

Institution: University of Westminster
Unit of Assessment: 19 Politics and International Studies
<p>1. Unit context and structure, research and impact strategy</p> <p>1.1 Context and structure</p> <p>Led by the internationally renowned Centre for the Study of Democracy (CSD), established in 1989, research in politics and international relations at the University of Westminster has a distinctive and inclusive character. We have strategically adapted to new academic and political challenges, all the while retaining our commitment to a dynamic and diverse research culture, with a particular focus on dimensions of injustice and the empowerment of those who are marginalised and excluded in the exercise of power. This has been realised through expansion in areas of strength, in particular critical international theory, the politics of the global South and gender and sexuality, the embedding of equalities, diversity and inclusion (EDI) in appointments and research support, extensive and high-profile events, and engagement with activists and practitioners to foster meaningful social and political change.</p> <p>CSD is located within the School of Social Sciences in the College of Liberal Arts and Sciences. Strategic research planning and management is overseen by Smith, the Director of CSD, and Anand, the Head of School, with much of the day-to-day activities and events organised by research clusters representing the UoA's research strengths:</p> <p><u>Contemporary democratic theory and practice</u> (Burke, Cross, Greenwood, Smith, Tambakaki). The longest-standing research theme in CSD, this cluster organises an ongoing series of high-profile workshops with international figures in democratic theory and practice, leads major projects and impact activities on participatory governance and is home to the Routledge Advances in Democratic Theory book series and open access <i>Journal of Deliberative Democracy</i>.</p> <p><u>Critical international theory</u> (Brighi, Chandler, Charrett, Fluck, Kaul, Moore, Raphael). Praised by the REF2014 panel, this cluster continues to push the boundaries of international theory and is home to the Materialisms Old and New Reading Group, attracting participants from across London and beyond.</p> <p><u>Gender and sexuality</u> (Anand, Charrett, Conway, Holt, Kaul). A research group that coordinates research across the university, organising an impressive number of interdisciplinary events and home to a ground-breaking research project on Pride festivals across the world.</p> <p><u>Post-colonial politics, development and emerging powers</u> (Anand, Basu, Cross, Dannreuther, Kaul, Morady, Ostrowski, Rad). Commended by the REF2014 panel, the cluster runs a thriving event series on the rights of marginalised and oppressed groups in Asia that involves significant activists and academics, is engaged in broader impact activities focused on Kashmir and Tibet and is home to the journal <i>Review of African Political Economy</i>.</p> <p><u>Governance, complexity and resilience</u> (Chandler, Greenwood, Frennhoff Larsén, Ostrowski, Smith). A relatively recent research cluster that draws together colleagues working on both conceptual and empirical analysis, it is home to the interdisciplinary open access journal <i>Anthropocenes – Human, Inhuman, Posthuman</i> and Routledge Studies in Resilience book series.</p> <p><u>Security, justice and violence</u> (Brighi, Charret, Dannreuther, Hehir, Raphael). Home to the high impact Rendition project focused on the CIA rendition and torture programme, the journal <i>Critical Studies in Terrorism</i> and the Routledge Series on Intervention and Statebuilding.</p>

1.2 Research strategy 2014-2020

The Political Studies Association identified the UoA as one of the five most improved in the country in REF2014. While delighted with this recognition, we were aware that our research management and culture could be enhanced further and taken in new directions. In the REF2014 Environment Statement we highlighted priorities for our future research strategy, in particular a review of research structures and impact strategy and our approach to workload management, research leave and research grants, all of which have been reorganised during this REF period.

Our driving ambition is to promote a distinctive, vital and inclusive research culture that embraces engagement with both academic and practitioner/activist partners and audiences on a range of critical challenges to the theory and practice of politics and international relations. To realise this ambition, in 2014/15 **Anand**, **Chandler** and **Smith** led a comprehensive review of the UoA's research strategy that engaged all colleagues and postgraduate students, with the aim to create an even more robust strategy that promotes and provides incentives to:

- Produce high-quality and innovative research outputs
- Enhance and develop national and international collaborative activities within and beyond academia
- Increase applications for, and awards of, external research income
- Organise significant public and academic events
- Engage in tangible impact activities
- Enhance our doctoral programme
- Encourage undergraduate and masters students to organise and participate in research projects and networks.

The strategy has been realised in a number of ways and has been enabled by an increase in QR funding following REF2014, the majority of which (c.88%) is returned directly to the UoA.

1.2.1. *Management of research and impact activity carried out under the auspices of CSD.* Until 2015, the UoA was organised into three research groups: CSD, Security and International Relations, and Emerging Powers. The review identified limitations with this arrangement: an imbalance of activities; unnecessary repetition of management functions; failure to exploit opportunities across the three areas; and a lack of shared sense of purpose.

Consensus emerged on streamlining the management and presentation of research under CSD given its international reputation for research excellence and impact activities. In 2015, **Smith** was appointed Director of CSD and thus Research Director (RD) of the UoA. He is an experienced research coordinator and manager who has directed significant funded research projects and has an extensive impact record.

Research clusters within CSD were created to undertake much of the day-to-day research activity, for example, organising external speakers for our regular CSD seminars and exploring potential collaborative activities. Clusters are regularly reviewed through inclusive consultation processes to ensure that they capture fully the evolving research strengths of the UoA. In the last review, Gender and Sexuality replaced the original Identity and Political Community cluster and a new Governance, Complexity and Resilience cluster was established.

1.2.2. *Enhanced research support and incentives.* More systematic processes are in place to protect sustained research time, incentivise and support research bids, provide resources and afford guidance. A Workload Allocation Model (WAM) designates specific hours for independent research and bid writing, combined with creative timetabling to promote blocks of research time necessary for the completion of substantial projects.

Since 2015, a sabbatical process prioritises production of high-quality research publications, funding applications and impact activities.

Annual Research Progress Reviews with the RD ensure ambitious, sustainable research plans with clear targets and relevant support for all staff. A more streamlined research application process coordinated by the RD in collaboration with the University Research and Knowledge Exchange Office (RKEO) combines identification of funding opportunities, support in effective bid writing and peer review of drafts to ensure high-quality applications.

