**Institution:** Anglia Ruskin University

**Unit of Assessment:** 20 Social Work and Social Policy

## 1. Unit context and structure, research and impact strategy

### Context and structure

Our Unit is primarily drawn from the Faculty of Health, Education, Medicine and Social Care (FHEMS) at Anglia Ruskin University (ARU). Faculty structures and research strategies have undergone recent revision, providing exciting opportunities for collaboration and interdisciplinarity. The majority of our researchers returned in this UoA have been strategically consolidated in the School of Education and Social Care (11.51 FTE) or our interdisciplinary Veterans' and Family Institute for Military Social Research (VFI) established in 2014 (3 FTE), which has a growing profile and reputation and now hosts the Forces in Mind Trust (FiMT) Research Centre. One full-time colleague (*Schneider*) is located in the Faculty of Arts, Humanities and Social Science (FAHSS), demonstrating cross-faculty collaboration with social policy and sociology.

Our over-arching theme is social inclusion and marginalised communities. The strength of our work is reflected in ARU's *Research and Innovation Strategy 2018-2022*, which defines this theme as one of eleven priority areas for institutional investment. The UoA excels in applied mixed-methods and interdisciplinary participatory research, demonstrating strong links to practice, policy development and the meaningful engagement of service users and communities in the research process. Our research is inherently interdisciplinary and also reflects our backgrounds in social work, social policy, sociology and psychology.

### Research strategy

A clear research focus around social inclusion and marginalised communities has facilitated our success in meeting or exceeding all our strategic goals since REF 2014, which were to:

1. Develop priority areas for new research
2. Forge and strengthen national and international collaborations
3. Increase research income within the UoA by 10% per researcher
4. Diversify research funding streams
5. Consolidate numbers of research students whilst focusing on supporting them into early career researcher posts.

### 1. Develop priority areas for new research

A cornerstone of our strategy is the reshaping of research around three key clusters to which staff have a primary affiliation. Doing this has generated a critical and sustainable mass of researchers in each. Clusters explore different modes of marginalisation within methodological approaches that are characterised by an emphasis on partnership, co-production and meaningful involvement of communities. This coalesces in the Participatory Research Group (PRG) which brings together staff and PGRs to share and discuss their research.

### a. Migration and mobility

This cluster (6 FTE) centres on experiences of social inclusion of mobile communities (*Anghel, Lane, Sandu, Schneider, Smith, Spencer*). We have particular expertise in Gypsy and Roma communities (*Lane*), strengthened by the recruitment of *Smith* in 2018. *Lane* has worked with the National Federation of Gypsy Liaison Groups (NFGLG) to review UK progress on the European Union Framework for National Roma Integration Strategies. A co-produced national report was launched at the House of Commons with the Select Committee on Gypsy and Traveller issues in 2014. *Lane* also supervised Dr Siobhan Spencer, one of

the first women from the Gypsy community to complete her PhD (2018), on a university studentship. *Smith* has also worked closely with community groups to produce robust policy and practice solutions. For example, he worked with the University of Greenwich and community groups (Diversity House, Medway Ethnic Diversity Forum, and One Voice for Travellers) on Health Education England-funded research into palliative care among BAME communities (2018-19, £16,000 (£3,000 to ARU)).

Staff also explore the experiences of refugees in transit and following resettlement (*Anghel, Sandu)*, whilst *Spencer* investigates young migrants and their families' management of long-term conditions (General Nursing Council Trust, 2019-21, £26,662). *Schneider's* research represented in one of our case studies reflects a collaboration with Cambridge University, funded by the Bell Foundation, exploring the impact of migration on educational experiences and language development of young people with English as an Additional Language (EAL) and matching their needs to educational provision (2013; 2014-16, £89,893 (£59,875 to ARU)).

### b. Social support

Within this cluster (6.51 FTE), social support is framed as exploring and fostering ways citizens can support themselves or be supported to enhance their wellbeing (*Boyce, Burch, Dadswell, Fox, Munn-Giddings, Grierson, Nyathi, O'Brien,* Preston). Research by or with people who have direct experience is an enduring ethos of our work, reflected for example in *Fox's* work as a service user researcher developing this experiential perspective in mental health through autoethnography. Additionally, *Boyce* and *Dadswell's* research with the charity women@thewell reflects sensitive strategies to include women involved in prostitution (2017-21, £47,142).

A particular expertise is the impact of participatory arts (*Munn-Giddings, Dadswell, Boyce,* with Bungay, Wilson (UoA3)) on older people's wellbeing in care and community settings. This includes scoping reviews funded by AHRC (2014, £23,813) and 'Creative Journeys', a collaboration with Essex County Council and the citizen-led Older People's Research Group, Essex (OPRGE) exploring arts participation, social relationships and social isolation in residential care, funded by Arts Council England (2016-18, £123,955).

Loneliness and social isolation amongst older people were also the focus of Preston's evaluation of Esther Rantzen's Silver Line, a national helpline (2014-15, £82,000). Related research by *Burch* and Preston includes the evaluation of 'Dementia Buddies' support for people with dementia in hospital, funded by South Essex Partnership Trust (2014-15, £6,380) and developing an evaluation framework for a Befriending Programme, funded by Essex County Council (2016-17, £24,122).

At another stage of the lifespan, *Grierson's* collaborative work with the Anna Freud National Centre for Children and Families explores social support for young people with mental health challenges through a social network analysis lens. *O'Brien* and *Nyathi's* research also focuses on children and youth, including training and supporting young people as peer-researchers in areas such as bullying and self-exclusion.

### c. Transitions

The VFI has championed the work of this cluster (3 FTE), which explores forms of transition from military into civilian life (*Caddick,* Engward, Fleuty, *Fossey, Godier-McBard*). Their research is characterised by co-production with the sector, demonstrated by the strong presence of military charities in shaping recommendations.

