

<b>Institution: University of Huddersfield</b>
<b>Unit of Assessment: UoA18 Law</b>
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p>UoA 18 is made up of our Law department which is one of the four departments in Huddersfield Business School (HBS), the remaining three of which contribute to UoA17. Each department in HBS, including Law, has a professorial Head of Department (HOD) providing strategic leadership, and a number of subject group leaders (SGL) with operational responsibility for research and enterprise (R&amp;E) and teaching and learning (T&amp;L) respectively. There are three professorial Associate Deans for R&amp;E, T&amp;L, and International operating across the entire school. Thus, HBS has a matrix organizational structure to ensure that strategic targets are met, and all academic activities are supported by professional services support (PSS). Three cross-School Research Centres, each with senior leadership, further support R&amp;E and these are described in more detail in the next section. All activities are supported by a professional services support (PSS) team which is led by the School Manager.</p> <p><b>Vision and Strategy</b></p> <p>Building on our strong heritage and regional links, our vision in HBS is to be internationally renowned for meaningful engagement with communities and organisations and impactful research. Our mission is to undertake responsible research and enterprise that enriches the communities and organisations with which we interact.</p> <p>In the past, Law has contributed to the Business and Management Studies (UoA19 in the last REF) as its research was insufficiently developed to make a submission to a Law UoA. Over the REF period, Law's research activity has been growing and, whilst residing in the School alongside the other disciplines, has become distinct from Business and Management, and plans to become even more so in the future including through a new Law Research Centre. Thus we are making our first separate Law submission to UoA18.</p> <p>We have built a UoA18 strategy that is related to HBS's own vision and mission, which in turn directly links to the University's strategy. The main R&amp;E objectives are summarised below:</p> <ul style="list-style-type: none"> <li>• To increase international recognition via the volume and quality of research outputs</li> <li>• To increase research and knowledge exchange income</li> <li>• To become a focus for research into responsible leadership and business, productivity improvement, impact, and enterprise</li> </ul> <p>Our strategy is one of research inclusivity whereby all members of staff are encouraged and expected to engage in high quality research. Our aim is to have all staff active in research. The School's inclusive approach aligns with the University's code of practice, which means 52% of academic staff are being submitted to UoA18 in REF2021. We have sought to submit as many staff as possible to REF2021 and have deliberately not set barriers to being classed that are difficult for staff to achieve.</p> <p><b>Research Strategy - Linking 2014 and 2020</b></p> <p>In the 2014 REF we had laid the foundation for continued growth and strengthening of research in Law. The main objectives which have evolved from our position in 2014 include:</p>

- Shift towards becoming research intensive by 2020
- Implement a staff recruitment and promotion policy which attracts and retains research-active staff in areas relating to the School's strategic research interests and with potential for producing high quality research
- Continue to increase the size of the professoriate to provide good quality research leadership
- Aim for 45% staff publishing at an international level by 2018
- Focus on and consolidate existing areas of strength

Below is an evaluation of the extent to which these objectives have been achieved.

Our aim, as detailed in our 2014 REF Environment Statement, was to become research intensive by 2020. Although difficult to define, we believe we are moving towards this objective in the Law UoA. This can be demonstrated, for example, by moving from 1 FTE submitted to the Business and Management UoA in REF2014 to 12 FTE staff deemed to have significant responsibility for research and hence submitted in REF2021, an exponential rise; and moving from zero Law-related impact cases to two impact cases demonstrating the importance of impactful research to Law. During this period, we have demonstrably changed our staff recruitment and promotion strategies, this being an objective within our 2014 statement. All new and promoted staff must now demonstrate their commitment to high quality internationally excellent academic research. We expect to see research outputs, a research pipeline and a plan to be produced by new recruits and those applying for promotion at all levels. As part of their induction, all new members of staff are allocated a mentor and meet with the SLG (Research & Enterprise) and the Associate Dean (Research & Enterprise) to discuss their research and to ensure they are aware of the importance of research within Law.

In 2014, we had no staff in UoA18 on the Reader or Professor grade. Since then we have appointed one reader and 4 professors in Law, two of whom are still with us. The purpose of this senior research-active staff recruitment is to have greater research leadership within Law and hence enhanced mentoring capability, and we have plans to expand the senior researchers further.

During this REF period, Law has, in line with the University's strategy, implemented an approach whereby all academic staff are expected to hold doctorates if they are not already so qualified. When appointing at Lecturer level, candidates must have a doctorate, or be within 6 months of achieving it. 16 staff now have doctorates, which represents a percentage of 81 % within UoA 18. Five more are at an advanced stage in their doctoral studies two of whom are due to submit in September 2021. This mix of staff development and doctoral policy is aligned with our responsible approach to staff management to ensure that staff are developed, trained and retained in a sustainable manner.

Law has, during this period, introduced a specific research mentoring system where more established researchers take on the role of mentoring Early Career Researchers (ECR) and more established colleagues, overseen by the REF UoA 18 Co-ordinator. This programme includes targeted Workshops (e.g. Building Researcher Resilience, Writing retreats, Reading Clubs) and formal meetings to discuss and prepare personal research plans, which are then

used as a basis for discussion at each staff member's Personal Development and Personal Review (appraisal).