Dedicated research funds for each staff member enable presentation of papers at international conferences and/or fieldwork. Resources are available to organise events and bring together research networks.

- 1.2.3. *Specific support for impact.* Finances are available at School and University level along with time allocation in WAM to support colleagues engaged in impact activities. Guidance from the RD on developing impact strategies is part of the annual Research Progress Reviews, supported by the Impact Officer located in the RKEO.
- 1.2.4. *Appointment strategy focused on building areas of research strength.* Our focus has been on junior appointments with potential to produce high-quality outputs and impact-related activities in line with research, teaching and EDI priorities.
- 1.2.5. *Doctoral scholarships and resources to support conference attendance and event organisation.* The largest proportion of our QR allocation is spent on an annual competitive doctoral scholarship scheme. We exploit other schemes including the Quintin Hogg Trust that supports the advancement of education for the students of the University and the institution's Global Challenges Research Fund (GCRF) QR allocation to attract high-quality postgraduate researchers. Dedicated resources are available locally and from the Graduate School for doctoral students to attend national and international conferences and organise events.
- 1.2.6. *The Democratic Education Network (DEN).* A unique student-led initiative has been established as an extra-curricular vehicle through which undergraduate and postgraduate students are mentored by staff and doctoral researchers to develop their own collective research projects.
- 1.2.7. *Competitive visiting researcher scheme.* This scheme attracts established academics, early career researchers and doctoral students to work with colleagues in CSD and to institute and deepen international networks and collaborations.
- 1.2.8. *Development and effective implementation of EDI policies and practices in all aspects of the research strategy.*

The effectiveness of the current research structure and practices is evidenced by the enhancement of world-leading and internationally excellent research outputs, increase in applications and awards for external research funding, appointment of 8 FTE researchers, thriving postgraduate community, enhanced diversity, broadening and deepening of impact activities, and the exceptional number of external collaborations and events organised under the auspices of CSD.

1.3 Structures to support interdisciplinarity

CSD is inter-disciplinary in its constitution. Funding and support from our QR budget have long been available to colleagues to support collaborations across disciplinary boundaries. These range from international conferences such as 'Digital Objects, Digital Subjects' organised by **Chandler** with a colleague in Media Studies and the 'Popular Culture and World Politics 8'

conference organized by **Moore**, through to Gender and Sexuality cluster events organized by **Conway** and **Holt** that bring together colleagues across social sciences, humanities, management and law.

Colleagues in CSD are active in the new University-wide interdisciplinary Research Communities (RCs) established in 2019 (see REF5a). **Basu**, with colleagues in Architecture, Law and Humanities, has received funds from the Sustainable Cities and Urban Environment RC for a project on inclusive and equitable urban mobility infrastructure in South Asia; the Diversity and Inclusion RC has funded **Conway**, with a colleague in Humanities, for a project on LGBTQ+ culture, democracy and activism in Hong Kong.

The interdisciplinary character of CSD has been further enhanced with the creation of the School of Social Sciences in September 2018, which has led to the integration of colleagues from Sociology and Criminology (submitted to UoA20) within CSD's remit. Colleagues from Sociology had already been active within CSD prior to this reorganisation. The new arrangements offer exciting opportunities. For example, colleagues from Criminology are broadening the research agenda of the Security, Justice and Violence cluster. Val Gillies, Professor of Sociology, has been appointed Deputy Director of CSD to work with **Smith** to encourage exchange across disciplinary boundaries. Along with the RD of Psychology, CSD has organised a series of themed cross-disciplinary exploratory meetings on group identity and digital social sciences with the aim of seeding future collaborative projects. A Research Development Manager from the RKEO attends these meetings to provide guidance on potential funding sources and to aid intelligence-gathering activities.

1.4 Open research strategy

REF5a lays out the University policy and support for open access, and the use of the Virtual Research Environment (VRE) and institutional repository WestminsterResearch to ensure UKRI and REF requirements are met (and, indeed, exceeded). We actively promote the use of open access platforms and blogs and other forms of research dissemination to extend research reach and impact potential.

CSD also works closely with the open access University of Westminster Press (UWP), established in 2015. **Moore** sits on the UWP Editorial Board. **Chandler** is co-editor of one of its first open access publications, *Digital Objects*, *Digital Subjects*, including contributions from Jodi Dean and Antonio Negri. **Chandler** is editor, along with colleagues in Life Sciences and Law, of the new interdisciplinary peer-reviewed open access journal *Anthropocenes – Human, Inhuman, Posthuman*. **Smith** is one of the four editors of the peer-reviewed open access *Journal of Deliberative Democracy*, which has moved to UWP, the other three editors being based in Australia, Finland and Germany. *JDD* is funded by newDemocracy Foundation (Australia), the International Association of Public Participation and the Deliberative Democracy Consortium (US).

1.5 Impact strategy

Much of the research in CSD focuses on dimensions of, and responses to, injustice and disempowerment and aims to provide support and build the capacity of those who are marginalized and excluded from political power. Impact has always been fundamental to our research strategy in which we recognise engagement with activists, practitioners, policy makers and the public as a central element of our culture. We believe that working at the academic-activist/practitioner boundary both stimulates research and engenders broader social and political impact. We recognise that, while we can act strategically to exploit impact opportunities, impact often emerges serendipitously and cannot be forced or imposed.

We pay particular attention to three broad forms of impact: (1) shaping and stimulating public debate on salient political issues; (2) contributing to the empowerment of politically marginalized groups; (3) enhancing the inclusiveness of political decision making.

We seek to affect impact via three main pathways: (1) co-production of activities with civil society organisations; (2) participation in open and closed policy events; (3) targeted contributions (solicited and unsolicited) to printed, audio-visual and new media outlets.

