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| Institution: University of Leicester |
| Unit of Assessment: 20 |
| <p>1. Unit context and structure, research and impact strategy</p> <p>The School of Criminology within the College of Social Sciences, Arts and Humanities at the University of Leicester is a vibrant centre of excellence for applied criminological research and one of very few stand-alone criminology schools anywhere in the world. We research across a range of themes but are known specifically for our work on victims/survivors, perpetrators, and responses to crime. Our School has made notable contributions in the areas of hate crime, prisons and policing. Our vision is to shape 'real world' operational and policy outcomes through the delivery of a globally relevant applied research agenda.</p> <p>This vision is shared across our team of research-facing colleagues (made up of two lecturers, six associate professors and three professors) and is rooted within the early foundations of our School which was first set up in 1987 as the Centre for the Study of Public Order. Our transition to a School of Criminology in 2004 reflects our broader criminological lens through which we continue to shine a light on the challenges to liberties, justice, equality and fairness in our work today, pushing for change through our engagement with the real world.</p> <p>Our research:</p> <ul style="list-style-type: none"> • improves public understanding of crime and the criminal justice system; • fosters confident and capable criminal justice professionals; • enables criminal justice agencies to tackle crime and victimization from an evidence base of 'what works'; • develops sustainable, evidence-based interventions; and • shapes effective government policy. <p>This involves working closely with:</p> <ul style="list-style-type: none"> • victims/survivors of crime including sex workers, minority ethnic and faith communities, disabled people, those who identify as LGBTQ+, businesses and commercial sectors, young people, and rape survivors. • perpetrators of crime including those in secure settings (prisons and forensic hospitals) and those engaged in acid attacks, hate crime, hit and run crime, right wing extremism, substance use, sexual offending, organised crime, and economic/commercial crime. • practitioners responding to crime including policing, prisons, probation, forensics, support services, advocate and campaign groups, third sector organisations, health and mental health providers. <p>Through these strands of work, we have produced over 400 outputs (68 books, 265 journal articles, 36 chapters, 8 patents, 32 reports) during the past seven years, 95% of which are OA compliant. We have increased and diversified our research income, generating research awards of £4.2 million in the current REF cycle. Our income from this has been £2,890 million compared</p> |

to income of £455,366 in REF2014. We have increased our PGR numbers through scholarship awards, building a strong PGR culture and offering high-quality training. This has delivered 14 PhD completions (compared to 5 in REF2014) and has resulted in our doctoral student numbers growing from 14 to 28 during the last 7 years.

Research and Impact Strategies

Our 2014 objectives focused on enabling staff to pursue diverse interests, investment in career development, diversification of research income strands, and prioritizing collaborative research activities. In the last period we have achieved these objectives with significantly increased grant capture, internal promotions, a strategic staff recruitment plan and an outstanding record for applied impact work. During the last 5 years (since REF2014) our objectives have evolved with a new leadership vision and senior leadership team (headed up by **Chakraborti**).

Transformational impact, partnerships, interdisciplinarity and internationalization are themes which underpin our research and impact strategies, as outlined below.

Our four strategic aims were to:

1. Conduct transformational impact-led research which acts as a catalyst for the development of effective and sustainable responses to victims and perpetrators, and the improvement of the criminal justice system.
2. Develop sustainable partnerships and networks which enable the development of new theoretical frameworks and advancements in the discipline of criminology and the social sciences more broadly.
3. Adopt interdisciplinary approaches and methodological innovation to create new knowledge and solutions which draw on collaborations between academics, government and community partners.
4. Address global challenges relating to crime and criminal justice by developing international collaborations which generate comparative research and knowledge transfer.

Approach to Delivering the Research and Impact Strategy

Our research is focused on understanding crime related social problems, finding better solutions/interventions and making real world change to policy and practice amongst criminal justice professionals and organizations. The environment we nurture enables individuals at all levels of career to develop new ideas, to work together on next-stage career goals [**FitzGibbon, Hopkins, Sleath, Tonkin**]. We encourage staff to work in larger multi-disciplinary teams [**Ayres, Chakraborti, Kerrigan, Smith**] and to develop research leadership at a range of levels [**Sanders, Davis, Tonkin**].

Methodological Innovation

Underpinning our four strategic aims is a commitment to novel methodological approaches and techniques which drive innovation within the social sciences. This has included participatory action research (e.g. **Sanders**' work with sex workers), peer involvement models (e.g. **Sleath**'s work with survivors of sexual violence), crime mapping (e.g. **Hopkins**), data mining (e.g. **Tonkin**'s research on serial rapists, burglars and robbers – ICS2), and creative methods combining arts approaches such as photovoice/photography, map making and letter writing (e.g. **Fitzgibbon**'s research on the lived experiences of individuals under probation supervision and **Ayres & Tonkin**'s use of letter writing with transgender and non-binary prisoners). We have

used secondary data analysis, longitudinal ethnography and evaluation research as tools for new knowledge creation. The benefit of this methodological toolbox is that we often conduct mixed methodology projects, combining quantitative and qualitative methods. Using this dynamic approach not only reaches communities who are less visible in research, but includes participants as researchers, disseminators and transferors of knowledge.

For example, participant engagement and mentoring are integrated into methodologies.

Kerrigan has reduced gang recruitment through a series of workshops with young men in Trinidad, and a 'lived experience group' is integral to the MESARCH (**Sleath**) work with sexual violence survivors, where participants are encouraged (and trained) to be participant-researcher interviewers. Similarly, in **Sanders'** work, co-researchers and advisory boards are employed from the sex work community as experts with lived experience. Key to almost all our methodologies is the centring of the community and participants in the research, showing deep commitment to collaborative approaches.

