

Institution: University of Surrey
Unit of Assessment: 21 – Sociology
<p>1. Unit context and structure, research and impact strategy</p> <p>A world leading Department, we enjoy an international reputation for pioneering methodological approaches, whilst also setting new agendas across sociology, criminology and media and communication.</p> <p>Since 2014, the Department has been characterised by five key elements: First, the generation of significant research funding. The Department has been awarded over £8.87 million in external funding, which has facilitated the establishment of several large research centres; including the multi-million-pound Economic and Social Research Council (ESRC)-funded Centre for the Evaluation of Complexity Across the Nexus (CECAN) and the Centre for the Understanding of Sustainable Prosperity (CUSP). Second, the development of international research collaborations. Since REF2014 we have continued to develop our global reach and currently have active research collaborations across, <i>inter alia</i>, India, Bangladesh, Australia, New Zealand, South Africa, Japan, Turkey and Brazil. These have helped facilitate, third, high-quality research outputs. Over 50% of our outputs across the REF period (2014-2020) are collaborative with colleagues outside the Department and 21% have been written with an international partner. Fourth, a strong emphasis on engagement with research users and the co-creation of research. Research in the Department has, for example, brought together academic research, social housing providers and third sector organisations to explore and promote new frameworks for creating inclusivity for LGBTQI+ people living in social housing. Fifth, an emphasis on innovation and capacity building within the academic community, demonstrated by the evolution of our research groupings on the themes of 'Criminology and Criminal Justice', 'Science, Environment and Health', 'Inequalities and Diversities', 'Families and the Life Course', and 'Digital Societies' and our research centres 'Centre for Research into Social Simulation' (CRESS), 'Centre for Sex, Gender and Sexualities Research (SGS)', 'Centre for Criminology', 'Centre for Research in Ageing and Gender' (CRAG), and 'Computer Assisted Qualitative Data Analysis (CAQDAS) Network'.</p> <p><u>Achievement of strategic aims</u></p> <p>The Department has achieved the strategic aims set following REF2014.</p> <ul style="list-style-type: none"> • We have further extended our methodological expertise. We have made several appointments which have strengthened our methodological base. Berlusconi, Roberts and Eisenbroich have added methodological expertise in social network analysis, mobile and complexity methods respectively. Hubbard, Lohman and Griffiths have introduced historical methods (including archival and oral history approaches) to the Department. Harman has added expertise in visual arts-based methodologies. We have also continued to build on the internationally renowned and cutting-edge research being carried out by established centres. For example, CRESS, led by Gilbert, launched CECAN, a £3.8 million research centre, in 2016. CECAN is developing, testing and promoting innovative policy evaluation approaches. Between 2016 and 2018 CRESS was also home to the National Centre for Research Methods (NCRM)/ESRC-funded <i>HomeSense</i> project which developed and demonstrated how digital sensors can be used effectively in social research. • We have led the development of emerging fields in criminology. The Department is a catalyst for world-leading criminological work. It has pioneered research in critical areas including cybercrime, hate crime, and the analysis of online commercial sex networks. For example, McGuire was an investigator on an Engineering and Physical Sciences Research Council (EPSRC)-funded project <i>Addressing Cybersecurity and Cybercrime via a Co-Evolutionary Approach to Reducing Human-Related Risks</i> (2017-2018). Berlusconi is part of an ESRC-funded project investigating how technologies are transforming transnational

organised crime (2019-2021). Garland completed the largest study of hate crime victimisation ever undertaken in terms of both the numbers and the diversity of hate crime victims accessed (ESRC 2012-2014). McCarthy received ESRC-funding for a project (2015-2017) on *Parenting Young Offenders* which focused on the social impacts of youth imprisonment on primary caregivers. Following REF2014, the Department established the 'Surrey Crime Lab,' to support our criminological research and this subsequently grew to become the 'Surrey Centre for Criminology' (SCC). Led by Brunton-Smith and McCarthy (with Lloyd from Mathematics), the SCC is a cross-Faculty initiative which coordinates interdisciplinary collaborative research across the University of Surrey together with criminal justice partners.