The three Impact Case Studies (ICSs) that accompany this submission embody aspects of each of these forms of impact. 'Redressing the state of the stateless' shows how **Anand** and **Kaul** have exploited opportunities to act as expert witnesses in court settings and a US Congressional Hearing, and to undertake extensive media work and collaboration with activist organisations to shape outcomes for oppressed stateless peoples from Kashmir and Tibet. This has included defending their status as refugees, shaping public discourse on the activities of the Indian government in Kashmir and empowering Kashmiri and Tibetan civil society organisations. 'Torture Unredacted' documents how **Raphael** has achieved extensive impacts on the capacity of the International Criminal Court, the European Court of Human Rights and the UK Parliament to hold officials and other actors accountable for their torture programmes. This has been achieved through the creation of the Rendition public database, itself a collaboration with a range of civil society organisations, and participation in various policy spaces. 'Citizens' Assemblies' details how **Smith** has worked in collaboration with a range of civil society organisations, including Involve, G1000, Extinction Rebellion and The Big Issue, to affect the adoption of citizens' assemblies in the UK and other countries.

The vitality and sustainability of impact activities is assured through the embedding of management systems and practices to encourage and incentivise impact activities, while at the same time recognising that the research activities of some colleagues have more potential for impact than others. The Workload Allocation Model (WAM) enables the Head of School, with advice from the RD, to designate specific hours for impact activities. The development of impact plans is a specific consideration in annual Research Progress Reviews and is supported by the University Impact Officer. The RKEO organises impact events, including one led by **Smith**, where colleagues learn about different approaches to impact. The development of significant impact agendas by a range of staff, most prominently **Kaul** and **Raphael**, enables more informal support for colleagues developing their impact activities and will ensure the sustainability of these activities over time. Existing and potential impact is a consideration in appointments and promotions. Dedicated funds have been made available at both University and School level to support impact activity: for example, CSD prioritises funding events that involve collaboration with non-HE actors.

The authors of the three ICSs have benefited from dedicated time for impact in WAM and financial support from both CSD and the RKEO to support collaborative activities. For example, between 2018 and 2020, the UoA received over £40,000 from the RKEO enabling: **Raphael** to pilot a new set of web resources on UK national security and human rights to complement the Rendition Project; **Smith** to develop collaborative projects with the charity Involve on how academic research can inform the work of democracy practitioners and on participation during Covid-19; **Anand** to collaborate with activists in Kashmir and to bring Tibetan activists and academics from around the world into dialogue. Additionally, **Anand** and **Kaul** received funds through the University's GCRF allocations to partner with organisations in India and Bhutan.

The three ICSs represent only a limited flavour of the impact activities and achievements by colleagues in CSD. The many examples of collaborative activities, media engagements and participation in policy events in Section 4 indicate how embedded the exploitation of pathways to impact is within our research culture.

1.6 Future research strategy

Our future research strategy aims to sustain the current trajectory of recent years that has established CSD as a world-leading centre of research. While we will continue with the priorities and objectives of our current research strategy, with regular reviews to ensure our policies, structures and practices align, we plan to place particular emphasis on three areas.

1. Building on the research tradition of CSD through academic and activist/practitioner collaborations and exploitation of funding opportunities to develop distinctive research agendas on emerging social and political challenges such as the Anthropocene and the climate crisis, the impact of authoritarian populism and structural racism, and political responses to pandemics.
2. Further embedding the EDI agenda into the research policies and practices of the UoA. This includes the need to develop an inclusive and compassionate response to the impact of COVID-19, which for many staff has meant that their research time and capacities have been squeezed by familial commitments and illness and fieldwork is not always possible.
3. Translating success in applications for small and medium sized research funds into more effective applications for larger grants.

Evidence of continued success over the REF2021 period means that we are confident that the trajectory and vitality of the research culture is sustainable and can be further developed. We are nurturing new talent and enabling new research leaders to emerge through supporting the activities of our research clusters. Overall, we have a strong commitment to an inclusive and compassionate research culture where leadership is shared and diffused.

2. People

2.1 Staff

Our staff and recruitment strategy aims to sustain and enhance a diverse and inclusive environment in which all staff are enabled to flourish and to ensure that new appointments complement existing staff strengths and extend the range of research (including impact activities) undertaken within CSD. Building on the established CSD ethos, we aim to extend our commitment to greater equality, diversity and inclusion (EDI) both in terms of appointments and the support offered to colleagues with protected characteristics. Early career researchers are given extensive support to ensure they can establish and sustain their research trajectory.

In addition to the 22.8 FTE staff returned in this evaluation exercise, the unit is home to a further 4.4 FTE colleagues who have traditionally not had significant responsibility for research. These colleagues contribute significantly to the delivery of teaching programmes and senior teaching management activities, and a learning and teaching career development pathway is in place within the University. They are offered support from the RD if they wish to develop their research activities. For example, **Burke** and **Morady** who were previously on the learning and teaching pathway have both moved to take on significant responsibility for research.

We have an established set of procedures and practices to ensure research-focused staff have time and resources to pursue their research activities and develop a well-considered personal research strategy.

Protecting and increasing available research time

Allocation of dedicated research time is managed through the University Workload Allocation Model (WAM). WAM is also used to assign hours for impact, bid-writing and research leadership activities. WAM ensures fairness in the allocation of hours, and clearly and transparently specifies the expectations for different levels of research activity. Most staff with a significant responsibility for research receive the full allocation of research hours (350 hours per year from a total 1504 workload hours pro rata). Professors and Readers are guaranteed a minimum of 425 hours for independent research in each year. All staff receive an additional 174 hours per year for scholarship activities, including those staff who do not have significant responsibility for research, to ensure dedicated time to promote awareness of current research in their area of teaching. Early career researchers are given a lighter teaching load in their first two years amounting to roughly 10-15% relief.

A sabbatical process was introduced in 2015 with at least one sabbatical per year awarded on a competitive basis, with particular focus on completing significant outputs, writing grant applications and/or impact activities.

Support in developing research

The RD meets formally with each member of staff to review their research activity over the previous year against agreed objectives, set objectives for the following year in relation to the colleague's longer-term research plans and discuss opportunities for funding and impact. These Research Progress Reviews and more informal research meetings have continued during the COVID-19 pandemic to ensure that research strategies are realistic given personal and institutional constraints.