Key studies include (a) 'Caring and Coping', a collaboration with Blesma The Limbless Veterans (Engward, *Fossey*), funded by the Forces in Mind Trust to examine the life-long impact of caring for a family member with limb loss (2015-18, £137,605); (b) 'Outcomes

Monitoring Framework' (*Fossey*), funded by the Armed Forces Covenant Trust to develop systems for monitoring the impact of Armed Forces charities (2017-2020 and 2020-2022, £226,795); (c) 'Spouse employment', a collaboration with the Ministry of Defence (*Caddick, Fossey, Godier-McBard*), funded by Forces in Mind Trust to address challenges faced by military spouses in obtaining and sustaining employment (2015-18, £199,229). The VFI's work is reflected in our other case study. Nascent work from *Anghel* and *Sandu* also contribute to the wider themes around transition in the cluster.

## 2. Forge and strengthen national and international collaborations

As illustrated above and in section 4, our clusters now benefit from a wide range of productive partnerships, which underpin our bidding activities.

In strengthening our collaborations, we have drawn on institutional network support funding. For example, *Sandu* was awarded £1,000 to organise an interdisciplinary conference for Refugee Week, 'Refugee Crisis: Challenges and Opportunities in Creative Practice and Research' (20/6/18), in collaboration with ARU's StoryLab (UoA32). Presenters included staff and PGRs in FHEMS and FAHSS as well as representatives from the Cambridge Migration Research Network and City of Sanctuary.

Institutional funding has also supported attendance at network-enhancing events, such as conferences. Researchers have been able to participate in training and development sessions on establishing and developing collaborative partnerships. For example, building on an existing partnership from REF 2014, Törrönen won a Marie Curie PEOPLE bid with *Munn-Giddings* (2016-18, €195,454) enabling a two-year UK-Finnish study on how to support young adults leaving care. The project was delivered in collaboration wth Essex County Council where young care leavers were trained as peer-researchers by Törrönen, *O'Brien* and *Munn-Giddings*.

The VFI has also developed an extensive network of national collaborations, including the Ministry of Defence, Confederation of Service Charities (Cobseo), NHS England, Blesma the Limbless Veterans, Blind Veterans UK, Waterloo Uncovered, the Soldiers Arts Academy, Turn to Starboard, and Royal British Legion Industries.

## 3. To increase research income within the UoA by 10% per researcher

Reflecting our strategies above we have achieved significant growth in research income rising from £100,166 per FTE researcher in 2014 to £204,373 per FTE researcher in 2020, a growth of over 100%.

## 4. Diversify research funding streams

Public and third sector organisations have remained important and we continue to bid very successfully to them. In addition, we have succeeded in winning AHRC Council (2014) and Arts Council England (2016-18) funding (*Munn-Giddings* with Bungay (UoA3)) with a combined total of £149,493, and have secured a further AHRC grant in March 2020 £822,598 (*Caddick*), which will now commence in 2021 due to the Covid-19 pandemic.

## 5. Maintain numbers of research students whilst focusing on supporting them into early career researcher posts

We have supported a steady growth in doctoral completions almost doubling our students from 16 in 2014 to 30 in the current census period, exceeding our target. Our completions include ten staff members, four of whom successfully applied for regrading since obtaining their doctorates (*Boyce, Fox, Nyathi, O'Brien*). Three of our PGRs funded by ARU studentships went on to work within ARU. Preston joined the Unit as a Research Fellow, Kaminskiy became a Senior Lecturer in FSE (and is returned in UoA4), whilst Hughes was employed as a Research Assistant in FHEMS.

## Impact strategy

Our strong commitment to putting co-production with our partners at the heart of our research is reflected in research designs which ensure meaningful outcomes for the communities we work with. In keeping with this ethos, we work closely with our partners to achieve impact as reflected in our case studies. Where possible this includes embedding service users and citizens in the development of bids and the conduct of research. For example, we have worked closely with the OPRGE who formed in 2007 after training provided by *Munn-Giddings, Boyce*, *O'Brien* and McVicar (UoA3). This citizen-led older people's group uses their experiential knowledge to inform the focus of research and they are particularly helpful in providing insights during co-analysis and optimising impact relevance.

To enhance our impact we have prioritised capacity-building for staff and PGRs through in-house training sessions. We also used the preparation of REF case studies as a catalyst for wider staff benefit. We supported case study authors with advice from a University Impact Co-ordinator (2019-20) and external advice and review (RAND, Bulletin). Key messages were shared widely through an impact briefing document and we worked with colleagues to improve their documentation of impact. The latter includes using our bid peer reviewing processes to identify focussed pathways to impact that specify benefits and beneficiaries, the mechanisms that lead to impact, and the support and resources required.

## Open access

When publication timing or a particular journal has implications for the impact of a paper we have been able to draw successfully on a University fund which supports payment of charges for gold route open-access, through which 25% of our submitted staff have been supported (*Burch, O'Brien, Smith, Spencer*). Open access systems ensure the broadest reach including the institutional repository ARRO (Anglia Ruskin Research Online), which holds copies of peer-reviewed articles and archives research reports, book chapters and other outputs. In addition, the Unit is able to access the institutional Figshare data repository.

