

<p>Institution: Glasgow Caledonian University</p>
<p>Unit of Assessment: 20: Social Work and Social Policy</p>
<p>1. Unit context and structure, research and impact strategy</p> <p><u>Unit Context and Structure</u></p> <p>Social Work and Social Policy research at Glasgow Caledonian University (GCU) embeds our Common Good mission through a commitment to co-producing internationally renowned research, which has a direct impact on the communities that surround us with whom we engage both locally and globally. This is further reflected in our commitment and active alignment with the United Nations Sustainable Development Goals (SDGs). Our research is aligned with SDGs 1 (No Poverty), 2 (Zero Hunger), 3 (Good Health and Well-being), 4 (Quality Education), 5 (Gender Equality), 10 (Reduced Inequalities), 11 (Sustainable Cities and Communities), 16 (Peace, Justice and Strong Institutions) and 17 (Partnerships for the Goals).</p> <p>Social Work and Social Policy teaching at GCU formally sits across two academic departments. The Department of Social Work is located within the School of Health and Life Sciences, and the Department of Social Sciences is located within Glasgow School for Business and Society. We are committed to excellence through research-led teaching: Social Work was ranked second in the UK in the Guardian 2020 'league tables', with Sociology (Social Sciences) ranked 11th. Our research is organised around two interdisciplinary research centres (the Yunus Centre for Social Business and Health, and the WISE Centre for Economic Justice), and our Social Work research group.</p> <p>To facilitate cross-working between departments and research centres, social work and social policy research leads meet regularly to develop research agendas and promote cross-group working. As this environment statement outlines, we collaborate with colleagues across the University and internationally, around thematic, methodological and theoretical areas of shared interest. We engage with stakeholders in the public, private and voluntary sectors to further our research and knowledge exchange strategy, and to maximise the impact of our research. Our researchers serve as advisors to government bodies and civil society networks. We are active in research reviewing, and shape and influence the research communities we are active in through leadership roles in international journals, associations and through conference organisation.</p> <p><u>Progress since REF2014</u></p> <p>We scored fairly strongly in REF 2014, particularly for our impact case studies (both ranked 4*). In 2014 Social Work and Social Policy was a relatively small group with a diverse range of research interests. Research income derived from a large numbers of small grants, which was not conducive to the production of world class outputs. While wanting to maintain and protect the diversity of our research interests and approaches, we also recognised that we needed to grow particular areas of strength. In response, our strategic objectives were to:</p> <ul style="list-style-type: none"> • Invest in strategic areas of international expertise and interdisciplinary research strength (Outputs) • Develop a publicly focused and collaborative approach to knowledge exchange based on stakeholder engagement (Impact) • Develop mechanisms of support to facilitate our research culture (Environment). <p>As this statement demonstrates, we have achieved considerable success over this REF period, notable highlights include:</p>

- Growth in research income (from £1.29 million to £2.246 million).
- Growth in size of UoA (from 14.40 to 18.50 FTE).
- Growth in research doctoral degrees awarded (from 13 to 36.33 FTE).
- Establishment of one new research centre (WISE Centre for Economic Justice) and substantial investment in the Yunus Centre for Social Business and Health.
- Establishment of the social work research group at GCU through investment in research leadership, recruitment and support for research for existing staff.
- Development of 'living lab' approach to knowledge exchange leading to five Erasmus+ capacity building grants and Scottish Government investment into a 'Common Good Hub' in partnership with Milton Community Centre.
- UK leadership of two major European projects (FAB-MOVE and EMPOWER-SE) supporting international researcher mobility.

Research and Impact Strategy

Our goal is to conduct world-leading interdisciplinary research that has a direct impact on the communities that surround us. Since 2014, and in line with the University Research Strategy, Social Work and Social Policy research has been driven by the overarching societal challenge of creating inclusive societies, set within the strategic context of the Research Centres Approval and Renewal Process.

Our strategic goals have been to enhance the quantity and quality of Social Work and Social Policy research by: increasing research income and opportunities to collaborate on major international projects; enhancing interdisciplinary working across research groups and UoAs; growing the PGR student population through investing in studentships and exploiting external scholarship opportunities; growing the numbers of staff submitted to REF; improving training, mentoring and support to research staff and students; facilitating international researcher mobility; developing social work research; and enhancing research-led teaching. To achieve these aims we have focused investment in five priority areas: interdisciplinary research centres, social work research group, co-ordinating infrastructure to work across Schools, Centres and Research Groups, development of international researcher mobility, knowledge exchange, and research-led teaching.

Interdisciplinary research centres

This UoA is central to the University research centres focus. GCU research centres are deliberately interdisciplinary and concentrate research excellence around societal challenges. Social Work and Social Policy staff provide research leadership to the WISE Centre for Economic Justice (Cantillon, Centre Director; O'Hagan, Deputy Director), Yunus Centre for Social Business and Health (Teasdale, research group lead until 2019 and member of centre management group).

The WISE Centre has a multidisciplinary team (colleagues are also represented in UoAs 17 and 28) pursuing a range of theoretical and empirical research on issues of economic and social inequality, care, public policy, poverty and human rights primarily from a gender perspective. The WISE Centre was formally approved in 2017 and now has 10 staff across three departments, 15 PhDs and two post docs aligned with the Centre. It has secured over £2 million research funding since formation, from funders including EU Horizons 2020; AHRC, ESRC and Scottish Government. WISE research focuses on the gendered nature of economic policy and social investment and challenges many of the tenets that underpin the mainstream interpretation of how economies function. We explore how economic relationships, actions and institutions are directly affected by gender norms – via unpaid work, the gendered division of labour and the care economy (Cantillon); fiscal space, budgets and public policy (O'Hagan); occupational segregation and apprenticeships (Campbell); gender equality and basic income (Campbell and

Cantillon); household inequalities (Cantillon); gender-based violence (Lombard) and policing (McMillan).