CSD follows the key principles of the Concordat to Support the Career Development of Researchers. All staff are offered a specific mentor in addition to the RD, with a particular emphasis on ensuring support for more junior colleagues and those returning from long periods of absence. With his return to CSD from a Deputy Vice-Chancellor position, **Dannreuther** has joined **Chandler** in acting as mentor for early career and recently appointed staff working in the broad field of international politics. Staff are encouraged to participate in the College Mentoring Circles, which are peer groups of up to 8 staff members, led by two experienced researchers. Our effectiveness in nurturing ECRs can be seen in the full-time appointment in 2014 of two Postdoctoral Research and Teaching Fellows, including **Fluck**, who were initially appointed to two-year posts in 2012; the other subsequently moving to the University of Edinburgh. **Charrett** secured funding from the competitive College Developing Researcher scheme to undertake fieldwork for a new project on transnational movements of policing technologies and post-imperial masculinities.

Dedicated research funding of £1,300 is made available to each staff member to present papers at international conferences and/or support research field trips. Applications to access this funding are overseen by the RD. Additional resources are available to organise events for both academic and practitioner audiences, with priority given to those that involve collaborations with external partners. Capitalising on our central London location and excellent facilities, we are one of the most active Politics and International Studies units in the country in this regard, with over 250 events since 2014, including high-profile events attended by over 200 people (see section 4).

Research-in-progress workshops take place two to three times a semester, in which staff and final year doctoral students present their current work. Over the spring and summer of 2020, CSD ran online research-in-progress workshops to provide a supportive and informal space for research conversations in the early stages of the pandemic. The College organises regular one-to-two-day writing retreats attended by colleagues.

Testifying to the success of our staff development procedures, since 2014, we have seen various promotions in the UoA: **Anand** to Professor; **Greenwood, Kaul** and **Raphael** to Reader; **Brighi, Cross, Frennhoff Larsén, Moore, Fluck** and **Ostrowski** to Senior Lecturer.

Appointment strategy

Our strategy for new appointments has been to strengthen our critical international theory and post-colonial politics clusters (both recognised as strengths by the REF2014 panel) and the newer gender and sexuality cluster, and to ensure improvement in relation to equality and diversity. Since 2014, we have appointed 8 new research active staff. Half identify as female, three BAME and two LGBTQ+

- **Basu** joined from the University of Surrey and has research specialisms in the politics of identity, representation and violence in South Asia.

Unit-level environment template (REF5b)

- **Charrett** joined from Queen Mary University of London where she was an Early Career Research Fellow funded by the Independent Social Research Foundation. She is a specialist in Palestinian politics, imperialism, queer theory and performativity.
- **Conway** joined from the Open University and has research expertise in feminist IR, political sociology and queer theory.
- **Fluck** was a postdoctoral fellow in the UoA with expertise in critical IR theory, in particular the relationship between epistemology and the political.
- **Kaul** joined having spent time outside academia as a novelist and poet. She is an expert in post-colonial IR and democracy.
- **Ostrowski** was a research fellow on an ESRC project in the UoA and has specialisms in energy security and political economy of resources.
- **Rad** joined from SOAS and is an expert in the political economy of international development, particularly in the Middle East and North Africa.
- **Raphael** joined from Kingston University, is an expert in critical IR, in particular state violence and state terrorism, and leads the Rendition Project.

In late 2020, **Burchiellaro** began a three-year Leverhulme Early Career Fellowship on 'Re-thinking global homocapitalism: LGBT rights, corporate power and hierarchy', further strengthening the Gender and Sexuality cluster.

At the end of 2017, Chantal **Mouffe** moved from 0.2FTE to Emeritus, but continues to play a major role in the unit through the inspiration she provides for colleagues and her capacity to bring high-profile speakers to CSD, including via the regular 'Exchanges in Democratic Politics' that have attracted significant activist and academic speakers such as Paul Mignette, Jean-Claude Monod, Pablo Bustinduy, Christophe Ventura and Samuele Mazzolini. Bhikhu **Parekh**, also Emeritus, continues to collaborate on public events.

Visiting fellows

Since 2014, fourteen visiting fellows and researchers have spent between three months to a year at CSD from Austria, Brazil, Bhutan, Czech Republic, Denmark, Finland, Italy, Japan, Germany, Portugal, Mexico, Spain, Sweden and Uruguay. Visitors work closely with at least one member of staff on issues such as agonistic and deliberative democracy, international security, populism, peacekeeping, the politics of oil, and resilience, and engage fully in CSD activities. We recognise the potential of these visitors to further enliven our research culture and encourage international collaborations, such as with the Finnish 'Participation in Long-term Decision Making' and Spanish 'Cherry-picking Participation' projects. Fellowships have resulted in significant publications in, for example *Policy and Politics*, *International Spectator* and the *Oxford Handbook of Deliberative Democracy*.

2.2 Doctoral researchers

Our strategy for doctoral researchers is simple: we aim to sustain a high-calibre, vibrant and diverse cadre of PhD students who work in our identified areas of research strength. In REF2014 we stated that our ambition was to have "a vibrant PhD community marked more by quality than quantity and where students genuinely gain added value by being fully integrated into the Department as well as being members of the University Graduate School ... Our aim is to have around 5-7 new postgraduate researchers joining us each year". This ambition has been realised with both a noticeable improvement in the quality of applicants and an increasing diversity, particularly in terms of gender and ethnicity. Currently CSD hosts 28 doctoral researchers, 16 of whom identify as female, 12 as BAME. Our community is international, with almost half non-UK/EU, from Brazil, Ethiopia, Kazakhstan, India, Iran, Malaysia, Morocco and Nepal. The postgraduate community is physically located in the School in two dedicated rooms which helps to ensure students are fully integrated into CSD's research culture.

To further vitalise the research culture and help build postgraduate networks, we have extended the visiting researcher scheme to doctoral researchers who work on aspects of their thesis mentored by one or more staff members. Since 2014, we have welcomed 13 postgraduates from Brazil, Ecuador, Germany, Italy, Mexico, Portugal, Spain, Sweden and Turkey.

