Law Board, Equality and Diversity and Research Committee.

**Career development:** The Faculty supports ECRs to secure research funding in their own name, and another post when their current one ends. This is provided by mentors and by the Law Faculty's research facilitation team. Postdoctoral researchers in Law have gone on to obtain permanent posts at other universities – e.g., City, Durham, LSE, Monash, Queen Mary, Reading, UCL, and Westminster.

### 2.4 Support for Graduate Researchers

Oxford's Law **postgraduate research student community** is one of the largest in the legal world. In 2018-2019, the Faculty received 638 applications for doctoral study. In 2020, 197 full-time doctoral students were registered in the Faculty (144 Law, 26 Criminology, 27 Socio-Legal Studies). This represents modest growth on total numbers in 2014 (190), reflecting tight University restrictions, capping Law at 36 annually. In 2019, following a redesign of the Faculty's *Research Methods* training and a doubling of the financial support provided to PGR students, the Faculty won 14 more places (from a total of 50 available across the entire University for all PGT and PGR programmes) in an internal Oxford competition. This success reflects the exceptional quality of our applicants and the additional investments the Faculty has made in their support.

In 2015, Oxford Law introduced a new **part-time pathway** to its DPhil programmes in order to widen access. The Faculty now also has 55 part-time doctoral students.



## Unit-level environment template (REF5b)

### **Funding**

Oxford Law has made major progress in increasing PGR funding. In October 2014, the Faculty allocated approximately £190,000 to support PGR students; by October 2019, that figure had increased to £353,000. Nine out of the 36 DPhil students commencing in 2019 had full scholarships, and 99 of the doctoral students registered in 2019/20 had partial awards (compared with 39 in 2015/16). We have pioneered a needs-based funding scheme, and moved to allocate the majority of financial support on a three-year, rather than an annual, basis to allow recipients to plan their finances when accepting an offer.

We have continued to secure funding through *Research Council Scholarships* (the Faculty is a member of the ESRC Grand Union Doctoral Training Partnership which made 31 awards to Criminology and Socio-Legal Studies during the REF period) and the Oxford-Cambridge AHRC Doctoral Training Partnership (19 awards). We also maintained a steady supply of *Clarendon scholarships* (14 awards).

In 2020 the Faculty awarded a new *Black and Minority Ethnic DPhil studentship* in Criminology for UK resident students, in response to under-representation in the graduate research community. A further four such scholarships for DPhil Law students were created; the first awards will be made for 2021 entry. The Faculty is committed to introducing an enhanced *Graduate Teaching Assistants* (GTA) scheme to further the provision of fully-funded opportunities for doctoral study.

### **Training**

All PGRs have at least one supervisor plus a college advisor, who is also a Faculty member. At the end of their first year, students submit a 10,000-word research paper and a research proposal for their *Qualifying Test*, conducted by two assessors who are also typically involved in the *Confirmation of Status* process in the third year of a student's studies, designed to ensure that their project is on-target for successful completion. One of the two assessors normally acts as the internal examiner of the final thesis.

In 2019, following a major internal review, the Faculty significantly revamped its *research methods training* involving, in part, a restructure of the compulsory *Course in Legal Research Method* (CLRM) for first year doctoral students. The CLRM provides a rigorous grounding across different research methodologies relevant to students' projects. The course concludes with a one-day conference at which students present their emerging research.

The second major innovation was the *Research Method Electives* (RMEs). Currently, these include: Advanced Doctrinal Methods, Legal Theory, Qualitative Methods, Quantitative Methods, and Rational Choice Theory; further additions are likely. In the next five years, we plan to extend the training in empirical legal research and analysis. The Centre for Socio-Legal Studies collaborates with the American Bar Foundation, Berkeley Centre for Law and Society and RegNet (ANU) to construct a tailored online training course for researchers in socio-legal studies. A seed-corn grant has been received from the ESRC to support this initiative. The Faculty also plans (on the back of recent large-scale research on Computer Science and Law) to develop training for research students in advanced computational methods that offer enormous promise for the analysis of legal texts, in particular *natural language processing*.

A third component of the new PGR training is a programme of *Career Development Workshops*, stimulated in part by the *Athena Swan Action Plan* (see further s.2.5), open to research students across the duration of their studies. The Faculty also supports student-led events such as the *Research Students' lunch* for doctoral students to meet informally and encourage inclusiveness. The

## Unit-level environment template (REF5b)

Faculty plans to create a **peer mentoring system** among research students of different years using the current research group framework and support mechanisms. Additional advice, training and (peer) support is available through the SSDiv, which offers courses on various aspects of research methods, research integrity, project management, fieldwork, writing and skills communication, well-being, and teaching. Access to additional research training is coordinated between the student and their supervisors, who complete an ongoing **training needs analysis** for the duration of the doctorate.

### **Engagement and research culture**

Graduate research in the Faculty is supported by 33 student-led *Discussion Groups*, which the Faculty supports with a budget of £5,500 per year. All operate with a broadly similar mix of students presenting papers on their research, discussing readings, and running sessions on publishing and career development. The new *Research Group* structure aims to embed research students further into the relevant academic communities and help develop wider networks of engagement, feedback and support. In some cases, this function will be served through existing Discussion Groups—each of which is aligned with either a Research Group or a Research Centre—and in other cases they are being generated *de novo*. The Research Groups will also invite PGR students to some external workshops, and run internal workshops as fora for engagement between PGR students and Faculty.

The Faculty has recently received generous donations, allowing us to offer annual **recognition** for the best DPhil thesis (**Subedi Prize**) and the best DPhil thesis on Law, Philosophy and Politics (**Berggruen Prize**).

### **Career Destinations**

During the REF period, 253 students have graduated with DPhils from the Law Faculty (none are research-based professional doctorates). Many have secured permanent **academic posts**, e.g., at, Bristol, Cambridge, Cape Town, Central European University, Hong Kong, KCL, LSE, Madrid, Melbourne, NUS, NYU, Oxford, Otago, Queen Mary, Queensland, Renmin, Sheffield, UCL, and Waikato. Others have taken up careers in **government** (e.g., the Swiss Mission at the Council of Europe), **NGOs** (e.g., the Vidhi Centre for Legal Policy, Delhi), and the **legal profession**.

Box 1 exemplifies what has been achieved by the Law Faculty's support for PGRs and ECRs, and for impact and engagement work by young scholars.

#### **Box 1**

##### Case study: **Shona Minson** - *From doctoral student to ESRC Impact Prize*

*Minson* undertook ESRC-funded DPhil research in the Centre for Criminology (2014-2017). Her research analysed the place of children in maternal sentencing decisions in England and Wales. She explored the status of children of prisoners and engaged with children and their carers to assess the impact of maternal imprisonment, and interviewed the Crown Court judiciary to examine sentencing practice.

In 2017/2018 the Faculty employed *Minson* as the Research Officer on an ESRC Impact Acceleration Award funded project - *Addressing the Impact of Maternal Imprisonment: Developing Collaborative Training* - in association with the Prison Reform Trust and *Condry*. It built on her doctoral work and provided information, in the form of films, to sentencers and legal professionals to aid consistency and understanding in maternal sentencing decisions. An additional film was made for women themselves facing sentence.