Our PGR programme has a healthy number of students given the size of the department, with 12 FTE in 2020. Moreover, 11 students have already obtained their PhD since 2016. We have expanded our programme and used bursaries and fee waivers to encourage PGRs. We have invested £118k in doctoral bursaries specifically for PGR students in UoA18 during this REF period. We see this as an investment that we will see a return on in the next REF period given that all of our PGR students are provided with support to publish their research. Significantly our strategy has been to increase the quality of our research outputs, not just the quantity. In 2014, very few of our Law staff had publications of an international level, but this now stands at 70%, and is expected rise further with the establishment of the forthcoming Law Research Centre.

In order to properly direct the research effort of the School as a whole we have developed from having many unstructured research groups to having three interdisciplinary Research Centres with overarching themes aligned with our vision and mission and growing from our 2014 REF submission for UoA18:. The three Research Centres (see also - <https://research.hud.ac.uk/institutes-centres/centres/>) are divided into research clusters that allow more focused areas of research activity to take place. These areas are as follows:

- **NPH:** Sustainable supply chains; digital transformation; applied finance and economics; human capital
- **BRC:** Organizational behaviour and wellbeing; Decision making and behavioural economics; Consumption and markets
- **SURGE:** Sustainable and resilient communities; corporate governance and ethics; responsible people and professions; public policy and social justice

Law contributes particularly to the SURGE Research Centre in terms of the research interests of the Law staff which include: corporate governance and business ethics; sustainability and gender equality; ethical challenges in medical treatment, including end of life; environmental law; and human rights particularly in the context of refugees, deportation and disability.

### Impact Strategy

Our commitment to impactful research takes a prime position in our mission and vision. As such we are encouraging staff to make greater use of social media to publicise their research work, this also provides the opportunity to interact with the wider public. Twitter for example is a popular platform for staff to disseminate their research (for instance, by Dr Jonathan Collinson - [https://twitter.com/j\\_m\\_collinson](https://twitter.com/j_m_collinson)). LinkedIn is also favoured by staff in providing a brief summary of latest research (for instance, by Dr Gauthier de Beco - <https://uk.linkedin.com/in/gauthier-de-beco>). We have further publicised our research work in popular outlets such as *The Conversation* (for instance, by Dr Hui Yun Chan - <https://theconversation.com/profiles/hui-yun-chan-715995/articles>). A professional services support (PSS) restructure has taken place in HBS in 2018, an aim of which was to provide a marketing and external engagement team who liaise

with businesses and organisations to gauge their support requirements and disseminate our research.

### Impact Case Studies

Our UoA18 submission includes 2 impact case studies. The case studies show variation and breadth of geographical reach. The first one (by Dr Hui Yun Chan) builds on the longstanding and in-depth expertise of many staff who have engaged with the local community together with our students; the second one (led by Dr Melanie Flynn) represents a new area of expertise centred upon environmental law where two more staff have recently been recruited (led by Dr Angelica Rutherford and Dr Paul Abba). We have provided support for the two impact case studies allowing authors additional research hours and encouraged impactful research through our three Research Centres.

We have recruited over the REF period an Impact Support Officer, to help embed impact more widely into our research thinking from an embryonic stage. The support provided includes exploring the impact potential of research, impact planning and monitoring, engaging with stakeholders and impact beneficiaries as well as supporting funding applications and reporting. As such, the Impact Support Officer has been tasked with assisting academics in all aspects of their Case Study planning, data collection and narrative.

A table of our Impact Case Studies appears below:

Title	Lead	Summary
<b>Mutual Empowerment in the Legal Advice Process</b>	Hui Yun Chan	The withdrawal of legal aid funding has restricted access for the most disadvantaged populations in society. Researchers at the University of Huddersfield sought to establish and Legal Advice Clinic in response to the negative effects of the funding cuts on the local community. Research into setting up a clinic in the town centre has empowered student advisers (who participated in the provision of advice and support to clients) and clients (who sought legal advice at the clinic) to take control and respond to their own legal problems. There has also been significant impact on local legal firms by enabling the provision of pro bono advice from the centre. Drake's research has also influenced the way legal advice is provided and accessed by vulnerable communities in Huddersfield: benefitting clients who would otherwise have no legal support, improving students' employability, changing students' perception about their professional and

		ethical identities and allowing local solicitors to give back to the community.
<b>Changing Sentencing Guidelines for Wildlife Crime</b>	Melanie Flynn	<p>Sentencing guidelines for wildlife crime are insufficient and inappropriate for the current climate. They fail to recognise the breadth and severity of crimes carried out against wildlife, and therefore do not serve as a deterrent, or as retribution for committing these kinds of crimes. Research by the University of Huddersfield has identified the ways in which the justice system fails to address wildlife crime through its sentencing frameworks, and offers suggestions as to how it might be helpfully improved.</p> <p>In Malaysian Borneo, wildlife crime of all kinds remains a persistent problem, especially in the context of the large numbers of endangered species native to the country. The national judiciary, when looking to update sentencing guidelines as part of moves to deter and punish offenders, engaged the University of Huddersfield, in partnership with the World Wildlife Fund, to provide training, support and guidance which resulted in new sentencing guidelines being rolled out across the country, which will contribute to the ongoing governmental drive to reduce and prevent wildlife crime in the unique environmental context of one of the most diverse ecosystems on earth.</p>

Going forward, we intend to appoint a Research Manager who will have responsibility for working with academic staff to identify impactful research from the outset of a project, and this can be developed into Impact Case Studies for the subsequent REF. All HBS research is being mapped against the United Nations Sustainable Development Goals (SDGs) as a means of identifying research with themes relating to responsibility as per our mission and vision.