- **We have consolidated areas of particular strength.** The Department had intended to establish a University-wide network on race, migration and multi-culturalism. Whilst this remains a focus within the Department, strategic reviews of staffing and infrastructure led to a decision to consolidate other emerging expertise in sexualities research. For example, Griffiths received a Wellcome Trust Fellowship (2015-2020) to write a social and medical history of intersex in Britain. Lohman joined the Department as a Leverhulme Fellow and is currently a Surrey Research Fellow working on the lifecycles of LGBTQI+ community centres in London. King has conducted extensive work on LGBTQI+ life course inequalities (with linked RCUK funds totalling over £1million) including housing. Hubbard was awarded Wellcome Trust funding to explore the interconnected lives and work of queer women in mid-century British Social Science (2019). Drawing on this expertise, in 2019, King and colleagues established the University-wide 'Sex, Gender and Sexualities' Group at Surrey which has now been given centre status (SGS). As explained further below, the Families and the Life Course research group and the Digital Societies research group were also formed in 2017 to consolidate and develop these emerging areas of strength.
- **We have continued to recruit high-quality postgraduate research (PGR) students.** The research culture within the Department has long been enriched by a large and vibrant PGR community and we have diversified funding opportunities to attract high-quality PGR students. Alongside winning nine competitive, internally-funded Doctoral College Studentships, we have received funding for studentships from organisations such as Surrey Police, Keep Out (the crime diversion scheme), Surrey Country Council and the Higher Education Academy. Recruitment also benefits from our collaborative approach to fostering genuinely cross-disciplinary research projects. For example, Brunton-Smith is currently co-supervising studentship-holders in the Department of Mathematics. Burningham and Roberts have both supervised PhD students with the Centre for Environment and Sustainability (CES) and Meadows has received PhD funding under the ESRC's interdisciplinary Research Studentship and Postdoctoral Fellowship Scheme (September 2013 onwards). The Department has been at the forefront of PGR training and development. This has included the delivery of an annual three-day course on *Agent-based Modelling for the Social Scientist* (Elsenbroich 2014-2017), funded by the ESRC Advanced Training Initiative. Since 2014, we have expanded the range of our methodological training, creating a suite of robust advanced methods modules which are freely available to all our PhD students. Graduates from our PGR programme continue to make significant contributions to both academia and wider sectors (see section 2 below for further details).

Since its inception some 50 years ago the Department has utilised research groups as a key mechanism for achieving our strategic aims. They facilitate the development of collaborative outputs (over half our category A staff have published with another member of the Department during this period) and they help drive forward the intellectual agenda and culture of the Department. For example, through contributing to the Department's seminar series, organising events, identifying possibilities for infrastructure support, facilitating grant capture through peer review and support, and helping shape the staffing strategy. Each of the six research groupings,

below, has links to the research centres managed from the Department and includes a productive mix of doctoral students, researchers and academic members of staff.

The **Innovations in Methodology** research group has been essential to meeting our aim of extending our methodological expertise. The group has strengths in survey research methodology, secondary analysis of cross-sectional, multi-level and longitudinal datasets, qualitative methodology, social simulation, statistical modelling, methodological integration, virtual methods, research ethics, archival and oral history approaches and new technologies for social research. This group includes CRESS and CAQDAS. Both are long-standing research centres, celebrating their 20-year and 25-year anniversaries during the assessment period, and they continue to have a major international impact on the use of social simulation and qualitative data analysis respectively. In an international collaboration with colleagues from Erasmus University (Rotterdam, the Netherlands), the University of Quebec and the University of Montreal, members of CAQDAS coordinated the development of the open source QDA-XML exchange format which enables more than a million users to exchange data between software packages for the first time. In addition, the CRESS affiliated CECAN project produced supplementary guidance for the 2020 revision of the Magenta Book, which is published by HM Treasury, and is the official government guide about policy evaluation. The Innovations in Methodology research group also co-ordinates methodological training across the Department, University and wider community. Between 2014 and 2020 the Department Day Course Programme (founded in 1981) ran over 175 courses and trained over 1,390 delegates.