In the previous REF period, the UoA introduced an occasional mix of full-time and partial scholarships. In the last 4 years we have systematized this significant QR investment with at least one (and often two) FTE scholarship awarded each year. Currently we have 9 doctoral researchers on School-funded studentships. We actively exploit other funding sources where possible: two studentships are funded by the Quintin Hogg Trust (based on a University-wide competition for 22 scholarships), two by GCRF, one by CECAN (Centre for the Evaluation of Complexity Across the Nexus) and two through partnerships with CARA (Council for At-Risk Academics) and the civil society organisation Bioregional. An Allan and Nesta Charitable Foundation Award helped to pay overseas fees for one student. All doctoral scholarships are competitive, and the key criteria are to attract the best qualified and engaged students who will contribute to the research culture of CSD and enhance our commitment to EDI.

The School Postgraduate Coordinator, **Greenwood**, plays an active role in including junior colleagues in the supervisory teams of doctoral students to ensure they gain the experience that will enable them to lead supervisory teams in the future. Where an applicant wishes to be supervised by a more junior colleague, it is a requirement that a more experienced colleague is part of the supervisory team, mentoring the junior colleague and ensuring the necessary progress against the University framework is achieved.

Supervisors and supervisees within the UoA participate in the University-wide Graduate School (see REF5a), which organises a training programme and events for all doctoral students, including writing retreats. Specific training in postgraduate supervision is provided. The Graduate School has been active in running both formal and informal sessions to support the postgraduate community during the COVID-19 pandemic in recognition that many are feeling particularly isolated.

CSD organises discipline-specific doctoral training seminars throughout the academic year. These combine presentations from doctoral researchers to their peers with staff-led discussions on aspects of research design, methodology and career development (including postdoctoral opportunities). Led by **Cross**, CSD has hosted publication training workshops for postgraduate students within and beyond Westminster in partnership with the International Initiative for Promoting Political Economy (IIPPE) in 2016 and 2018, with participants publishing work in high-ranking journals including *Economy and Society* and *Competition and Change*.

Doctoral researchers are encouraged to apply for dedicated School funds to present papers at conferences and for specialist research training. Additional funding is available from the Graduate School to support international activities. **Pradeau** was funded to organise a panel at the International Conference on Policy Diffusion and Development Cooperation in Sao Paulo, Brazil; **Lanza** to present at the ECPR General Conference in Wroclaw; **Jouai**, the International Conference on Poststructuralism, Universidad Complutense de Madrid; and **Asenbaum**, the World Congress of Political Science in Brisbane and IPSA Summer School for Social Science Research Methods at the National University of Singapore.

Doctoral researchers organize an annual conference within the School and are encouraged to attend the regular CSD research seminar and other events. Final year students present at the CSD research-in-progress workshops. They are also encouraged to apply for funding from the School, University Graduate School and external sources to develop events, often in partnership with staff. In 2019, **Mahmood** received funding from the University GCRF for a project on sustainable peace in Kashmir. In 2017, **Asenbaum** received funding from CSD to organize a two-day postgraduate/postdoctoral symposium on participatory spaces that attracted participants from all over Europe and included a public keynote lecture by the renowned political sociologist Donatella Della Porta. In 2019, **Asenbaum** received further funding from the School,

Participedia and the PSA to organise the international conference of the PSA Participatory and Deliberative Democracy Specialist Group, *Participatory Spaces in Perspective*, with keynotes by Carole Pateman and Michael Saward. The conference attracted over 100 participants, with more attending the public keynotes. In 2019/20, **Jouai** organised the impressive monthly seminar series “French Politics: A Neighbour’s ‘History of the Present’”, supported by CSD, the Institute for Modern and Contemporary Culture, the French Embassy in London and PSA. Nine prominent French social and political theorists were invited to analyse the most pressing challenges facing French politics and political theory today.

We seek to ensure that all doctoral researchers have teaching opportunities to enhance their employability and support them to complete the PG Certificate in Teaching. We strongly encourage postgraduate researchers to begin their publishing careers while studying at Westminster. For example: **Asenbaum** published in the prestigious *American Political Science Review* and *New Media and Society*; **Raimondi** in *Democratic Theory*; **Menon** and **Mahmood** in edited volumes. **Asenbaum** received the best paper prize for the Democratic Innovations section of the ECPR General Conference 2017. We encourage doctoral researchers to engage in dissemination and impact activities: for example, **Tandan** published in *The Conversation* and *The Scroll*; **Mahmood** contributed to a report published by Jammu & Kashmir Law and Public Policy.

The career trajectories of doctoral students indicate the success of our programme. Of those graduating in this REF cycle, around half have academic positions in the UK (Hertfordshire, KCL, New College of the Humanities, Westminster, York) or abroad (Canberra, Doha, Lasbela, Melbourne, Ottawa). Others have found positions in, for example, think tanks (Barcelona Centre for international Affairs), BBC World Service and a sustainability consultancy.

Our research culture extends beyond the doctoral research community. We are committed to breaking down the teaching/research distinction to support and co-produce research activities with undergraduate and masters students. The most exciting development is the Democracy Education Network (DEN), a unique student-led initiative established by **Morady** and **Anand**. DEN provides an extra-curricular vehicle through which students are mentored by staff and postgraduate students to develop collective research projects. DEN received significant funding from the Quintin Hogg Trust to extend its reach across and beyond the University and was shortlisted for the Guardian University Awards 2019.

2.3 Ensuring equality, diversity and inclusion (EDI)

The UoA has a strong commitment to EDI, while recognising that it still has more work to do. The background of our existing staff and postgraduate researchers draws on a range of different social and national backgrounds. Our appointments since 2014 have increased significantly the proportion of women, BAME and LGBTQ+ staff within the unit. BAME representation is well above the national university average, including at senior level, with **Anand** as Head of School. With the retirement of **Mouffe**, the UoA recognises the lack of women in senior academic positions. In late 2020, only the second female colleague was appointed to Readership level. We have chosen to focus our appointments at the junior level during this REF period and so will continue to work with junior colleagues with protected characteristics to ensure suitable support is in place (e.g. identity-specific mentoring from other UoAs or universities if necessary) and to encourage them to participate in the active grassroots Women of Westminster (WOW), BME and LGBTQ+ Staff Networks. **Anand** is Founder and Co-Chair of the BME Network and of the University’s EDI Committee formed in response to Black Lives Matter, while **Anand**, **Conway** and **Moore** are active in the LGBTQ+ Network. An explicit commitment to increase diversity was clearly stated in the advertisement and job specification for our most recent round of staff and doctoral researcher appointments. Colleagues with caring responsibilities can access part time/flexible working hours with agreement of the Head of School.