### Interdisciplinary Research

HBS holds a three-day internal research conference in January each year in which Law has been more and more engaged in recent years; the fifth such event took place in January 2020. This event functions as a full conference with parallel and plenary sessions, research workshops, external speakers and prizes for the best and most innovative papers. We try to introduce new ideas each year to stimulate creativity and interdisciplinarity in research. For example, the 2020 conference featured a Pecha Kucha contest for PGR students and a photographic competition for staff whereby colleagues entered a single photograph that symbolized their research project. These events led to some very interesting interdisciplinary discussion about the nature of research. This research conference is an event that takes place

outside of the teaching period and all staff across HBS are expected to participate. It is a great opportunity for staff to receive feedback on their work and for the PGR community to be further integrated into the research culture of the School.

Further opportunities for receiving feedback on either or both developmental and completed research has been provided by external experts including Professor Roger Brownsword of Bournemouth University, a former member of the REF law panel (who has also delivered a lecture on the REF criteria to the Law staff – see table below), Professor David Milman of Lancaster University, Professor Rob Heywood of the University of East Anglia as well as Professor Wade Mansell of the University of Kent. They have been instrumental in growing the research culture of the UoA, including REF awareness, both by commenting upon drafts prior to submission for publication and by grading pieces accepted for publication in international journals.

In addition to the cross-cutting Research Centres, we support work-in-progress (WIP), feedback and external speaker sessions. Law has been particularly active in encouraging a programme of research support sessions, including research seminars presented by visiting guest speakers (see below for a list of sessions).

Event
Annual Social Justice Lecture: 'Legal Aid Cuts Decimate Access to Justice' <b>Michael Mansfield, QC</b>
Research seminar: 'Assessment of Damages under the United Nations Vienna Convention on Contracts for the International Sale of Goods (CISG)' <b>Dr Djakhongir Saidov, Reader, University of Birmingham</b>
Annual Social Justice Lecture: 'Rights, Liberties and Values – always read the label' <b>Barrister Angela Patrick, Director of Human Rights Policy (JUSTICE).</b>
Research seminar: 'Legal Realism: In Search of a Science of Law' <b>Professor Henrik Palmer Olsen, University of Copenhagen; and Professor Stuart Toddington, University of Huddersfield</b>
Research seminar: 'Science Barbeque - Undertaking PhD Research in Law' <b>Professor Henrik Palmer Olsen, University of Copenhagen; and Professor Stuart Toddington, University of Huddersfield</b>
Research seminar: 'The Sham of Whistleblowing Legislation and Protection' <b>Dr Aubrey Blomsohn, University of Sheffield</b>
Research seminar: 'Corporate Governance and Law' <b>Professor Andrew Keay, University of Leeds</b>
Annual Social Justice Lecture: 'Human Trafficking and Modern Slavery' <b>Mark Burns-Williamson, Police and Crime Commissioner for West Yorkshire</b>
Seminar: The Secure Societies Institute <b>Dagmar Heinrich, University of Huddersfield</b>
Seminar: 'Research Funding Opportunities and Funding Application' <b>Professor David Bamford and Professor Gerard McElwee, University of Huddersfield.</b>
Research seminar: 'Quantitative Methods in Doctrinal Legal Studies: Using citation network and corpus linguistic analysis to interpret judgments of the European Court of Human Rights' <b>Professor Henrik Palmer Olsen, University of Copenhagen</b>