*Minson* shared her findings with the Parliamentary Joint Committee on Human Rights (JCHR) in March 2018, with particular regard to the state's duty to protect children from discrimination as a consequence of the status or activities of their parents (UNCRC, Article 2). In consequence, the JCHR held an enquiry into the right to family life of children whose mother is imprisoned. Her research has been referenced frequently in parliamentary debates and has informed Government policy, including the June 2019 Farmer Review on strengthening female offenders' family relationships. \_

In April 2018 *Minson* was the **Early Career Impact Champion in the O2RB Excellence in Impact** for her innovative films on the impact of maternal imprisonment. She won the 2019 **University of Oxford Vice Chancellor's Public Engagement with Research Award**. In July 2019, she was recognised by the **ESRC Outstanding Early Career Impact Prize**.

*Minson* is currently a British Academy Postdoctoral Fellow at the Centre for Criminology where she is researching the impact of parental supervision in the community following both custodial and non-custodial sentences, from a child rights' perspective. In 2020, a book based on her thesis – *Maternal Sentencing and the Rights of the Child* – was published by Palgrave.

## 2.5 Equality and Diversity (E&D)

The Faculty is racially diverse: its academics come from 30 countries and its administrative staff from nine. The current Dean was born in Taiwan and immigrated to New Zealand; the two Vice-Deans hail from South Africa and India.

The Faculty was awarded *Athena Swan Bronze* status in 2017, and has established the following **structure** to oversee the implementation of the *Action Plan*:

- In 2017, we created the roles of *Athena Swan Coordinator* and *Race and Equality Officer*. In 2020, these roles were subsumed into the portfolio of the new *Associate Dean (E&D)*, a post created to ensure that E&D is mainstreamed into all Law Faculty activities by having the E&D lead 'in the room' whenever major decisions are considered. A new *E&D Officer* further supports our E&D work.
- The Faculty established an *E&D Committee* that meets twice a term and reports to Law Board. This includes representatives of ECRs and research students.
- In 2020, the E&D Committee agreed a thirty-point '*Race Equality Plan*' and identified the office holder or committee tasked to deal with each one.

The Faculty has taken the following steps to implement the **Athena Swan Action Plan**:

- *Actively promote E&D issues*. A regular series of workshops for Professional and Research support staff provides a forum for discussion, e.g., workshops on parental leave.
- *Reviewing and analysing our data on E&D*, including race, gender, and disability.
- *Showcasing E&D on the Faculty website*, supported by the E&D Officer.
- *Strengthen the induction programme* for all staff and improve the mentoring system for academic staff.
- *Enhance postgraduate training and support* to ensure that Oxford Law promotes as diverse a culture as possible (see above).
- *Ensure that female academics and ECRs are well-represented* among speakers at the Faculty Research Seminar series.

## Unit-level environment template (REF5b)

- *Establish Oxford Women in Law*, a network for Oxford graduates working in the law to discuss career issues, particularly those facing women, to share experiences, and to enhance their relationship with each other and Faculty. There is also an allied *Oxford Women in Law Student Group*. The Faculty has also established the ‘100 Years of Women in Law at Oxford’ project to tell the stories of women who have studied law at Oxford.
- *Establish an annual high-profile Equality Lecture* delivered by Baroness Hale in 2018, Haben Girma (a disability rights attorney and the first deaf-blind graduate of Harvard Law School) in 2019, and by Kendall Thomas (Nash Professor of Law, Columbia University) in 2020.
- *Enable Faculty members to take advantage of support provided at University level*. The current and former Law Dean both serve as mentors on the Senior Women’s Mentoring Network.

Oxford Law has also had some success in redressing the imbalance between male and female employment patterns:

- In 2015/16 only 19 per cent of **Statutory Professors** in the Faculty were female; by 2019/2020, this had risen to 39 per cent.
- This rebalancing is also evident in the **Recognition of Distinction** promotion process as a result of concerted efforts to encourage and support women to apply. In 2015/2016, 27 per cent of academics with the title of Professor were female. By 2019/2020 this had risen to 36 per cent.

We are also pressing ahead with other E&D initiatives, e.g.:

- **A Black Graduate Students Network**, which:
  - hosts a Discussion Group, and social events; and
  - aims to scale up to incorporate Black undergraduates and alumni to create a supportive vertical structure.
- **The Oxford University Disability Law and Policy Project** develops initiatives that bring new perspectives to analysis in law and policy.
- **Herbert Smith Freehills Disability Law Moot** that has been running since 2014.
- **Supporting the Decolonising the Law Discussion Group**.
- A workshop on **Diversifying the Curriculum**, which resulted in a ‘Curriculum Health Check’ being carried out by teaching groups.
- Partnering with the **Africa Oxford Initiative** and various Oxford colleges to create the **AfOx Law Fellowship** for academics holding full-time positions in an African institution to conduct research at Oxford.
- A rich programme of events for *Black History Month* and *LGBT+ History Month*.
- Acknowledging **major religious and national celebrations** in our communications, beyond Christmas and Easter.

## 2.6 Process for Selection of Research Outputs

The process employed by the Faculty – which conformed to the University’s REF Code of Practice - was agreed by Law Board in March 2018, following a wide consultation in the Faculty. The Board established a REF Reading Committee composed of 12 senior professors in the Faculty covering as many areas of legal specialism as possible. Seven members of the Committee were men, five women. The Committee was chaired by the Faculty REF Coordinator, *Loader*. The REF Coordinator ran information sessions open to all staff to discuss the REF process, and the Committee has communicated regularly with Faculty throughout the preparation process.

### Unit-level environment template (REF5b)

Output selection was a rigorous process to ensure parity of treatment across all researchers. In June 2018, all eligible Faculty were asked to nominate up to five publications for consideration for REF submission, together with up to a further three works in progress. They were asked to rank the nominated publications. All the nominated publications were read, reviewed and graded by two members of the REF Committee, or if necessary by one REF Committee member and another senior member of the Faculty. These scores were then moderated by the REF Coordinator. A further call to nominate publications was issued in early 2020 to catch outputs that were missed in the original call. Outputs in our final submission were selected according to the minimum criteria of one per Cat A staff and on the basis of research excellence.

All outputs were given a REF score by the UoA18 REF Coordinator based on the grades and reviews of the readers. A review of the draft output submission was made by the REF Coordinator to assess the distribution of outputs by gender and career stage. The output pool was then reduced to the final pool of 346 outputs. The distribution of outputs across the UoA18 submission can be found in table 3.

**Table 3: Distribution of UoA18 outputs**

No. Papers submitted	0	1	2	3	4	5
Staff						
Cat A	0	60	26	27	13	16
Female (not ECR)	0	16	10	12	9	8
Male (not ECR)	0	24	13	14	4	8
Female ECRs	0	11	3	1	0	0
Male ECRs	0	9	0	0	0	0
Female Cat B (no ECRs)	0	0	1	0	0	0
Male Cat B (no ECRs)	0	2	0	3	2	0