The Yunus Centre conducts world-leading research to conceptualise and evidence ways that lives of individuals and communities can be improved through a better understanding of various community-based and health-focused initiatives. This interdisciplinary Centre (colleagues are also represented in UoAs 3, 17, 28) was established in 2010 and has grown dramatically since REF 2014. It has secured over £5 million during this REF period including several large research grants (see Income section) which have led directly to the employment of Calo, Henderson and Mazzei. Research focuses on how civil society activity might impact on 'upstream' social determinants of health, and the potential for social enterprise to act as a public health intervention (Calo, Henderson); how policy ideas travel (Teasdale); critical exploration of social innovation and social investment welfare paradigms (Sinclair, Teasdale); co-production and the third sector (Mazzei); ecosystems for social enterprise support (Mazzei); migration and transnational solidarity (Baglioni, Calo); and the Gig Economy (Baglioni).

Social Work Research Group

While GCU has a long tradition of excellence in social work teaching, prior to 2014 we had little strength in social work research. Webb was appointed in 2013 and has quickly established GCU as world-leading in social work research via the recruitment of talented early and mid-career researchers and supporting teaching staff to become research active. The group has attracted over £500k in research funding over the submission period and currently contains eight researchers working across two research clusters:

Critical Social Work: An advanced scholarly focus around critical social work has leveraged the group's international reputation as a world leader in social work interdisciplinary research. Our research looks beyond the theory of the Frankfurt School and Marxism with a concentration on theoretically informed practice (e.g. biopolitics and securitisation theory). A focus on actor network theory, controversy analysis, autoethnography, field philosophy analysis and governmentality studies has methodologically deepened this engagement (Webb, Lynch, Farmer and McKendrick). Conceptual innovation is at the heart of this concentration in our work with local communities and environmental social work (Roma, destitute migrants and African black women).

The Social Work Education and Research-based Learning group focuses on innovative approaches to social work research learning, evaluation of practices and their educational implications. Much of this work is funded through Scottish Government and the group made a significant contribution to the Scottish Social Services Council national review of social work education and the 'Framework and Standards in Social Work Education'.

Co-ordinating infrastructure

Our research centres allow us to develop a critical mass of researchers and PhD students across disciplines, underpinned by strong methodological and theoretical foundations. They facilitate the application of social policy research within large interdisciplinary teams addressing societal challenges while concentrating world class researchers at GCU within collaborative working spaces. This approach has proved successful in attracting research council and large European grants, as well as smaller grants from government and civil society (see Income section). Through these research centres (and via investment in PURE) we have implemented internal systems for peer review of grants and outputs, monitored progress in research income, activity and outputs, and been able to adapt quickly to changing research priorities (e.g. Horizon 2020).

Centres are fully integrated into the wider University research support architecture. Work across centres and clusters occurs organically as researchers and research leads meet regularly in a variety of environments. More formally, research leads meet bi-monthly as a UoA team to discuss areas of overlap and potential research bids. These meetings are supported by the Impact and Knowledge Exchange Officer and WISE Centre Research Advisor, who is responsible for monitoring and tracking outputs, and provides a link to the University's Research and Innovation Office as regards awareness of research opportunities, and to the Graduate School as regards researcher development training.

Internationalisation and researcher mobility

All researchers are encouraged and supported to attend international conferences. Through the international networks we are part of, we secured funding to develop international researcher mobility through two major European grants: FABMOVE and the COST programme EMPOWER-SE. Together these have enabled six UoA staff, plus seven PhD students to spend placements (one to six months) at international universities, and to attend international conferences and summer schools. The University committed to covering their teaching loads while they were away. We also hosted 20 international visitors through the same programmes and two international visiting Professorships at the WISE Centre.

Knowledge Exchange

We are committed to impact through engagement with user groups at all stages of the research process. Our strategy for achieving impact is embedded within the wider university framework, and staff are supported to achieve and measure impact by the Research and Innovation Office (see GCU environment statement).

At UoA level we work closely with user groups in the planning and dissemination of research and support them to develop research informed policy and practice. For example, the Scottish Poverty and Inequality Research Unit (SPIRU) has been established in partnership with the Poverty Alliance to help translate research findings into effective responses to social exclusion (see Impact Case Study). Researchers at WISE work closely with civil society groups and policymakers to co-produce research that engages the voices of those normally excluded from policy debate, and to shape policy responses accordingly. The Yunus Centre pioneered the University's use of Knowledge Exchange forums whereby civil society groups and policymakers are invited to co-produce the research agenda and develop and refine grant proposals and outputs, through input into the design of research questions, reflection on emerging findings, as well as helping to disseminate findings through policy briefings, blogs, and facilitation of parliamentary appearances. Our research around Gender-Based Violence (GBV) formed the basis for a programme of work on GBV prevention and response at GCU. This also involved a network of trained First Responders to take disclosures of GBV and the creation of an award-winning GBV prevention campaign, #erasethegrey, which has been rolled out across the UK Higher Education sector.