The **Criminology and Criminal Justice** research group ensures that the Department continues to identify and engage with cutting-edge developments in the field (and see Surrey Centre for Criminology, above). The University of Surrey has a long history of research on the organisation and outcomes of police work. Since 2014, key research projects in this area have included funded research on the co-production of crime control between the police service and religious organisations (British Academy, 2015-2016; Bullock) and police trauma and workplace injuries on police personnel (Police Dependents' Trust, 2015-2016; Fielding, Bullock and Garland). Members of the group have also worked alongside colleagues around the country to develop and disseminate knowledge about what is known to be effective in reducing crime as part of the College of Policing's *What Works Centre for Crime Reduction* (ESRC, 2013-2016; Bullock). Our considerable research on prisoners and their families has also informed debates about reducing reoffending (ESRC Future Leaders Award 2015-2017, McCarthy with Adams). As well as continuing to work in these areas, group members are currently carrying out ground-breaking work in analytic criminology. Brunton-Smith, for example, has recently been awarded an ESRC Secondary Data Analysis Initiative grant (2020-2022) to better understand measurement error and to estimate adjusted crime counts.

The **Science, Environment and Health** research group brings together our work on the applications of computational technologies in the social and natural sciences, the sociology of contemporary communications technologies, the sociology of sleep, and the sociology of the environment and sustainability. As an example of the latter, Burningham is currently Deputy Director of the Centre for the Understanding of Sustainable Prosperity (CUSP). This was originally a five-year (2016-2020) ESRC-funded multi-institutional research centre to address the question of what prosperity can mean in a world of environmental, social and economic limits. CUSP has become a leading international network, drawing together expert partners from academic and non-academic institutions as co-producers of the work programme. As part of CUSP, Burningham is co-ordinating an international study (with partners in New Zealand, Brazil, India, Bangladesh, Japan and South Africa) considering what enhances young people's sustainable wellbeing in cities. CUSP has recently been awarded transition funding (£1.2 million) for the period 2021 to 2025.

The **Inequalities and Diversities** research group supports and consolidates the sexualities research being carried out in the Department and fosters the development of a range of linked research projects centred on the role of structural inequalities in contemporary societies. This

includes work on gender, race and migration and social class. For example, Brooks' European Research Council Consolidator grant (£1.2 million, 2016-2021) looks at the diversity of student experiences across Europe. King received funding from NORFACE as part of the Dynamics of Inequality Across the Life-course programme (DIAL: 2018-2021). The key objective of this study is to compare intersectional life course inequalities and to provide cross-cultural evidence, for the first time ever, concerning life course inequalities experienced by LGBTQI+ people. The Inequalities and Diversities group includes the Centre for Research on Ageing and Gender (CRAG) which has been conducting policy relevant research on ageing and gender for over 15 years. CRAG has an established international reputation and continues to host international visitors; including Dr Ralf Lottman who was a Marie Curie International Fellow in the Department from 2017 to 2019.

The **Families and the Life Course** and the **Digital Societies** research groups were formed in 2017 to help foster and consolidate emerging areas of department expertise. The former includes Hodkinson's work on fathers who are primary or equal carers for young children (with Brooks) and Harman's work on intensive mothering. The latter captures expertise in technology and society, online methodologies and data and platforms in contemporary mediated societies. Current work in this area includes Setty's 2020 ESRC Impact Acceleration Account-funded project on *Transforming School Culture*, a body of British Academy and Wellcome Trust-funded work on digital health communication practices of mothers experiencing post-natal difficulties (2017-2019 Das), and British Academy-funded (2020-2022) studies to explore the ways that chatbots are shaping understandings of mental health recovery (Meadows, Hine). The Digital Societies research group has close links with the University of Surrey's Technology and Society research theme which is led by Das.

