

Institution: University of Birmingham
Unit of Assessment: UoA18, Law
<p>1. Unit Context and Structure, Research and Impact Strategy</p> <p>a. Birmingham Law School (BLS): Civic, Global, Diverse</p> <p>Situated within the College of Arts and Law (CAL) at the University of Birmingham (UoB), BLS is one of the UK's largest law schools, with 1,499 students (1,339 LLB; 69 LL.M; 91 PhD), and 79 staff, including 46 REF-eligible academics. All 46 staff submitted in this UoA are members of BLS and no BLS staff are submitted elsewhere. Our organisational environment seeks to support the success of every member, nourishing ethically principled, rigorous legal research that contributes to flourishing human lives wherever situated.</p> <p>We are a civic, global and diverse law school. These core attributes, and their concomitant values, underpin who we are, how we self-organise and drive our research activities and ambition. This guiding mission builds on our history of trailblazing research. It reflects the spirit of Gordon Woodman's work on legal pluralism and the post-colonial search for justice in the 1970s, Baldwin and McConville's ground-breaking empirical study of plea bargaining under the auspices of the Institute of Judicial Administration from 1968, and the establishment of the UK's first Institute of European Law in 1989. Drawing on this creative, critical pioneering tradition, a swathe of innovative researchers joined this REF period, reflecting BLS's continuing dynamism.</p> <p>UoB is the country's first civic university. Today that civic orientation underpins our efforts to engage affected communities to produce impactful research addressing issues of public concern. Our research seeks to have demonstrable, positive societal impact, particularly by identifying, redressing and seeking to prevent injustice through engaging law. Our on-going partnerships with the legal community, particularly through our flagship Centre for Professional Legal Education and Research (CEPLER), exemplify how we operationalise these commitments (§4).</p> <p>Our global focus extends this civic orientation to national, regional and international levels, including the Global South. This REF period, we have developed unrivalled expertise in global legal studies, with implications for our staffing (§2), funding successes (§3) and collaborative partnerships (§4). This global orientation nurtures and contributes to sustaining law as a theoretically grounded yet applied discipline, reflected in our public engagement activities, the provision of transnational doctoral training (§2, §4) and our impact case studies (ICSs) (§1(d)).</p> <p>Diversity is fundamental to who we are and what we strive to be, reflecting our belief in pluralism, belonging and equal respect as necessary conditions to enable human flourishing. It informs our composition, recruitment strategy and research culture, underpinning our wide-ranging Equality, Diversity, and Inclusion (EDI) initiatives and our outlook as a community of legal researchers with widely varying interests and perspectives. These plural perspectives include qualitative, doctrinal, theoretical, socio-legal, feminist, environmental, post-colonial, quantitative and interdisciplinary approaches. We unite this work via a shared commitment to meaningful engagement with diverse communities which are impacted by the law, while addressing pressing societal challenges. These challenges include the commodification of human bodies (Quigley; McHale); thorny governance challenges posed by new technologies (Delacroix; Lee; Webley; Yeung); the limits of legal and policy responses to counter-terrorism (de Londras; Greene; Morgan); and the possibilities of multilingual law (Cavoski, McAuliffe).</p> <p>b. Research Organisation and Structure</p> <p>We have a collaborative, shared leadership and governance structure, guided by commitment to academic rigour, ethical integrity and equal opportunity. As a large school, clear decision-making structures and open deliberation are essential for securing our research ambitions in an</p>

effective, supportive and participatory manner. The Head of Research (HoR, Bedford), who shares leadership with a Deputy (Mavronicola), has overall responsibility for research (§2). Leadership is further devolved to three post-holders: one responsible for research culture and environment (Talbot, REF Environment Lead), one for supporting and developing impact (Boyron) (§1(d), §3(c)) and one for research funding (Young) (§3(a)), with PGR provision led by a Head of PGR (Tripkovic), a Deputy Head for PGR Funding and Recruitment (Child) and Deputy Head for PGR Environment (Fairclough). Bedford chairs the School Research Committee (SRC) and enables alignment between School, College, and University research priorities as a member of the CAL Research and Knowledge Transfer Committee. The SRC steers and supports the School's research, meeting up to six times annually. All colleagues, and a PGR representative, are invited to attend SCR and contribute agenda items. PGRs also participate in the CAL Student-Staff Committee and the School's PGR Board, meeting termly. These arrangements, together with all-staff 'town hall' meetings, and research away-days, encourage inclusive decision-making while nourishing a palpable sense of community.

Our vibrant research environment is structured to encourage exchange, including via weekly BLS seminars, regular 'shut up and write' collective writing sessions, and high-profile symposia and conferences (§4). In particular, our research is organised into six cross-cutting **research themes (Themes)**, in which our formalised research institutes and centres, and less-formal research groups, sit. These dynamic research-communities-in-miniature provide a stable, structured yet flexible and responsive fora for scholarly debate, fostering connection and dialogue across researchers at all levels of seniority and with many different perspectives. Themes offer regular opportunities for discussion, intergenerational exchange, collaboration and network-building without dictating research priorities or stifling creativity. They support, and are invigorated by, their connections to our research centres, institutes, and groups, preventing 'silos' in our research.

Our Themes are:

1. Care, Relationships, Health (including the Centre for Health Law Science and Policy and the Gender and Law Group)
2. Language, Culture and Education (including CEPLER and the Law and Language Group)
3. Law, Governance, Economy (including the Institute of European Law, the Technology and Ethics, and Governance and Regulation of Commerce and Corporations Groups)
4. Jurisprudence and Applied Theory (including the Natural Law and the Jurisprudence Groups)
5. Human Rights, Development, and Global Legal Studies (including the Global Legal Studies and International Economic Law and Policy Groups)
6. Violence, Crime, Justice (including the Institute of Judicial Administration, the Centre for Crime, Justice and Policing, and the BLS Crime Group).

Each Theme is co-led by a staff member and PGR student, with £500/year to support theme activities. At the BLS Annual Research Conference, all six Themes come together to celebrate and share our research, with at least one-third of the papers presented by PGRs.

Themes reflect a mix of long-standing (e.g. in health, crime, and legal education) and emerging strengths (e.g. human rights, technology, and law and language), bringing new perspectives and insights to established research areas. For example, post-colonial approaches enrich international law (Theme#5); feminist perspectives challenge traditional understandings of healthcare (Theme#1); Marxist perspectives provoke conventional theories of corporate law (Theme#3).

Our Themes also enhance our capacity to initiate, deepen, and sustain **interdisciplinary connections**. Themes members have forged links with science (medicine, environmental science, computing, chemistry), social science (political economy, sociology, management, criminology) and humanities (philosophy, literature, history, languages). They comprise a key

plank of our broader approach to supporting interdisciplinary research, which also includes investing heavily in interdisciplinary hires (§1(c)ii and §2(a)(i)); effective support for interdisciplinary funding bids (§3(a)) and collaborations (§4(a)); future plans to embed impact leads in research Themes to enhance our interdisciplinary engagement (§1(d)); and investment in interdisciplinary teaching to help sustain the vitality of law and bring legal insights to other fields (§4(d)). BLS staff have also enthusiastically participated in the University's interdisciplinary initiatives (§3(b)), working in conjunction with the Institute for Advanced Studies (IAS) and Institute for Global Innovation (IGI) (REF5a-2.3) to mount coordinated responses to cross-cutting, rapidly-evolving contemporary events or crises that require theoretically-informed, legal expertise and to engage in horizon scanning to identify emerging needs and opportunities for both researcher and user communities.