As well as investing University funding into developing knowledge exchange, we have successfully targeted national and international capacity building grants to develop social innovation support units across South East Asia, Latin America and Europe, and Common Good First - a digital network in South Africa to identify, showcase and connect community-driven social impact projects to each other (see Income section). These initiatives are structured around a 'living lab' approach whereby researchers and civil society practitioners are co-located (physically or digitally) to develop, evaluate, and scale-up co-produced responses to social problems. This approach has shaped the University's wider strategy for achieving impact (see Institutional Environment Statement) and notably led to a partnership with Milton Community Centre to develop a Common Good Hub in Glasgow (see Income section).

Research-led teaching

UoA staff contribute to teaching and curriculum design. Student learning journeys are guided by our own empirical and theoretical research and students positively welcome their reading lists including international handbooks, edited collections and journal articles collectively produced by their teaching teams. UoA staff direct two of the University's 'flagship' Masters programmes emblematic of our Common Good ethos: the MSc International Economics and Social Justice (led by the WISE Centre) and MSc Social Innovation (led by the Yunus Centre). Research leaders all teach undergraduate and postgraduate modules, and several teach onto the Master's in Research programme (MRes) which forms the taught element of our Scottish Graduate School for Social Science / ESRC 1+3 PhDs. The profile of research-led teaching strengthens the case for the sustainability of social work and social policy research at GCU.

Moving forward

As a relatively small group we face considerable challenges under the current research funding environment. However, the vitality of the research environment created over the current REF period positions social work and social policy research at the forefront in GCU. We play a central role in the university research architecture with Webb as Assistant Vice Principal (AVP) Community Engagement, Teasdale AVP Social Innovation, and Cantillon Director of the WISE Centre. Our University Strategy 2030 sets out the strategic goal of becoming recognised as world-leading in social innovation research. This goal has evolved directly from the Yunus Centre's success in terms of grant income and growing reputation for research excellence, and from Webb's work on community engagement. Social innovation will become a central theme cutting across the University research centres and research groups with the aim of better connecting areas of research excellence and knowledge exchange across the University. We will invest in a new physical space to coordinate this work. This represents an exciting opportunity to embed theoretical and methodological expertise from social work and social policy research at the very heart of University research strategy.

We will continue to invest into research leadership via the WISE and Yunus Centres. Building from the rapid growth of social work research over this REF period we have proposed a new Centre for Critical Social Work. We will also provide support to McMillan and Lombard to develop a policing research cluster.

We will diversify our income portfolio through:

- Partnership working across centres and with other institutions to attract UKRI and other large 'blue-chip' grants
- Enhancing our reputation for world-class applied research through continued work with Scottish Government on policy evaluation
- Closer integration with public health researchers to embed Social Work and Social Policy research into large grants submitted to health funders (e.g., NIHR, MRC)
- Expanding research with international partners in ODA eligible countries through the University Global Challenges Unit (co-directed by Teasdale alongside the Director of Research and Innovation) to develop work eligible for GCRF funding.

We will continue to grow our PhD student numbers through continued investment of University and REG funding in scholarships; continued membership of the ESRC Scottish Graduate School for Social Sciences; building on recent successes with Commonwealth scholarships and other overseas scholarships; and further developing co-funding of interdisciplinary PhDs with external partners (e.g. Glasgow City Council) and with other UoAs.

We will continue to pioneer, and leverage funding for, our 'living lab' approach to knowledge exchange, building on principles of open access, user engagement, and dissemination of innovation through non-commercial approaches.

2. People

Staffing strategy and staff development

As a post-92 University most academic staff are predominately teaching only and do not have significant responsibility for research. We do not usually make a formal distinction between research-active and teaching staff: most staff are on the same academic contract. Within the Social Work and Social Policy UoA 43% of Category A Staff have significant responsibility for research. This compares well against the University (35%), demonstrating a strong research culture across the UoA and a commitment to research-led teaching (reflected in the aforementioned Guardian league table positions).

Research centre membership is either full or associate. Academic staff on a research trajectory are, in general, formally employed within a Centre, while staff with teaching and research responsibilities are formally employed through an academic department (Social Sciences or Social Work) and conduct research through the centres and research groups. Teaching loads, particularly for ECRs, are relatively low. Staff with significant responsibility for research normally have at least 30% of their time protected for research activity such as grant writing and publishing. Full time research staff are formally integrated into school activities via school and departmental meetings. All contribute to research-led teaching. We actively provide opportunities for teaching staff to engage in research (through centres and groups) and support for them to develop a research career.

In addition to the Performance and Development Annual Review (PRAR), conducted with line managers (see institutional environment statement), research leads provide regular discussion and guidance on research objectives, publishing plans, advice on grant applications and suitable sources of funding, to ensure that early and mid-career researchers can develop. The University also offers a formal mentoring scheme with ECRs also benefitting from membership of a cross-University ECR group led by the PVC Research. Research leads are themselves supported through mentoring schemes and the University Research Leaders group.

This submission includes 18.50 FTE staff with significant responsibility for research. This compares with 14.40 in last REF. This includes six Professors, three Readers, four Senior Lecturers, four Lecturers and two Research Fellows; eleven are women; six are ECRs. Since last REF there has been considerable turnover. Just five staff members remain who were submitted to the last REF. Five staff members have retired or moved elsewhere, while three staff have been submitted to other UoAs, partly reflecting the restructuring of research around centres at GCU.