Interdisciplinarity

Our research foci reside in criminology as a discipline, but our expertise and backgrounds are drawn across a range of disciplines including social policy, sociology, law, gender studies, psychology, forensics, politics and anthropology. More than half of our team have practical expertise in forensics, psychological services, youth offending, social work, court services, probation, policing, prison work and victim support. We secure grant income across these areas and have developed numerous partnerships with external stakeholders in the public, private and third sectors, making a range of substantial interventions in practice and policymaking in the criminal justice arena.

Our interdisciplinary work reaches beyond the UK borders to form partnerships and collaborations with professionals involved in forensics and genetics; health care; and criminal justice agency practices. Interdisciplinary work is central to international work with organizations such as the Wangu Kanja Foundation on preventing sexual violence [**Smith**] and Bar Hostesses Empowerment and Support Program [**Sanders**] both in Kenya; work with law enforcement agencies across Europe, Africa and New Zealand to detect and prosecute serial offenders [**Tonkin** ICS2]; continuing education workshops for Caribbean Judges and Magistrates on implicit bias and procedural justice [**Kerrigan**]; partnership research with the Guyana Prison Service [**Ayres & Kerrigan**]; a range of global security associations (such as the Security Institute and ASIS) [**Hopkins**]; and research informed continued professional development courses on hate crime digitally accessible for free world wide [**Allen, Hardy & Chakraborti** ICS1].

Research Achievements

As a group of scholars, we are highly committed to conducting research which shapes interventions in the real world. Examples of our policy impact include findings from **Hopkins** on organised crime which fed into the UK government's Serious Violence Strategy; **Tonkin's** work which has created programmes for police that process crime linkages (ICS2); and **Fitzgibbon's** work which has been repeatedly used by the Ministry of Justice within its Offender Personality Disorder Pathway Projects in England and Wales. In the area of gender, particularly sexual violence, we have achieved significant outcomes: **Sleath** appeared as an expert witness to the UK Foreign & Commonwealth Office International Protocol on the Documentation and Investigation of Sexual Violence in Conflict; **Smith** has pioneered self-evidence kits in sexual assaults in low resources environments; and **Sanders'** work from the 'Beyond the Gaze' ESRC funded large project on internet sex work influenced National Police Chief Council policing

guidance in 2015 and 2019 and continues to inform annual police training. Funding has recently been awarded for activities starting in 2021 for **Sleath** to assess how Covid-19 impacts on sexual assault referral centres (ESRC) and **Sanders** is part of a multi-country comparative study of sexual violence in sex working populations (ESRC).

In 2014, the unique Centre for Hate Studies (CHS)[ICS1] was established, undertaking ambitious, multi-method studies in order to generate evidence-based improvements to policy on hate and extremism across the globe. The CHS has been commissioned to undertake major research, evaluation and consultancy projects (totalling £577,320) on hate and extremism which have substantially enhanced understanding of hate crime amongst a broad range of beneficiaries including victims, witnesses, practitioners and policy-makers from different sectors (e.g. research projects funded by the Equality and Human Rights Commission, ESRC and Police and Crime Commissioners). Moreover, staff at the CHS [**Chakraborti**, Hardy, **Allen**] have developed and delivered evidence-based training to 2,494 practitioners and policy-makers working within criminal justice, education, local authorities, and health and social care across the UK. The CHS has designed a new perpetrator programme for Leicestershire Police [Hardy & **Chakraborti**]; influenced new policy developments around disability hate crime with British Transport Police, the Scottish Government and private transport companies such as Cross Country Trains, East Midlands Railways, First Essex Buses [Wilkin] and fed research findings into the UK government's counter terrorism strategy [**Allen**].

Future Ambitions

Building on our heritage and on the research achievements of the past REF cycle, we have developed five strategic goals to shape our vision for 2021-2028:

1. Sustaining and developing our achievements in interdisciplinarity.
Priorities include developing our links with other research strengths across the university (such as health/mental health/informatics/international security through the Leicester Prisons Research Network and the Violence Reduction Information Network) and engaging significantly with the international research agenda in order to develop a wider portfolio of funders (such as the Global Challenges Research Fund).
2. Production of internationally significant research and expert scholars.
Priorities include maintaining the Centre for Hate Studies as a world leading centre, developing new leading research centres in policing and prisons at Leicester, and fostering global reach, engagement and impact within all our research activities.
3. Public & community engagement.
Priorities include the development of our first Public Engagement strategy in 2021, the extension of knowledge transfer activities with academic, practitioner and community-based audiences, and the dissemination of research evidence through events and exhibitions (particularly in the city and region of Leicester) and through national media and social media outlets.
4. Development of transformational impact-led research.
Priorities include the improved integration of impact strategies alongside the design and administration of projects which has co-design, co-delivery and co-implementation with stakeholders and users at the core of our research.
5. Research visibility.

Priorities include making our data and findings more accessible and engaging, employing full use of the open access agenda to make our data identifiable, re-usable and relevant for other users.

To assist the School in overseeing both research and research-led teaching efforts, we established an Expert Advisory Board in 2020, comprising of senior professional leaders (including a Chief Constable, Deputy Mayor, Police and Crime Commissioner and Prison Governor) to act as critical friends to inform the delivery of our future ambitions. The Board helps us to stay true to our vision of shaping 'real-world' outcomes by synthesizing our research activities with the priorities of criminal justice stakeholders, and by facilitating the advancement of partnerships and collaborations.

The School is committed to sustaining its open research environment. We have achieved an 100% open access compliance rate for REF outputs as we continue to strive to ensure that our findings and commentary are widely accessible. Individual scholars ensure that briefings, executive summaries and non-academic writings and findings are accessible for key collaborators and the general public via our various online platforms. Our commitment to diverse research methodologies means that we always have plenty of visual materials and media as key dissemination tools. Examples of these are found through the Centre for Hate Studies [**Allen, Hardy & Chakraborti**] and the Beyond the Gaze project on the online sex industry [**Sanders**].