The Covid-19 pandemic has undoubtedly reduced individual research time, requiring teaching, and student and staff welfare, to take priority. Nevertheless, the underlying principles informing our research strategy remain unchanged, albeit paying greater attention to EDI risks, given the pandemic's unevenly distributed impacts. Our collective research activities continued remotely, including weekly seminars and research Theme meetings (e.g. Byrne's presentation on language and populism). To maintain an inclusive community throughout the prolonged period of remote working, we introduced new activities, including a weekly reading group at which children were welcome.

c. Meeting our Strategic Aims since 2014

We have achieved all three strategic aims proposed in 2014: (1) to produce high-quality publications, some with impact; (2) to recruit high-quality staff and doctoral researchers; and (3) to increase research income.

(1) We **have produced a range of high-quality publications**. Since 2014, our rich portfolio of published research has included scholarly monographs, peer-reviewed articles, commissioned reports, and 'grey' policy-oriented literature. Our publications have received (SLSA Article Prize 2018: Enright; Hart/SLSA Book Prize 2020: Bedford) or been shortlisted (SLSA Book Prize 2017: Clark; SLSA ECR Prize 2017: Campbell; SLS Birks Outstanding Legal Scholarship 2018: Greene) for major awards, evidencing outstanding research quality, with many publications cited by superior courts and policy-makers (§4).

(2) We **recruited high-quality staff**, 46 Category A, up from 33 in REF2014, expanding existing strengths and developing new cutting-edge expertise (§2). New colleagues joined at every level, from those straight from doctorates or post-doctoral posts (Campbell, Fairclough, Warwick), to those joining as Chairs (Bedford, de Londras, Gray, Lee, Quigley, Talbot, Webley, Yeung). Our recruitment was supported by the University's investment in Birmingham Fellows (Krajewska, McAuliffe) and Professorial Fellows (Delacroix) offering relief from administration and teaching (see REF5a-3.4.1). Along with Computer Science, Law was awarded the University's first flagship Interdisciplinary Chair (Yeung), reflecting our strategic investment in impactful interdisciplinary research within the burgeoning subfield of law and technology. We also recruited exceptional doctoral students, achieving more timely completion, fuller integration and winning significantly increased funding (§2(c)).

(3) We achieved **outstanding growth in research awards**, with a sixteen-fold increase from **£262,428 in REF2014 to £4,196,671 in REF2021**. This was achieved by cultivating a research environment that enables grant applications by fostering intellectual ambition and the desire to undertake impactful research, rather than using performance targets as incentives. We promote resilience by offering funding-related skills training and support to researchers at all career levels, and by targeting diverse funding sources (§3).

d. Impact Strategy

The School's impact strategy is underpinned by our **civic mission**, seeking to engage with affected communities to produce impactful research that supports the flourishing of human lives wherever situated. Our strategy seeks to mainstream engagement with users through each stage of the research process, including the formation of research questions, encouraging an iterative, collaborative, and participatory approach that values the expertise of all stakeholders, supported by strategic research dissemination to generate real-world impact (§3).

Impact considerations are strategically integrated into our research activities via staff induction, BLS seminars, research Theme activities, research 'away days', and individual five-year research plans. We also deepen impact awareness and expertise via Performance and Development Reviews (PDRs) and mentoring (§2). We offer skills training to all staff, with four of our six ICS leads undertaking specialist media training provided by UoB (de Londras, Enright, Harding, Mavronicola). We appointed a full-time Research Development Officer (RDO, Gardner) with expertise in legal research and impact to **communicate about our research** more intentionally and responsively. By reinvigorating our website and enhancing our social media presence, we publicly communicate our research widely and rapidly. Our School Twitter feed (@bhamlaw) is now the third-most followed UK Law School on Twitter (source: Follower Wonk).

Our ICSs reflect the effectiveness of our impact strategy. Taken together, they showcase the wide-ranging, diverse and global impact of our research, and they demonstrate significant **changes to law and institutional practices at local, national, and global levels**. Research underpinning our ICSs has been relied upon by governments around the world (de Londras and Enright, Harding, Mavronicola), international organisations (Mavronicola, Freedman), judges, the police, and barristers (Harding, Mavronicola), and the third sector (e.g. local and national charities per Harding, grassroots activists per de Londras and Enright, and international NGOs per Mavronicola). One of our ICSs (Freedman) involved an interdisciplinary collaboration with Development Studies (Freedman, Lemay-Hébert); another (Harding) involved work with psychiatrists and those treating patients with brain injuries.

To sustain our future impact work, we are appointing impact leads to embed impact in each research Theme, to ensure resilience and enhance our interdisciplinary engagement. We have also committed to fostering ethical understandings of research impact. Pipeline impact projects are underway, led by colleagues at all career stages: from Warwick's work, begun as a new lecturer, on the need for post-Brexit legal reforms in the common travel area, to Yeung's career-long work on technology governance. Our impact strategy includes a strong commitment to **diverse forms of open research practices**.

e. Open Access Research

Commitment to open access (OA) publishing forms part of our research and impact strategy. Beyond basic REF requirements, we have published twelve 'gold open access' pieces, representing an investment of £20,987, of which £13,752 was funded internally. Colleagues have published 423 pieces of open research online through formal publishing outlets. OA articles and conference papers increased as a percentage of all BLS articles and conference papers from 28% in 2014 to 45% in 2020. Several colleagues have lead the development of 'platinum' open access publishing platforms, including Campbell as founding editor of Oxford Human Rights Hub Journal and Enright with feminists@law. Under #BLSopen we showcase open-access research on Twitter and contribute significantly to institutional open access channels, including 74 articles in UoB's *The Conversation* (with a combined total of 445,131 reads), and numerous article summaries on CAL's 'Two-Minute Reads' webpages (linked to OA articles). We embrace open research practices, with several PIs on large grants depositing their research datasets with national or international repositories for public access (Bedford, Harding, McAuliffe).

f. Research Integrity

We have robust organisational structures to ensure **research integrity**. All research involving human subjects (including undergraduate-level work) must be submitted for research ethics review via the University's on-line portal, which escalates in intensity of review depending on the risks posed. Misconduct allegations are handled by the School and University (REF5a-2.2). BLS staff are members of the Humanities and Social Sciences Ethics Committee, with eleven serving this REF period. School arrangements that contextualise institution-wide ethics guidance for legal research are led by McHale, a senior medical lawyer who also helped develop a new College-wide Risk Assessment and Mitigation strategy in 2019. All staff are reminded of their duty to comply with UoB policy on research data management and storage (requiring use of UoB's secure portal) and applicable laws. New staff induction includes research integrity training, complemented by an annual research integrity seminar. Research ethics guidance is communicated via our online platform, Canvas. PGRs undertake compulsory research ethics training, reinforced by progress review, monitoring, and annual development needs processes (§2).

g. Beyond 2021: Our Aims for the Future

For the coming census period, we seek to deliver, in a sustainable and inclusive way, a range of diverse, civically engaged, global-facing, world-leading research, impact and doctoral education. To this end, our strategic aims are to:

1. undertake rigorous, innovative research that values all theoretical, methodological, and interdisciplinary approaches to law, supported by an enabling research-governance structure and sustainable research funding;
2. support, progress, and retain excellent researchers, ensuring that staff workloads are manageable and all colleagues enjoy equal opportunities to excel;
3. recruit and support outstanding and diverse doctoral and post-doctoral researchers, integrating them into our community;
4. pursue sustainable global connections, in and beyond the discipline of law, including via strategic engagement with research partners in the Global South;
5. deepen a culture of ethical impact;
6. connect CEPLER's work on legal education and the professions more tightly to our research and impact strategy.