The UoA has been strengthened via strategic investment in the recruitment, development and support of research leaders. Cantillon was recruited from University College Dublin in 2015 to establish the WISE Centre. She has developed partnerships with other international centres to build collaborative research around how economies might be built on principles of equality. Webb was recruited at the end of the last REF period to build the social work research group. He has mentored and supported three early career researchers within the group. He was appointed Assistant Vice Principal Community Engagement in 2018, reflecting his role at the interface between research and knowledge exchange activities. Teasdale was recruited (and promoted to Professor in 2014) at the end of the last REF period to develop social innovation research across GCU. He sits on the management group of the Yunus Centre where he is responsible for an interdisciplinary team of researchers (three in this UoA) and was appointed Assistant Vice Principal Social Innovation in 2018. McMillan leads an interdisciplinary team of criminology researchers (two in this UoA).

When recruiting, we look at the overall picture and seek to rebalance the overall demographic profile of centres and Departments, as well as focusing on theoretical, methodological and subject-based specialism. New recruitments planned for 2021 include a senior lecturer post at the Yunus Centre to develop quantitative research, a post-doctoral researcher attached to the

Social Work research group, and two post-docs at the WISE Centre to work on the mixed economy of care. Recent success with a large NIHR grant will also allow the Yunus Centre to recruit two new post-docs, with experience of realist evaluation and Q methodology respectively, and one new PhD student.

Promoting a research environment

Centre directors hold budgets to support staff training and networking and enable them to develop research project bids. Overhead recoveries are pooled at the Yunus Centre and used for research-related activity. This tends to have a flattening effect, whereby ECRs receive more than they put in, thus growing the next generation of researchers. It is a particularly beneficial model for ECRs and PhD students, since it gives them access to conferences and training, for example, that they might not normally be able to attend. Over the next REF period this model will be rolled out to other centres. Additionally, the University budgets a formal allocation of £500 per person for conference attendance for those researchers located outside of the centres. We facilitate multiple forums for debate and the exchange of ideas. The Yunus Centre holds monthly seminars with a mix of internal and external speakers and hosts the annual John Pearce Memorial Lecture on a topic related to social enterprise. WISE hold regular seminars with prominent visiting speakers, internal workshops for ECRs and post docs and hosts the annual Ailsa McKay memorial lecture, named after a former GCU Professor and prominent feminist economist. Alongside these, we hold seminars and workshops across the UoA to disseminate findings, share research expertise and promote space for 'blue-sky' thinking: for example, there is an ethnography and qualitative methods group organised by Social Work research staff which is open to all. Each of these forums enable staff and PGR students to exchange ideas, learn from each other and acquire presentation and writing experience in a supportive collegiate environment. We also invite prominent external speakers to address UoA staff. Recent examples include a speaker from the University of York who delivered the Challenge Poverty Week annual lecture in 2018, organised by SPIRU in partnership with the Poverty Alliance. Other notable visiting speakers include speakers from UCLouvain and UMass Amherst.

We also promote a healthy research environment through the creative use of physical space. For example, the Yunus Centre has a shared kitchen space and 'round table' where all staff are encouraged to come together over coffee, meals and the informal exchange of ideas. Recent articles and news (both academic and life events) are posted on the walls. Our research centres' combine office space with open offices for PGR students, meeting and seminar rooms, and co-working spaces where staff collaborate around time-bound projects – for example grant applications.

Researcher mobility

We place considerable emphasis on opportunities for staff to learn from exposure to international environments. We have deliberately targeted external funding opportunities to facilitate this process. Five UoA staff have benefitted from placements in other international research centres and civil society organisations (in South Africa, Italy, the United States, France), through the FAB-MOVE project funded through H2020 Marie Curie RISE (UK lead Baglioni). This programme also enabled 20 international visits (from academic and practitioners) to GCU for a period ranging from one to six months. Teasdale was UK lead for the EMPOWER-SE project funded by COST (European Co-Operation in Social and Technology) which has also facilitated international movement of researchers and PhD students and improved the international reputation of Social Work and Social Policy research at GCU. We have supported other staff to take sabbaticals and visiting professorships at international universities. For example, McMillan was Visiting Professor at Trent University, Canada in 2014/15. Cantillon was the Helen J Sheridan Memorial Scholar at University of Massachusetts (Amherst) Autumn 2016 and Visiting Research Professor, School of Law and Economics, Senshu University Tokyo in

May 2019. We attracted the first Canadian Social Sciences and Humanities Research Council funded post-doctoral fellowship (supervised by Webb) in 2019.

Research students

During the REF period, 36.33 FTE research doctoral degree students graduated from the UoA. This represents an increase from 13 FTE in the last REF period. Numbers of PGR students continue to grow. Social work and social policy researchers currently supervise (or co-supervise) 58 PGR students. Students are funded through a mix of scholarships (internal and external), work-based placements and self-funded. External scholarships over the REF cycle include those from ESRC / the Scottish Graduate School of Social Science (SGSSS), the Commonwealth Scholars programme, and MARA - a Malaysian Government scheme for outstanding graduates in areas of national employment needs. PhD students have also been supported through Scottish Government and Skills Development Scotland. We have invested in 14 centrally funded scholarships during the REF period to students in social work and social policy. Notably, two ECRs (Calo and Lynch) came through our PhD programme.