## Research integrity

We are active in Institutional and Faculty based committees to ensure the high quality and integrity of our research. *Burch* sits on the central Research Integrity Working Group and has delivered research integrity training across the university. All submitting staff have completed the Epigeum Research Integrity course and adopt the principles in the ARU Good Practice Research Guide and the Concordat to Support Research Integrity. We are active on the Faculty Research and Innovation Committee which reports to and informs the University Research and Innovation Committee. Our research goes through a rigorous ethical process at School level which is managed by the Faculty Ethics Panel reporting to the University Ethics Committee. To improve the quality of bids all funding applications are scrutinised at an early stage by a Statement of Intent Panel which is chaired by the Deputy Dean (Research & Innovation) and includes senior staff in the discipline. We are able to bring to these committees subject and methodological expertise to inform decision-making – for example, *Grierson's* extensive knowledge of LGBTQ+ issues and *O'Brien* and *Spencer's* understanding of the rights of children and young people in research.

## Future strategic aims and goals

Our overall aim is to contribute to the advancement of knowledge, practice and policy in the field of social inclusion and marginalised communities and groups. We will achieve this by:

- **Strategic growth and alignment of research clusters, staff and PGRs**

To consolidate and integrate both established and emerging areas of research and innovation, we will revisit formal structures and ensure that our staff and students are attached to Research Groups and Institutes. We will support the development of our nascent subject-based research interest groups, which are growing from the current focal areas, with potential for cross-Faculty critical mass and impact (anticipated areas include Arts and Wellbeing, Childhood and Youth, and Migration and Mobility).

- **Capacity building**

We will continue to manage the profile of our workforce by ensuring an appropriate balance of Professors and Readers working with ECRs/MCRs across clusters to deliver our goals. Our recruitment strategy for staff and students will align with our research priorities and support our research clusters. We will adopt a whole-career approach drawing on and contributing to University training that supports career development and improves succession planning. Mentoring within the Unit will tailor the institutional programme to achieve our specific needs.

- **Strengthening networks**

Building on the strong external partnership networks developed since 2014 (see Section 4) we will consolidate these by further developing our co-production and public engagement processes to ensure the early identification of practice-led research issues. Within the University, to broaden our interdisciplinary range, *Caddick* will initiate a cross-Faculty 'Theory and Culture' reading group. The VFI intends to maintain and build on relationships with key partners in the military charity sector and governance environment, including as members of numerous Cobseo Committees, the Contact Armed Forces Network, and as advisors to NATO, the Ministry of Defence, and the Office for Veterans' Affairs.

- **Doctoral completions**

We will consolidate the growth in our doctoral completions seen since REF 2014 by enhancing the student experience through the strategic alignment of recruitment of students to our research clusters. Our experience of moving student cafés and seminars online during Covid-19 lockdown has shown us that mixing face-to-face with online engagement is more inclusive, especially in the context of our distinctive profile of mature, professional, practice-embedded students, and we will therefore extend this strategy permanently.

- **Focusing on the context of diversity and inclusion, both nationally and internationally**

Our body of emerging researchers in this Unit include staff whose recently completed PhDs (Sangha, Okpokiri*)* bring particular strength in areas of diversity and inclusion, especially in relation to ethnicity and race. *Grierson* is integral to the leadership of the LGBTQ+ Research Group that has recently been established across the University. This interdisciplinary group will bring synergistic opportunities for collaboration and impact for staff and students. As significant growth areas for scholarship, we will leverage our expertise to enhance bidding, impact and engagement in these domains.

- **Research income**

We will continue our successful record of growth in research income. Whilst recognising the challenging funding landscape post Covid-19 and Brexit, we will aim to increase our income by 30% per FTE over the census period.

## 2. People

### Staffing strategy

The staffing profile of the submitted UoA comprises researchers (17 headcount/15.51 FTE) at different career stages, which is essential for a stable, sustainable, and supportive community. This includes two Professors (*Munn-Giddings, Grierson*) who are part of the School Leadership Team, and work with the Faculty Deputy Dean (Cellek) and Director of Research (*Burch*) to provide intellectual leadership and line management. They are supported by three Readers (*Lane, Schneider,* S*mith*). *Fossey* is Director of the VFI and two submitted staff are ECRs (*Dadswell, Godier-McBard*).

Staff in this research area, but not currently eligible to be included in this submission (13 headcount/11.72 FTE), are mostly undertaking PhDs or early postdoctoral. They are encouraged to engage with all the initiatives and events below and regularly contribute to the seminar series run by our Research Groups and Institutes.

To complement our research strategy, our staffing strategy has had two principal strands:

### 1. The strategic creation of new research posts to support our research clusters

We have used both institutional and QR funding to bolster the critical mass in research clusters. In 2018, institutional funding supported us in appointing *Spencer* as a Ruskin Research Fellow, bringing her expertise in migration and participatory research with young people, primarily to the migration and mobility cluster. This cluster was further strengthened by the appointment of *Smith* in 2018. We used QR funding to support two posts: Preston was recruited as a Research Fellow in 2016, specialising in the social support of older people and *Dadswell,* appointed in 2016 as a Research Assistant to support project development and delivery.

Our core staff group is enhanced by two Visiting Professors who work across our research clusters and contribute to seminar programmes. The VFI hosted Professor De Boer (Social Work, Memoria University, Canada) in 2018, whose research focusses on impacts on identity for veterans transitioning from the services and the role of peer support. Professor Törrönen (Social Work, University of Helsinki, Finland), our Marie-Sklowdowska Fellow (2016-18), is a current Visiting Professor of the PRG providing annual seminars open to staff and PGRs across the University.

### 2. Support existing staff in the development of their research careers

Staff development is responsive to the needs of colleagues at different career stages. Support and development needs are identified through appraisal processes and line management. In addition to identifying goals and training needs within the appraisal, staff complete an individual research report (IRR), an evolving document which staff can update to form a continuous record of research activity and research goals. This allows researchers a genuine sense of trajectory in their career.