Many elements of our research environment are being adapted accordingly, including our impact strategy (§1(d)), our support for staff and PGR students (§2), our funding approach (§3), and our work with research collaborators and partners (§4).

To further support these aims, we will

- (i) enrich research Theme activities, encouraging synergies in related subject areas, and between disciplines, to deepen and diversify our perspectives, both to attract funding and to sustain the vitality of the discipline;
- (ii) initiate a review of our global research connections, identifying geographical and research areas for strategic development that complement our research strengths and opportunities for impact;
- (iii) initiate a review of CEPLER's research and impact to ensure that its pedagogical and pro-bono activities are better integrated with our research and impact strategy.

2. People

a. Staff

Since 2014, our staffing strategy has sought to (i) **recruit** staff to enhance existing research strengths while cultivating innovative, emerging fields of research; (ii) support each member's **development and progression**; and (iii) **improve staff diversity** and **equalise opportunities**. Today, we have a mix of senior and junior staff (16 Lecturers and Senior Lecturers; 30 Readers

and Professors) from diverse backgrounds within a thriving, open and collegiate community, evidencing successful implementation of our strategy.

(i) Recruitment Strategy

Our **recruitment** has targeted five substantive areas. First, we built on existing expertise in international law (e.g. Cryer), developing a unique specialism in global legal studies (Campbell, de Londras, Gonzalez-Salzburg, Mavronicola, Nsoh, Shahabuddin, Tripkovic, Warwick). Second, we supplemented BLS's historical strength in health law and ethics (e.g. McHale, Mclvor) with cutting-edge, interdisciplinary expertise in science and technology in and beyond the medical and national domains (Delacroix, Enright, Krajewska, Lee, Quigley, Webley, Yeung). Third, we deepened BLS's existing expertise in criminal law and criminal justice, incorporating theoretical and international approaches (Child, Greene, Jones) and recruiting early-career researchers (ECR) (Bendall, Fairclough, Morgan) to enhance sustainability. Fourth, we invigorated existing private law expertise with diverse theoretical and international approaches in the law of contract, IP and corporate governance (Mitchell, Talbot, Zhu). Finally, we deepened investment in interdisciplinary research, hiring researchers who investigate intersections between law and other fields, including linguistics (McAuliffe), political economy (Bedford), transitional justice (Clark), and computing (Yeung).

(ii) Career Development

We provide extensive career-development support through regular personalised and specialised support for all researchers. Our career-development strategy is overseen by the Deputy HoS (Staffing and Strategy) (DHoSSS, Shahabuddin) assisted by our Staff Development Lead (Coyle) who oversees our Mentoring programme and Performance Development Review (PDR) process. Support is available from the moment of joining, for colleagues in all career stages. Hence PDRAs, including those employed on externally-funded projects, receive induction and mentoring, and are encouraged to participate actively in research Themes, as are new staff entering at more senior levels. PDRAs are represented on SRC, and may attend a regular postdoctoral forum (established in 2019) to discuss issues of concern and build horizontal support networks. PIs who manage PDRAs receive detailed guidance on responsibilities under the **Researcher Development Concordat**, to help PDRAs cultivate independent research identities. We also launched a **Peer Review College** (PRC) in 2015, enabling BLS academic staff to receive detailed written feedback on their pre-submission papers and manuscripts. Although formed primarily to support ECRs, it is open to all colleagues, including non REF-eligible staff seeking feedback on practice-or teaching-oriented publications.

Personalised career development support

All staff receive personalised support via 1-1 meetings with various portfolio-holders. The DHoSSS offers individual progression-planning meetings for all staff seeking progression and promotion, also meeting those who have not been promoted for many years. REF-eligible staff also prepare a five-year research plan discussed with the HoR during annual meetings aimed at nurturing individual research development, while facilitating the School's longer-term research planning. Every member undertakes an annual PDR (optional for PDRAs), reflecting on the previous year and setting short- and medium-term objectives (including for research funding and publication) arrived at in discussion with their reviewer. HoS reviews all PDR reports to identify support and training needs, including nominating colleagues for research and leadership training at College and University level (REF5a-3.4.4). All non-professorial staff receive regular mentoring from a senior member who has received specialised training, supported by a **mentoring** policy which clearly outlines minimum expectations, including the provision of detailed feedback on draft **promotion** applications. ECRs receive intensified mentoring to support probation.

Impact Support

Our Impact Lead (Boyron) meets all new staff individually to discuss their impact and public engagement plans. Individualised assistance is also provided by our Funding Lead (Young) (§3), who offers guidance on possible partnership and knowledge co-production opportunities with non-academic partners (§4). Impact support is also provided collectively, through induction, School seminars, and research ‘away days’. We offer and encourage **impact training** to all staff and have developed our own specialist School-level training in response to needs identified by our researchers. For example, we ran an impact event in 2018 – attended by over 40 people – addressing the risks of online public engagement, including abuse, harassment, and trolling, following unwelcome targeting of colleagues for their research on gender equality. As part of our research communications strategy (§1), we are committed to **showcasing our research impacts fairly, equitably and inclusively**. Our website, marketing materials, and social media feature a wide cross-section of staff and students, including images that reflect BLS’s diverse identity curated by our Athena Swan Self-Assessment Team (§2) following its website review in 2018-19.

Promotion

BLS’s **Promotions Committee**, chaired by the DHoSSS, evaluates Senior Lecturer applications. It is gender-balanced with BAME representation and includes the School’s EDI officer as an *ex officio* member (§2(a)(iv)). Unsuccessful applicants receive detailed feedback from the Committee to guide and assist them in achieving promotion. Reader and Chair applications are assessed by CAL’s gender-balanced Promotions Committee, chaired by the Head of College. UoB has made **research impact** a prioritised criterion in promotion (REF5a-3.4.6), reflecting its central importance to our research. A bank of successful **promotion** applications is available (with consent) online to assist the writing of promotion applications, and we organise an annual promotion roundtable within our weekly seminar series.

(iii) Equality, Diversity, and Inclusion

Since 2014, we have become a more equal, diverse, and inclusive law school. This is among our proudest achievements. In 2014, women accounted for 50% of research-active staff in BLS, and 42% of the professoriate (5 of 12). By July 2020, women comprised 61% of research-active staff, and 64% of the professoriate (14 of 22). Three professors are BAME, 3 identify as LGBTQAI+, and 14 are parents (9 with school-going age or younger children). At least 13% of our REF-eligible staff are BAME (4% of our colleagues do not identify their ethnicity), up slightly from 12% in 2014. Of the 46 Cat-A staff returned for this REF, 61% are women; 11% have a declared disability. BLS is considerably more diverse than legal academia generally, which Advance HE reports as 89.4% White, and 48.6% male. The latest HESA statistics indicate that 5.8% of academic staff have a declared disability. Between 2015 and 2019, 16 men and 17 women applied for **promotion** at BLS. (Some applied more than once). 44% of men’s applications succeeded, compared to 76% of women’s. Having discerned that women typically seek more feedback before applying for promotion than men, we encouraged men to do likewise to help them accurately appraise their likelihood of promotion.

We adopt EDI best practices in **recruitment**. Candidates are not ranked until all information is collected (to avoid confirmation bias). Our selection panels are diverse. We participate in UoB’s BAME Network’s interview panel project, matching us with volunteer BAME external panel members. Candidates with declared disabilities who meet the essential criteria for a role are shortlisted. Our policy principles for pay offers to new colleagues are published on Canvas.