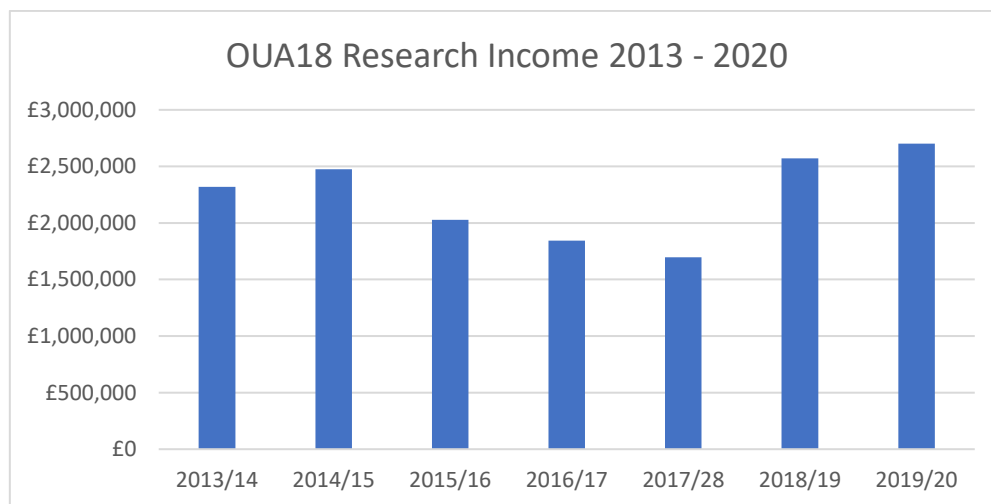
### 3. Income, infrastructure and facilities

#### 3.1 Research income

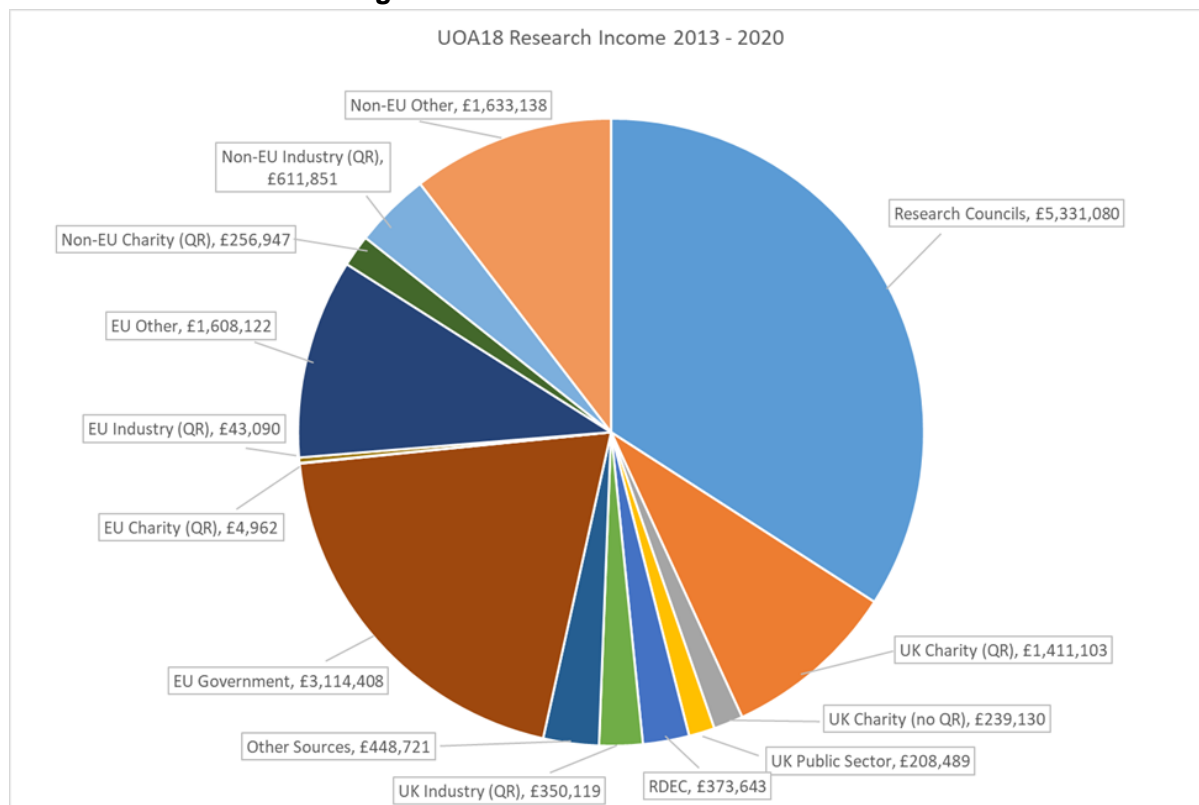
Oxford Law values high-quality research whether or not it requires significant funding and our researchers seek grants to pursue their research from the most appropriate sources, irrespective of whether full economic costs are recoverable. They are supported in seeking the best source of funding by the **Research Committee** and the **Research support administrators**. During this period, 81 members of the Law Faculty have been awarded 119 research grants from external funders. 25 of these grants were led by others (some other departments in Oxford, some other universities) with Oxford Law staff as co-investigators.

Research income in Law from external sources has grown steadily during the REF period. In 2008-2013 the Faculty received HESA-recognised research income of **£6,296,573**. The corresponding figure for 2013/14 - 2019/20 is **£15,634,805**. Table 4 and Figure 2 show the flow of research income over the REF period:

2013/4	£2,318,608
2014/5	£2,473,712
2015/16	£2,027,700
2016/17	£1,844,943
2017/18	£1,696,018
2018/19	£2,572,131
2019/20	£2,701,693
Total	£15,634,805

**Figure 2: UoA18 External research funding**

Since 2013/14, Oxford Law has sought to diversify its sources of external research income (as *Figure 3* below shows) and has secured 119 different research awards from 49 funders. These have included: ESRC, AHRC and EPSRC; the British Academy and the Leverhulme Trust; the European Research Council and the Australian Research Council; The Independent Research Foundation, The Open Society Foundation, and The Oak Foundation.

**Figure 3 – Sources of Law research income**

### Research Councils funding

Oxford Law members secured 55 new awards from UKRI (including the British Academy) during the REF period, of which 19 were for early career fellowships. The UKRI research income in the REF period was £5.3 million. Grants held during the period include:

- 'Place, Crime and insecurity in Everyday life' (*Loader*), with researchers at Keele, Edinburgh and UCL (ESRC), £1,008,401 100% FEC (£255,723 100% FEC for Oxford Law);
- 'MaRIUS: Managing the Risks, Impacts and Uncertainties of droughts and water' (*Lange, Grecksch*) (Natural Environment Research Council), £2,606,714 100% FEC (£422,298 100% FEC for Oxford Law);
- 'Working with Information, Creation of Knowledge, and Energy Strategy Deployment (WICKED) in Non-Domestic Buildings' (*Bright*) in partnership with Oxford Mathematics, Engineering Science, e-Research Centre, and Environmental Change Institute (EPSRC (2014-2016)), £615,726 100% FEC (£87,768 100% FEC Oxford Law);
- 'Enhancing Democratic Habits: An Oral History of the Law Centres' movement' (*Mulcahy*) with partners from Queen's University Belfast and the British Library (AHRC), £1,019,661 100% FEC (£832,929 100% FEC for Oxford Law);
- 'The Political Economies of School Exclusion and their Consequences' (*Condry and Ferguson*) with researchers from the Oxford Departments of Education and Psychiatry, and Edinburgh, Cardiff, Queen's University Belfast and LSE (ESRC large grant). £2,550,850 100% FEC (£116,693 100% FEC for Oxford Law)

**Unit-level environment template (REF5b)**

Several UKRI awards to Oxford Law are in artificial intelligence, big data and law, including:

- ‘Realising Accountable Intelligent Systems’ (*Williams*) in collaboration with computer scientists at Aberdeen and Cambridge (EPSRC), £1,366,572 100% FEC (£141,913 100% FEC for Oxford Law);
- ‘Harnessing the Power of Global Data to Support Young Children's Learning and Development: Analyses, dissemination and implementation’, (*Fredman*) in partnership with Oxford Department of Psychiatry, Witwatersrand, Hong Kong, Harvard, Pennsylvania, California, Nebraska, and New York Universities (ERSC (Global Challenges Research Fund)) £2,030,145 100% FEC (£115,224 100% FEC for Oxford Law);
- ‘Ensuring the benefits of AI in healthcare for all: Designing a Sustainable Platform for Public and Professional Stakeholder Engagement’, (*Kaye*) in collaboration with the Botnar Laboratory (Oxford) and Osaka University, Japan (ESRC/Japan Science and Technology Agency). ESRC award £507,999 100% FEC (£493,594 100% FEC for Oxford Law)

An especially ambitious project is summarised in *Box 2*.