REF5a describes University EDI policies and practices. Diversifying the staff body and decolonising education have been explicit commitments within the School; the Black Lives

Matter protests have further strengthened our resolve to act. In 2020, **Smith** began working with other School RDs to audit systematically the critical decision points where EDI in research can be positively affected, including appointments (staff and doctoral), career progression, mentoring, research funding and sabbaticals. The development of our enhanced EDI strategy requires more sensitivity to intersectionality and the diversity captured by terms such as BAME to ensure that we are focusing on the most structurally disadvantaged social groups. We are also powerfully aware that the impact of COVID-19 on pre-existing inequalities and the creation of new inequalities in research requires particular attention. The School will develop its enhanced EDI strategy in consultation with colleagues and with the Staff Networks.

Dannreuther was until late 2019 Chair of the University REF2021 Subcommittee that established the University Code of Practice. The internal readers who evaluated outputs for this submission have received training in the relevant aspects of EDI. Following University policy, all outputs put forward by staff were graded for quality by two internal reviewers, with a large sample reviewed by an experienced external advisor. All outputs close to the selection cut-off point were reviewed by the advisor to confirm internal judgements. Where evaluation resulted in the same grade, representation of staff with protected characteristics was taken into consideration in the final selection of outputs. The review of our submission by the University's REF Equality and Diversity committee indicated a lower proportion of outputs from colleagues who identify as female and BAME. In response, we organised a review of those outputs produced by colleagues with protected characteristics that were close to the selection point. We are satisfied that the final selection fulfils our commitment to EDI. Equality impact assessments have been carried out on those colleagues who are not designated as having a significant responsibility for research to ensure that this is a fair designation that represents the range of their academic activities.

Section 3. Income, infrastructure and facilities

3.1 Research income

Since 2014, the University has invested in the creation of a new central Research and Knowledge Exchange Office (RKEO) that provides comprehensive pre- and post-award support for external research grants (see REF5a). A team of Research Development Partners (RDPs) provide tailored intelligence and expert advice on identifying sources of funding; support the preparation of proposals (including financial elements); organise training events on aspects of impact, bid writing, including day-long bid writing clinics led by external consultants and hosting different funding bodies; and identify and bring together potential collaborators from across the University to investigate interdisciplinary projects. The School RDP works with the RD to identify, prioritise, coordinate and support colleagues with an interest in applying for research funding. The RKEO is home to the University's Impact Officer who provides dedicated support and advice to staff on funding opportunities for impact generation.

A systematic and supportive process has been established to ensure quality of external funding bids. Colleagues are required to inform the RD if they intend to develop a proposal. Once the RD is clear that the idea fulfils the requirements of the funder, the colleague is cleared to work with an RDP to develop the proposal. A draft of the proposal is reviewed by the RD and at least one other member of the College-level peer review college, composed of current and former members of RCUK Peer Review Colleges. Colleagues are not permitted to submit applications without sign-off from the Head of School and College Research Director. In this way, CSD can ensure quality and where necessary manage demand for popular calls. All successful applications are required to submit an application for research ethics review before commencing their research projects (see REF5a).

This more systematic support has increased noticeably the number of colleagues applying for and receiving funding in this REF period and, in the face of a highly competitive funding environment, our research income has remained stable across the last two REF periods. Over 85 percent of colleagues have made research applications since 2014. Given the lack of

experience of many of our colleagues, much of the emphasis has been placed on applying for small and medium sized grants and participating as co-investigators in project teams led by a more experienced researcher. Our expectation that this will lead to larger applications has been realised in the case of **Kaul** who was awarded an AHRC/GCRF International Development Research Networking Scheme Large Grant on narratives of biodemocracy in Bhutan having previously been successful with three smaller grants from British Academy and Leverhulme. We expect similar results in the coming years for other colleagues.

As PIs, **Smith** was awarded a large project grant on the democratic qualities of argument mapping platforms from the John Templeton Foundation and University of Connecticut's Humanities Institute; **Conway** a Leverhulme Research Fellowship on the global politics of Pride. Smaller research grants were awarded to **Chandler** by the Centre for Global Cooperation, at the University of Duisburg-Essen; **Greenwood**, Royal Institution for Chartered Surveyors Research Trust; **Hehir**, Robert Bosch Stiftung; **Frennhoff Larsén**, British Academy/Leverhulme.

Smith was Co-I on significant grants, including three from the ESRC, two of which organised and analysed pilot citizens assemblies; a major international collaboration on the global platform Participedia funded by SSHRC; and two projects funded by the Spanish Ministry of Economy and Competitiveness. **Staddon** was Co-I on a large BA DFID Anti-Corruption Evidence Programme grant and **Anand** on a University of Warwick Impact Acceleration Award.

Anand, **Hehir** and **Kaul** have had success in competing for funds from the GCRF allocated to the University, which have supported significant impact activities related to Tibetan refugees, inclusive education in Kosovo and resilience in Bhutan.

3.2 Facilities and Infrastructure

All research staff and students have access to extensive, high-quality research resources including cutting-edge computer facilities and four libraries (one at each campus) housing an extensive collection of books, journals, DVDs and other specialist materials (see REF5a). Online access is provided to hundreds of social science journals and thousands of ebooks with relevance to the UoA. All staff have individual office space in our central London base. The Regent Library, which includes dedicated physical and online resources for social sciences and humanities, is located five minutes away in the University's Little Titchfield Street Building, along with our University Records and Archives Service, which houses rich and detailed material from the University's 180-year social history, as well as access to expertise on digital preservation and management.