EDI concerns have been considered in REF output selection. Our internal REF reading group (10 women and 5 men, all Professors or Readers) evaluates all published work proposed by REF-eligible staff; work is scored by two readers and moderated by a third. Our Output Selection Group (4 women and 1 man, all Professors or Readers) selects outputs for inclusion, with University oversight of the final selection. All Selection Group members and REF readers are trained in EDI, including in unconscious bias and the risks of overestimating significance due to self-citation. In line with the UoB REF Code of Practice (4.4), BLS actively supported colleagues

to disclose circumstances affecting research productivity to EDAP and receive a corresponding REF output reduction. BLS also undertook an EDI analysis of its output portfolio in accord with the REF CoP, 4.1.4.g.

We were granted an **Athena Swan Bronze** award in 2020. We used the application process proactively to reflect on the shortcomings of our response to inequality, identifying ways to improve our practices and infrastructure. Our Self-Assessment Team (SAT) included colleagues with caring responsibilities, experience of parental and bereavement leave and disability accommodations. It ran a staff survey to identify core concerns and hosted focus groups on caring, parenting, workload, and workplace culture, resulting in **better integration of equalities work** into BLS governance structures. EDI is now overseen by DHoSSS (Shahabuddin), and the Equalities and Diversity Officer (EDO) (Oakley). Student and staff-facing issues have been folded into a single EDI Committee, chaired by Oakley, who oversees progress on the AS action plan (a standing item on the School Committee agenda) and who ensures alignment with the University's EDI policy (REF5a-3.4.5).

We support parents by publicising parental leave information on Canvas, and by offering standardised support following notification of pregnancy or adoption. The HoS (i) undertakes a risk assessment, including risk of overwork in late pregnancy; (ii) refers staff to HR for leave entitlement advice; (iii) discusses cover arrangements to ensure smooth handover; and (iv) discusses Keeping in Touch days entitling individuals to be paid for work-related activity during leave. Maternity-leave periods are counted as eligible time in study leave applications. Since 2016, those taking parental leave for six months or more are entitled to one semester's remission for one 'leg' of their contract on return, giving them time to refocus on either teaching or research. Seven colleagues have used this. Breastfeeding support is available with three 'nursing mothers' rooms available nearby, and through *ad hoc* solutions including the installation of private office refrigerators to store breastmilk.

Colleagues can apply for **part-time or flexible working arrangements** for any reason. These arrangements include compressed on-campus working days, health-related breaks, and timetable adjustments to accommodate school/nursery times and religious observance. Flexible Working Guidelines are published on Canvas, with individual arrangements made in discussion with HoS. The Athena Swan survey revealed that colleagues' requests are accommodated. Some are granted adjustments to meet identified needs through occupational health or wellbeing assessments while others have arranged a phased return following illness. Where desired, we have enabled colleagues reducing their hours on approaching retirement to retain a substantive research connection to the School through fractional contracts.

We recognise that a major stumbling block for achieving meaningful workplace EDI is inadequate **transparency and accountability in the distribution of burdens and opportunities** among staff. We advertise all substantial leadership roles (.2FTE or more) inviting applications, and, following interview, allocate roles based on availability, experience, and career development needs. College roles are also advertised, and we encourage our colleagues to apply. BLS Professors have acted as College Director of PGR (Dragneva-Lewers) and Education (Arnull) this REF period. The School's application of UoB's transparent workload allocation model (WAM) aims at ensuring equitable workload-sharing, with the model's underpinning principles publicised in advance, enabling colleagues to benchmark against the School profile. We **seek to avoid the normalisation of overwork**, since it damages staff morale and welfare, and we aim to address hidden work that often deepens inequality. We encourage open discussions of workload, including at dedicated School seminars in 2017 and 2019, and at the 2019 Education Away Day. Academics can raise overwork concerns with the HoS at any time. PDR forms ask staff to reflect on work-life balance, including whether annual leave was taken in the preceding year. Mentors are encouraged to discuss workload pressures with mentees, and to suggest strategies for addressing unreasonable workload.

As a matter of BLS policy, research events do not ordinarily run after 4pm and our social events typically occur on-site during working hours. Our Internal Research Events Policy includes

practical measures around disability and neurodiversity accessibility, equitable sharing of unpaid administrative and hospitality work associated with research events, curating diverse panels, and welcoming attitudes to childcare needs. To support EDI and fair working practices, we discourage funding applications that generate researcher contracts of under twelve months. Where such contracts arise, we seek to extend them to at least twelve months, with three such contracts renewed for 2020-21. UoB does not use zero-hours contracts for academics. All our UoA18 REF-eligible staff are on permanent contracts.

b. Research Students

The PhD programme is a crucial element of our research strategy. Our ambition is to equip PhD candidates with the skills needed to independently pursue rigorous, ethically-conducted research, thereby contributing to the sustainability and vitality of the discipline. Our PGR strategy seeks to (i) recruit talented PhD candidates, offering dedicated assistance in seeking funding support; (ii) ensure the provision of excellent supervision with a robust monitoring and progression framework; and (iii) nurture and sustain a vibrant, diverse and inclusive PGR community, supported by a dedicated career development programme, which is well-integrated into the wider School and University community. To this end, we have invested significant resources to revitalise our PhD provision since 2014. Over the REF period, a total of 61.35 PhDs were awarded, increasing from 8 in 2013/14 to an average of 10.5 per year between 2016/17 and 2019/20. During the REF period our PhD students benefited from 45 full-time equivalent scholarships, from diverse sources including internal (UoB, College) and external funding (AHRC, ESRC, other). We did not award any research-based professional doctorates during the assessment period.

Recruitment and admissions

We aim to attract excellent PhD candidates via internal progression of BLS students and from elsewhere. We undertake various outreach activities, including open days, organizing annual 'Spotlight' events to provide UG and PGT students insight into PGR at BLS and academic careers more generally, presenting PhD possibilities at LLM induction talks, and running research proposal writing workshops for potential PhDs. Given that the PhD funding environment is dynamic and highly competitive, we offer personalised support to individuals seeking funding, particularly through the AHRC-M4C and ESRC.

Supervision and training

We have a robust framework for ensuring that PhD students receive **high-quality supervision**. Every student has a lead supervisor, with principal responsibility for intellectual direction, and a co-supervisor, providing complementary expertise. All supervisors undertake supervision training and take a bi-annual refresher course. Supervisions must occur at least monthly, with monthly supervision reports kept to ensure transparency and accountability. PhD students undertake annual formal progress reviews, enabling us to provide targeted support where needed, including from the School and College Welfare teams which include specialist PGR welfare tutors. As students near the end of their doctorates, we provide practice vivas additional to supervisor guidance.

Attendance at weekly BLS research training and developmental workshops is mandatory for first-year PhD students. These cover methodology, ethics, data management, presentation skills, and the publication process, while providing a regular opportunity for students to meet and exchange ideas. Workshop materials/recordings are available on Canvas to assist distance-learning PhDs and those with caring responsibilities. Students also complete an annual development needs assessment, discussed with and approved by their supervisor, to identify specific training needs, including in academic writing, public engagement, impact, and specialist research methods. In their first year, all PhDs present their work to the BLS PGR Forum. They receive supportive, developmental comments by an academic staff member and a later-stage candidate from a similar field.