Criminology follows the University's robust procedure for ensuring all research is conducted to the highest ethical standards, informed by Research England's Concordat to Support Research Integrity (IES, 2.7). All colleagues and students are required to submit research programmes for approval to a University Research Ethics and Integrity Committee, which ensures adherence to professional standards and legal requirements.

2. People

The School has 11 Category A staff, including: three Professors [**Chakraborti, Sanders, Smith**]; six Associate Professors/Readers [**Allen, Ayres, Fitzgibbon, Hopkins, Tonkin, Sleath**] and two Lecturers [**Davis, Kerrigan**]. There have been 4 internal promotions amongst Category A staff in the last five years (2 men and 2 women, including promotion to two professorial positions). Of the 11 current staff, seven have been appointed during the REF period. There have been 9 staff departures due to retirement, new career pathways and life changes.

These changes have afforded opportunities to implement our strategic vision, to grow and build on established scholarship (particularly around prisons, gender & LGBTQ+). We are proud of our new career development ethos and practice and the growing number of PGRs. Indeed, 50% of our staff have studied at the School at UG and/or PG level and several have been promoted to senior positions in recent years [e.g. **Ayres, Chakraborti, Fox, Hardy, Sleath**]. After REF 2014, a Director of Research [**Sanders**] was appointed to improve research leadership within the unit. Strategic decisions to appoint staff since 2018 have enabled us to focus on emergent areas as we depart from previous themes. New staff appointments both early and mid-career have enabled continued focus on policing [**Davies**], prisons [**Kerrigan**] and mental health [**Sleath**] as part of our strategic plan to develop new areas of interdisciplinary research.

To support staff development across all grades and to foster a nurturing and productive research environment, we made positive changes in the last five years, including:

- Prioritised study leave provision for ECRs: this facilitates the development of ideas and writing outputs to enable ECRs to fulfil their research potential: Study leave periods (of which all FTE staff can apply for every seven semesters) has delivered tangible outcomes, particularly for monograph writing (8 published in the past two years). Study leave has been provided for 73% of Category A staff, specifically to allow time to prepare high quality publications, with a gender balance of 7:1 women/men.
- Increased funding for scholarly activity: the School provides individual resources of £400 per year for all Category A staff, plus an additional competitive pot to support conference attendance, external training and writing retreats. Individuals are supported to arrange their own writing retreats to fit in with caring commitments if desired, as well as to make use of College and institutional support for this writing space.
- A monthly research seminar series for staff and research students: they present ideas, theories and methods along our three core themes, and engage in pitch to peer sessions to float research grant ideas. 100% of research-facing staff have presented at these sessions and 50% of PGRs.

Further strategic support is provided to improve written outputs through mentoring on publications; strategic study leave planning; resources for delivering intensive impact work; and dedicated time for impact case study development explicit in the workload allocation. To boost our grant capture and the number of quality outputs, the School has invested in research skills, writing quality and writing applications through provision of:

- In-house training on ethics; research methods; data management; impact; publishing; data archiving and sharing; and data protection. This is to ensure research integrity is a continual CPD area for all researchers in the School.
- Masterclasses on topics including: designing CPD; writing for the media; charitable trust engagement; working with philanthropic donors; and theory of change for impact planning.
- Externally and internally-delivered leadership programmes (Leadership Excellence; VITAL leadership programme; Women Leading with Purpose) available to all staff at different stages of their career.
- Expert-led external grant writing training and grant writing retreats; as well as individual support/mentoring in medium-large bids from experienced staff.
- Reading group for all staff at pre-submission stage, internal peer review of outputs and advice.
- A pre-submission peer review process for journal papers via an expert panel of external academics.
- Annual writing retreats to benefit all academic staff in writing pursuits (typically twice a year, supporting 8 teaching staff and 3 post-doctoral staff, two thirds of which have gone on to complete books).

The Concordat to Support Career Development of Researchers and 'Professional and Career Development' (Institutional Environment Statement (IES), Section 3.2) is embedded in our staff development strategies, support mechanisms and annual review processes. We support ECR and new staff through a reduced workload during probation, regular meetings with managers and support in accessing resources from the University. In accordance with the Concordat objective of enabling researchers to engage in a minimum of 10 days professional development per annum, we encourage a wide variety of endeavours, assisted by conference funds and one-off requests for financial support. On average, £46.6k of internal funds per Category A staff member have been given to support activities over the period. Our focus on staff care in order to integrate and promote good mental health and wellbeing is at the heart of many strategies – including a transparent workload process.

We encourage staff with caring commitments to utilize the flexible working strategy and currently have seven staff making use of this. We have several examples of creating effective research leaders: Hardy completed her undergraduate, postgraduate and doctoral studies at the School and progressed quickly to Associate Professor before moving on from academia to take up a role of Evidence and Evaluation Lead for Leicester OPCC. Similarly, Dr Yeela Lahav-Raz studied with **Sanders** as a post-doctoral student for two years and now holds a senior lecturer position at the University of Tel Aviv in Israel. We are dedicated to ensuring all mid-career staff enter leadership training programmes (VITAL, Future Leaders, the ILM-accredited Leadership Programme, Aurora) and all 9 staff at mid-career level and above have completed this.