The Department's intellectual agenda strongly emphasises **interdisciplinarity** and staff within these groupings are supported to develop and lead interdisciplinary collaborations. Burningham's post, for example, is funded across two departments in different faculties and her research projects, researchers and PhD students span the two. Hine currently holds a prestigious Royal Society APEX cross-disciplinary fellowship (2020-2022) to look at emergent everyday ethics in development of infrastructures for smart care, in collaboration with Payam Barnaghi, Deputy Director of the UK Dementia Research Institute's Care Research and Technology Centre. Brunton-Smith was part of a research team (with the Centre for Environment and Sustainability) that developed a methodology to calculate the carbon costs of criminal activity (2017). This work provided the first estimate of the carbon footprint of crime in England and Wales and examined the carbon implications of falling crime rates.

We have continued to co-create research with users and to build impact into new research. As examples, members of SGS, the new Centre for Sex, Gender and Sexualities Research, bring together researchers, activists, charities, policy makers and representatives from cultural industries. Setty's work on relationship and sex education has been built through collaboration with groups such as eNurture, Outspoken Sex Ed, Digital Awareness UK and Life Lessons Ltd. Roberts is designing work on waste crime in dialogue with Surrey Police, Guildford Borough Council and Surrey Environment Partnership. Our approach to co-creation and 'engaged research' has been enhanced by the creation of a **Department Impact Strategy** and **changes to the impact infrastructure**. Appraisals and annual scoping reviews are used to capture and identify how best to support co-creation activities. Colleagues are encouraged to apply for central and Faculty-level resources to support research, travel, networking and engagement activities. The Department also made a significant contribution to the University's ESRC £1 million social sciences Impact Acceleration Account (IAA). Bullock, a co-director of this fund, ensures that the Department continues to feed into decision-making on the development of impact from social science research. IAA funds have enabled Hodkinson and Das to build resources for perinatal support in partnership with the Institute of Health Visiting (IHV) and the National Childbirth Trust (NCT). In addition, Faculty impact funds have enabled Garland to spend time with key stakeholders exploring future priorities for hate crime research.

The Department culture also emphasises **transparency, open communication** and **making research findings available** to other researchers and the public. Elsenbroich currently serves on the Editorial Board of the open access *Journal of Artificial Societies and Social Simulation*. The Department continues to edit and publish the open access *Social Research Update*. There has been wide adoption of ORCID profiles amongst colleagues and an increase in the depositing of code/data for re-analysis. For example, Brunton-Smith made code available with papers published in *Science* (2018), *Journal of the Royal Statistical Society (Series A)* (2016) and *Criminology* (2018). Open access work is supported by the Surrey Research Insight (SRI) team who advise on open access and enhancing research visibility. Data, publications and doctoral theses are shared through the SRI open access repository. Since 2014, staff throughout the Department have deposited nearly 600 items and items within the repository have been accessed over 270,000 times.

During this REF period the Department has influenced University of Surrey strategy and initiatives in open access and research integrity. Hine acted as Chair of the University Ethics Committee between 2015 and 2018 and was responsible for institutional policy formulation and implementation in relation to research integrity, with a specific focus on raising awareness of ethical issues across the institution through the introduction of a self-assessment tool. Burningham is currently Deputy Chair and Lohman sits on a panel which reviews high risk proposals. Barbrook-Johnson is a member of the University of Surrey's Open Research Working Group and works closely with the newly appointed Academic Lead for Research Culture and Integrity to develop and promote a positive culture of research integrity and improve relevant practices. Academic research within the Department has also advanced our understanding of open themes and ethics – for example, Brooks publishing *Ethics and Education Research* in 2014 and Fielding (now Emeritus) completing a Higher Education Funding Council for England (HEFCE)-funded study on open source communication (2015-2017).

Strategic priorities

Our vision is to offer a distinct brand of policy-oriented sociological research driven by world-leading methodological innovation, to combat inequalities and champion diversity. We aim to strengthen our position as a global leader in sociological research and innovation, to foster and develop talented research and academic staff, including early career researchers (ECRs), and to promote an inclusive culture that promotes integrity and treating people with respect.