Nurturing community

Fostering meaningful connections and a sense of belonging is foundational to our strategy to integrate PhD students into the School's larger research community. In 2016, we created a new portfolio, Deputy Head for PGR Environment (Fairclough) who is responsible for cultivating a vibrant and supportive PhD environment. She offers mentoring to all PhD students, including by meeting with candidates individually every semester. We actively encourage PhD-led initiatives, including workshops, conferences, and lunchtime seminars, and active participation in Theme activities (§1). Together with PGR Forums, these offer PGRs valuable opportunities to develop their research presentation skills and receive constructive feedback from supportive, interested peers in an informal setting. These initiatives also foster research connections between PhDs and staff, helping integrate them into our larger research community. We endeavour to apply our staff-facing principles of flexibility, equality, and inclusion to our PhD students and support their participation in the wider research community beyond BLS, providing them with £22,884 during the REF period which enabled individual candidates to travel widely (including to Japan, Belgium, Ghana and Canada) for research purposes, including conference attendance to present their research and build networks, and to undertake fieldwork. PGR students can also seek funding from CAL's PGR research support fund, of which at least £13,140 supported Law students during this REF period.

Thanks partly to our inclusive outreach, our PhD community is highly diverse. For example, of the 66 PhD students in BLS at 31/7/20, 36 were women, 14 students declared a disability, 32 indicated that their ethnicity was non-White, 20 were part-time, and 26 had Overseas-fee status. As full members of our research community, we provide PhD students with Leave of Absence from registration status for maternity leave, and other health and disability needs. Long before Covid-19, we offered supervision by Skype for students facing difficulties in attending in person due to caring responsibilities, ill-health or disability.

Career development beyond BLS

Following the identification of PGR students' desire for better careers advice, PhDs now have access to specialist careers support provided by the Careers Network within the University Academic Service (REF5a-3.2). This offers a range of resources, including 1-1 meetings with a specialist PGR careers advisor. Career events are also regularly organized by the CAL Graduate School, including career planning advice both within and beyond academia. PhDs can access BLS developmental workshops on academic publishing and presentation, and many participate actively in CAL's peer-mentoring scheme for doctoral researchers. PhDs co-lead our research Themes (§1), offering opportunities for research leadership, and they are supported in developing a publication record. Publications have included book reviews, book chapters, blog posts, case notes, joint-authored journal articles with supervisors (e.g. Trklja, *International Journal of Speech, Language and Law* 2019), and sole-authored journal articles (e.g. Marchant, *Journal of Conflict and Security Law* 2020, Preziosi, *International Human Rights and Counter-Terrorism* 2019). In this REF period, our PhD graduates have taken roles in law and public policy (e.g. Apedzi, Bishop, Gallagher, Kapardis) and academia (e.g. Bansal, Bendall, Collinson, Fairclough, Lawton, Lindsey, Marchant, McGuirk, Naqvi, Noble, Rowan).

3. Income, Infrastructure and Facilities

Our impressive growth in research income, and in producing wide-ranging and significant research impact during this REF period, would not have been possible without an effective and responsive scholarly and operational infrastructure. Researchers thrive within enabling environments in which intellectual ambition and the desire to achieve impact that enhances human lives motivate them to apply for research funding. External grant income produces a multiplier effect, allowing our researchers to expand, diversify and deepen the scope and reach of their research, and supporting collaboration and engagement at national, regional and global levels. Impact is integral to this vision, including the provision of high-quality training and support

to embed impact and funding-related skills across all career levels, and by diversifying funding sources to strengthen our resilience. The way in which we operationalise this approach, and its resulting outcomes, are described below.

a. Income

Since 2014, we achieved remarkable growth in research awards, from £262k in REF2014 to over £4M in REF2021. Although due partly to expanded staff, **funding per REF-eligible member has nonetheless radically increased, from £7,952 to £91,232**. External grant awards have **ranged widely across all sub-fields and career stages**: from small grants for first-time research (Bendall, Cavoski, Warwick) to prestigious multi-year awards (Clark, McAuliffe, McHale, Mitchell, Quigley, Trybus, Yeung) and prizes (Philip Leverhulme: de Londras, Harding, Rackley). Our funding success has enabled us to undertake intellectually- and methodologically-diverse impactful research, to develop international and interdisciplinary collaborations, to support the careers of 21 PDRAs, and to generate world-leading publications (including OA publications). The latter include **many of our highest-quality research outputs**, including those submitted for REF. Substantial grant capture includes Clark's fieldwork in Bosnia-Herzegovina on war-rape, McHale's work on cosmetic procedure regulation, and Yeung's work on algorithmic regulation funded respectively by the European Commission, ESRC, VW Stiftung and the Wellcome Trust.

External funding has also **broadened the reach and significance of our research impact**. As Mavronicola's ICS demonstrates, ESRC IAA funding enabled her collaboration with Nils Melzer (UN Special Rapporteur on Torture). Their resulting work has produced a paradigm shift in UN-level understanding of the prohibition of torture. A British Academy Fellowship and Leverhulme prize enabled Harding's ICS on legal capacity. Our strategic investment in interdisciplinary research has substantially enhanced our capacity to participate in major **interdisciplinary and collaborative bids** oriented towards applied research, particularly through University initiatives to support interdisciplinary, collaborative research via international partnerships (REF5a-2.1.8), through the IAS and IGI (REF5a-2.3) (§4). Our success in securing interdisciplinary funding awards from the Faraday Institution, Volkswagen Stiftung, and the Dunhill Medical Trust, has enabled us to work with national and overseas investigators from engineering, science, medicine, computing, neuropsychology, and political science. Funding competitions of this kind have grown in size and scale in recent years, based on widespread consensus that ambitious, interdisciplinary collaboration is needed successfully to address 'grand societal challenges', reflected in shifts in the UK funding landscape (including the Global Challenges Research Fund and attendant changes in UKRI). Our enhanced capacity to respond to these calls helps sustain our on-going and future research.

To ensure resilience, and as a sign of our thriving research culture, **our staff apply for, and are awarded, grants from diverse sources**. In REF2014, our external grant income came from the UK Research Councils, the British Academy, and UK-based charities. We have since substantially diversified our sources, winning large awards from the European Commission (ERC and Marie Skłodowska-Curie Actions), Wellcome Trust and overseas Research Councils, such as the Australian Research Council. Governmental and regulatory bodies also have provided significant research funding, including the Social Mobility and Child Poverty Commission, the Council of Europe, CILEx Regulation, and the Government of Gibraltar. We have also attracted funding in the form of benefits-in-kind, with the Birmingham legal community donating over £175,000 of in-kind support for CEPLER, including via pro-bono supervision and participation in research events since 2014 (§4).

Our research-income strategy also includes **winning funding to support PGRs**. In this REF period, there have been 13 externally-funded (3 AHRC; 7 ESRC; 3 other) PhDs and 45 with UoB/College funding. BLS is home to Trybus's EU-funded Innovative Training Network (ITN; £525,890 as UoB share) on EU Trade and Investment Policy (EUTIP), which provides supervision and training for 15 doctoral research projects. This involves the universities of

London City, Nottingham, Passau, Rotterdam, Speyer, Turin, and Zurich and partners including Business Europe, Baker McKenzie and RAND Europe.

b. Infrastructure

Training and support

Our grant capture success reflects, in part, our **adapted funding infrastructure**. This was redesigned in the run-up to the last REF, creating the post of Funding Lead (Young) to support grant capture. Young provides 1:1 meetings to help all colleagues meet their funding ambitions, whilst helping match ideas with funding sources. He directs colleagues to relevant internal training opportunities, such as CAL's grant-writing sandpits and training from the University's EU and International Funding Support Team (REF5a-4.1). He assists with all stages of bid drafting, arranges mock interviews for those shortlisted for funding interviews and has developed a bank of successful grant applications, accessible to our researchers via Canvas.