***Box 2: Unlocking the Potential of Artificial Intelligence for English Law***

The Industrial Strategy Challenge Fund’s (ISCF) Next Generation Services Research Programme and UK Research and Innovation (UKRI) funded this project for two years (2019-2020) (£1,652,842 100% FEC (£893,817 100% FEC for Oxford Law). It is run by researchers in Oxford Law Faculty (*Armour, Adams-Prassl, Williams*) in close collaboration with Oxford researchers in Economics, Computer Science, Education and the Saïd Business School.

This research explores the potential and limitations of using artificial intelligence (AI) in support of legal services. AI’s capabilities have made enormous recent leaps; many expect it to transform how the economy operates. In particular, activities relying on human knowledge to create value, insulated until now from mechanisation, are facing dramatic change. Legal services contribute to the economy both through revenues of service providers and through benefits provided to clients. Yet, beyond the law’s role in governing economic order, the legal system is more fundamentally a structure for social order. It sets out rules agreed on by society, and the limits of politicians’ ability to enact these rules. Consequently, the stakes for AI’s implementation in UK legal services are high. If mishandled, it could threaten both economic success and governance generally. If executed effectively, it is an opportunity to improve legal services not only for export but also for citizens and domestic small businesses. This project seeks to identify how constraints on the implementation of AI in legal services can be relaxed to unlock its potential for good.

The project has, to date, produced 13 articles accepted for publication in peer-reviewed journals; 24 conference presentations; 12 white papers for users; 38 user presentations (including plenary sessions at Legal Geek and the European Commission’s Quality of Legislation seminar); engaged 17 user organisations in collaborative co-creation, and leveraged £450,000-worth of in-kind contribution through project participation from partner and user collaborations. It also supplied written Evidence and Workshop for a House of Commons Justice Committee Report, *Court and Tribunal Reforms* HC 190 (2019), at pp. 73-76, and 79.



## Unit-level environment template (REF5b)

### **UKRI Strategic Priorities funding**

The Bonavero Institute of Human Rights works with a multidisciplinary team within Oxford as part of a new Modern Slavery Policy and Evidence Centre (the MSPEC) funded by the UKRI Strategic Priorities Fund (total funding £10million). The MSPEC is a consortium of six academic organisations led by the Bingham Centre for the Rule of Law. The other organisations are the Bonavero Institute, the Rights Lab at the University of Nottingham, the Wilberforce Institute at the University of Hull, the Centre for the Study of International Slavery at the University of Liverpool, and The Alan Turing Institute. The Centre is funded and supported for a five-year period by the AHRC with support from the ESRC, and funding awarded by the UKRI. The four main research areas of the Centre are: preventing modern slavery; understanding survivor needs and enhancing victim support; modern slavery in business supply chains and effectiveness of legal enforcement measures. The research facilitated by the MSPEC seeks to inform policy responses aimed at eradicating modern slavery.

### **European Union funding**

The EU research income in the REF period was £3,114,408. Oxford Law has been awarded three European Research Council grants. Three of these have been ERC five-year Starter grants:

- ‘Subjectivity, Identify and Penal Power: Incarceration in a Global Age’ (*Bosworth*) €1,204,237,
- ‘The Politics and Practice of Social Media in Conflict’ (*Stremlau*) €1,499,474, and
- ‘Rethinking Employment Law for a world of Algorithmic Management’ (*Adams-Prassl*) €1,496,130.

*Bosworth’s* award formed the platform for the formation of the *Border Criminologies* research network (see s. 4.1). Additionally, *Akande* was a senior team member on an ERC grant for ‘The Individualisation of War: Reconfiguring the Morality, Law and Politics of Armed Conflict’ (PI Welsh, Oxford, Politics and International Relations); and the Centre for Social Legal Studies was host to an ERC Consolidator grant held by *Holden*.

### **Research Foundation funding**

Charitable foundation research income in the period was £1,912,142. Faculty members secured 30 research awards from charitable foundations, of which eight were early career fellowships. Awards included:

- Leverhulme Early Career Fellowship on ‘Achieving Copyright Balance through the Structure of Tangible Property’ (*Mysoor*);
- Leverhulme Trust research project grant for a study of ‘The Effects of Competition Law on Economic Inequality’ (*Ezrachi*) £138,651;
- Philip Leverhulme Prize for *Adams-Prassl*, £100,000.
- Open Society Foundations Project Grant for ‘Immigration Detention in Italy and Greece: Safeguarding Human Rights at Europe’s Southern Frontier’ (*Bosworth*) 100,000USD,
- mid-career research fellowship from the Independent Social Research Foundation for a study ‘In search of a better politics of crime’ (*Loader*) £54,235,
- *Chen-Wishart’s* Asian Contract Law project, supported by the National University of Singapore and Ministry of Education Research Grant (approx. £250,000), and National Taiwan University (£50,000).

### **Internal Oxford funding**

The Faculty has secured significant internal funding from the *Oxford University John Fell Fund* (41 awards totalling £559,595), and the *ESRC Impact Acceleration Fund* (23 awards totalling £288,818).

## Unit-level environment template (REF5b)

**The Research administration team** plays a vital role in the research application process (from alerting Faculty members to funding opportunities, through pre-grant preparation with costings and internal reviewing, to post-award support with ethics clearance, project management and pathways to impact). In 2020, the Faculty agreed to create a second full-time Research Facilitator post with a particular focus on working proactively with (especially early and mid-career) Faculty members to foster and support external research funding applications. We also plan to appoint a part-time impact champion. We will recruit to both roles in 2021 when the Covid-induced recruitment freeze is thawed.

### 3.2 Infrastructure and Facilities

#### ***St Cross Building***

The Faculty and the wider University invested £12.5million in improving the St Cross Building. The redevelopment – completed in January 2017 – created new purpose-built space for the Centre for Criminology and new dedicated space for the Institute of European and Comparative Law, both of which include open plan workspaces for research students and officers for academic visitors. This went some way towards our long-term objective of consolidating the Faculty on a single site. We enhanced the AV provision in many of our teaching rooms, so that we can record lectures for teaching purposes and so that these rooms can be used to involve external participants in research seminars. We also created a much-needed cafe/social space to encourage interaction among both graduates and staff. Improvements were also made in the library and to the accessibility of the building.

During the next five years, significant further development is planned in anticipation of the English Faculty moving out of the St Cross Building in 2024. We aim to consolidate the Faculty and its research centres into one space, by creating space for the Centre for Socio-Legal Studies and HeLEX; improve access and provision for staff and students with disabilities; improve teaching facilities, collaborative and social spaces; provide workspace for Law research students on a par with that already provided in Criminology and Socio-Legal Studies, and create a research centre for postdoctoral researchers.