Research seminar: 'Science Barbeque - Undertaking PhD Research in Law' <b>Professor Henrik Palmer Olsen, University of Copenhagen; and Professor Stuart Toddington, University of Huddersfield</b>
Research seminar: 'The Korean Peninsula: International Law Perspective' <b>Professor Suzannah Linton, Zhejiang Gongshang University, China</b>
Research seminar: 'Doing a PhD as an academic and publishing' <b>Professor Andrew Keay, University of Leeds.</b>
Seminar: Research Grant Funding <b>Jo Addie, University of Huddersfield</b>
Research seminar: 'Regulating Contractual Discretion: Rationales and Legal Instruments' <b>Dr Qi Zhou, University of Leeds</b>
<b>Event</b>
Research seminar: 'Blind Eye to the Telescope: Legal Education Looks to the Future' <b>Professor Margaret Thornton, Australian National University</b>
WIPs Presentation: 'From Thesis to Monograph: 'Reimagining Deportation Law: What would a child-centric deportation law look like in the UK?' <b>Jonathan Collinson, University of Huddersfield</b> Reading Group led by <b>Dr Andreas Dimopoulos, University of Huddersfield</b>
REF Grading Presentation <b>Professor Roger Brownsword, Bournemouth University</b>
Research seminar: 'But we want to come in the front door: a qualitative study of 'BAME' women lawyers' <b>Professor Hilary Sommerlad, University of Leeds</b>
WIPs Presentations: 'Making sense of the law in a time of austerity?' <b>Phil Drake, University of Huddersfield</b>
Research Seminar: 'Rights and Justice Beyond the Legal: Transformative Justice, Human Rights and Interdisciplinarity' <b>Dr Matthew Evans, Linguistics, University of Huddersfield</b>
Reading Group led by <b>Dr Andreas Dimopoulos</b>
Research Seminar: 'Maritime Trade Law and Technology: Disruptive Technology and the Law?' <b>Professor Jason Chuah, City University of London</b>
WIPs Presentation: 'Framing Resilience: From Disaster to Conflict via Austerity' <b>Dr Michael Kearney, University of Huddersfield</b>
WIPs Presentation: 'A "New" Theoretical Approach to parliamentary Sovereignty' <b>Vince Pescod, University of Huddersfield</b>
Reading group led by <b>Dr Andreas Dimopoulos, University of Huddersfield</b>
<p>We are also very supportive of colleagues bringing external research events to the school. During this period, we have hosted prestigious events with which Law has engaged including – the Annual Social Justice Lecture series; 6<sup>th</sup> International Workshop: Efficiency in Education, Health and Public Services (September 2018); and Northern Advanced Research Training Initiative (NARTI) (July 2019).</p> <p>A key strand of our vision and mission involves engaging with our communities – local, regional,</p>

national and international. We are a regional University and are particularly keen to ensure that we engage with our regional community. HBS (including Law) provided events for the local community including the Knowledge Sandwich (lunch-time sessions on themes which might interest local business people), Business Breakfast Briefings and the Annual Social Justice Lecture which is hosted by Law in collaboration with the LAC.

### **Research Profile**

Going forward into the next period our strategy involves building on our inclusivity in research agenda to become a truly research intensive institution by the time of REF 2027 with a KPI of all staff publishing at an international level. The School encourages cross-disciplinary research and anticipates several areas where Law will work on research with the other HBS disciplines; however, we also anticipate that Law will develop its own research profile as the staff become independent researchers and the Department matures in terms of research. To this end, we intend to make further senior research appointments in Law (following the recent appointments of our Reader and Professorial HOD) to lead on the transition from an embryonic research UoA to one which, by the next REF, will be mature including through the future appointment of another Professor.

### **Open Research**

Open access is encouraged by our use of the Elsevier PURE system to record the full research contribution of Law, HBS and the wider University. Publications that we judge to be 3/4\* quality with a Huddersfield affiliated first author are supported by paying for gold open access. Additionally, as per funder criteria, Open access reports are available for industry and policy-led events.

### **Research Ethics and Integrity**

Given that our mission and vision revolve around responsibility, research ethics and integrity are important to us. We align our research ethics and integrity strategy with that of the University, and have an Integrity Champion within HBS. Over the REF period no issues relating to integrity have been referred to the Champion. The School Research Ethics Committee (chaired by our Integrity Champion) feeds into the School Research and Enterprise Committee (SREC), and then into the University Research Committee. Our HBS Research Conference encourages integrity in all aspects of research both explicitly (a special session was organised during a School research day in June 2019) and implicitly by example.

## **2. People**

### **Staff Strategy**

The School, like the University, aligns with the Concordat to Support the Career Development of Researchers. Our academic staffing policy in terms of recruitment and promotions is clearly linked to our research objectives and targets and reflects our vision and mission. All staff being appointed must have a doctorate unless appointed at Lecturer level in which case they must be within 6 months of completion. For internal promotions at all levels, staff must exhibit a strong internationally excellent research record combined with ambitious but feasible research plans and an accompanying pipeline of outputs. We have a clear induction programme where new



recruits meet with the AD(R&E) to be appraised of the importance of research in the School, our strategy and their research interests discussed in order to recommend an appropriate Research Centre for them to join. All staff are on teaching and research academic contracts; we do not employ either teaching or research only staff. We do not routinely have fixed term staff, other than the occasional full academic (teaching and research) to cover maternity leave. Staff with a contractual fraction above 0.5 contracts must engage in doctoral training opportunities as well as all other initiatives listed in this statement. All staff, whatever their fractional appointment are encouraged to join in staff development including doctoral training where necessary. We have eliminated the Principal Lecturer (grade 9) whereby staff could be promoted on the basis of management and administration roles in favour of promotion to Reader (grade 9) which is only awarded when an individual has an established record of research achievement.

### **Staff Support**

Staff without a doctorate have been able to pursue one either at Huddersfield or at an external university. Financial support and substantial workload hours (20%) have been made available to staff doctoral candidates. Fees for those supervised by external universities are further provided for by Huddersfield. Going forward we will continue to support these staff in terms of training opportunities and conference attendance as they transition from PGR to research active staff. We expect to see the benefits of a fully qualified workforce during the next REF period, allowing us to set more challenging research objectives. Three of the staff have now graduated. The others are on their way to submit their thesis and complete their degree in 2021 or in 2022.