Research Students

Research students are crucial to the long-term vitality and sustainability of the School and we provide excellent support to nurture new research talent. The University supported stipends and scholarships to the sum of £256,334 across 9 students during the period. Our commitment to developing new researchers is evidenced by the increase in research student numbers – from 14 registered in 2014 to 28 currently registered. In the same period, the School has achieved 15 doctoral completions, 9 female and 5 male. This compares to only 5 completions in the entire 2014 REF period. We have a regular intake of non-UK students into the doctoral cohorts, including students from across Europe, North and South America, Africa and Asia, with an average of 40% of non-UK students. This ensures cultural diversity amongst our PGR community and the internationalization of our research environment.

All PGRs benefit from monthly supervisions with experts in their research field and they have access to experts across the University. We strive to achieve interdisciplinarity through: cross-School supervisory team structure (5 of our current PGR cohort); research placements; and writing opportunities for students. The PGR community benefits immensely from support provided by the University Doctoral College (IES, 3.2) and its outstanding programme of training and professional development opportunities. As part of the ESRC Midlands Graduate School and M4C, the School benefits from access to competitive awards for scholarships, training and events. This institutional provision, coupled with improvements to School processes, has allowed for a carefully tailored package of support to be offered over the past 5 years, including:

- The opportunity for all research students to apply for up to £500 per annum from the College to present at national and international conferences.
- Professional Development Discussions and peer-mentoring support for graduate teaching and research assistants.

- Attendance and participation in School Research Seminars with specific opportunities for PGRs to present their research. We have on average 6 PGR presentations per annum, as well as ad hoc conferences and symposiums initiated by the student body.
- School Postgraduate Research Forum - meetings take place around three times per semester and provide an important research forum for PGRs.

Overall, the School of Criminology has developed an environment which enables research students to thrive, and which allows them to become immersed in the wider teaching and research culture of the School. This is evidenced by 100% satisfaction with the overall experience of their degree programme (PRES, 2020). All PGRs are invited to participate in the School research mentoring circles (which include established academics) and in all other School research events.

Of the 28 PGRs registered in the last seven years, just under half (n=13) are self-funded, with the remainder being funded through the School, securing funding from a variety of funding bodies. There has been substantial institutional support (IES, 3.3) with nine college scholarships awarded and one cross-college scholarship. Two international scholarships have been awarded by the UoL PGR International Excellence Scholarships in 2017 and 2018 which speaks to our strategic aim to increase internationalization and diversity. We currently have one Midlands4Cities AHRC studentship which reflects interdisciplinary research synergies across departments and expertise. We are flexible in our doctoral study arrangements and we support students who are completing PhD studies alongside a professional role by ensuring that caring responsibilities and other commitments are not barriers to studying for a doctorate.

Smith led the €2.9M Interdisciplinary Training and Research Programme for Innovative Doctorates in Forensic Science (INTREPID Forensics, EU 2014-18) which provided funding for 10 PGRs to develop skills in areas such as ethics in the forensic sciences, forensic science theory and practice, laws of evidence and forensic science in the criminal courts and working with industry to commercialise forensic science innovation. 10 PGRs were co-supervised by academics in a wide range of disciplines including Genetics, Criminology, Chemistry, Psychology, and Mathematics, and completed a research secondment at various partner institutions globally including the University of Lausanne, Switzerland and Penn State (US).

Onward Trajectory

Four of our successful PGR cohort secured lecturing positions in UK universities [D'Aniello, Bennett, Clarke, Floyd], and two others received postdoctoral awards, including Herrity being elected to the Mellon-Kings Cambridge Junior Research Fellowship in Punishment at the University of Cambridge. Several have achieved publications during their time as a doctoral student with Wilkin and Bennett writing book contracts. Others [Koeppen, Gonclaves] have taken jobs working in banking security and forensics. Wilkin has become a global expert in disability and hate crime policy, particularly in the area of transport, advising the Cabinet Office and Treasury during the Covid-19 pandemic.

Equality, Diversity and Inclusion (EDI)

Our staffing is balanced in terms of 50/50 gender split, and we currently have 27% of staff from BAME heritage. 2/3 professors are women and one is a male with BAME heritage. Across the current REF cycle, we have made positive developments in increasing the number of BAME staff and have welcomed the University's BAME PhD scholarship scheme. Our submitted

outputs represent a 50/50 split across male and female staff and represent all career stages with only a small weighting to senior members.

Staff and students with disabilities, alongside recognition of staff and students with hidden disabilities, including mental health needs, are supported through School and University systems as well as flexible working policies. To further our work in this area we recently convened a new sub staff/student EDI committee focused on disabilities and accessibilities. We also have a school BAME subcommittee and a School Commuters subcommittee feeding into the main EDI committee.

We have members of staff across all grades who have taken up leadership service roles within the institution, such as the Chair, Race Equality Action Group [**Chakraborti**], 'Coaching academy coach' [**Fitzgibbon**], and Director of the Leicester Institute for Advanced Studies [**Smith**]. Our commitment to equality, diversity and inclusion has been acknowledged at University-level award ceremonies, with two members of our staff being shortlisted for 'Equalities Champion' [Barnes & Clarke]. In 2020, **Sanders** led Leicester as the first university to adopt a student sex worker inclusion policy, leading the way in the sector. At a School level, we have an Equality and Diversity officer [**Kerrigan**] who is leading an EDI Committee across research and teaching.

Sustainability

The School hopes to increase its staff base in the future cycle, with ambitious plans to recruit at all levels of career stage. Institutional support for the School is reflected in a physical re-location to the heart of campus in 2021, and additional staffing resources to support our research-intensive priorities. Professor **Chakraborti** steps down as Head of School in July 2021, this will allow him to provide additional focus to the Centre for Hate Studies, expanding the reach and depth of its research programme. We have 10 PGR students under supervision with the Centre for Hate Studies which feeds into our wider PGR community, thereby creating a pipeline of new scholars to support our ongoing research ambitions. We are committed to applying for a range of scholarships such as the University of Leicester BAME scholarship and the Midlands 4 Cities scholarships to secure these plans (IES 3.1).