#### ***Bonavero Institute of Human Rights***

The Faculty and Mansfield College entered into a joint initiative to establish the Institute. The College raised £10.46million for a purpose-built building from alumni and philanthropic sources. These donations were invested into the University endowment fund and now support the running of the Institute through two trust funds.

#### ***Libraries***

**The Bodleian Law Library** is located in the St. Cross Building and holds over 550,000 volumes, the Bodleian's collection of UK Official Papers, and currently a European Documentation Centre. The Law Library is a reference-only library and is arranged across four floors, offering 400 reader seats and a reservation service for dedicated research desks. An extensive refurbishment project in 2015-16 improved library accessibility and the library now offers two IT rooms, three small discussion rooms, a seminar room, study carrels and a graduate reading room. The Library provides advanced training on legal research skills and legal databases, and supports the Faculty with their research and open access initiatives. New research students are encouraged to contact the four research support librarians for practical advice on literature searching, reference management, open access, etc. Over 80 'LibGuides' provide information about the different parts of the Library's collections which contain materials from almost 90 jurisdictions including legal deposit materials, academic and professional resources and 100 legal databases. Faculty and graduate students working in

## Unit-level environment template (REF5b)

Criminology and Socio-Legal Studies also benefit from the large collection of books and journals held in the **Social Sciences Library** in the adjacent Manor Road Building (a multi-disciplinary collection of over 200,000 volumes). Thirty **College law libraries** with core law reports, journals, and monographs offer convenient resources to academic staff, close to their College offices. Faculty and students also use **All Souls College Library** which holds 15,000 Law items.

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

#### 4.1 Academic Networks and Collaborations

Faculty members contribute to wide-ranging academic networks and collaborations. Some involve inter-disciplinary working with researchers across the University; others involve projects conducted jointly with researchers at other institutions across the globe.

##### **Collaborations across Oxford**

These include:

- The Business Law Group and Oxford tax lawyers working with researchers in the Saïd Business School ('SBS'). These collaborations have led to joint publications of books and articles; an annual Symposium and doctoral conferences; joint supervision of doctoral students, and successful grant applications (see *Box 2 above*).
- The Bonavero Institute (*O'Regan, Heyns, Lazarus, Stubbins-Bates*) has worked with the Blavatnik School of Government (*Akande*), leading to for e.g. *Akande's* co-edited volume, *Human Rights and 21<sup>st</sup> Century Challenges: Poverty, Conflict and the Environment* (OUP, 2020).
- The Oxford Intellectual Property Research Centre and scholars in History (Charters and Graham) collaborated on changing understandings of 'public knowledge' across the eighteenth and nineteenth centuries. This shaped *Burrell's* grant from the Elizabeth Blackwell Institute for Health Research, *Wicked Prizes? Incentivising Innovation in AMR through Alternatives to the Patent System* (with Kelly (PI, Bristol Law) and Viens (Global Health Policy, York University, Toronto)).
- *Anne Davies* chairs the Procurement of Government Outcomes Network at Blavatnik.

##### **Collaborations across the globe**

We are active across Asia, Europe, Africa and right around the world:

- *Chen-Wishart* leads a six-book project, ***Studies in the Contract Laws of Asia***, that involves contributions from over 150 scholars, judges, practitioners and policy makers from 14 jurisdictions (China, Japan, India, Korea, Taiwan, Hong Kong, Singapore, Malaysia, Philippines, Indonesia, Myanmar, Thailand, Cambodia, and Vietnam). The first three volumes were published in 2016, 2018, and 2020.
- *Chang* runs the ***Rutgers Workshop on Chinese Philosophy***, a biennial workshop bringing together leading work in Chinese and Western philosophy; she also co-created the ***UPDirectory***, a searchable database of Anglophone philosophers from underrepresented groups in philosophy at [www.theupdirectory.com](http://www.theupdirectory.com).
- *Zhou* is founding advisory board member of the ***Asia Pacific Legal Innovation and Technology Association***; Member of the ***World Economic Forum Expert Network*** (China, Justice, and Blockchain); technical Lead of the ***Foreign & Commonwealth Office China Business Environment Programme***; Special Advisor, ***Great Britain China Centre***; Advisor, ***Asia Society Policy Institute Belt and Road Initiative Taskforce***; and Senior Consultant, ***International Labour Organization Asia-Pacific Office***.

## Unit-level environment template (REF5b)

- **Institute of European and Comparative Law** runs a vibrant academic visitor programme (close to 200 visitors from all over the world stayed between two and six months) and facilitates the Faculty's collaboration with a range of European institutions. Every year, it hosts a Stockholm Centre Oxford Fellow and a Paris Visiting Fellow. It maintains regular exchanges with the *Max Planck Institute for Comparative and International Private Law*, the Law Faculty of the *University of Seville*, and the *University Rome 1 La Sapienza*. The Institute's longstanding collaboration with French colleagues has led to the publication of several books accompanying (and in turn impacting) on the ongoing reforms of the *French Civil Code*, e.g., the 'official' English translation of the new provisions governing the law of obligations since 2016, commissioned by the French Ministry of Justice, was drawn by *Cartwright* and *Whittaker* in collaboration with Bénédicte Fauvarque-Cosson (Judge at the *Conseil d'Etat*).
- **Oxford Human Rights Hub** publishes daily blogs, 700-word analyses of cutting-edge human rights developments by expert contributors from across the globe (23 countries). It provides top-quality legal materials free online to a global audience (17,800 Twitter followers, 22,000 unique website views monthly). It features **podcasts** and **videos**, write policy submissions, and run the open-access, peer-reviewed **University of Oxford Human Rights Hub Journal**.
- **Centre for Criminology** hosts **Border Criminologies**, an international network of researchers, practitioners, and those who have experienced border control. The network is directed by *Bosworth*, with associate directors in the US, Norway and the Netherlands. It runs a regular series of seminars and conferences, while hosting and attracting visiting academics and students. It operates an active blog, which in 2018-19 was read by over 120,000 people across 170 countries. The Blog has regional editors in South Asia and Latin America. It has international partnerships with the Border Crossing Observatory (Monash), the Department of Criminology and Sociology of Law (Oslo), and the European Border Communities Research Group at Leiden. In 2016, *Border Criminologies* won 'OxTalent', a University award for outreach and public engagement. The **Centre for Criminology** also established the **Global Criminal Justice Hub** to develop and support ties between staff and research students in Oxford, Leiden, Leuven, Pompeu Fabra (Barcelona), Hong Kong, Melbourne and Monash. The Hub hosts staff and student exchanges between partner institutions, runs early career writing conferences, and has facilitated the visit to Oxford by three Global Criminal Justice Fellows from Indonesia, Pakistan and China.
- **Business Law Group** has a strategic alliance with **Columbia Law School** with a faculty exchange component that has flourished into a number of joint conferences and research projects, including *Principles of Financial Regulation* (2016) (co-authored by Oxford and Columbia faculty members, publication followed by a conference in New York about the structure of financial regulation). It also hosts the active, peer-reviewed **Oxford Business Law Blog**, which attracts contributors from across the globe and receives an average of 2840 unique page views *per post*.