HBS has a clear policy on research mentorship with all staff allocated an appropriate research mentor. Individuals have support from their research mentor (typically one of our professoriate or other senior members of staff), their SGL (R&E), and AD(R&E). The annual appraisal (supplemented with a mid-year review) has a specific form called the Research and Enterprise and Activity Planning (REAP) that needs to be completed by all staff and agreed with their mentor and then their appraiser. The REAP form ensures that each member of academic staff commits to writing their research aims and rationale, records their progress throughout the year regarding publications, other research-related work, funding activity and applications, PGR supervision activity and then their research targets for the year ahead. It also provides an opportunity to discuss forthcoming conferences to attend, existing and potential international collaborations and the actual and potential impact of their work. Individual training and development planning is the final component of the REAP form. ECRs are a particular beneficiary of this discipline. They benefit from the annual HBS Research Conference that provides a safe space for presentation of initial ideas and research development as well as research education, for example the panel of journal editors that formed a plenary session at the 2020 event.

### **Rewarding Research Excellence**

We have a research incentive scheme (called 'Points Means Pounds' – PMP) whereby staff receive funds into research accounts upon publication of papers. This is a positive message for staff that there is a tangible reward for their labours related to academic papers and the funds have helped in, for example, providing specialist equipment for researchers, purchasing consumer panel respondents for experiments and surveys, as well as financing research trips and collaborations. We have expanded and amended this scheme throughout the period to

include a policy that also embraces R&E funding applications and to provide greater incentive to publish higher quality internationally excellent and world leading research outputs.

As well as supporting staff with our publication's incentive scheme (PMP), we provide a relatively generous annual conference allowance of £2,500 each for each member of staff. We have maintained this allowance throughout the current REF period including post-Covid. Conference attendance and the ability of all staff including part time colleagues as well as those with caring or other responsibilities, is monitored through the risk assessment process completed by all staff when travelling. The financial burden that is associated with travel, particularly for those staff who are in more difficult financial positions, such as single parents, is supported through the School booking conferences and accommodation up front. There is no payment by staff who would then have to claim payments back later. Relevant individuals see this as a positive measure.

Staff Law	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	Grand Total (£)
Staff development - Course/Conference Fees	14884	36328	28829	34269	15559	15123	3439	148431
Travel - staff development	3745	3127	3608	4107	4922	2440	-113	21836
<b>Grand Total</b>	<b>18629</b>	<b>39455</b>	<b>32437</b>	<b>38376</b>	<b>20481</b>	<b>17564</b>	<b>3326</b>	<b>170267</b>

The same process applies to the PGR cohort as evidenced below:

PGR Law	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	Grand Total
Conference Attendance - NON Staff	354.97				255.00	-	-	609.97
Student Travel - Claims	987.44	1,304.09	755.72	716.96	267.40	-	-	4,031.61
<b>Grand Total</b>	<b>1,342.41</b>	<b>1,304.09</b>	<b>755.72</b>	<b>716.96</b>	<b>522.40</b>	<b>-</b>	<b>-</b>	<b>4,641.58</b>

We have in the past adopted a 'one size fits all' policy for staff excluding professors, but we recognise that different staff have different skills, and that a WLA (and accompanying expectations) which reflects that would permit us to more effectively realise our research (and enterprise) ambitions. Research, particularly impactful research, a strength in our last REF submission, is key in our mission and vision and our specific research targets align with the University's for the strategy map up to 2025. Thus, targets relating to publications (2\* and 3\*), citations, impact, publications with key partners (international and end user), and working on research grant projects which align with our mission and vision, will determine research WLA for all staff going forward.

As a consequence we have revised and implemented a new workload model, which rewards research activity and supports PhD and ECR development. The new workload allocation model was implemented for the 2020/21 academic year. For example, (out of a 1550 hours workload) staff undertaking a PhD receive 300 hours (in addition to 155 hours for scholarship) for their studies. An ECR in year 1 out of their PhD receives 400 hours and in year 2, 300 hours (both in addition to 155 hours for scholarship). Staff categorised as established senior researchers, receive up to 620 hours. These allocations are preserved even in the post-Covid environment, demonstrating our commitment to research and setting the tone for further research achievement as we move into the new REF period.

### Staff Well-being

There is increasing recognition of the importance of well-being in the work place and in particular, pressures arising from the move to becoming a research-focused institution. This has created difficulties for staff being able to dedicate sufficient time to research whilst fulfilling their teaching and administrative responsibilities. HBS has responded to this by implementing a revised WLA model in 2020 which recognises the importance of research and an appropriate balance alongside teaching responsibilities. The University has ambitious research targets within its 2025 strategy map and HBS is committed to ensuring staff well-being throughout this process. As a consequence, a more structured and embedded approach has been implemented and Quality of Working Life (QoWL) is a standing item on the HBL Senior Leadership Team meeting agenda. The HBS Athena Swan Bronze action plan (see below) also plays an important contribution alongside the QoWL issues with regard to staff well-being.

The evidence of the success of our people strategy includes the submission, for the first time, of staff to UoA18. Moving forward to REF2027 the continuation of our staffing policy has the aim of further increasing the numbers of staff conducting high quality research.