3. Income, infrastructure and facilities

Research Funding

We have grown our external grant capture substantially in the past 7 years, with a total award value of £4.2 million – roughly received equally from ESRC, government and other funders. Our income from this has been £2.89m compared to £455k in the 2014 cycle. This represents a remarkable achievement in what is an increasingly competitive funding environment. Our success has been driven by excellent staff and comprehensive training, development and research support services provided at the School and wider institutional level (IES, 4.1). Our 2014 onwards plans to diversify research income strands has paid off.

Our success can be attributed to the interdisciplinary nature of our research and to the use of innovative methodologies to deliver theoretical and applied contributions. As such, our research has broad appeal to a range of funders, with funding received, for example, from the EU (Horizon 2020); UKRI (ESRC); Leverhulme; National Institute Health Research; British Academy. We have been funded through the private sector, charities and foundations (e.g. Barrow Cadbury Trust - **Allen & Fitzgibbon**; Motor Insurers' Bureau - **Hopkins**), and

philanthropic grants have enabled some excellent work overseas (**Smith** awarded £450k from the Foundation Peace Dialogue of the World Religions and Civil Society for work on DNA sexual violence evidence kits in East Africa). We have received grants for specific work with the Home Office (**Hopkins & Sanders** leading the first ever government funded research on corrosive crimes) and the Ministry of Justice (**Tonkin**: evaluating the use of digital technology in prisons; & **Ayres**: evaluating HMP Holme House drug recovery prison), and more recently to support hate crime work with the Office for Students, Equality and Human Rights and local authority agencies (e.g. Leicester City Council; Police and Crime Commissioners). As part of a £1.2m ESRC grant across disciplines (led by History), **Kerrigan** and **Ayres** are Co-I's on prison research in partnership with the Guyana Prison Service, to use knowledge of mental health in male prisons to reform internal systems.

Funding diversification has enabled a range of research activities to take place, on a local to international scale. Much of this work has direct impact on real life policies and procedures, making changes for criminal justice agencies and professionals to enhance their service. For example, **Smith's** work addressing sexual violence in Kenya has led to the development and deployment of 1000 DNA testing kits that are being used to gather evidence from victims of sexual assault in Nairobi. Moreover, **Smith** has consulted with the Kenyan government regarding changes to the Kenyan Sexual Offences Act, leading to improvements in the way forensic evidence is collected. These commissioned and tendered pieces are often turned into academic texts (e.g. **Allen** 2020, **Hopkins** et al., 2020).

Our strategy and support mechanisms ensure that all staff across career stages are encouraged to submit grant applications and develop research leadership skills. Over 70% of staff have been principal investigator on at least one grant, and 100% have been Co-Is on other grants during the past three years. Our positive trajectory is reflected in the average grant capture per FTE over this REF cycle being higher (at £221k) than the REF2014 FTE average in Criminology in a Russell Group or post-1994 University.

Infrastructure

The School has benefitted from block grants secured by the University of Leicester (IES, 2.2), such as the Wellcome Trust Institutional Support Fund (WTISSF) and the ESRC Impact Acceleration Account, all of which provide resources for impact related work. The ESRC IAA has assisted in two-year funding to support three Strategic Partnerships: (i) Wangu Kanja Foundation (that works with the victims of sexual violence) and the Directorate of Criminal Investigations in Nairobi, to further the work on forensic self-swab kits pioneered by **Smith**; (ii) Violence Reduction Information Network with 5 regional police forces (East Midlands Police and Academic Collaborations) [**Hopkins & Davis**]; and (iii) Midlands Prisons [**Tonkin & Ayres**] exploring mental health issues, outcomes and interventions across five prisons in the region. Further grants for impact work have been obtained through the IAA, notably **Sanders** for a programme of outreach to HEIs on the issue of student sex work in 2021-2023. The School regularly receives resources to support public engagement and partnership activities across our core themes (19/20, £38,800).

The School has benefited from being awarded internal funding of £474k during this period for research projects, impact activities and research support (Prospects Fund, Leicester Institute Advanced Studies, Wellcome Infrastructure Fund; International Research Development Fund). These funds have often underpinned external grant submissions, publications and other impact activities such as network events, knowledge transfer and stakeholder engagement. For example, **Smith's** interdisciplinary work to find novel solutions to collect evidence following

sexual violence in low-resource environments began with a £10K Prospects awarded also with Professor Mark Jobling in Genetics in 2015. This research led to a publication and an external grant from the Humanitarian Innovation Fund of £50K to broaden the scope. From there several grants have been successful across the Schools, developing pioneering work as testified in the Genetics impact case study. **Hopkins** secured £4,000 to analyze secondary data from Commercial Victimisation datasets to develop a project bid for over £250,000 submitted to the ESRC Secondary Data Analysis fund. **Sanders** secured £15k from the GCRF QR fund to carry out a pilot project in Nairobi with an NGO to conduct a needs assessment for service users and do the groundwork for a GCRF grant on young people and transitions to work which was submitted in 2018 (£485k). This was followed by internal GCRF QR funding (£23k) to work with partners around the impact of COVID-19 on sex workers in Nairobi which has produced two articles in peer reviewed journals, funding to develop a health care reporting digital platform and an 'uber' style delivery service on a motorbike for sex workers living in urban dwellings across the city.

The School co-leads an established prisons network, and it is working to establish other similar formal networks. Significant support was received both financially over a two-year period (£30,000) and practically from the Leicester Institute for Advanced Studies to establish The Leicester Prisons Research Network [**Tonkin & Ayres**]. This is comprised of academics from several Schools with the aims of: undertaking timely and impactful interdisciplinary prisons research that advances academic knowledge; developing effective, collaborative partnerships which ensure genuine and lasting impact beyond the academy; and mentoring future research leaders. LIAS has also funded two pandemic related research activities (both receiving £30k each) involving **Kerrigan, Ayres** and **Chakraborti**.