## 4.2 Contributions to Economy and Society

The Faculty has made particular efforts to enable researchers at all career stages to build and sustain relationships with non-academic partners. Engagement with legal practitioners and policymakers is now embedded in Oxford Law, and our researchers at all levels contribute in various ways to the development of legal practice and public policy. The benefits of the support provided can be seen in the nine impact case studies submitted to REF2021, engagement described above (e.g., *Oxford Human Rights Hub*, and *Border Criminologies* at s.4.1), and below.

## Unit-level environment template (REF5b)

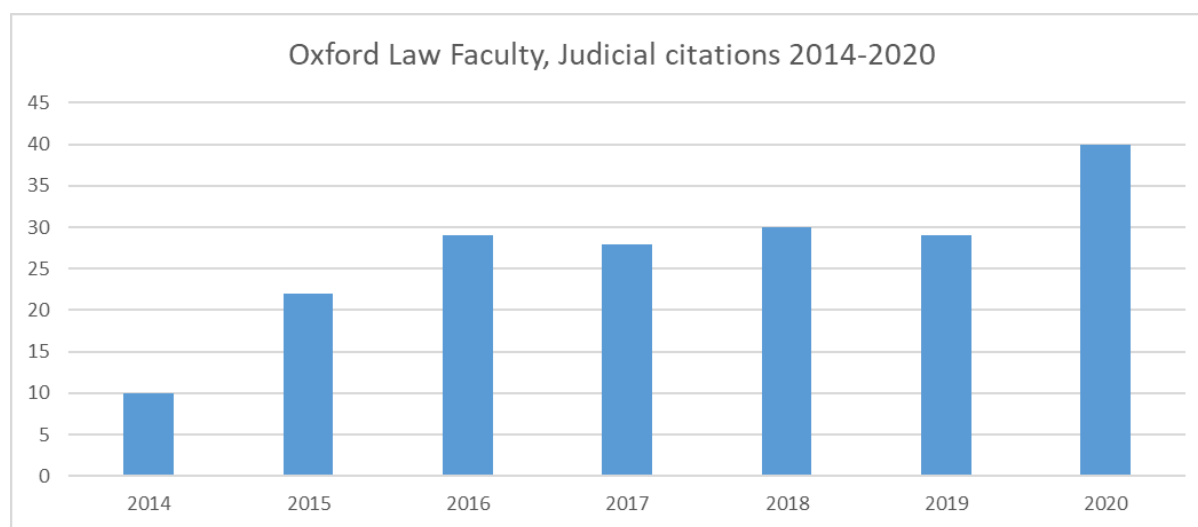
## 4.2.1 Contributions from established post-holders

***Influencing judicial decisions***

Our research is frequently cited by appellate courts around the world, and in some cases has fundamentally shaped legal development. *Figure 4* shows the aggregate frequency of judicial citations of Faculty members' research over the REF period. These include citations in the appellate courts of an extraordinary range of jurisdictions (Australia, Canada, Cayman Islands, Delaware, England and Wales, European Union, European Court of Human Rights, Germany, Hong Kong, India, Israel, Malaysia, New Zealand, Singapore and South Africa). The research of Oxford Law academics is frequently cited by the UK Supreme Court. Examples include citations of *Steel* in *Michael v Chief Constable of South Wales Police* [2015] UKSC 2, [179]; *Herring* in *Montgomery v Lanarkshire Health Board* [2015] UKSC 11, [108]; *Swadling* in *Akers v Samba Financial Group* [2017] UKSC 6, [15, 45, 46, 50, 51, 55]; *Goudkamp* in *Darnley v Croydon Health Services NHS Trust* [2018] UKSC 50, [23]; *Stevens* in *Prudential Assurance v Revenue and Customs Commissioners* [2018] UKSC 39, [71]; and *McFarlane* in *Manchester Ship Canal Company v Vauxhall Motors* [2019] UKSC 46, [65]. *Chen-Wishart's* work on the enforcement of one-sided variation of contracts illustrates the depth and geographical reach of Oxford's legal scholarship. Her work has: (i) provided detailed critique of the current law (cited in New Zealand, Singapore and Canada); (ii) proposed the elimination of the consideration requirement in one-sided contract variations (adopted in New Zealand and Canada); and (iii) alternatively, proposed retention of consideration via another analysis (adopted by the UK Court of Appeal).

In 2020, *Burrows*, who has taught and researched at Oxford for many years, was appointed Justice of the UK Supreme Court. Most judges are appointed from the Bar rather than academia, and it is unheard of for an academic to be appointed directly to the UK Supreme Court. *Burrows* is widely believed to be the academic most frequently cited in the English courts, and his impact on the development of the law has been unparalleled. He will now have a direct influence on the future direction of English law through his judgments in the Supreme Court. He remains an Associate Member of the Faculty. *Burrows*, *Chen-Wishart* and others have lectured to the **Judicial College of England and Wales**.

**Figure 4: Judicial Citations of Oxford Law Faculty publications, 2014-20**



**Influencing Law Reform and Policy Debates**

Oxford legal academics make frequent contributions to the law reform processes and policy debates, by making written submissions to public enquiries, giving evidence to Parliamentary committees and engaging in various forms of public service. *Box 3* provides two illustrations.

**Box 3: From Climate Change to Algorithmic Collusion**

**Example 1:** *Rajamani* works on the legal and regulatory challenges of climate change. In 2015 she was part of the UN Climate Secretariat's core drafting and advisory team for the **2015 Paris Agreement**. As part of this team, she drafted compromise language in the sweet spot between the redlines of states, thereby helping craft language that facilitated the eventual agreement. She also drafted language for the decisions leading up to the *Paris Agreement from 2011* (Durban Platform Action, the decision that provided the mandate for the Paris Agreement negotiations). *Rajamani* has since convened a series of workshops with *Mission2020* that bring together climate litigators, scientists and academics who can provide an evidence base for claims; formed part of a legal team for a small island state exploring options for international climate litigation. *Rajamani* is also the co-ordinating Lead Author for the *Inter-governmental Panel on Climate Change's Sixth Assessment Report* (chapter on international cooperation).

**Example 2:** *Ezrachi's* co-authored book (with Stucke, Tennessee, Law) ***Virtual Competition: The Promise and Perils of the Algorithm-Driven Economy*** (Harvard 2016) offered a first detailed account of the impact of algorithmic collusion and discrimination on markets and consumer welfare. It has had a profound impact on the development of enforcement agenda by competition agencies worldwide, and is considered the key authority on the subject. One reviewer, Frank Pasquale, described it as 'a ground-breaking, critical work – a major contribution to the field of competition law.' The research brought to light the possible risk of algorithmic tacit collusion, the possible use of algorithms to foster behavioural discrimination and the effects of platform market power on privacy, exploitation and data harvesting. The ensuing debate brought the topic to the attention of competition agencies and other policy bodies, leading to working groups on the subject, developments of screening methods, work by scholars to model possible collusion by algorithms, and work by enforcement agencies.