PGR students are registered for their PhD at either Glasgow School for Business and Society (Social Policy) or the School for Health and Life Sciences (Social Work). The vast majority are physically located within one of our research centres. Within research centres, PGR students are considered a full part of research teams and take part in thematic and Centre meetings. They are encouraged to ask critical and challenging questions, inviting us to reflect on the way centres are managed. They contribute ideas to papers and often provide the early seeds for future research collaborations around new ideas. This helps us create a vital and stimulating research environment and encourages critical self-reflection among more established researchers, helping our research environments evolve over time to incorporate new ideas.

The training needs of PGR students are negotiated individually, with additional funds allocated to support their learning and development needs, and provision organised around the Vitae Researcher Development Framework. The University also offers training for PGR students through the Graduate School and as part of our MRes programme (which is ESRC accredited for 1+3 training). The Graduate School offers an extensive range of workshops, training opportunities and events which are aimed and structured around the developmental needs of doctoral researchers and there are significant opportunities for seminar and conference attendance as well as academic citizenship participation (see institutional environment statement for a description of the PhD journey). The Graduate School also leads online writing retreats for PGR students, which have proven particularly popular during lockdown. Relatedly, the University has ensured that workspace is available to PGR students living in Glasgow during lockdown. All PhD students have been given an automatic extension due to the effects of COVID. GCU has allocated funds (in addition to ESRC funding for SGSSS funded students) to provide PGR students with financial support to extend their studies where COVID has had a detrimental effect.

UoA-specific PGR training takes place in the context of the ESRC Doctoral Training Centre - SGSSS. The SGSSS is funded jointly by the ESRC and the Scottish Funding Council and is the UK's largest facilitator of funding, training and support for doctoral students in social science. GCU is part of the Social Work and Social Policy pathway, demonstrating that GCU is a centre of excellence in social work and social policy research training, while offering all our social science PGR students access to high quality training, events, placements and summer schools offered through SGSSS.

PGR students are encouraged to publish as sole or first author during their PhD to prepare them for academic life and position them in the labour market. They are supported in this through writing groups and 'buddy' schemes. We run half day research symposiums for PhD students. Here they give presentations on their research to Unit staff and other PhD students, and give and receive constructive and supportive feedback. International mobility has been significantly

enhanced through access to EMPOWER-SE and FAB-MOVE (described previously and taken up by 12 PGR students). For example, one student was financially supported to spend part of her 'writing-up' year at Georgetown University in Washington DC.

Equality and diversity

Glasgow Caledonian University is an equal opportunities employer. We currently have institutional Athena Swan bronze award and are waiting to hear about our silver award. Glasgow School for Business and Society has a bronze award under review (Social Policy) and the School of Health and Life Sciences (Social Work) is submitting a silver award application in 2021. Each academic department and research centre has an equality champion. Teasdale sits on the University Advancing Gender Equality Group. In light of the challenges surrounding ethnicity of both students and academics across the University (14% of undergraduate students are BAME), a series of recommendations has been made, recognising that institutional racism is a structural and not an individual issue and that tackling racism and racial inequalities should form a core part of the University's Common Good mission.

The proportion of staff designated as having significant responsibility for research broadly reflects the gender and ethnicity profile of Cat A staff. 57% of CAT A staff are women. 58% of SigRes staff are women. 52% of outputs are attributed to women. Six SigRes staff are ECRs who together contributed 13 outputs. However, there is some historical vertical segregation by gender within the UoA profile, with disproportionate numbers of male professors (4/6) and female ECRs (5/6). This is reflected in women in the UoA tending to have lower levels of grant income, which disappears when comparing by pay grade. We are taking measures to address vertical segregation. As part of GCUs 'Advancing Gender Equality Group' action plan, the University has focused attention on the retention and promotion of high calibre staff, particularly women, and invested heavily in mentoring programmes such as AURORA. All promotion (and recruitment) panel members undertake unconscious bias training. Eight UoA staff have been promoted during the REF period, five of them women. Two of the three 'next generation' research leaders, presently at Reader level, are women.

Notably, both research centres (WISE and Yunus) associated with this UoA are led by women. As is clear from our selected outputs and case studies, equalities issues – particularly gender, poverty and the social inclusion of migrants – are central to our research. As a University we seek to use procurement policy as a means towards social justice, aiming to spend money on goods and services from social enterprises and charities where possible. For example, Soul Food Sisters, a social enterprise led by refugee women, regularly provide catering services for events held at GCU organised by UoA staff.

During the COVID-19 pandemic, the University has taken a 'whole-life approach' to flexible working, recognising that some staff have additional caring responsibilities and have been temporarily unable to meet teaching and research responsibilities. In response, workloads have been rebalanced leading to some staff having reduced work hours with no loss of salary.

3. Income, infrastructure and facilities

The UoA strategy for growing research income has been informed by GCU's research strategy, and particularly the research centres Approval process. We are supported by Centre and School research advisors, and a dedicated University Research and Innovation Office, which provides support in developing, costing and managing research grants. Centres (described in section 1) develop their own income strategies, underpinned by a central framework of robust peer-review and quality appraisal systems to assist researchers to improve the quality of grant applications to funding bodies. Peer Review Committees provide detailed reviews of all research proposals, and senior researchers are on hand to provide mentoring and support to ECRs negotiating the complexities of grant submission at the start of their research careers. The UoA has deliberately sought to encourage a culture of learning from, and overcoming, adversity. Senior staff give

seminars where they reflect on the (sometimes multiple) failures of grants and articles as they evolve and become successful. We regularly host visits from funding bodies, including ESRC, Wellcome Trust, Nuffield Foundation, and Leverhulme Trust.