The School has received considerable support from internal funds to support impact and engagement activities [**Tonkin** (ICS2), **Sanders, Chakraborti** (ICS1), **Allen & Hardy, Smith**], with over £70k received over a two-year period to further develop impact activities as well as to evaluate activities. On completion of his PhD in 2019, Wilkin received an impact fellowship award for 6 months (funded by the ESRC IAA) to develop his work on disability and hate crime in the transport sector, with the aim of stimulating change in national and local transport policies and procedures, including a campaign to raise awareness of disability hate by Scottish Transport and influencing transport policy at Leicestershire/Nottingham/Gloucestershire/Blackpool County Council and the British Transport Police. The School has been able to develop its impact work because of major benefits in kind from partner agencies; **Sanders** was able to work with a trainer from the partner agency National Ugly Mugs to deliver joint training to over 500 police officers and practitioners in 2018/9.

Facilities

Excellent facilities and extensive digital resources help to nurture and develop our research projects. The David Wilson Library (IES 4.2) facilities support specialist research and underpin grant applications. Researchers benefit from personalised training to make full use of the latest enabling technologies (devices, software and services) to enhance digital creation, innovation and scholarship. The Library also facilitates the use of centrally provided repositories and digital services, access to data in a flexible, yet secure environment on and off-site, streamline the grant funding application process and generate higher research impact. This approach has benefitted a range of high-profile research activities and digital projects, for example: Beyond the Gaze ESRC project on online sex work has a Figshare Collection for international access [**Sanders**] which has been accessed 1041 times since 2019.

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

Contributing to Criminology

As a School we pride ourselves on the how the contribution of our work shapes the research base, provides support to the discipline as a whole and encourages high quality peer-reviewed publications. Our four impact case studies [one by **Sanders** is returned to UoA21 and one by **Smith** to UoA5] highlight the calibre of the far-reaching impact of our work in the School. During the period, our academics published over 400 papers across journals – such as the *British Journal of Criminology*; *Criminology and Criminal Justice*; *Punishment and Society*; *Theoretical Criminology*, *Policing and Society*, and the *European Journal of Criminology*. A quarter of our PGRs have peer-reviewed publications, and several have joint-authored pieces with members of staff. Our academics have also been prolific in publishing research monographs. 6 out of our 11 FTE have published at least one monograph as has one post-doctoral researcher [Wilkin].

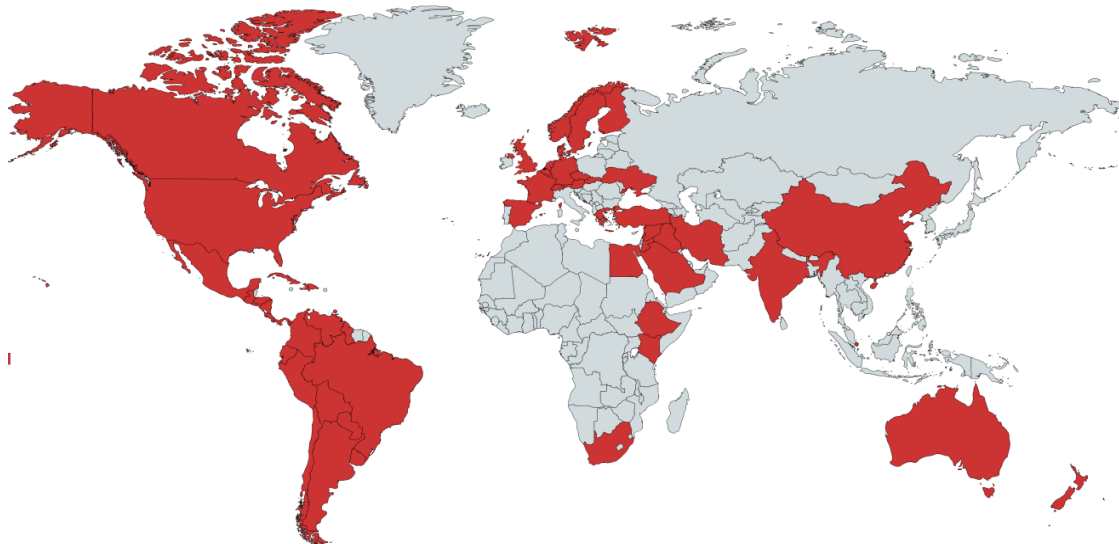
Our academics are actively involved on editorial boards of leading journals, significantly steering the direction of Criminology and allied disciplines. Staff hold 13 editorial positions, in journals such as: the *British Journal of Criminology*; *Security Journal*; *International Journal of Offender Therapy and Comparative Criminology*; *Latin American and Caribbean Ethnic Studies*; *European Journal of Probation*; *Science and Justice*; *Policing and Society*; *Psychology, Crime and Law*. Staff sit on funder committees internally and externally: including **Sanders** on the ESRC Strategic Advisory Network; **Chakraborti** as Research Director at the Howard League for Penal Reform; and **Smith** on the GCRF Peer Review College and is the Chair of the Consortium of Institutes for Advanced Studies. These activities not only ensure that our academics are able to shape the future directions of research, but they also illustrate that the School remains at the cutting edge in multiple fields.