### **PhD Students**

Law graduated 14 students in the period, all of whom were PhDs. Law has support mechanisms for the training and supervision of PGR students. HBS participates in the University policy of PGR Supervisor training, where all supervisors must commit to attending training every 3 years as a minimum. We are also in the process of developing a more specific in-house supervisor-training programme with the aim of encouraging best supervisory practice within HBS. This will concentrate on areas of best practice and will feature interactive sessions during the HBS Research Conference and mid-year Research Day.

Law has seen an increase in PGR numbers over the period, in part facilitated by the Vice Chancellor's Fee waiver scheme. Most of the PhDs carried out in Law have received a fee waiver. There has been a learning experience related to this project and bursary schemes are being enhanced. In future, awards will be more competitive, therefore leading us to recruit the best possible students, which in turn will assist HBS in improving research culture and achieving mission and vision, which in turn will assist Law in improving research culture and achieving mission and vision.

A clear objective for the next REF period is to increase the number of good quality publications generated from our doctoral students.

The University provides careers advice for PGR students; information and advice for PGRs is on the Graduate School website

<https://students.hud.ac.uk/grad/graduate-school/support/careers/>

HBS has developed a PGR teaching policy that allows interested individuals to develop their future teaching careers by training with us and becoming Associate Lecturers. Central TAPP training programmes are also offered for students wishing to teach. PGR students are part of the University PATS scheme, a personal tutor system providing a named academic who supports them through their time with us as well as being associated with NARTI and the support it offers through our Huddersfield affiliation. PGRs are supported in this regard by our Learning Innovation and Development Centre.

**Equality, Diversity and Inclusivity (EDI)**

The UoA18 Equality Impact Assessment shows a 50:50 male: female distribution of staff submitted and a 55.6: 44.4 male: female in the overall output selection. As we have just recruited new female staff who have completed their PhD, the split has evolved since then and we expect more of them in the next cycle. The diversity of our academic staff is also indicated by less than two thirds of the staff being within the “White British” category.

The School achieved Athena Swan Bronze Award in 2020. The application identified areas for more focus relating to the inclusivity and diversity agenda. We have created two work packages to tackle EDI issues amongst staff, and these overlap with QoWL themes. The packages are:

- **School culture** – Chaired by the Dean
- **Appraisal and career progression (Academic)** – Chaired by HoD Logistics Marketing Hospitality and Analytics

The Athena Swan self-assessment process identified a significant imbalance (male dominated) in research leadership in the School. As a result, the Research Centres have been restructured into clusters, which provide a broader leadership structure, and has allowed for a more balanced representation. In addition, more women have been appointed in the last 12 months to roles such as SGL (R&E) and Research Centre Director.

In the student context, HBS has formed a Student Experience work package under the Athena Swan umbrella to examine EDI issues across all student levels. There are four areas of work with the last two being most pertinent to the PGR context:

- Developing accessible learning materials
- Diversity in the curriculum
- Pastoral support
- Sense of belonging

Staff returning from long-term leave can go to conferences without the necessity of presenting a paper to help them reintegrate into their subject area. Flexible working requests are considered on an individual basis and phased return to work is available after, for example, longer periods of sickness absence. Keeping-in-touch days facilitate staff development and research engagement during long-term absence e.g. maternity leave.

**3. Income, infrastructure and facilities****Income Generation**

The three Centres and the four departments that make up HBS (see section 1) provide ‘wrap-around’ support and guidance for all R&E activity in the School: the departments provide discipline-specific operational support, while the Centres provide overarching strategic direction of the research effort as well as cross-School support. This matrix-like approach facilitates a collegiate environment to research within the School for staff and PGRs.

Over the current period, Law has generated ~£15k research income of which approximately two thirds came from EU sources and the remainder from UK Research Councils (BEIS). For example, Professor Stuart Toddington successfully secured an Erasmus + International Capacity Building funding and Professor Sam Halliday received an ESRC (ES/M002659/1) funding for 'Towards a European Understanding of Advance Decision-Making'. This small level of income represents Law's growth programme over the new period as staff have become research active and further staff are being recruited.

In the future, we intend to generate income that will facilitate both applications for larger research grants and establishing partnerships towards the development of collaborative research projects, both nationally and internationally. We will also support our growing population of Early Career Researchers to bid for funding from programmes specifically earmarked for ECR support. Some staff have already started doing so, including Dr Andreas Dimopoulos who has applied for a Leverhulme Small Research Grant and Dr Jonathan Collinson who has applied for a UK and Ireland PRME Chapter. Moving further, we intend to work especially through our Law Research Centre in order to get the means for impact-intensive initiatives within our two clusters of work (i.e. social justice and international business). We are currently recruiting a new professor who together with Professor Kasim Sheikh and Dr Gauthier de Beco will seek funding in relation to the global protection of human rights (for instance, through the Global Challenges Research Fund (GCRF)).

#### Infrastructure and Facilities

Over this REF period, Law has moved to the Oastler Building in order to foster a law-specific research community. Besides a dedicated space for the students, a number of rooms have been available for the organisation of meetings including both staff and PGRs. There is furthermore a Courtroom, where conferences as well as research seminars with guest speakers have been held on a regular basis, as indicated in section 1. We have furthermore increased the physical space available for PGRs in the Oastler Building. This has more than doubled our PGR desk space.