We value the retention of staff and actively encourage and support promotion ambitions. Since REF 2014, *Fox, Nyathi, O'Brien* and *Boyce* have completed doctorates and of these *Boyce* and *O'Brien* have both successfully been promoted to Senior Research Fellows and *Nyathi* from Senior to Principal Lecturer. *Schneider* has gained a Readership. *Dadswell*, appointed as a Research Assistant, is being supported to undertake her doctorate and has developed her expertise in relation to young women, anxiety and creative methodologies, leading to her promotion to Research Fellow.

To enable staff to develop their focus on research, we created a 0.5 FTE research internal secondment opportunity in 2016. *Sandu* took up this post and has developed her research on migration experiences of women, girls and children in educational settings.

All staff, including those without significant responsibility for research, are encouraged and supported to access ARU's Researcher Development Programme, which offers extensive training and development opportunities that are mapped to Vitae's Researcher Development Framework and organised under themes such as writing and publication; communication, engagement and impact; business engagement; and personal effectiveness. We also have Faculty-level training such as Principal Investigator training for MCRs, and external training in systematic reviewing. Staff participate in networks including the cross-University Researcher Development Network, seminars, research cafés and the annual Faculty Research Conference showcasing staff and PGR research.

Staff development is underpinned by investment in a range of activities. For example, the Faculty has funded multi-day off-site writing retreats, held jointly with UoA3 and UoA23, which are facilitated by senior staff experienced in writing for publication and bid development. To assist staff in moving beyond dissemination to impact, dedicated training in this area is offered, including media skills led by our institutional Press Officer, and impact seminars.

Investment also directly supports staff research. A competitive annual Faculty Research and Innovation fund awards up to £3,000 to develop early research by employing Research Assistants or buying out staff from teaching, for example. Also, a centrally-funded research internship scheme promotes research skills amongst undergraduate and masters students, whilst providing staff with support to initiate or sustain projects. Research internships are available on a flexible basis during the summer months or spread out across the year so the scheme can support a range of staff research projects and enable flexible, inclusive student participation. Since REF 2014, seven staff in the Unit have supervised eleven student interns.

Competitively-awarded institutional sabbaticals are available in two streams. The first supports specific research activities; *Munn-Giddings* (2015) and *Schneider* (2015) have been successful. The second enables doctoral completion; eight doctoral sabbaticals have been awarded in total, including to *Boyce* (2013) and *O'Brien* (2014).

ECRs and MCRs play a central role within our unit. ARU's ECR Charter sets out an extensive framework of support and expectations for ECRs. In line with the Charter, we prioritise ECRs when inviting applications for schemes such as student research internships. Dedicated funding of £2,000 per person is available for support needs throughout a researcher's ECR period. An ECR/MCR Forum preceded the institutional Researcher Development Network. Senior members of the Unit offer mentoring and shadowing opportunities, and ECRs and MCRs are encouraged to contribute to Committees and Panels at Faculty and University level, as well as to the UoA's REF Strategy Group. All our ECRs holding doctorates are supported to gain supervisory experience, often as third supervisors.

**Support mechanisms, training and supervision for PGR students**

We currently have 58 students in our UoA, an increase from the 44 reported in 2014. Since 2013/14, a total of 30 doctorates have been awarded within the Unit (see Table 1). This compares with 16 from 2008-13 and seven in 2001-08. This steady growth reflects increased supervisory capacity from 12 of our submitted staff in REF 2014 to 15 in this submission, and the growing reputation of our research clusters.

**Table 1: Doctoral degrees awarded**

| Year | Doctoral degrees awarded | PhDs awarded | Prof Docs awarded |
|---|---|---|---|
| 2013-14 | 6 | 6 | 0 |
| 2014-15 | 1 | 1 | 0 |
| 2015-16 | 3 | 3 | 0 |
| 2016-17 | 3 | 3 | 0 |
| 2017-18 | 8 | 7 | 1 |
| 2018-19 | 3 | 2 | 1 |
| 2019-20 | 6 | 5 | 1 |
| Total | 30 | 27 | 3 |

Faculty studentships have supported five students who completed since 2013 and we currently have two students supported. The Unit has successfully bid for one competitive institutionally-funded VC Studentship (Townsend).

Our PGR students are predominately part-time, mature, geographically dispersed and in employment, primarily in the social care field. This means that research is firmly anchored in practice. We offer both part-time and full-time students training options and delivery methods that maximise participation.

Multiple opportunities for interdisciplinary discussion and debate are offered. Institutionally, PGR students access the ARU Doctoral School's Researcher Development Programme. Sessions are delivered by experienced academics from multiple disciplines, providing a rich and challenging experience for students. Our students are encouraged and supported to present at the staff and student Faculty Research Conference and institutional PGR Research Conference. We augment institutional provisions within the Unit with training, seminars and development forums. In addition to face-to-face teaching, there is online support and training through Canvas sites, webinars and Epigeum modules.

Supervision is at the heart of the PGR experience. Supervisor forums promote and share good practice. All supervisors undergo training including on equality, diversity and reasonable adjustments for students with disabilities. They also participate in assessment processes, such as annual reviews, proposal reviews and upgrade events. Students are exposed to a range of independent assessment styles, in addition to supervision. Our experienced supervisors also act as viva chairs for PGR students from other Faculties and as external examiners for other institutions. Supervisors undertake CPD every two years as a minimum.

Since March 2020, all PGR training, assessment and supervision has been delivered online, in response to Covid-19 restrictions. We have ensured minimal disruption to students while being responsive to problems they may have encountered due to Covid-19 in their personal or professional lives. All PGRs are contacted by supervisors on a fortnightly basis and virtual coffee mornings have been held three times weekly to provide contact, support, social activities, and a forum to present and discuss work in progress. Two students have completed their PhDs during the lockdown period (Gangitano, Warner).