As a UoA we have strategically partnered across centres and Institutions to develop our role in large interdisciplinary grants. The success of this strategy is apparent in the sustained increase in research funding over the REF period for this UoA. Total income has risen from £1.29 million to £2.25 million since last REF, equivalent to £17,345 per FTE / year.

UKRI funding (£671k) constitutes around 30% of the total mainly due to substantial funding from the MRC and ESRC for Developing Methods to Evidence Social Enterprise as a Public Health Intervention, led by GCU (worth £1.9million in total, of which £606,169 was apportioned to this UoA). This large interdisciplinary grant developed new ways of measuring the impact of social enterprise on health and wellbeing and developed understanding of new pathways to reducing health inequalities. The grant directly supported the employment of Henderson, Calo and Mazzei with co-investigator time from Teasdale. Other UKRI successes include Cantillon's heterodox review on the divergence of pay and productivity for the ESRC Productivity Insights Network (led by Sheffield University), and McKay's ESRC funded work on accounting for gender in public budgeting.

Substantial funding (£639k) was also achieved via European Commission 7th Framework Programme (FP7) and Horizon 2020 initiatives. Notable successes include SIRIUS – a 2.5 million Euro grant (£104,922 to this UoA) investigating labour market integration for refugees, led by Baglioni and including 11 international partner organisations. UoA colleagues were UK lead partners on major European grants including EFESSEIS (exploring evolution of supportive ecosystems for social innovation, funded by FP7 and worth £166,420 to this UoA); TransSOL (European paths to transnational solidarity at times of crisis, funded by Horizon 2020 and worth £59,493 to this UoA); GiG (The Gig Economy and its implication for social dialogue and workers protection, funded by Swiss Network for International Studies and worth £46,612 to this UoA); and ATLANTIC SOCIAL Lab (exploring trends in social innovation, funded by EU Interreg and worth £110,000 to this UoA). As mentioned in section 2, we were also UK leads on successful European researcher mobility grants including FAB-MOVE (funded through EU Marie Curie Research and Staff Exchange and worth £36,673 to this UoA), and the COST Empower-SE programmes (no direct cash value but this indirectly funded visits to summer schools, international conferences and seminars, methods workshops and visiting fellowships for UoA staff and PhD students).

Much of our research is funded by Scottish and UK Government (£783k), reflecting our strong commitment to policy-relevant research and community engagement. Jackson was awarded £300k to develop Scotland's first migrant and refugee skills recognition and accreditation Hub. O'Hagan was awarded £70,000 to evaluate participatory budgeting in Scotland (see also Impact Case Study) and was also funded by the Welsh Government to conduct an international review of gender budgeting practice. Mazzei and Teasdale were awarded £30,000 to evaluate the Public Sector Partnership model. Kettle was awarded £30,000 by Scottish Social Services Council to investigate social work approaches to integrated learning. Henderson was awarded £30,000 to evaluate additional risks associated with climate change in the Scottish borders. Grant and Webb were awarded £50,000 from Scottish Government to undertake a longitudinal study of newly qualified social workers. UoA staff have evaluated other Scottish Government initiatives including the Social Work Education core curriculum, One Parenting Families, Community Empowerment Act, and Asset Transfer programme. Teasdale supported the Scottish Government in the design and delivery of their Social Innovation Fund in partnership with the European Social Fund. Subsequently Lynch was awarded £54,000 from the Social Innovation Fund for research investigating barriers and community-led solutions to employment faced by Roma women in Govanhill. Ima Jackson was awarded £86,176 to conduct research into prevalence and prevention of female genital mutilation. UoA staff also contributed to Social Innovation Fund grants led by other UoAs, including on rap music as a means to reintegrate disadvantaged young people into the education system, and facilitating skills training for one

parent families. McMillan and Lombard provide research-led training to the Scottish Government and the Police on diversity, while Cantillon and O'Hagan provide training on gender to Scottish Government economists and social policy analysts.

Further reflecting a commitment to co-produce research with research users, several smaller grants have enabled us to conduct research in partnership with, and / or for charities and social enterprises including Child Poverty Action Group, Glasgow Council for Voluntary Services, the Impact Hub network, the Poverty Alliance, the Poverty and Inequality Commission, and Soul Food Sisters. Larger charitable trusts (such as Carnegie) have funded small-scale research projects including on football and domestic abuse (Lombard), and social enterprise models in social care (Henderson).

As part of our impact strategy, we engage with research users to secure funding to 'scale up' social policy interventions that 'work'. UoA Staff have been central to four ERASMUS funded capacity building grants with a relatively small research component. Teasdale and Mazzei have supported the development of Common Good First, a digital network to identify, showcase and connect community-driven social impact projects to international universities, for research, learning and teaching and student engagement (£40,438 to this UoA); and the establishment of social innovation networks of practitioners and universities via South-East Asia Social Innovation Network (SEASIN, £20,708 to this UoA), Latin America Social Innovation Network (LASIN, £19,530 to this UoA) and Social Innovation Knowledge Exchange (SIKE, £15,480 to this UoA). The 'living lab' approach pioneered through these projects has been adapted in partnership with Milton Community Centre to develop a Common Good Hub in Glasgow. The Hub (led by Webb) will receive £1,200,000, largely infrastructural investment for the community, from the Scottish Government and Glasgow City Council to enable innovative approaches to civic engagement and mutually beneficial partnerships for research-based learning, student learning and local research teams focusing on youth unemployment, drug use and crime and family support groups.