We have strengthened our professional services support. We now have a Research Development Manager (RDM), assisting with the identifications of new funding streams, and the development of applications for external research funding to organisations such as Research Councils and Leverhulme. The RDM also provides support with costing grant applications through the University's costing system. In order to improve our success in both applying for and winning grants in the future we aim appoint a dedicated RDM and bid writing mentor to support the growth of research income.

As well as strengthening support for measuring and reporting impact from research through the appointment of an Impact Support Officer (referenced above), various other elements of support have been developed as part of the PSS restructure carried out in April 2018. For example, a Business Development Team was created in the School. This team provides support on a range of areas such as employer engagement, funding opportunities, bid development and writing and partnership development. Second, we have further developed the Academic and Research Support Team who now provide services such as transcription of interviews, proof reading,



typing, arranging focus groups and we have expanded our research incentive scheme (PMP) to include rewarding grant wins.

The PSS team organises 'Writing Retreats' and we have trained academic School staff to be facilitators to support all research writing activities including grant bids. We have a dedicated writing room where staff in shared offices can find a quiet space to conduct research work during the day. Going forward, we wish to tie the PGR space to our Law Research Centre to facilitate further engagement between PGRs, staff, visiting researchers and research activities. Each space is therefore intended to act as a thematic hub.

#### PGR Support

We have a number of measures in place to facilitate and support the integration of the PGR community into the wider academic community. We hope the PGR community will have sustainable research careers and we take a measured and developmental approach to their progress, initially via their training and supervision and subsequently implemented through the activities of the Research Centres and the department. Our seminar programmes for each Centre and the department provide a critical but supportive environment to, amongst other things, allow PGRs (and ECRs) to present research papers and to extend their abilities and competencies in academic writing and presenting to expert and lay audiences. Feedback in the seminars enables improvement of papers and builds the required confidence to present at external conferences, for which HBS provides financial support. A commitment to PGRs allows us to develop one strand of our strategy which is to have a sustainable pipeline of future publications.

We aim to bring together expert staff at HBS in order to attract capable and motivated PGR candidates from around the world to facilitate high quality research on topics of interest to our applicants, which fit in well with our research expertise. We are implementing a number of improvements to the PGR programme including streamlining our processes and strengthening our methods training as well as graduate training overall. We aim to deliver effective and timely supervisory inputs and support, alongside efficient management of the PGR lifecycle by providing appropriate administrative support. By working closely with our Research Centres and spanning a range of areas in Law, we wish to showcase areas of research strength which can help facilitate exciting and dynamic research projects by postgraduate researchers working closely with Law researchers. We aim to provide a dynamic research environment by providing regular opportunities for skills development and participation in a range of research activities for PGRs including through the HBS annual conference, monthly PGR focused research events organised for Law, research seminars and events aimed at skills development. We strongly believe strong subject specific, technical skills are essential for producing innovative research, and we wish to train our PGR cohorts in this important area. We also wish to foster a strong and inclusive research culture whereby postgraduate research students are an integral part of the research community and that they participate fully in research activities and contribute to a higher quantum of research outputs targeted at high quality peer reviewed journals. We regard our PGRs as current and future research colleagues and wish to equip them with appropriate discipline, social and technical skills to help them develop into strong professionals in their future areas of work.



Developing PGRs is an objective that aligns with the University research strategy of 'we will nurture these contributions within an inclusive and enabling environment' (p.3 exec summary of Research Strategy 2016-2025) and our own mission of 'enriching lives'.

We have continued to support our PGR community during the pandemic. PGR training sessions and workshops have been delivered online rather than F2F, covering a wide range of topics, including Postgraduate Funding: Considering the Alternatives; Developing and Styling Your Academic Writing amongst others. The Researcher Environment Team has been running weekly PGR catch-ups – an informal discussion of a topic relevant to postgraduate research. The Library has remained open, for the most part, and has continued to provide PGRs with access to a wealth of physical and online resources, in addition to research support and training, in areas such as open access; research data management; citations and bibliometrics; and, use of EndNote. Supervisory and PSS support has continued online.

Evidence of the success of these infrastructure developments is evidenced by this the first REF submission of Law to UoA18 with the accompanying outputs and impact cases.

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

Our Legal Advice Clinic (LAC), which operates in the centre of Huddersfield Town Centre, helps members of the community with legal issues. The service includes student led interviews leading to detailed written legal advice, under the supervision of current and former solicitors. Additionally, the LAC, in collaboration with a range of local solicitors in the Huddersfield area, offers weekly free legal advice drop-in sessions over a range of different areas of law. More recently, a virtual legal advice service has been used in order attract clients from outside the area. The LAC also participates in fundraising events throughout the year to raise money for pro bono activities.

Law has in addition fostered a close relationship with a number of local, regional and national law firms, which takes place through our Partners in Law initiative. The latter supports our annual graduation and prize giving ceremony. Some of the law firms provide guest lectures and masterclasses across a range of subject disciplines. The Partners in Law also provides drop-in advice sessions and supports our annual mentoring event.