**Supporting and promoting equality and diversity**

We are intrinsically committed to equality and diversity, as these values reflect and underpin our overarching focus on social inclusion and marginalised communities and are embedded in our participatory practice. We place advocacy, social change and representation at the heart of our research and intellectual practice. Staff from the Unit (both submitted and developing researchers) are currently leading a strategic response to diversity and inclusion issues relating to race and ethnicity within the Faculty and with partner organisations (Sangha, Okpokiri, *Lane*).

These activities reflect an emerging research profile in this area, alongside strengthened practices within the Faculty.

Equality and diversity are embedded in policies and practices at institutional and Faculty levels, and we draw upon and contribute to the enactment of these policies at both Unit and Faculty level in multiple ways:

- We recognise and celebrate how staff and students often occupy dual positions as academics and members of the communities with whom we work. Our work with citizen-led research and service users recognises and supports staff who move across boundaries (for example, *Fox's* research which reflexively documents the challenges of occupying roles as academic and service user).

- We have championed awareness of LGBTQ+ issues within the Unit, Faculty and wider institution (*Grierson*), through the establishment of a research network focusing on sexualities, through research seminars, collaborations and publications, and through involvement in projects such as the School-level Athena Swan bronze application (*Grierson, Boyce, Nyathi, Spencer*) which is currently in process.

- We promote gender equality and women's development, for example supporting staff onto the Aurora Development Programme for women in higher education (*Dadswell, O'Brien*). In 2020, the VFI appointed *Godier-McBard* as research lead for women and equalities; she has since submitted an NIHR funding application for women veterans' mental health support.

- In 2018 *Nyathi* was nominated to undertake a Diversifying Leadership Programme run by The Leadership Foundation. He has since been promoted to Principal Lecturer (2019) and is the Faculty representative on the institutional Equality, Diversity and Inclusion Group. In this role he contributes to strategic work related to Athena Swan and the Race Equality Charter. *Nyathi* is also lead for our disabled student satisfaction project.

- We support flexible working, and in the census period four members of staff have been able to move from full to fractional roles, and vice versa, in response to family responsibilities or changed circumstances (*Boyce, Fossey, Munn-Giddings, O'Brien*).

Equality and diversity are also reflected in our submitted staff group, not only in relation to different career stages, but also in terms of full-time and part-time working, genders, sexual orientations, ethnic origins, and ages. Research staff act as advocates and supporters for staff engaging with diversity and equality through assisting with evidencing stigma and discrimination, providing intellectual mentorship (for example around decolonising the curriculum) and acting as visible role models where appropriate, for example discussing the challenges and benefits of being an openly gay researcher. However, we are not complacent and we regularly review our research strategy in relation to equality and diversity.

## 3. Income, infrastructure and facilities

### Income

Since 2014, we have made significant investment in the support and facilities available to staff at all research career stages through institutional and UoA-specific initiatives. At the institutional level, the Research and Innovation Development Office (RIDO) has a dedicated Research and Innovation Funding Development Manager to support our UoA by sourcing funding opportunities and providing support throughout the bidding process. A robust coordinated peer-review process involving the Faculty's Deputy Dean (Research and Innovation) and the Unit's Professors provides advice early in the bidding process on choice of funder, research design and pathways to impact. This is supplemented by more in-depth critical review as bids progress. Particular to our UoA, this advice includes guidance around maximising equality and diversity considerations

in research bids since they often relate to marginalised populations; for example, including appropriate consideration of gender identities, de-colonising research, and ensuring research tools fit the needs of those with disabilities. During the review period, support from RIDO was particularly helpful to *Munn-Giddings* and Törrönen to successfully raise the grading of their highly competitive Marie Curie application from 85% on first attempt to 93% on resubmission, successfully securing funding (€195,454). Once a bid is won, RIDO's Post-Award Research Grants Manager works with us to support management of the project including reports to funders.

Our UoA research strategy has been supported by a funding approach that aims to: consolidate and build our network of partners; diversify funding streams; support senior colleagues in applying for larger grants; and involve ECRs and MCRs in bidding and project delivery to learn all aspects of project management. Faculty-wide workshops cover sourcing relevant funders, tips for successful bid writing, becoming a Principal Investigator, building pathways to impact and embedding public engagement as part of the research.

This strategic approach is reflected in our grant capture during the assessment period. As detailed in section 1, we have more than doubled our research income and diversified our sources of income to include international funders, an increasingly wide range of charitable bodies, as well as consolidating our success with UK local and central government and health authorities. New to the UoA is our success in securing funding from the Research Councils. Our greatest source of funding is from the UK charitable sector, reflecting our commitment to undertaking applied research that meets grassroots, as well as policy and practice priorities. Examples from each of our clusters reflect our strategy:

a.  **Migration and Mobility (MMC)**

Income in this cluster is characterised by close working relationships with community groups, partners and funders, predominately in the charity sector. In addition to the examples detailed in section 1, two of *Smith's* research projects were funded by the Ministry of Housing, Communities and Local Government's 'Controlling Migration Fund' (2018-19, £34,000 (£18,740 to ARU)), which explored service use and plans post-Brexit for migrant agricultural workers, as well as integration practices via education and training.

b.  **Social Support (SSC)**

Our broadest cluster has the widest portfolio of income, with grants spanning the EU, Research Councils, charities and regional councils. A particular feature of this cluster is how partnerships built over time have resulted in sustained grant success. For example, an AHRC grant (2014, £23,813) to *Munn-Giddings*, *Boyce,* Bungay and Wilson (UoA3) for a scoping review of the impact of participatory arts formed the foundation for securing further funding from Arts Council England (2016-18, £123,955) in a multi-partnered project with a regional council, national arts organisations, and a citizen-led research group. *Boyce's* current Big Lottery-funded project with women@thewell (2017-2021, £47,142) builds on her previous Big Lottery-funded research into peer support. Both example projects include researchers at all levels in their development and delivery.

c.  **Transitions (TC)**

Research Institutes typically play a central role in grant capture, reflected in the wide range of grants secured in this cluster by the VFI. In addition to the examples given in section 1, grants include £248,750 (2014-16) from the Royal British Legion Industries related to support for veterans in the criminal justice system; £28,664 (2017-18) from Forces in Mind Trust to explore support provision for Commonwealth personnel, veterans and their families; and £48,426 from the Royal British Legion to explore independence for

older veterans with limb loss, in collaboration with Northumbria University. The impact from some of this research is reflected in the case study from this cluster.