Faculty members served on **councils/advisory groups/expert working parties**, including for the following organisations / as part of the following reviews:

- Arbitration and Conciliation Advisory Service (*Anne Davies*),
- Advancing Mental Health Equalities Taskforce (*Tidball*),
- British Library – National Life Story Collection (*Mulcahy & Liberman*),
- Department for Business, Energy and Industrial Strategy (*Hodges*),
- European Banking Institute (*Enriques*),
- European Commission (*Armour*),
- Institute for Fiscal Studies (*Freedman*),
- IP Australia (*Burrell*),
- Law Commission on Intermediated Securities (*Payne*),
- Lord Chancellor's Advisory Committee on Private International Law (*Dickinson*),
- Ministry of Justice (*Dickinson*),
- Nuffield Council Working Party on Biodata (*Kaye*),

## Unit-level environment template (REF5b)

- Office of the Czech Prime Minister (*Havelkova*),
- Office of the Greek Prime Minister (*Tzanakopoulos*),
- Office of the High Commission of Human Rights (*Fredman*),
- Office of Tax Simplification (*Freedman*),
- Royal College of Child and Paediatric Health (*Goold*)
- Strategic Review of Policing in England and Wales (*Loader*),
- UN Special Rapporteur on the Right to Privacy's Task Force on Privacy and the Protection of Health Data; Ethical, Legal and Social Implications (*Kaye*),
- UNIDROIT Working Group on Digital Assets and Private Law (*Zhou*),
- World Bank (*Mou & Zhou*),
- World Economic Forum (*Akande & Wachter*),
- World Intellectual Property Organisation (*Gangjee*).

Faculty members also serve as **trustees/board members** of, e.g.:

- Human Fertility and Embryo Authority (*Herring*),
- JUSTICE (*Mulcahy*),
- Sentencing Council for England and Wales (*Roberts*),
- Howard League for Penal Reform (*Condry*),
- Oxford India Centre (*Lange*),
- Equal Rights Trust (*Fredman*).

Faculty members who have given **expert evidence to Parliamentary committees** in the period include: *Adams-Prassl*, *Fisher*, *Fredman*, *Hodges*, *Rowbottom*, and *Webster*. Members of the Faculty have also engaged directly with legislative processes. For example, *Khaitan* worked with Indian legislators to help draft **The Anti-Discrimination and Equality Bill 2017**, which was introduced into the 16th Lok Sabha (India's lower house) on 10 March 2017. Although this Bill lapsed, it has helped put the need for antidiscrimination legislation back on the political agenda in India.

Our staff have also been invited by governments to contribute their expertise to legal teams, e.g., *Sarooshi* (part of the team advising the UK Government on the Parthenon Sculptures / Elgin Marbles) and *Higgins* (part of Australia's delegation at both Appellate Body and Panel hearings in the WTO plain packaging litigation).

### **Covid and Sustainability**

As part of our commitment to ensuring Oxford law speaks to global challenges, senior staff (*Enriques*, *Fisher* and *McFarlane*) arranged a Faculty webinar on 5 June 2020, **The COVID-19 Crisis: Legal, Policy and Ethical Challenges** with over 20 papers delivered by members of our community, ranging from Statutory Professors through to DPhil students. The webinar was attended by more than 400 unique visitors. Associated publications have appeared both in academic journal articles (e.g. (i) *Fredman*, Reeves (Oxford Sociology) and Campbell (Birmingham Law) (2020) 20 International Journal of Discrimination & the Law 183 (exploring the role of equality law in addressing inequalities created and exacerbated by Covid; (ii) *Burrell* and Kelly (Bristol Law) (2020) 71 NILQ 89 (examining calls for the establishment of a prize fund for Covid research)), and in blogposts, e.g. *Foss-Solbrekk* (DPhil candidate) (looking at patents and the affordability of Covid-19 Treatments). Longer term projects have also commenced, e.g., (i) *Eidenmüller*, *van Zwieten* and *Sussman* on the efficacy of emergency measures to support businesses in financial distress; (ii) *Mulcahy's* ESRC project *Virtual Justice: enhancing accessibility, participation and procedural justice in family courts and tribunals during the COVID-19 pandemic*.

The **Oxford Sustainable Law Programme (SLP)**, established in 2020, is a joint initiative with the *Smith School of Enterprise and the Environment* and directed by *Wetzer*. It is a multidisciplinary and action-oriented research programme, by a global team of leading experts from across the University and beyond, focused on leveraging the law as a tool to catalyse the sustainability transition. The current focus is on attribution science and the law, systemic legal interventions, climate risk governance, and net zero compliant legal architectures. In each, the SLP partners extensively with governments, NGOs, and private sector parties around the world. The SLP delivers cutting-edge thinking for the sake of action, impactful education, and meaningful engagement with stakeholders.

#### 4.2.2 Contributions from early career researchers (ECRs)

ECRs are encouraged and actively supported to produce work with significant real-world impacts. Their successes include:

- *Stubbins-Bates* (Merton College Junior Research Fellow, Early Career Fellow at the Bonavero Institute of Human Rights, and Research Fellow at the Oxford Institute for Ethics, Law and Armed Conflict) who researches at the intersection of international human rights law and international humanitarian law, where the two co-apply in armed conflict. Her work has been cited in: *Joint Civil Society Report to the UN Committee against Torture on the UK's 6th periodic report* (which included a recommendation, drawn from her work to '[d]evelop a methodology for assessing the effectiveness of training programmes' for the prevention of torture and ill-treatment); *Committee against Torture's Concluding Observations*, May 2019; and the December 2020 decision by the *International Criminal Court Office of the Prosecutor (OTP)* on the situation of the UK in Iraq.
- *Jasini* (ESRC Global Challenges Research Fund Postdoctoral Fellow) worked on an ESRC Impact Acceleration Award project *Advancing the Impact of Victim Participation at the International Criminal Court: Developing Avenues for Collaboration*. This brought together scholars, legal practitioners, and experts to discuss the complexities of victim participation and advance new pathways for victims to contribute to, and benefit from, their participation in international criminal proceedings.
- *Willis* (British Academy Postdoctoral Fellow) established a research group to investigate **violent conflict** in the Anglophone regions of Cameroon. This group includes barrister Caroline Mbinkar (Visiting Fellow, University College), Angove (Philosophy, Oxford), and two Faculty research students (*McAulay*, *Ndeunyema*). Funding came from the British Academy, Global Challenges Research Fund, John Fell Fund, University College and the Knowledge Exchange Seed Fund. In 2019, *Willis'* group produced its first report, *'Human Rights Abuses in the Cameroon Anglophone Crisis: A Submission of Evidence to the UK Parliament*.
- *Trueblood* (British Academy Postdoctoral Fellow, Bonavero Institute) has advised the official opposition in Alberta on the role of referendums in the process of policy change. She was also consulted by Green Party activists at the federal level in Canada on referendums on electoral reform. In January 2020, she was invited to submit oral and written evidence to the Constitution Unit's Commission on Referendums on the Island of Ireland.

#### 4.2.3 Contributions from graduate research students

Oxford Law has various schemes to enable research students to make wider contributions to society, e.g.,

- Involvement in the *Oxford Pro Bono Publico Project*, which provides legal research to individuals and organizations also working on a *pro bono* basis by writing research report and amicus curiae briefs. Recent projects include reform of India's sexual harassment laws, the scope of freedom of information in Hungary, and women's inheritance rights in Botswana.



### Unit-level environment template (REF5b)

- Creation of a legal clinic involving graduate students to assist prisoners facing deportation to access legal advice in 2018, by the Centre for Criminology and Bonavero Institute partnered with a local law firm, Turpin & Miller, and Her Majesty's Prison *Huntercombe*, an all-foreign national prison.
- Creation of a set of research student internships by the Centre for Criminology in collaboration with the *Death Penalty Project* in London. This has recently led to creating an ESRC collaborative studentship on 'Drugs, the death penalty and deterrence in Indonesia'.