CSD has a dedicated state-of-the-art seminar room, 'The Westminster Forum', which is used for many of the UoA's research activities, including our regular seminar series. The two PhD rooms, which accommodate up to 10 PhD students each, ensure access to up-to-date computer equipment and electronic resources. Outstanding campus-based facilities for research meetings, seminars, workshops and conferences are within 10 minutes' walk in the impressive Regent Street building. This includes our historic Regent Street Cinema (often described as the 'birthplace of British cinema'), which was restored in 2015 with support from the Quintin Hogg Trust, Heritage Lottery Fund and Garfield Weston Foundation. The Cinema can be booked by staff for special events and screenings.

Our central London location also means that researchers have access to some of the best research resources in the world within walking distance of the University, including the British Library, Senate House, the Wellcome Library and Chatham House.

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

A distinctive element in the UoA's dynamic research culture is extensive collaboration with non-academic partners and the organization of a wide range of events that reflect our commitment to contribute to the discipline, to involve students and to engage with activists, practitioners, policy

makers and the general public. CSD has always made dedicated resources available to support collaborative events and networks with well-defined academic or impact objectives. Since 2014, CSD has organised over 250 separate events.

4.1 Major academic events and collaborations

Particularly significant international events organised by CSD since 2014 that have each attracted well over 200 attendees include:

- CSD 25th Anniversary Conference 'Doing Democracy Differently' reflecting our broad range of research interests with a keynote by Professor Gayatri Chakravorty Spivak
- Popular Culture and World Politics 8 organised by **Moore** in collaboration with colleagues at Tampere and Lund Universities
- Digital Objects Digital Subjects, a two-day conference organised by **Chandler** in collaboration with the Westminster Institute for Advanced Studies with keynotes including Jodi Dean and Antonio Negri.
- Perspectives in Left-Wing Populism in Europe, convened by **Mouffe**, with contributions from influential activists from Spain, Italy, France and the UK.
- Keynote interview with Carole Pateman by **Smith** at the PSA Participatory and Deliberative Democracy Specialist Group conference, *Participatory Spaces in Perspective*

CSD continues its long tradition of organising events at the cutting edge of contemporary critical democratic theory, including with internationally renowned figures such as James Tully, Luc Boltanski and Leonardo Avritzer. A number of these events have been organised in partnership with the PSA Participatory and Deliberative Democracy Specialist Group and the ECPR Democratic Innovations Standing Group. Since 2015, CSD has been home to the Materialisms Old and New Reading Group, led by **Chandler**, which attracts researchers from across the London environs and from across different disciplines. The regular CSD Research Seminar has continued during the Covid-19 pandemic with the online context enabling larger numbers of participants from across the world.

As one of the network's founders, **Smith** has collaborated extensively with research centres around the world, including at Harvard and UBC, on Participedia – an innovative global platform that crowdsources data on democratic innovations – leading to numerous scholarly publications and successful grant applications. Other examples of collaboration include **Basu** with universities in Dacha and Delhi and **Conway** with two universities in Hong Kong, both funded by the University Research Communities. **Hehir** collaborated with the Centre for South East European Studies, LSE on a conference to mark the 20th anniversary of NATO's intervention in Kosovo. **Rad** collaborated with the University of Tirana on a UNDP project on economic and social development in Albania.

4.2 Collaborations with organisations beyond HE

Collaborations with organisations beyond HE is a key aspect of CSD's research strategy and is recognized as a crucial pathway to enhancing impact (see section 1.4) as well as the production of research outputs. Beyond those captured in the Impact Case Studies, examples include:

- **Basu** collaborated with the Bangladesh Public Administration Training Centre in the organization of two annual international conferences.
- **Conway** advised the award-winning performance artist Scottee on theories of masculinity, informing a performance piece and accompanying book.
- **Chandler** facilitated a Cynefin Retreat on Futures and Foresight with Cognitive Edge.
- **Greenwood** worked with the Royal Institution for Chartered Surveyors on zero and low carbon homes policy.
- **Hehir** collaborated with the Kosovar Centre for Security Studies and other NGOs to establish best practice principles for the newly established Specialist Chambers and the Kosovo

Centre for Human Rights and Justice on the education experience of the Bosniak community in Kosovo.

- **Frennhoff Larsén** organised a series of Brexit-related public events with the European Council on Foreign Relations, European Parliament, European Commission, representatives from the House of Commons and the House of Lords, MyLifeMySay, Centre for Analysis of the Radical Right, Libération, Deutsche Welle and Die Zeit. She worked with the Foreign and Commonwealth Office in organising a conference on the 70th Anniversary of NATO.
- **Kaul** collaborated with a range of organisations in Bhutan funded by BA/Leverhulme and AHRC grants, including the Centre for Local Governance and Research (CLG) on the Biodemocracy and Resilience conference.
- **Smith** is collaborating with the participation charity Involve on the Democratic Response to Covid-19 project and was commissioned by the World Bank for a report on democratic innovation and community-based natural resource management.

The collaborations undertaken by **Greenwood**, **Hehir** and **Kaul** have all informed subsequent international peer-reviewed articles.

We have extended our visiting researcher programme to non-academic visitors. For example, Simon Burrall, then Director of Involve, worked under the mentorship of **Smith** to produce the influential report *Room for a View: Democracy as a Deliberative System* which translates cutting-edge theoretical developments for democracy practitioners and activists.

4.3 Participation in open and closed policy-orientated events

Colleagues regularly participate in policy-orientated events. Beyond those explicitly discussed in the Impact Case Studies, examples include **Basu's** invited evidence to the House of Commons International Development Committee on DfID's work in Bangladesh and Burma. **Brighi** gave evidence at a Hearing at the Italian Parliament Special Committee on the murder of Giulio Regeni, which generated extensive media interest and participation in a public debate with the Italian representative of Amnesty International on the arms trade with Egypt and Italian foreign policy. **Chandler** presented on aspects of resilience at two Expert Group Roundtables for the UNDP, NATO annual conference, European Commission, Czech Ministry of Foreign Affairs, Istituto Affari Internazionali and Royal Military Academy, Sandhurst. **Conway** spoke on Pride to the APPG on Global LGBT+ Rights. **Holt** was invited by Westminster Foundation for Democracy to present at the first meeting in Amman of the subcommittee of the Arab Coalition working on the Arab Convention to Combat Violence against Women. **Raphael** provided evidence and ongoing research support for the North Carolina Commission of Inquiry on Torture (NCCIT), the world's first citizen-led effort to establish accountability. **Smith** was commissioned to produce a paper for a DPADM/UNDESA Expert Group meeting on options for citizen engagement in the post-2015 development agenda and invited to participate in an International IDEA/UNDP workshop on random assemblies and constitution building and to give evidence to the House of Lords Select Committee on Democracy and Digital Technologies.