In addition to the above, a series of institutional and Faculty pump-priming and networking initiatives have assisted Unit members develop research teams and pilot projects to build the foundations for bidding. Competitive pump-priming funding has resulted in four awards to the UoA (*Boyce, Fox, O'Brien, Smith*). For example, pump-priming for *O'Brien's* participatory research with young people who self-exclude from school due to bullying has led to a current bidding partnership with charities Red Balloon and the Anti-Bullying Alliance.

**Facilities**

Our research facilities have been developed over the review period to enhance the research environment for our staff and PGRs. These include relocating to new and purpose-designed Faculty buildings in Chelmsford (SAL) and Cambridge (Young Street) at a cost of £9,396,999. The office design enables the co-location of research staff, designated space for research students, separate areas for Research Institutes, and shared meeting spaces for research seminars and cafés. Facilities are designed with optimal access for staff with disabilities. These enhancements boost the opportunities to develop critical mass in research clusters and consolidate and strengthen our research identity. These facilities are also used to host research events for internal and external audiences, for example, an international VFI Research Conference in 2015 and a national showcase event for 'Creative Journeys' in 2018.

Underpinning the Transitions cluster is a £2.5 million Forces in Mind Trust (FiMT) Research Centre funded by FiMT in September 2017 which provides a resource hub of current information on veterans and families, a repository for research on veterans, and a tool for media and government to inform and guide reporting, policy decisions and service delivery. Research findings are routinely published and translated into lay summaries and presented at an annual Veterans Research Conference. The FiMT Research Centre recruited an Engagement and Evaluation Manager (June 2019) to undertake partner engagement and assist in maximising the profile of the Research Centre and its activities.

Our virtual environment is important in supporting our research community. This has become particularly important during Covid-19 to ensure the continuity of support and advice when staff and student access to campus was limited. Throughout the University and at home, enabled by a virtual desktop facility, staff are able to access their electronic workspace through a newly-designed portal – The Heron - which gives access not only to the user's personal files but to the full range of University facilities. All of the above are underpinned by responsive IT Services who work with Faculty Champions to promote tools and technology that can assist in research impact and integrity such as Symplectic (including ORCID registration) to manage records of research grants and outputs.

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

During the census period we have built on the strong foundations reported in REF 2014 in leading, delivering and disseminating regional, national and international research within the rubric of meaningful participation. Research endeavours include multi-partner collaborations such as with other HEIs (UK and international), practice partners in statutory and voluntary sectors, and citizen-led organisations who help shape the utility, pragmatism and policy strength of our work.

**International, national and regional partnership working**

We have extensive partnerships; core collaborations include 15 international, 34 national and regional collaborations, and 9 networks with citizen-led organisations. While many emerged from funded projects, collaborative activity also embraces writing partnerships, research bids and networking events across the clusters:

### a.  Migration and Mobility (MMC)

Colleagues collaborate with the **international Universities** of Hildesheim, Germany; Oslo Metropolitan, Norway; and Syracuse and Fordham, USA; and **UK Universities** of Cambridge, Greenwich, and Buckinghamshire. **Statutory and voluntary partners** include the Bell Foundation, the Learning Alliance for Palliative Care & End of Life (LAPCEL), Medway Plus and Medway Council, and **citizen-led groups** such as the Rosmini Centre Wisbech, National Federation of Gypsy Liaison Groups (NFGLG), Derbyshire Gypsy Liaison Group, One Voice 4 Travellers, and the Gypsy Council Cooperative. As well as the case study from *Schneider's* work with the Bell Foundation, impact from these collaborations includes *Lane's* work with the NFGLG, which formed part of the Parliamentary Research Briefing for MPs on Gypsies and Travellers (House of Commons Library, 2019) and was also used by the Derbyshire Gypsy Liaison Group to secure Big Lottery funding (£68,000) to assist elder and disabled people in their community.

### b.  Social Support (SSC)

Collaborations in this cluster include partnerships with **international Universities** of Helsinki, Finland; Ghana & Midland State Zimbabwe, Africa; Dillman, Philippines; New South Wales & La Trobe University, Australia; Koblenz & Landau, Germany; and George Mason, West Florida, and Yale, USA. Collaborations with **UK Universities** include Loughborough, Nottingham, Liverpool Hope, University College London, and London School of Hygiene and Tropical Medicine. **Statutory and voluntary partners** include British HIV Association, Anna Freud National Centre for Children and Families, Essex County Council, Essex Partnership University Trust, Self Help UK, Anti-Bullying Alliance, and Red Balloon. **Citizen-led groups** include Dhiverse, Kite Trust, and the Older Peoples Research Group, Essex. The longer-term impact of collaborative working is illustrated by the ongoing impact included in one of our REF 2014 case studies which was a partnership between *Munn-Giddings* and *Boyce*, Self Help UK, and Nottingham University on how best to support self-help groups. Since 2014 the findings have included the delivery of a CPD Standards Office-accredited training programme to over 1,000 health and social care practitioners which is now online, as well as contributing to a knowledge bank for self-help groups to develop their own training.