Our record of income growth has been underpinned by our investment into research centres and research leaders. Research grant income has supported further investment into recruitment and development of ECR researchers, including Calo, Henderson and Mazzei. Calo has since taken up a Lecturer position at the Open University, while Mazzei has been given a permanent contract and promoted to Senior Lecturer, and Henderson has moved onto a permanent Research Fellow contract at GCU.

We have also invested into dedicated space for our research centres. All research staff occupy bespoke accommodation within the centres. This space includes co-location of PGR students who share offices with personal access to networked PCs, phone, photocopying, grants for conference etc. School-based academic staff are provided with individual offices. Visiting Professors have access to personal offices within centres, or to dedicated workstations within co-working spaces. Seminar rooms and shared relaxation spaces facilitate a sense of collegiality and the sharing of ideas. University-wide facilities such as the library and access to research support through the University's Research and Innovation Office are described in the University Environment Statement.

GCU has also invested in Social Work and Social Policy research via Global Challenges core funding. UoA staff have been successful in applying for internal grants from this fund, including: Cantillon's work developing a network of gender focused research in sub-Saharan Africa; Teasdale's work investigating how SDGs interrelate; and for a post-doc exploring Women's empowerment in Nepal. It is anticipated that this investment will feed into grant awards and outputs during the next REF cycle.

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

Our research supports policymaking and evidence-based practice in Scotland and beyond (as described above). Additionally, our researchers make important contributions to a range of academic disciplines through contributions to professional societies and conferences, academic journal editing, and collaborations with other universities, and, particularly through community engagement.

National and International Collaborations

Staff collaborate with other institutions and research centres nationally and internationally. We play a full role in the Scottish Graduate School for Social Sciences where O'Hagan is a pathway lead for social work and social policy, and Teasdale serves on the Dean's Group. The UoA has collaborated in or led major research grants including: Developing methods to evidence social enterprise as a public health intervention involving the Universities of Birmingham, Stirling, Robert Gordon University, the University of the Highlands and Islands, and Glasgow School of Art; SIRIUS with the University of Geneva, European University Institute, Charles University, Roskilde, Jyvaskala, Parma and National Technical University of Athens; EFESIIS (led by University of Florence and including Universities of Catania, Southern Denmark, Warsaw and Vienna; TransSOL (led by University of Siegen and including Universities of Copenhagen, Crete, Sciences Po); GIG ECONOMY (led by University of Geneva); and ATLANTIC SOCIAL Lab (with University of Coimbra). We collaborated with Oxford and St Gallen Universities on the ESRC Seminar Series Reconstructing Social Enterprise. As part of Common Good First, we developed a network of European and South African partner universities including Western Cape, Johannesburg, Nelson Mandela, Alicante, Reykjavik, The Free State, Roskilde, Rhodes, and South Eastern Norway.

These successful collaborative grants have also included civil society partners including the Impact Hub network, Social Innovation Exchange, Kibble, Impact Arts, Aberdeen Foyer, Inverclyde Community Development Trust (all CommonHealth); Mission & Co. Malaysia, Friends International, Cambodia, Ashoka Thailand (all SEASIN); Social Impact, Germany, Business Innovation Brokers, Spain, Santa Casa Misericordia de Lisboa, The Melting Pot, Social Innovation Lab, Croatia (all SIKE).

Peer reviewing

Our staff are involved in reviewing for UKRI and other funders. McMillan was a member of the ESRC Peer Review College, 2010-2015. Sinclair is a member of ESRC Peer Review College, 2015 - present. Baglioni was a member of ESRC Peer Review College 2015-20. Staff have also reviewed grant applications for the MRC, Austrian Science Fund (Webb), Swiss National Science Foundation, the Leverhulme Trust, Horizon 2020 awards, Joseph Rowntree, Wellcome Trust, Scottish Government Social Innovation Fund (Teasdale member of awards committee) and Carnegie Trust (McMillan and Teasdale members of Selection Committee).

Journal editorship

Staff contributed during the REF period to editorship of the following journals: Scandinavian Journal of Disability Research (Hughes, Editor in Chief 2012-2016); Social Enterprise Journal (Teasdale, Editor in Chief 2018-20). Staff served on the editorial boards of Advances in Social Science, Australian Social Work, Critical Social Work, Education and Humanities, Social Sciences, and Social Work & Society (Webb); British Journal of Social Work (Grant); Disability & Society, Disability Studies Quarterly (Hughes); Feminismo/s (O'Hagan); Journal of Gender Based Violence (Lombard); Journal of Poverty and Social Justice (Sinclair); Journal of Social Entrepreneurship (Teasdale, Associate Editor) and Nonprofit Policy Forum; and Review of

Radical Political Economics (Cantillon). Cantillon is also Series Editor of The Gendered Economy, published by Agenda Press as part of Columbia University Press (2017-present).

UoA staff have edited several prestigious international reference works including The Routledge Handbook of Critical Social Work (Webb), The Routledge Handbook of Gender and Violence (Lombard), A Research Agenda for Social Entrepreneurship (co-edited by Teasdale), Gender Budgeting in Europe: Developments and Challenges (O'Hagan), Foodsaving in Europe: At the Crossroad of Social Innovation (Baglioni and Calo). UoA staff have also edited nine special issues of journals.