4.4 Media engagement

Colleagues have made extensive media appearances for outlets including Al Jazeera, BBC (including World Service, BBC1 and 2, Radio 4 and 5 and local TV and radio), Sky News, ABC Australia, DD Kashmir, Islam Channel, Rai Uno, Globo News, CAM-FM, African Broadcasting Corporation, Canadian Broadcasting Corporation, France 24, TRT in Turkey, MTV News. Beyond her media engagements documented in the Impact Case Study, **Kaul** has penned op eds for *South China Morning Post*, *Scroll*, *The Wire*, and *The Telegraph*. Since Brexit, **Frennhoff Larsén** has been in demand given her (rare) expertise in EU negotiations, with numerous BBC and Swedish media interviews and commissioned articles for publications including *The Conversation*, *Huffington Post*, *Newsweek*, *Open Democracy*, *Deutsche Welle* and *Danish Daily Information*. **Mouffe** has been interviewed extensively on the rise of populism across global media.

4.5 Professional service, reviewing and editorial positions

Anand serves on the International Studies Association's Committee on the Status of Representation and Diversity (2019-2022). **Basu** is co-convenor of the International Studies of Mediterranean, Middle East and Asia BISA Working Group. **Hehir** was on the ISA International Ethics Section Book Award Committee and Co-convenor of the BISA Intervention and the Responsibility to Protect Working Group. **Cross** is Coordinator of the Africa Working Group of the International Initiative for Promoting Political Economy. **Charrett** is on the board of EISA. **Conway** is on the executive board of the LGBTQA Caucus of ISA and a judge for ISA's Global South, North East, Women's, LGBTQA and Diversity and Representation sections Lee Ann Fujii Book Award. He served on the committee revising the British Sociological Association Research Ethics Guidelines. **Dannreuther** was BISA trustee and honorary treasurer. **Smith** was a founding member of the steering committee of the ECPR Democratic Innovations Standing Group.

Colleagues are in demand to review for national and international research bodies, including ESRC and AHRC Peer Review Colleges and the ESRC Centres and Large Grants panel, UK Department for International Development, The Wellcome Trust, National Research Foundation of South Africa, Academy of Finland Research Council for Culture and Society, Strategic Research Council of the Academy of Finland, Linz Institute of Technology/Austrian Science Fund and Deutsche Forschungsgemeinschaft, EU Horizon 2020, Swiss Association, Independent Social Research Foundation, Norwegian Research Council, Swedish Research Council, Research Foundation Flanders, NordForsk.

Four journals – *Anthropocenes – Human, Inhuman, Posthuman* (**Chandler**), *Review of African Political Economy* (**Cross**), *Critical Studies on Terrorism* (**Raphael**) and *Journal of Deliberative Democracy* (**Smith**) – and three book series – Routledge Series on Intervention and Statebuilding (**Hehir**), Routledge Advances in Democratic Theory (**Tambakaki**) and Routledge Studies in Resilience (**Chandler**) – are edited within the UoA. Amongst invitations to guest edit journals, **Holt** edited for *Gender and Research* and **Kaul** for *Review of Women's Studies* (RWS)/*Economic and Political Weekly* (EPW). Colleagues are on the editorial board of numerous journals including *Critical Military Studies*, *Environmental Politics* and *South Asian Diaspora* and several book series.

Members of the UoA have acted as external examiners for over 40 doctoral students in over 20 universities in the UK and beyond, including Australia, Belgium, Germany, India, Ireland, Italy, South Africa

4.6. Keynotes and fellowships

Members of the UoA have given numerous academic keynotes, plenary papers and public lectures at conferences in the UK, Europe and further afield, including Bhutan, Canada, China, Doha, India, Israel, New Zealand, Pakistan and the US. Significant examples include **Anand's** keynotes at the Universities of Gothenburg, Durham and the Link Campus University Foundation, Rome; **Chandler** at the Geographisches Institut, Zurich University, International Catalan Institute for Peace (ICIP), Institute for Peace Research and Security Policy, University of Hamburg and the Bradford University Peace Studies 40th anniversary conference; **Kaul** at the Graduate Institute of International and Development Studies, Geneva, Jawaharlal Nehru University (JNU), Delhi, National School for Political Studies and Public Administration, Bucharest and appearances at numerous literary festivals including Edinburgh, Lahore, Seattle South Asian, Greenbelt, Bradford and the Freiraum festival organised by the Goethe-Institut; **Hehir** at various locations in Kosovo, including the Assembly of the Republic, Hope Media Carnival and the South East European Cooperation Process Parliamentary Assembly, as well as keynotes at conferences at the University of Otago, Le Monde Diplomatique, Michigan State University and College of Europe, Warsaw.

Chandler was Senior Research Fellow at the Centre for Global Cooperation, University of Duisburg-Essen. **Holt** held the Hans-Robert Roemer Fellowship at Orient-Institut Beirut. **Smith** is a Senior Fellow at the Institute for Advanced Sustainability Studies, Potsdam and Honorary Fellow at the Centre for the Understanding of Sustainable Prosperity at the University of Surrey.

4.7 Prizes

Anand was awarded an Appreciation Award by Students for Free Tibet UK and Tibetan Community of Britain. **Hehir** won the BISA Working Group on Intervention and R2P book prize. **Kaul** was recipient of a Certificate of Special Congressional Recognition by US Congress Members. **Smith** was awarded the Democratic Innovations Prize by the Political Studies Association in 2016 as part of the Democracy Matters consortium.