### c.  Transitions (TC)

Partnerships in the Transitions cluster reflect the breadth and importance of our work and include Universities of Sheffield, Hull, Loughborough, Kings College London, York, Exeter, and Manchester Metropolitan. Key **international policy-maker partners** include the World Health Organisation, Canadian Institute for Military and Veterans Health Research, and Dutch Veterans Institute. We have ongoing dialogue, engagement and partnership with **governmental and regional statutory bodies** including the Ministry of Defence, Office for Veterans Affairs, Transition Intervention and Liaison Service, NIHR, AHRC, and the European Commission. **Collaborations with charities** include Blind Veterans, Forward Assist, Transition, Armed Forces Covenant Trust, The Communications Group, Galahad SMS Ltd, Forces in Mind Trust, Confederation of Service Charities (Cobseo), Waterloo Uncovered, Soldiers Arts Academy, Turn to Starboard, Royal British Legion, Army Families Federation, Blesma the Limbless Veterans, and the Defence Research Network. Examples of the impact from some of these partnerships are included in our submitted case study.

**Contribution to national and international policy working groups or debates**

We have been called on by a range of committees to give oral and written **evidence to sessions for the House of Commons** in each cluster. Examples in the **MMC** include *Lane* and *Smith* to expert panels on Gypsy, Roma and Traveller Policy - Ministry of Housing, Communities and Local Government (October 2019, *Lane*; September 2019, *Smith*), and the House of Commons all party discussion on the rights and care of migrant children (January 2017, *Lane*).

*Smith's* expertise has also been sought as Senior Survey Consultant on the EU Fundamental Rights Agency/Ipsos MORI Roma and Travellers Survey (2018-19). In the **SSC,** *O'Brien* has given evidence to the All Party Parliamentary Group on Bullying (November 2016) and in the **TC,** *Fossey* has given evidence to the House of Commons Defence Committee concerning reviews into the mental health of the military and veterans, as well as the Armed Forces Covenant Trust review (2018). *Godier-McBard* has contributed to the MOD Spouse Employment Partnership Board (March 2017) and the NATO Working Group: Sexual violence in the military (October 2019).

Our expertise is regularly requested to **inform international and governmental policy**, for example in our **TC**, drawing on the work of the VFI, *Fossey* has made pivotal contributions to NATO in their Research Group on Wellbeing in the Military (2019-current); Military Sexual Violence and Harassment (as Co-Chair, 2018-current); and Military to Civilian Transition (2015-19). As a result of the latter, a technical report has been submitted to NATO and an academic book published. The work of the group has been recognised by NATO and the panel has been nominated for a NATO research award. In addition, *Fossey* contributes to the WHO Consensus Conference on International Classification of Functioning, Disability and Health, a core set for multi-trauma rehabilitation.

Our advocacy for the critical role of scholarly evidence in policy and practice is evidenced by the key roles we have held in **working groups and associations in our fields of expertise.** In the **SSC,** *Spencer* served as Vice-President of the Public Health Association Australia (NSW Branch, 2016-18) and contributed to position statements and consultations on global health policy as a member of the International Union for Health Education and Promotion (2019-current). *Grierson* has contributed to the revision of the Standards of Care for People living with HIV for the British HIV Association (BHIVA) (2018), and *Nyathi* leads the Africa Intraprofessional Education Network which promotes research and policy development in sub-Saharan Africa. In the **TC**, *Fossey* has served on the North American Working Group on Transition (December 2017); 5-Eyes Wellbeing Forum (2019-current), the International Advisory Group on Transition (Kiev) (April 2018); 5-Eyes Ministerial Advisory Group on Veterans' Transition (2018-current), and an International Working Group on Military Families (March 2018).

Staff in the **MMC** have also been **advisors on influential policy boards and committees** such as: Project PDP4 Integrated Approach for Preventing Victimization in Roma Communities, Romania Ministry of Internal Affairs/Institute of National Economy Romania (2016, *Smith*), the Traveller Movement London and London Gypsy and Traveller Unit, Joseph Rowntree Charitable Trust 'Mapping the Pathway to Equality' project (2019; 2017, *Smith*). Additionally, *Lane* has submitted evidence to the Academy of Social Science: Asylum, Migration and Settlement Study Group (2017) about the effects of policy shifts on UK refugee, migration, citizenship, and border issues.

Reflecting the breadth of expertise and the esteem of our members we are **assessors and reviewers for national and international competitive funding rounds**. Examples in the **MMC** include the review of two bids by *Lane* for the Welsh Government (NIHR) (September 2015) and on Gypsy Health (2018), and *Smith* for the Department of Health, PLOS ONE Policy Research Programme (2018). In the **SSC,** *Spencer* has reviewed for the European Research Council Synergy Grants Scheme (2019-current), *Grierson* for the Health Research Council of New Zealand (2016), Fonds National de la Recherche Luxembourg (2017), aidsfonds Netherlands (2017), National Health and Medical Research Council (Australia), and Australian Research Council (2018). In the UK, **SSC** colleagues have reviewed for NIHR (2019, *O'Brien*, *Grierson*); and in the **TC,** Research Councils ESRC and AHRC (2017; 2020, *Caddick*) and FiMT (ongoing, *Godier-McBard*).

**External events and public engagement**

Our overarching ethos is to seek to build public engagement into the entire process of research from conception to publication and beyond.

We make a sustained contribution to the development of knowledge nationally and internationally through keynote presentations, conference papers and through prestigious invitations. In the **MMC**, examples include a **keynote** by *Smith* on 'Preventing Victimisation in Vulnerable Communities' at the Institute of National Economy - Romanian Academy (December 2016), and the General Inspectorate of Romanian Police, Bucharest as well as the Network of Academic Institutions in Romani Studies at Soderton University, Stockholm (September 2018). In the **SSC,** *Boyce* delivered a keynote on 'Enabling individual and collective gains through self-help/mutual aid' at the Maximising Community Resilience through Mutual Aid Conference, London (September 2017) and *O'Brien* on Bullying to the Independent Schools Association (May 2016).