To coordinate our strategies for grant capture, impact and environment, Young serves on SRC, working with the Environment Lead (Talbot) and cooperating closely with the Impact Lead (Boyron), who reviews public engagement and impact plans. Together, they have supported 22 colleagues win a total of £69,000 in ESRC IAA awards, and £98,000 in business-engagement income. In 2016, we created an ECR peer-review group, led by Young, to assess major grant applications, helping ECRs gain experience in funding review. Further impact and funding support is provided through PDR, mentorship, and annual research meetings (§2), facilitating proactive funding planning. A snapshot review of male/female funding rates by the Athena Swan SAT found that non-professorial women were less likely to apply for grants than male counterparts, prompting systematic data-collection to begin from 2020, with all researchers encouraged to include childcare costs in funding bids.

Internal resourcing, prizes

We **internally resource** time for staff to think, read, write, and generate research impact, protecting one-third of all REF-eligible staff workload as research time (§3). Probationary colleagues have additional protected time (50% in year 1, reducing to 30% in year 3). Colleagues may apply for a semester of research leave after every nine semesters, and a second semester has been awarded for especially ambitious projects. SRC offers feedback and support on study leave applications, monitoring them for equitable distribution by gender, race/ethnicity, and career stage. Since 2014, 41 staff (21 men, 20 women) have received a total of 55 terms of research leave, generating 35 journal articles, 5 monographs and 30 research funding applications (14 successful). All REF-eligible colleagues have a personal research allowance, which increased from £750/year to £1,000/year in 2017. From 2019, £500/year is allocated to each of our six themed research Themes, available to both PGR students and staff.

CAL and UoB also provide research funding infrastructure (REF5a-4.1). CAL advertises funding opportunities by weekly email, and CAL funding officers work alongside applicants and the School Funding Lead to hone bids. Larger bids are submitted to college-level interdisciplinary peer review. College funding supports BLS's RDO (§1), media and public engagement training for staff (§2), and an undergraduate research assistance scheme, which has provided 5,920 hours of research assistance to BLS members for 32 projects during this REF period. Internal resources are available to build skills and confidence, and to pump-prime larger bids, including the CAL Impact and Research Fund and the Birmingham International Engagement Fund. Between 2014 and 2019, our impact activities were supported by over c.£101k of University and CAL funding (ESRC Impact Acceleration Account, £69,171; CAL Impact and Research Fund, £31,502.82). Internal funding is also available from interdisciplinary initiatives at the University level, including the IAS and IGI. During the REF period, our researchers have received £55,000 from the IAS to run 18 interdisciplinary workshops including international participants. Since its founding in 2017, IGI has also provided support for seeding BLS projects. For example, in 2019 Warwick and Campbell acquired IGI seed funding for a workshop on socio-economic rights in

Kenya. Warwick subsequently partnered with academics in Psychology and English to win a £1,867,627 inter-disciplinary Global Challenges Research Fund project on responding to episodes of mass violence, conflict, and displacement.

CAL and UoB also support our research and impact work via **prizes**, providing both financial rewards and recognition to our colleagues. Since 2014, 5 UoA18 REF-eligible staff have won University prizes for research impact, all women (de Londras, Enright, Mavronicola, Rackley and Yeung). The University's Heroes campaign has further raised our research impact profile, including a current ICS (de Londras) and pipeline ICS (Quigley). The Heroes campaign's Strategic Planning Team offers training in Impact and Open Access publication. The University has also invested in infrastructure to enhance impact (REF5a-4.2.2), including a central impact fund for ECR training in impact (REF5a-3.3), and a Deputy Pro-Vice-Chancellor (Research Impact) (REF5a-2.1.3) with whom Boyron works, supporting BLS colleagues while aligning school priorities with University initiatives. UoB provides institutional support for academic collaborations with business, social enterprises and charities (REF5a-4.1). This has helped institutional actors engage our researchers as consultants (e.g. Greene with the Organisation for Security and Co-operation in Europe, concerning reform of Moldova's counter-extremism legislation; de Londras' work on reforming WHO's abortion law guidance; Webley with CILEx on AI's impact on the legal profession; and Lee's review of sustainability duties for WWF).

c. Facilities

Substantial state-of-the-art **redevelopment of the Frankland and Harding Buildings**, adjacent to our historic Law Building, has brought all Edgbaston-based BLS colleagues together in one working space (two colleagues on teaching-only contracts work at the University's Dubai campus). Costing £20.3 million, this redevelopment has provided 65 office spaces, five open workspaces, and PGR study space.

BLS researchers benefit from a **world-leading library collection**, and support from a senior subject-specialist law librarian (Bird). We have invested heavily in both print and online collections. During the census period, £2,030,534 was spent to purchase information resources to support the School of Law (including interdisciplinary collections that benefit BLS). The 6-member Library Research Skills Team provides online and face-to-face training for all staff and students, covering areas such as curating an online publication profile (including ORCID and ethical use of research metrics), Open Research (including OA publishing), and tools for literature searching, bibliographic management, and research data management (REF5a-4.5). Colleagues and PGR students can also book 1-1 appointments with Research Skills Advisors.

4. Collaboration and Contribution to the Research Base, Economy and Society

Building on UoB's history and mission as a civic university, BLS is deeply involved in research co-production and partnership. We are committed to helping ensure that our work reaches those for whom it can be influential and useful, including policy-makers, judicial actors, the legal profession, civil society, and the general public. Examples of the rich variety of socially-valuable collaborations and contributions undertaken by our researchers this REF period are provided below.

a. Research Collaborations, Networks and Partnerships

Externally-funded research has enabled impactful collaborations with researchers from many other universities, both nationally and internationally, across a wide variety of projects (§3). These include Lee's work on lithium batteries (with Edinburgh, Liverpool, Leicester, Newcastle, and UCL); Warwick's Performing Identities project (with Durham and Newcastle) and Yeung's work on Responsible AI (involving 16 other university partners from Australia, USA, Germany, the Netherlands, and Denmark). Harding's Leverhulme Prize enabled her work on supporting legal capacity with the European Law and Ageing Network. Child's BA-funded interdisciplinary work on intoxication and the criminal law (with Sussex and Maastricht) involved experimental

psychology and neuroscience, and supported a post-doctoral researcher who subsequently took a permanent post at Sussex. Freedman's work on the impact of the cholera outbreak in Haiti, funded by the Jacob Blaustein Institute (ICS), enabled her to convene a workshop in Birmingham attended by UN officials to construct a framework for reparations.

Our researchers are also supported by both **external and internal funds** to engage in **research capacity-building with international partners**, including those in the Global South. Examples include Shahabuddin's BA-funded writing workshops in Dhaka (designed for ECRs in South Asia and enabling two participants to develop PhD projects at world-leading universities); Nsoh's workshop on Localizing Water-Energy-Food Nexus Innovation in Qatar; and Bedford's IGI-funded workshop in Ecuador on socio-legal methods, resulting in a research collaboration on violence against women with the University of Azuay, and a Marie Skłodowska-Curie Fellowship application.

We value the contribution that academic visits, both to and from BLS, make to the vibrancy of research networks, by enhancing the richness, reach and diversity of institutional environments, and helping to provoke new insight. To this end, University funding to support collaborations (REF5a-2.1.18) has enabled BLS researchers to visit or receive visitors with whom collaborations have emerged (e.g. Zhu, Urbana-Champaign BRIDGE funding; Olawuyi (Hamad Bin Khalifa University, Doha), hosted by Nsoh and supported by IGI). Since 2014, BLS researchers have led 13 IAS-funded workshops, leading to publications including journal special issues (*Feminist Review* 2020) and edited collections (*Hybridity*, Freedman ed. 2017). BLS' discretionary research funds have also supported inter-institutional collaboration in this REF period, including Möser's workshop on high-cost debt in Cambridge, and Talbot's research symposium resulting in the publication of *Great Debates in Commercial and Corporate Law*.