We continue to influence the discipline through our international links in postgraduate research, by enabling international scholars to study in the School, and through the external reach of our staff. Academics have disseminated their knowledge to postgraduates across the world through masterclasses (**Fitzgibbon** at the University of Newcastle in NSW, Australia; **Kerrigan** at the University of West Indies), overseas viva examinations (**Kerrigan** at the University of the West Indies; **Sanders** at University of NSW, Australia and Helsinki, Finland; **Tonkin** at Carleton University, Canada). **Sanders** initiated a postgraduate conference for those doing sex work studies in 2007, and she continues to run this, providing a space annually for students to come together from across the globe.

Impact and engagement: collaboration and contribution beyond the academy

Our School research agenda is designed and co-produced through collaboration effective collaborations, networking and partnerships which we have improved markedly in recent years. As the map image below makes clear, our practitioner contacts include relationships with organisations that are represented in six continents, including law enforcement agencies, prison and probation services, charities, healthcare services, government agencies, security services, public service providers, industry partners and public bodies.

International partnerships & collaborations for the School of Criminology, University of Leicester



- The CHS has submitted evidence to seven hate and extremism-related Government bodies, thereby driving greater prioritisation and new directions in national policy. Following **Chakraborti's** expert witness submission to the Women and Equalities Committee on transgender equality in September 2015, 35 recommendations were made including a new cross-government strategy, changes to the Equality Act 2010 and initiatives to tackle everyday transphobia which the UK Government were mandated to act upon. Furthermore, CHS research underpinned the Home Office's thematic review of current evidence which guided the UK Government's Hate Crime Action Plan.

- **Sanders'** ESRC-funded project, Beyond the Gaze, involved close collaboration with marginalized sex workers. Through novel participatory action research methods, sex workers were recruited and trained to be co-researchers during the project. This enabled them to be actively involved in the research process, generating data and shaping the aims and direction of the research themselves (rather than merely participating passively in the research). This has led to a range of research outputs, including a film for public engagement, tools and resources for practitioners, guidance and safety resources for sex workers (written by sex workers). Furthermore, **Sanders'** research has transformed the regulation of sex work, both online and offline, leading to changes in policy and practice that benefit sex workers across the UK and internationally (e.g. Netherlands, Australia and Norway). These changes ensure that sex workers are better protected from both physical and mental harm that can arise during their work.

- Closer working relationships with East Midlands police forces are under development through the Violence Reduction Information Network (an ESRC IAA Strategic Partnership - **Hopkins & Davies**) in conjunction with academics from Informatics, Psychology, Mathematics and Geography. The VRIN is developing a training package: Evaluating Violent Crime Interventions: A Beginners Course; and a series of webinars in 2021 Understanding and Preventing Public Space Violence.

- **Tonkin** is a founding member of the Crime Linkage International Network (C-LINK), which is a group of academics and police practitioners from 11 countries, set up with support from the Leverhulme Trust to conduct research enhancing the evidence base for crime linkage (ICS2).

-**Hopkins** is building on Home Office funded research on corrosive crime to forge international partnerships with Acid Survivors Trust International (ASTI) on an intervention they are developing to reduce the carrying and use of acid.

- The Leicester Prisons Research Network [**Tonkin & Ayres**] has an excellent track record of external grant capture (£2,103,515 awarded since 2016) which has enabled cross-disciplinary research to take place; active networks at national and international levels to develop; new research ideas to be generated; and established strong external partnerships with Ministry of Justice, HM Prison and Probation Service, HM Inspectorate of Prisons and Probation. They have delivered a programme of research seminars, skills seminars and knowledge exchange events that showcased UoL research to government agencies including: prison governors and prison officers, private businesses (e.g. solicitors firms) and academics from a range of national and international Universities (e.g. Harvard University, Berkley University, University of Johannesburg and the Universities of Cambridge, Birmingham, Sheffield and Southampton).

Our staff are considered experts in their specific fields and we are regularly asked to be expert consultants or witnesses to formal government processes. Examples of selected audiences and knowledge transfer of evidence are:

Consultation/expert witness to:

- International Protocol on the Documentation and Investigation of Sexual Violence in Conflict [**Sleath**]
- The Commission for Countering Extremism [**Allen**]
- House of Lords Science and Technology Committee [**Chakraborti**]
- Women and Equalities Committee [**Sanders**]
- United Nations Counter-Terrorism Centre [**Kerrigan**]
- Home Office's Economic Crime Survey (ECS), Virtual Reference Group [**Hopkins**]
- Kenyan Government regarding changes to the Kenyan Sexual Offences Act [**Smith**]

Standing committee membership is also a key area of our work, where individuals are invited to sit on high-level decision-making committees at a national and regional level. Examples are:

- National Advisory Board for the Institute of Probation [**Fitzgibbon**]
- West Midlands Police Counter Terror Unit [**Allen**]
- Member of Cabinet Office 'What Works Trial Advice Panel' [**Tonkin**]
- Ministry of Justice Expert Network [**Ayres & Tonkin**]
- NPCC Policing Sex Work/Prostitution Advisory Board [**Sanders**]
- Home Office Commercial Victimization Steering Group [**Hopkins**]
- Academic Advisor and Committee Member of the College of Policing National First Line Supervision Guideline Committee [**Davies**]
- Crown Prosecution Service Hate Crime External Consultative Group [**Chakraborti**]

We have engaged in an extensive range of impact and knowledge exchange activities. These include providing evidence to parliamentary/ policy committees and taking up consultancy or advisory roles, which our academics have done over 200 times.

Influence and esteem

The research environment of the School has enabled early career researchers to move on to expert research leadership, as evidenced by accolades for excellent research. **Smith** was awarded 'Early Career Researcher of the Year' by the European Association of Psychology and

Law in 2015 and her research on innovative methods for recovering forensic DNA in cases of sexual violence in low-resource environments went on to win the Times Higher Education award for Research Project of the Year: Arts, Humanities and Social Sciences 2018. We have received several accolades for outstanding publications: Fleetwood was the winner of the British Society of Criminology Book prize, 2015 *Drug Mules: Women in the international cocaine trade*; **Sanders** (with colleagues) won the best article 2019 for the *Journal of Law and Society* from the Socio-Legal Studies Association.