Over the next five years we will:

- i. **Continue to generate a diverse portfolio of research funding.** External funding has proven to be an important mechanism for supporting the intellectual work of the Department. Reflecting our successful track record here, we will continue to build on the strategies outlined in section 3 (below).
- ii. **Produce internationally-recognised research outputs.** We will facilitate the generation of research that is seen as internationally excellent and the publication of results in leading outlets. The Department has a long history of fostering international collaboration through its Visiting International Fellowship scheme, and by regularly hosting international visitors. Since 2014 this has included Haynes (Limerick), Jemielniak (Kozminski University), Harnois (Wake Forest University), Perry (University of Ontario Institute of Technology), Hsu (University of South Australia), Salmela (University of Helsinki) and Ebeling (Drexel University). We will grow such initiatives and (i) invite more international colleagues to act as mentors and peer reviewers for staff in the Department; and (ii) further develop the proportion of our projects and outputs which have an international collaborator.
- iii. **Continue our focus on innovation and the generation of societal value from our research.** We will support colleagues in leveraging impact from research, engaging

publicly and transferring knowledge, and will facilitate enterprise, entrepreneurship and the commercialisation of social science. For example, we will continue to support initiatives such as CECAN Ltd, a spin out company established by members of the Department to provide those in the third sector (amongst others) access to innovative policy evaluation approaches and methods to support decision-makers.

- iv. **Further extend our methodological expertise.** We will continue to develop innovative approaches to modelling and understanding social processes. CRESS is looking to pioneer the application of 'participatory system mapping' in the Natural Environment Research Council (NERC)-funded project *Actively Anticipating the Unintended Consequences on Air Quality of Future Public Policies (ANTICIPATE, 2019-2022)*. We will also continue to grow our expert methods training in online and digital methods and strengthen synergies between the methods expertise of current staff and the methods training we offer. For example, Harman developed workshops on visual arts-based methodology whilst at the Vitalities Lab (Australia) and members of CECAN are currently developing a technical training programme, CPD courses, specialist workshops, publications, webinars and seminars to demonstrate the challenges of evaluation in real-world situations. CAQDAS launched a webinar series in 2020 which will run in parallel with more traditional forms of training.
- v. **In line with the University of Surrey research strategy, we will continue to attract and provide high-quality support and training for ECRs.** Postgraduate, postdoctoral and early career researchers are an integral part of our department. We will continue to secure studentships and fellowships through industrial sponsorship and other funding streams. Building on a track record of success in this area (see section 2 below), we will support ECRs in their applications to, for example, Future Leader schemes and postdoctoral fellowships (such as those run by the Wellcome Trust and NIHR). Drawing on our methods expertise, we will work with the Doctoral College to provide high-quality advanced methods training to ECRs as well as mentoring and support.

The research groupings and research centres will continue to act as key mechanisms for ensuring that strategic aims are achieved (see above). We will also constitute an advisory board from the Department's network of non-academic partners, global networks, Visiting Professors (currently Professors Tarling, Patten Smith and Scambler), and its Visiting International Fellows. This group will then meet annually to advise the Department on its strategic strengths and review progress against these strategic priorities.

2. People

The Department's current Category A eligible staff includes 7 Lecturers, 3 Senior Lecturers, 5 Readers, 7 Professors, and 5 Senior/Research Fellows. All of these are permanent posts with the exception of 4 Senior/Research Fellows who are employed on fixed-term contracts which match the length of the funded project. Where these exceed 4 years a permanent role is guaranteed once funding is complete.

Fourteen of our Category A eligible staff have joined the Department since 2014, including 6 current Lecturers (Hubbard, Griffiths, Berlusconi, Menichelli, Setty, Adams), 1 Senior Lecturer (Harman) and 1 Reader (Das). Two further colleagues moved to Category A having held Research Fellow positions in the Department prior to this assessment period (Roberts, who is currently a Lecturer and Elsenbroich currently a Senior Lecturer).

Staffing strategy

Since REF2014 our staffing strategy has prioritised: (i) recruiting in key areas to support the Department's intellectual agenda (ii) recruiting excellent early career academics, where possible,

as part of a commitment to HR Excellence in Research initiatives and the University of Surrey's aim to support the career development of researchers; (iii) recognising and promoting leadership potential to ensure the long-term vitality of the Department.