#### 4.2.4 Visiting professors scheme

The Faculty's Visiting Professors Scheme contributes to, and impacts upon, legal practice and public policy. At any given time, we have between 20-30 distinguished academics, judges and practitioners from all over the world who enrich our research and teaching in a variety of ways, typically by presenting papers and sharing their expertise with colleagues and research students. They have included Denise Réaume, a leading feminist scholar from Toronto; Peter Watts QC, a well-known commercial law academic and practitioner from Auckland; Richard Salter QC, a leading banking silk; Philip Baker QC who works closely with our tax scholars; and Hindpal Singh Bhui, an Inspection Team Leader at HM Inspectorate of Prisons with responsibility for the immigration detention estate in England, who has contributed to the *Border Criminologies* project. Former Justices of the UK Supreme Court also enrich our research environment as Visiting Professors (Baroness Hale, Lord Hoffmann, and Lord Carnwath).

### 4.3 Leadership in, and Recognition by, the Academic Community

The contributions of Oxford legal academics to the wider academic community and recognition for doing so are numerous. We can only give a flavour of it here.

Serving as **peer reviewers** for, e.g.:

- British Academy (*Loader, Zedner*),
- ESRC Peer Review College (*Condry, Lange*),
- European Research Council (*Dagan, Eidenmuller*),
- Frans Vanistendal award for best publication on international taxation (*Dagan*),
- John D. and Catherine T. MacArthur Foundation (*Chang*),
- Marc Sanders Metaethics Prize (*Chang*),
- National science foundations in Australia, Austria, Canada, Denmark, France, Finland, Germany, Hong Kong, Israel, Norway, Poland, Qatar, South Africa, Sweden, The Netherlands, Switzerland and the United States,
- Schock Prize in Philosophy (*Chang*),
- Wellcome Trust (*Herring*).

Fifty-four Law Faculty members serve as **Editors or members of Advisory or Editorial Boards** for 90 law journals, including:

- American Journal of International Law,
- American journal of Jurisprudence,
- Comparative Legal History,
- Criminal Law Review,
- Current Legal Problems,
- European Labour Law Journal,
- Howard Journal of Crime and Justice,
- Indian Law Review,

**Unit-level environment template (REF5b)**

- Journal of Environmental Law,
- Journal of Law and Society,
- Journal of Media Law,
- Law Quarterly Review,
- Legal Theory,
- Modern Law Review,
- Oxford Journal of Legal Studies,
- Social, Political and Legal Studies,
- Theoretical Criminology.

**Editing book series**, including:

- British Yearbook of International Law (*Redgwell*),
- Civil Justice Systems, Hart (*Hodges*),
- Clarendon Series in Criminology, OUP (*Bosworth, Hoyle, Loader, Zedner*),
- Diverse Voices, Bristol University Press (*Herring*);
- Great Debates, Palgrave (*Herring*),
- Oxford Legal History (*Getzler*),
- Oxford Legal Philosophy (*Green, Endicott and Gardner*),
- Oxford Monographs in International Law (*Redgwell*),
- Oxford Monographs in Labour Law (*Davies*),
- Oxford Studies in the Philosophy of Law (*Green*),
- Private International Law, Oxford UP (*Dickinson*),
- Routledge Studies in Crime, Justice and the Family (*Condry*),
- Routledge Studies in Criminal Justice, Borders and Citizenship (*Bosworth*),
- Studies in European Economic Law and Regulation, Springer (*Helleringer*),
- Studies in Restorative Justice, Eleven (*Zinsstag*),
- Studies of the Oxford Institute of European and Comparative Law, Hart (*Häcker*).

Serving on **Advisory Boards** of university centres, learned societies, and academic institutes across the world, e.g.:

- American Law Institute (*Armour, Goudkamp, Nolan, Swadling*),
- American Society of International Law (*Sarooshi*),
- Asian Institute of International Financial Law (*Armour*),
- Australian Academy of Law (*Zedner*),
- Austrian Academy of Sciences (*Ernst*),
- Berkeley Center on Comparative Equality & Anti-Discrimination Law (*Atrey*),
- Centre for Interdisciplinary Studies of Law, University of Copenhagen (*Ferguson*),
- European Law Institute (*Eidenmueller*),
- Fulbright selection committee (*Dagan*),
- Hague Academy of International Law (*Tzanakopoulis*),
- International Academy of Comparative Law (*Eidenmueller*),
- Max Planck Institute for Foreign and International Criminal Law (*Zedner*),
- Monash Gender and Family Violence Prevention Centre (*Condry*),
- Ragnar Söderberg Foundation (*Bogojevic*),
- Scientific Advisory Board for the Max Planck Institute for the Study of Crime, Security and Law (*Endicott*),
- Swedish Network for European Legal Studies (*Bogojevic*),
- Surrey Centre for Law and Philosophy (*Chang, Endicott*).

The contribution of Oxford law researchers to the academy have been recognised by many **prestigious awards and fellowships**, invitations to deliver **prestigious lectures**, the awarding of **honorary titles**, and other prizes and forms of recognition, e.g.,

- *Armour, Freedman, and Loader* have been elected Fellows of the British Academy,
- *Bright* was elected a Fellow of the Academy of Social Sciences,
- *Bogojevic* was awarded the 2016 Nils Klim Prize,
- *Chang* was the Ombudsperson Concerning Discrimination and Sexual Harassment, American Philosophical Association,
- *Endicott* acted as assessor in the Review of the Law Department, LSE, 2017,
- *Ferguson* was elected Senior Fellow of the Higher Education Academy (now Advance HE),
- *Freedman* was made Honorary Fellow of the Chartered Institute of Taxation,
- *Häcker* was awarded the Therese von Bayern Prize 2015 (LMU Munich),
- *Häcker* is Council member of the British Association of Comparative Law,
- *Herring* is a member of the Human Fertilisation and Embryology Authority,
- *Zhou* has won a slew of prizes, including: Young Women to Watch in International Affairs Award, 2020; Association for Asian Studies-Luce Foundation Law, Society, and Justice Workshop Award, 2019; Society for the Advancement of Socio-Economics Annual Meeting Early Career Award, 2017; British Council's Education UK Alumni Social Impact Award (Finalist), 2016.

Faculty members have won many prizes for their research, e.g., **book prizes** have been awarded to:

- *Adams-Prassl* (*Humans as a Service*),
- *Atrey* (*Intersectional Discrimination*),
- *Dagan* (*International Tax Policy: Between Competition and Cooperation*),
- *Ghanea* (*Freedom of Religion or Belief: An International Law Commentary*),
- *Herring* (*Medical law and Ethics*, 7<sup>th</sup> ed).

Examples of **best journal article awards** include:

- *Adams-Prassl* (*Modern Law Review*),
- *Armour* (*Journal of Professions and Organization*, for an article with Sako (Oxford, Saïd Business School),
- *Bogojevic* (*Journal of Environmental Law*),
- *Dagan* (Kibbutz Fund Award for an article with Margalith (Sapir College, Law) in the *Tel-Aviv University Law Review*),
- *Jackson* (*Journal of International Criminal Justice*),
- *Kennefick* (David Yale Prize of the Selden Society for an article in *Journal of Legal History*),
- *Wachter* (Privacy Law Scholars Conference Papers Award for an article with Mittelstadt (Oxford, Philosophy) in *Columbia Business Law Review*)
- *Zedner* (*Theoretical Criminology*),
- *Zhou* (International Association of Labour Law Journals Marco Biagi Award).