Conference organisation and contribution to learned societies

The UoA have hosted the following conferences during the REF cycle: British Sociological Association, April 2019; the 28th Annual Conference of the International Association of Feminist Economists, June 2019; 8th International Social Innovation Research Conference (ISIRC), September 2016; 11th International Social Innovation Research Conference, September 2019; Teasdale is founder member of the ISIRC organising committee. We also hosted a seminar (2014) as part of the ESRC seminar series Reconstructing Social Enterprise (Teasdale was co-investigator).

Sinclair served on the Executive Committee of the Social Policy Association (2011-16). Cantillon is on the Board of Directors of International Association for Feminist Economics (2017-20). Teasdale was elected board member of EMES International Research Network for Social Enterprise (2016-18). Mazzei is a Board Member of the Regional Studies Association (since 2018). Webb is a Board Member of Scottish Institute for Policing Research and organiser for TiSSA (The international 'Social Work & Society' Academy).

Expert appointments

Cantillon was appointed to the UN Global Crisis Bureau as a Resident Expert on Gender in 2020, the Scottish Government Gender Index Working Group (2018-present), the Scottish Government Expert Review Group on Carer's Benefit (2016-17), and was appointed by the Irish Minister of Education to the Expert Group on The Future Funding of Higher Education 2014-2016.

Ima Jackson is co-convenor of the Glasgow Refugee Asylum and Migration Network and was invited by Scotland's First Minister to jointly lead the National Advisory Council for Women and Girls. Lombard was invited by Scottish Ministers to serve on the Scottish Government Strategic Board to support the development of the new legislation on violence against women Equally Safe. She is a Member of the Scottish Government Working Group on Gender Based Violence and Education: developing new national framework and prevention strategy, and also acts as a Core Expert for the European Network of Experts in Gender Equality (ENEAGE).

McMillan is Chair of the UCU Taskforce on Sexual Violence in Tertiary Education (2020-). She was also appointed as a Core Expert on Gender for Scientific Analysis and Advice on Gender Equality (SAAGE) for the European Commission (2015 – present) and provided Expert Evidence to the Scottish Government's Equally Safe: A Consultation on Legislation to Improve Forensic Medical Services for Victims of Rape and Sexual Assault (2019).

O'Hagan is independent Chair of the Scottish Government Equality Budgets Advisory Group (Sept. 2018), member of the Scottish Government's Disability and Carers Benefits Expert Advisory Group (2017) and was appointed to the Social Renewal Advisory Board in 2020. O'Hagan was also a Commissioner on the UK Commission on a Gender Equal Economy (2019-2020), a non-party member of the SNP Commission on Fairness and Social Justice (2019-2020), and has been an advisor to the European Institute for Gender Equality (Vilnius).

Sinclair is a member of the Scottish Government / Improvement Service Local Child Poverty Working Group (2018 – present). Teasdale advised Scottish Government on the establishment of their Social Innovation Fund (2016) and sits on their awards panel (2017-present). Sharon Jackson is a member of Her Majesty's Inspectorate of Constabulary for Scotland and Webb sits on the Scottish Institute of Policing Research Board of Governors (appointed 2020).

Members of staff regularly give evidence to Scottish Government Committees. For example, Farmer gave expert evidence to Scottish Government Committee on Destitute Migrants and those with no recourse to public funding.

Awards and conference keynotes

Webb was appointed Fellow of the Academy of Social Sciences, (FACSS), 2018. McMillan was appointed to the Royal Society of Edinburgh (RSE) Young Academy of Scotland in 2016. She was also awarded the Write to End Violence Against Women Excellence in Journalism Award 2018 for Best Blog or Comment Piece for GenderPol Blog 'Technologising Rape and Sexual Assault: Can we Really Innovate the Problem Away?'. O'Hagan was awarded the Political Studies Association Jo Cox Award for Public Service and Active Citizenship in 2019 in recognition of her work to advance gender budgeting in the UK and internationally.

UoA staff are regularly invited to give lectures and keynote presentation at international conferences. Notably, Cantillon gave an invited lecture at the 150th ILO Anniversary conference in Krakow, 2020; the opening lecture at the Social Policy and Intervention Conference, Oxford University, 2019; and the inaugural lecture to the Alternative Economics Society/World Economics Forum, at Strathclyde University in 2016. Hughes gave the closing plenary at the Disability Studies Association annual conference in 2014 and a keynote address at the 7th Equality, Diversity and Inclusion International Conference, Munich in 2014. Lombard gave a keynote address at the United Nations and the 14th Annual UNESCO conference on eliminating violence against women and girls. Teasdale gave keynote addresses at the International Social Innovation Research Conference, Glasgow, September 2019, and 5th EMES Research Conference, Helsinki, 2015. Webb gave keynote addresses at the International Social Work and Sociology Conference, in 2014 and 2015; the International Conference on Sociology and Social Work, Chester, 2015; and the European Conference for Social Work Research, Ljubljana, 2015.

Staff have also given invited lectures and keynotes at Bocconi University (Milan), Catholic University of Portugal, University of Girona, University of Malta, the Hong Kong Social Enterprise Summit, UMass (Amherst), University of Murcia, University of Iceland, University of Catania, Roskilde University, University of Edinburgh, University of Arizona, Timisoara University, and University of Applied Sciences Zwolle.

For a relatively small (but growing) group, social work and social policy research at GCU makes a considerable contribution to co-producing internationally renowned research, which has a direct impact on the communities that surround us and with whom we engage both locally and globally.