**Plenary speaker** invitations in the **MMC** include *Lane* at a symposium on 'International Health Care: Challenges, Best Practices, and the Human Rights Mandate' in Rome, Italy (June 2018) and *Sandu* at the Institute for Women and Girls Annual Conference at Fordham University, USA (March 2016); and in the **TC** *Fossey* regularly gives plenaries for the VFI, for example, at the British Psychological Society Military Psychology Conference, and on 'Transition in the UK Military' at Yonsei University, South Korea.

We also provide opportunities for sharing and developing practice internationally, such as the **International Knowledge Exchange Symposia** on Leaving Care organised and hosted by *Anghel* and Morosanu in May 2019 at ARU in Cambridge. This brought together guest practitioners and policy makers (17) from England, Romania, Bulgaria and Moldova with Concordia, an Austrian charity, to share research and debate social work practice. In addition, colleagues from **MMC** and **SSC**, *Boyce, O'Brien* and *Sandu*, collaborated on an **international conference** at ARU in Chelmsford on Forced Migration in collaboration with Fordham University, USA (January 2017). The **TC** hosted a FiMT Conference in Westminster with 150 delegates and prominent speakers including Hans Pung of RAND Europe and Lord Ashcroft, Prime Minister's Special Representative on Veterans and former ARU Chancellor (October 2018).

Engagement of staff around **key consultancies and as advisors** reflects the depth of expertise and the breadth of our esteem. Notable examples include **MMC** *Schneider's* role as an **International Advisor** on social inclusion at both the Norwegian University of Science and Technology (NTNU) and Stockholm University (2018-current), and *Smith's* role as UK Scientific Expert for the EU/Interreg IV A Manche Programme Action to Generate Inclusion for Residents of Migrant Background in Amiens, France and the UK (March 2015). In the **SSC,** *Grierson* was co-opted by the European Health Programme in 2018 to provide an expert assessment of findings from the prestigious European Men-Who-Have-Sex-With-Men Internet Survey and the European Community-Health-Worker Online Survey.

**Editorial and research networks activities**

A substantive contribution to our discipline is made through our editorial and peer-review activities. For example, submitted staff are **editors** for Cogent Social Sciences (*Spencer*) and Educational Action Research Journal (EARJ; *Munn-Giddings*). For the latter *Munn-Giddings* also has a strategic role for the Journal with the global Collaborative Action Research Network, where she leads on annual awards for promising new action researchers who receive support pre-formal publication submission. Since 2014, this scheme has seen 16 awards reflecting 14 countries and enabled the publication of 7 new articles (17 co-authors).

Our colleagues are also **editorial review board members** for International Journal of Environmental Research and Public Health, and Journal of Aging and Social Change (*Lane*), Psicologia: Reflexão e Crítica (*Grierson*), Critical Military Studies (*Caddick*), and Military Behavioral Health: Military Sexual Harassment and Violence (*Godier-McBard*). Staff have been **guest editor** for Armed Forces and Society and Journal of Human Resource Management (*Fossey*) and led or co-edited **special issues** including 'Gypsy, Roma and Traveller Strategies of Survival and Adaptation' for Transnational Resilience and Change and 'Governing

underprivileged Roma migrations within the EU: Receiving country responses and Roma resilience' for Local Economy (*Smith*) and 'Social Inclusion and Mental Health: The transformation of identities and intersectional relations of power and oppression' for Intersectionalities (*Munn-Giddings* with Stokken, Norway).

We are also active **reviewers for scholarly articles and books** (more than 70) including prominent journals in social work and social policy: British Journal of Social Work, Practice, Health and Social Care in the Community, Social Science and Medicine, Children and Youth Services Review, European Journal of Social Work, International Social Work, International Journal of Social Work, Advances in Social Work, Nordic Social Work Research, Journal of Social Policy, and Social Policy and Society. We provide **expert review for specialist journals** that reflect topic and methodological expertise such as: Romani Studies, Central and Eastern European Migration Review, Culture, Health and Sexuality, International Journal of Bullying Prevention, Armed Forces and Society, and Critical Military Studies.

**Prestigious awards**

The esteem we command is reflected in the prestigious positions held during this period. Within the **MMC,** this included a Visiting Scholarship for *Schneider* at the Faculty of Education, Cambridge University. In the **SSC**, *O'Brien* received an honorary Fellowship of the UNESCO Chair on Tackling Bullying in Schools and Cyberspace (National Anti-Bullying Centre, Dublin City University), *Munn-Giddings* a Professorial Docent at Helsinki University, and *Grierson* an honorary Professorship at Chelsea and Westminster NHS Trust. Spanning both clusters, *Spencer* is an honorary Senior Lecturer in the Faculty of Medicine and Health and Britton Craigie Scholarship at the University of Sydney.

Projects and outputs have also attracted acclaim. For example, the multi-partnered 'Creative Journeys' project (*Munn-Giddings, Dadswell*) received an **Outstanding Achievement Award** by Essex County Council in October 2019. *Smith* was recognised in two awards for **outstanding papers**: Local Economy Policy Unit Sam Aaronovich Prize (2019) for Best Paper on Roma migration, and an Emerald Literati Awards (2018) on Roma inclusion post-Brexit. *Grierson's* work with colleagues in 'Sex and Sexualities in Contemporary Indonesia' was recognised in the 2017 International Convention of Asia Scholars Edited Volume Accolade and the 2015 American Anthropological Association Ruth Benedict Prize for **Outstanding Edited Volume**.