In 2019, we revised our **visiting scholars' scheme** to prioritise diversity in the profile of invited visitors, and enhance collaborations in strategic areas of research. BLS frequently welcomes high-profile women speakers, including Baroness Hale, Iryna Polyvets (WTO), and our alumna Sandie Okoro (World Bank). We encourage colleagues to accept **honorary and adjunct positions and visiting fellowships** in other universities, including Cryer (University of the Free State); Rubini (Freie Universität Berlin, World Trade Institute in Berne); Tripkovic (University of Glasgow); and Webley (University of Melbourne and Hong Kong University).

b. Relationships with Research Users and Beneficiaries

BLS researchers engage widely and extensively with civil society groups, businesses, and law- and policy-shaping actors, often resourced by external grants. Quigley's Wellcome-funded work on Everyday Cyborgs led to a policy paper, as did McHale's work with the Nuffield Council on Bioethics. Harding's Leverhulme Prize has enabled her work with CHANGE and Advonet on an impact-focused project relating to supported decision-making (see ICS). Our impact strategy seeks to engage prospective research users and beneficiaries through all stages of our research process (§1). This has resulted in some research 'users' becoming research partners, often seeded from collaborative workshops convened by BLS colleagues (above). Much of our research concerning marginalised groups entails active collaboration with them (e.g. Enright's work on gender-based abuse in Ireland, undertaken in collaboration with Justice for Magdalenes; Clark's work with survivors of war-time sexual violence in Bosnia-Herzegovina, Uganda and Colombia), and in modes targeted towards mechanisms of justice and reparation (e.g. Gonzalez-Salzberg's amicus briefs for the Inter-American Court of Human Rights; Shahabuddin's Leverhulme-funded work on international law and minority rights, involving collaboration with the UNHCR, the Kutupalong Refugee camp, and the Bangladesh Government's Office of the Refugee Relief and Repatriation Commissioner).

Our researchers bring their expertise and insight to other organisations and institutions through a wide range of roles. Several colleagues are members of institutional advisory boards (e.g. Wade: legal expert advisory board of Fair Trials International, and the West Midlands Police Counter-Terrorism Reference Group). Others have been appointed to national policy-making

bodies and government-aligned bodies (e.g. Delacroix: Law Society's Public Policy Commission on the use of algorithms in the justice system; and Child: the Ministry of Justice Network of Experts). Some serve as experts on national and international law-making and policy bodies. For example, as a member of the EU's High-Level Expert Group on Artificial Intelligence, Yeung co-wrote the EU Ethics Guidelines for Trustworthy AI, helped write various Declarations, Recommendations and Policy Reports issued by the Council of Europe (as an expert member of one of its sub-committees (MSI-AUT) concerning the human rights implications of automated decision-making) and, as one of three ethics experts for the Topol Committee, helped develop and write its advisory report to the Secretary of State for Health, 'Preparing the Healthcare Workforce to Deliver the Digital Future'. Appointments of this kind enable colleagues to use their research insights to directly shape the content and direction of law- and policy-making initiatives.

Parliamentary inquiries and consultations provide another important avenue through which colleagues have exerted meaningful influence on legislative reform. These include Trybus' evidence to the European Parliament on reforming the EU Defence and Security Procurement Directive, and Yeung's evidence to the Parliamentary Assembly of the Council of Europe on the impacts of AI for humanity. In relation to the UK's constituent parliaments, our RDO proactively identifies consultation opportunities, circulating information and targeting engagement opportunities to relevant colleagues. In 2016 alone, we made eight parliamentary submissions and participated in six oral evidence sessions in Westminster. For example, McHale gave evidence to the Lords EU Home Affairs Sub-Committee, the Commons Health Committee, and the Health Select Committee Brexit inquiry, and presented her ESRC research findings to Sir Keir Starmer (then Shadow Brexit Secretary). Warwick consulted on Brexit for the Northern Irish Human Rights Commission, with his research informing subsequent amendments to the Common Travel Area. Yeung provided oral evidence to the House of Lords, Select Committee on AI, and the Parliamentary Committee on Standards in Public Life.

We also seek to influence **judicial actors** through our research. Since 2014, BLS researchers have been cited 25 times by superior courts around the world, including the US Supreme Court (Wade), Grand Chamber of the European Court of Human Rights (de Londras, Mavronicola), Supreme Court of the Netherlands (Orakhelashvili), the High Courts of Australia, Hong Kong, Malaysia, Singapore and Ireland (Enonchong) and the UK Supreme Court (McHale, Arnall), and by UN Special Rapporteurs (Mavronicola (torture); de Londras (protection of human rights while combating terrorism); Yeung (extreme poverty and human rights), and national human rights institutions (Warwick)). Our influence on judicial decision-making also takes other forms, because case citations, including the preparation of amicus curiae briefs (e.g. for the International Criminal Court (Cryer 2016, 2018) and the Inter-American Court of Human Rights (Gonzalez-Salzburg 2020)), and the provision of judicial training (e.g. Yeung's involvement in the UN's Global Judicial Integrity Network to help judges understand the constitutional threats posed by algorithmic decision-making systems within criminal justice contexts).

To ensure the law's continued capacity to dynamically adapt to changing social environments, we believe that mutual support and exchange between the legal profession and academia is essential. Building on our strong tradition of engagement with the legal professions through CEPLER (§1) we facilitate world-class research on the legal professions and legal education. CEPLER provides a welcoming environment for practitioners of all kinds, enabling the co-creation of impactful knowledge and exchange. Several leading practitioners have become honorary research fellows (e.g. human rights barrister Simon McKay and HHJ Harris-Short). Our Impact Lead works with CEPLER's Research Lead to plan CEPLER's impact strategy and identify impact support needs. Since 2014, colleagues associated with CEPLER have contributed to the vitality of legal education and practice through their scholarly outputs, including a working paper series with over 9,000 downloads and a series of annual workshops bringing together academics and practitioners to 'reimagine' the teaching of their subjects. CEPLER's impactful work has been undertaken by REF-eligible colleagues (Lee, Gonzalez-Salzburg, Webley) and teaching-focused colleagues (Asmelash, Brown, Carroll, Eskauriatza, Flint, Guliyeva, Hunt, Lonbay, Lynch, Mapp, McConnell, McGuffin, Papettas, Parveen, Schnobel, Thomas, Tingle, Vincent). The collective work supported by CEPLER has included a major

research project on the experience of litigants-in-person in accessing justice, conducted collaboratively with Birmingham Law Society, the Birmingham Civil Justice Centre, the Personal Support Unit, and Birmingham City University. It also includes the 'Lost to Law' project investigating why women leave the legal profession. CEPLER has also supported collaborative knowledge exchange workshops with The Judiciary Training Institute in Kampala, funded by BLS. Support for colleagues' engagement with the professions was enhanced through Thomas' presidency of Birmingham Law Society in 2018-19, co-funded by a BLS teaching-buyout (approximately £32,000) and supported through UoB Emerging Leadership training.

c. Wider Contributions

Our civic mission underpins our larger contributions to society and the economy, well beyond the impact captured in our ICSs. In addition to the organisations and institutions already mentioned, those who use our research include international judges (Enonchong), local solicitors (Oakley), governments (Quigley), prosecutors (Wade), NGOs (Nsoh), activists (Enright), charities (Harding), and industry (Lee). The diversity and significance of our public engagement, the range of issues covered, and their global reach, demonstrate our commitment to ensuring our research contributes positively to society and the economy. Besides our ICS contributions, our research also helps (i) address injustice; ii) adapt legal adjudication processes; and iii) ameliorate the adverse impacts of new technologies.