#### **International Collaboration**

As part of the University's internationalisation agenda, HBS is developing and progressing various international collaborations. UoH recently provided some seedcorn funding to encourage international collaboration notably with universities within the Top 300 (THE/QS) rankings in the world. HBS was successful in receiving nine awards to the value of £41,300 to be used over the next 3 years. The awards are to support collaboration with the following institutions: Moscow (Lomonosov) University; Lund University (Sweden); King Abdulaziz University (Saudi Arabia); The Hong Kong Polytechnic University; Sun Yat-sen University, (China); Tecnologico de Monterrey (Mexico); Aalborg University, (Denmark); Griffith University, (Australia); Queensland University of Technology, (Australia); Nanjing University, P.R., (China). This funding will help to

establish collaboration on research publications, potential visiting professorships and potential joint PhD supervisions.

Further testament to the growth in Law's international reputation is its rise in the School's THE ranking that did not feature in 2014. It is now ranked at 176-200 within THE ranking.

Within Law, the following members of UoA18 staff have held Visiting Professorships over the period: Dr Gauthier de Beco has had a visiting professorship at the University of Louvain, Belgium, and has been guest professor at the NUI Galway, Ireland, and the University of Geneva, Switzerland. Professor Kasim Sheikh is a visiting professor at the British University in Cairo, Egypt, and is due to begin a professorial research associateship at SOAS, University of London.

### **Involving our students**

We do not believe that only our PGR students should be exposed to research. We introduce our LLM students to research with local and regional organisations through their involvement in knowledge exchange activities conducted at local and national levels. The selected projects are assessed by an academic who is leading the consultancy route and aims to provide guidance to SMEs and local businesses that deliver economic and societal benefits to our external partners as well as to MSc and MBA students. This route forms a source of external engagement, which involves students in consultancy and/or other activities with businesses and community partners, while including a plan for dissemination of lessons and theories that have been learned. Overall, this has added a value to teaching practices and research at HBS, and has benefited the School by incorporating learning from knowledge exchange practices. Over the past few years, this route has served the community in the UK by conducting consultancy projects with e.g. Calderdale and Huddersfield NHS Foundation Trust (CHFT), Kirklees Council, Calderdale Council, in addition to a few projects for Small Medium Enterprises (SMEs) in Yorkshire.

Collaborations with HBS and these organisations will open up potential for future research and impact.

### **Conferences and conference organisation**

Senior staff are involved in International conference organising committees.

HBS has consistently supported our academics to attend external conferences in order to present their own work as well as to increase their personal research networks. Over this REF period, we have spent approaching £170267 on conference attendance and associated expenses for staff in UoA18, as can be seen in the table above in section 2.

### **Service to the discipline**

The following staff hold editorial board positions of peer-reviewed international legal journals: Dr George Ndi is on the editorial board of the International Journal of Law and Public Administration. Dr Gauthier de Beco is on the editorial board of the Revue Trimestrielle des droits de l'homme (the reference journal for international human rights law in the French-

speaking world). Professor Sam Halliday has been on the editorial board of Cogent Social Sciences.

Several Law staff also have reviewed for other international legal journals throughout the period. Dr Gauthier de Beco is assessing books proposals for Oxford University Press and Cambridge University Press and reviewing articles for international journals (including Legal Studies, Journal of Human Rights Practice the International Journal of Human Rights, the Nordic Journal of Human Rights and the International Journal of Law and Psychiatry). Dr George Ndi is reviewing articles for international journals (including the Journal of Energy and Natural Resources Law and MDPI Sustainability) and providing reviews for the Journal of Huddersfield Student Research (FIELDS).

Staff have furthermore been guest editors for the following international journals during this period: Dr Amanda Warren-Jones was quest editor at the Journal of Health Economics, Policy and Law in 2017 (<https://www.cambridge.org/core/journals/health-economics-policy-and-law/issue/BB0DC61F0B4091EEF9CCA69E392C184C>).

Several staff have also been involved in reviewing grant applications both nationally and internationally. Professor Sam Halliday has been member of both the Economic and Social Research Council (ESCR) and Arts and Humanities Research Council (AHRC) peer review college. She has also been reviewing grant applications for the Dutch Research Council. Dr Gauthier de Beco reviews grant applications for both the Canadian Social Sciences and Humanities Research and the Austrian Science Fund.

Many are also members of academic associations, including the Socio-Legal Studies Association (SLSA), the Society of Legal Scholars (SLS), the UK Constitutional Law Association as well as professional organisations such as the Law Society.

## Policy

In addition to policy influences from our impact cases, the following staff have been involved in developing or forming policy: Dr Jonathan Collinson has worked with Ms Gemma Manning to respond to the Law Commission's consultation on the simplification of the Immigration Rules (<https://tinyurl.com/r3wjfex>). They also published an article in Judicial Review which responded to the Commission's final report on the UK Administrative Justice Institute blog (<https://tinyurl.com/szv96z>). Dr Gauthier de Beco has contributed to a Position Paper on Inclusive Education as well as a Disability-Inclusive Response to COVID-19 of Inclusion Europe (<https://www.inclusion-europe.eu>). As member of the Working Group of Inclusive Education, he also advised the organisation on the way in which it decided to approach the issue. Mr Vincent Pescod has finally submitted evidence to the consultation on a New Magna Carta organised by the Political and Constitutional Reform Committee.