Researchers from the Centre for Hate Studies have won several awards for their work (Research and Innovation Award at the National Hate Crime Awards, 'Best Factual Programme' at the British Television Awards, an East Midlands Royal Television Award, the 'Special Jury Award' at the British Universities Film and Video Council's Learning on Screen Awards and an Award of Excellence at the Canadian Shorts International Film Festival). Our academics make a wider contribution to the research base, economy and society through their membership of at least 25 professional societies, with several members taking on leadership roles (e.g. BSC Critical Criminology network – **Ayres**). We have staff involved in senior positions through journal editing, as described above. We have staff as editors of book series (**Kerrigan** for *Therapeutic Cultures* for Routledge; **Chakraborti** for *Hate Studies* with Palgrave). Council membership is also noted providing strategic disciplinary advice (**Smith** is an Elected Council member for the Chartered Society of Forensic Sciences).

Contribution to the economy and society

Our impact case studies provide detailed evidence as to how individual projects have led to significant changes in policy or processes. We are crafting new case studies for 2028 in relation to: corrosive crimes; student sex work; process and investigation of Sexual Assault Referral Centres; and reform in the Guyana prison service. As staff dedicated to seeing real world change, volunteering for other organizations (usually in advisory or management roles) is integrated into our ethos: current engagements include are United National Development Program; Howard League for Penal Reform; Black Lives Matter in the Stix; The Human Dignity Trust; IARS International Institute; Roots Foundation; Sex Work Research Hub; Chartered Society of Forensic Sciences; UK Consortium of Institutes of Advanced Studies; Commissioner appointed by the President of Trinidad and Tobago for 2016-2019, overseeing two local elections and one national election.

Academics have been thinking more creatively about the dissemination of their outputs to reach non-academic communities. Key to maximizing the reach of the School's research has been the development of an integrated communications strategy, involving:

- Creating short films and animations: A series of short films and animations has been produced to improve understanding of hate crime in the public sphere, receiving multiple awards including 'Best Factual Programme' at the British Television Awards, the 'Special Jury Award' at the British Universities Film and Video Council's Learning on Screen Awards and an Award of Excellence at the Canadian Shorts International Film Festival. Collectively, they have been accessed 42,333 times online since 2014, and have been shown in schools, colleges and Universities, and used in training by criminal justice practitioners around the world particularly Germany, Norway and Canada. As part of the Beyond the Gaze project the University provided creative services to develop a 12-minute documentary titled *Online sex work in the 21st Century* which has received over 200,000 views since June 2018 including 120,000 views on YouTube.

- Hosting exhibitions: exhibitions to encourage public engagement and to educate people on various subjects – such as the ‘Let’s Talk About Sexual Violence’ work developed by Gunby on the realities of sexual violence. **Fitzgibbon** has run several photovoice based exhibitions showcasing her work with women and young offenders/prisoners. She has held public exhibitions in Leicester, Oxford, London, Dublin, Athens, Brussels and Dortmund for public practitioners and policy makers to raise awareness of the issues facing these populations.
- Public engagement events: A positive research culture has been built within the School through hosting Scarman lectures to the public (since 2008). Several high-profile speakers (such as Professor Kalwant Bhopal; Professor Phil Scruton; Dame Shami Chakraborti, Sir Keir Starmer; MP David Lammy, Chief Constable Ian Hopkins) have presented at these events. In 2020 we hosted our first online Scarman event on ‘Policing, Race and Criminology’, with some 1,544 people from 44 different countries signed up.

Through public engagement our work stimulates interest in academic outputs, and in wider debate across criminological themes, accepting invitations at events such as: British Science Festival, Brighton 2018; Cheltenham Science Festival 2018; British Academy-funded conference on using behavioural science to target prolific criminals Oct 2016; Probation Institute Conference London 2018; Ministry of Justice User Voice Conference 2019; Hertfordshire Probation Conference 2019; ESRC Festival of Social Science 2018 & 2019.

The School enjoyed hosting a two-year post-doctoral fellow, Dr Yeela Lahav Raz, funded by the Israeli Science Foundation to work with **Sanders**, and various visiting scholars from a range of countries (New Zealand; Canada; Chile; USA; Germany). The School, working closely with the Leicester Institute for Advanced Studies, has hosted a one-year Fellowship for Professor Grace Wamue Ngare (Kenyatta University, Kenya), working on female genital mutilation, which maintains our connections and networks with Kenyan researchers and practitioners. **Smith** was awarded a Rutherford Strategic Partnership Block Grant (funded by BEIS) which brought 3 international visiting fellows into the Leicester Institute Advanced Studies (from Kenya, Bangladesh, and Colombia). The School has benefited from 13 Honorary Fellows with a range of skills such as senior police officers, CEOs of criminal justice charities, to eminent academics. These Fellows are a highly relevant resource and individuals give their time in the shape of mentoring, guest lectures, advisory board membership, peer review, and engaging in co-authorship writing projects.

Conclusion

We are distinct in our real-world impact and ongoing engagement with partners in the UK and across the globe as we deliver interdisciplinary, transformative change for criminal justice agencies and their service users. Our significant progress and trajectory since 2014 have led to positive impacts on victims, professionals, policy and operational practice. Our internationally excellent work in these areas has been underpinned by enhanced infrastructure and leadership during the current REF cycle, ensuring greater support for research activities, ambitious research endeavours and innovation. The School is looking forward to growth in the coming years, both in terms of depth of expertise, influencing the discipline and contributing to change in the real world on important criminological quandaries.