i) Addressing social and economic injustices and inequalities

BLS researchers are leading investigations to **understand the implications of contemporary social and economic arrangements for law and justice**. In work commissioned by the World Bank, Rubini created two comprehensive datasets from over 280 international trade agreements focused on subsidies and state enterprises. As part of the International Panel for Social Progress, Talbot advanced understandings of how corporate success devalues social progress and perpetuates economic inequality, presenting her findings in the House of Lords, Matrix Chambers, and public meetings hosted by civil society. Cavoski's work with the Pesticide Action Network Europe was presented to the EU's DG Santé and the European Food and Safety Agency. Building on AHRC and Horizon-2020 funded research, Dragneva-Lewers' work on Russian economic influence in Ukraine, Belarus, Moldova and the Caucus States has been drawn upon to brief EU Commission officials, EU trade-delegation officials, FCO administrators, and the World Economic Forum's unit responsible for government relations in Eurasia.

ii) Adapting processes of legal adjudication

Our researchers have also **influenced new modes of judicial working** in diverse settings. Building on her expertise in public law mediation, Boyron was embedded in Grenoble's Tribunal Administratif (2016-7) to study and provide feedback on its pioneering pre-mediation pilot, subsequently facilitating its expansion to 42 French administrative courts as member of the French national steering committee. The indicators Boyron developed for identifying mediation disputes were reproduced verbatim in judicial guidelines. Fairclough's empirical work on the use of special measures for vulnerable witnesses in criminal proceedings was adopted in the CPS's latest guidance on prosecuting those with mental health conditions.

iii) Ameliorating the adverse impacts of new technologies

BLS has unique strength in investigating and responding to the adverse impacts of technological transformation. In addition to Yeung's work on law and networked digital technologies (4(a) and b above), Delacroix's research – funded in part through a Mozilla fellowship - investigates the potential of bottom-up data trusts to enable human-centered data governance. Child is co-director of the AHRC-funded Criminal Law Reform Now Network, which has recently proposed significant reforms to the Computer Misuse Act 1990, including a new public interest defence. Quigley's work on conceptions of ownership of the body in light of technological innovations employs three PDRAs, with significant implications for medical device regulation.

d. Sustainability of the Discipline

The sweeping societal transformations wrought by scientific advance across many fields means that the sustainability of law as a discipline increasingly necessitates engagement with **interdisciplinary research and training**. We provide collaborative and interdisciplinary teaching (e.g. the 'Innovation Toolkit' course led by Lee and delivered to Science PhD students in STEM doctoral training centres). BLS also contributes to the future sustainability of the discipline through engagement in doctoral training, examining more than 40 PhDs worldwide this REF period. Colleagues contribute to UK-wide doctoral training by offering sessions at IALS (Webley) and through the Birmingham-based Horizon 2020-funded training network on the EU's Trade and Investment Policy. CEPLER engages BLS students as researchers and pro bono actors, thereby contributing to the diversity and sustainability of the legal profession.

We encourage staff to share their experience and expertise widely, helping to sustain the discipline and its vitality. BLS staff have undertaken reviews for 29 funding bodies all over the world, and are members of the AHRC Strategic College (de Londras) and Peer Review College (Child, McAuliffe), UKRI Future Leaders Fellow Panel College, fellows of the ESRC Peer Review College (Child, Harding, Trybus, Webley), and reviewers for the cross-council Global Challenges Research Fund (Talbot).

e. Wider Influence

BLS researchers are involved in many scholarly and professional societies, academic journals and publishers, evidencing the School's wider influence and contribution to sustaining the discipline of law. Our researchers contribute to **scholarly societies** in several ways. Harding, Lee, and Webley are Fellows of the Academy of Social Science. Harding chairs the SLISA. McAuliffe is a member of the Council for the Germanic Society for Forensic Linguistics. Nsoh is on the Development Team of the Natural Assets Knowledge-Action Network of Future Earth. Wade is a member of the Academy for Justice, Arizona State University. Talbot is a member of the steering committee of the Daughters of Themis: International Network of Female Business Scholars. Yeung is on the strategic advisory board of UKRI Trustworthy Autonomous Systems programme. Enright is a founder-member of Lawyers for Choice. Webley is on the Law Society's EDI Committee; de Londras has the role for the SLS. UoB's support of leadership schemes has helped staff undertake some of these influential roles; e.g., Harding became SLISA Chair after completing senior leadership training.

Colleagues are active in **journal editorship**. Since 2014, BLS academics have been editors of more than 35 journals, including *Journal of Law and Society* (Lee), *Public Law*, *Modern Law Review* (Yeung), *European Law Review* (Arnall), *Environmental Law Review* (Cavoski), *International Criminal Justice* (Clark), *Legal Ethics* (General Editor, Webley), *Journal of Medical Ethics* (Quigley), *International Journal of Law and Management* (Dragneva-Lewers), *Journal of Conflict and Security Law* (Cryer), *Journal of Human Rights and the Environment*, *Jurisprudence* (Coyle), *Environmental Policy and Law Journal* (Nsoh), and *Journal of European Integration* (Trybus). BLS academics act as book series editors with Bristol University Press (Harding), the Irish Yearbook of International Law (de Londras), Elgar (Cryer), Bloomsbury (Coyle) and provide peer review for journals, monograph series and funding bodies worldwide.

BLS researchers have delivered at least **10 keynote and public lectures each year** throughout this REF period, including at scholarly conferences. Selected highlights include keynotes and public lectures delivered in Berlin (Delacroix, Gray, Trybus, Yeung), Melbourne (Talbot, McHale), Hong Kong (de Londras, Mitchell, Yeung) and New York (Dragneva-Lewers, Vaughan). BLS researchers were involved in the organisation of at least 26 conferences including policy-makers, industry and stakeholders including those organised in conjunction with the British International Studies Association (Dragneva-Lewers); the National University of Singapore (Enonchong); the Centre for Legal and Institutional Translation Studies (McAuliffe), Birmingham Law Society (Webley), and the Global Forum on AI for Humanity (Delacroix).

We also seek to communicate our work to the **general public** through multiple avenues. Not only are we active in social media networks, such as Twitter (§1), we also communicate via traditional print and broadcast media (e.g. Yeung in 'The Secrets of Amazon', *Dispatches* (2019); Greene on *Newsnight* discussing pandemic-related legislation (2020)). We have taken our research directly to the public, both nationally and locally. Colleagues have given public talks at the 2015-2018 Hay Festivals, on topics ranging from capital punishment, dementia, abortion rights, female judges and Haiti's cholera crisis. BLS researchers have also contributed to podcasts, broadcast and live media interviews to discuss salient events, enhancing the on-going relevance of our research, and they have hosted well-attended and live-streamed public panels in Birmingham, including via University research showcase events such as the Green Heart Festival.

The wider contribution of our research, underpinned by our civic, global and diverse mission, is reflected and celebrated in **three Philip Leverhulme Prizes** awarded to de Londras, Harding and Rackley in recognition of their outstanding scholarship, international impact, and exceptional promise to produce further significant, original contributions to the discipline. They work at law's contemporary frontiers to foster the pursuit of justice and enable human flourishing, epitomising our collective aspirations.

They join other colleagues in a shared commitment to disrupt orthodox knowledge, pluralise legal understandings, engage different epistemological standpoints, and make the discipline of law more inclusive. Our researchers help reveal law's problems, past and future, and work with a wide range of partners to offer creative and well-informed solutions that make society better.