- i. **Recruiting in key areas.** As noted in section 1, recruitment has helped us extend our methodological expertise (for example Berlusconi, Harman and Elsenbroich) and consolidate areas of strength (for example Hubbard, Lohman and Griffiths). Appointments have also enabled the Department to enhance its criminological strength (Berlusconi, Menichelli, Setty and Adams).
- ii. **Recruiting excellent ECRs.** Hubbard, Berlusconi, Setty and Adams were all within five years of their PhD when they joined the Department as Lecturers. The emphasis on recruiting early career academics has been backed by infrastructure and financial support. Lohman, who joined the Department as a Leverhulme Trust Early Career Fellow (mentored by Hodgkinson), has been supported by matched Department funds and was awarded a Surrey Research Fellowship in 2019 (mentored by Garland). Griffiths joined the Department as a Wellcome Trust University Fellowship (with matched funds by the Department and a commitment to fund a full-time lectureship once the fellowship ended).
- iii. **Recognising and promoting leadership/long-term vitality.** Investment in people and leadership has seen the staff profile change from 30% Professor/Reader (REF2014) to 44% Professor/Reader (REF2021). Das was recruited in part, to provide leadership in media and communications alongside Hodgkinson and Hine (promoted to Professor in 2019). Brunton-Smith re-joined the Department as a Professor to provide additional leadership in criminology and research methods alongside McCarthy (promoted to Reader in 2017). Elsenbroich (promoted to Senior Lecturer in 2019) is working closely alongside Gilbert and the Centre for Social Simulation with an eye to future succession. King (promoted to Professor in 2018) succeeded as Director of CRAG in 2014 and became Deputy Head of Department in 2016. He, along with Bullock (promoted to Professor in 2016), has undertaken Senior Leadership Training with a view to the long-term management of the Department.

Staff support and development

The Department considers its collegial environment and approach to development and support of staff as crucial to sustaining a thriving research culture. Research time is built into a transparent workload allocation model (WAM). Where research time is specified in funding applications, this is also built into the WAM irrespective of whether the funder directly covers overheads or salary costs. The Department continues to operate a sabbatical system and all academic staff (part-time and full-time) are eligible to apply for one semester of research leave every five years and typically two members of the Department are on sabbatical in an academic year. All staff have an annual appraisal with their managers which focuses on progress towards meeting targets and career development. Colleagues within the Department are also invited to attend mid-year reviews to discuss progress against targets, and to have one-to-one meetings with the Director of Research. As noted in the *Concordat to Support the Career Development of Researchers*, promoting good mental health and wellbeing is a core component of good research. During the assessment period the Department established the role of 'wellbeing officer' (Roberts) who ensures that colleagues are aware of wider support mechanisms.

The Department recognises and rewards staff for carrying out research and achieving impact. Colleagues are encouraged and supported in their applications for awards and fellowships. Since 2014, McCarthy and King have both been awarded the Vice Chancellor's Researcher of the Year award. Bullock, Das, King and McCarthy have received the Faculty Researcher of the Year award, Pepper was awarded the Faculty PGR Student of the Year in 2019 and Meadows received the Faculty PGR Supervisor of the Year award in 2020.

The Department also encourages exchanges between academia, business, industry and public/third sector. Over the assessment period we have increased the number of Visiting International Fellows, Visiting Researchers in the Department and facilitated staff secondments. For example, Patten Smith (Director at IPSOS MORI) was awarded a visiting professorship from 2019 and the Department facilitated Elsenbroich's NCRM-funded secondment fellowship (for risk modelling) at the Cabinet Office (2018).

Members of the Department have influenced University of Surrey policy on **staff support and development**. As well as roles on the University Ethics Committee noted above, Burningham has acted as Faculty representative on the University staff survey action group (2016-2018). Hubbard chaired the University LGBTQI+ Equality Group and has assisted in the development of greater trans inclusion on campus through policy changes and changes to Information Communication and Technology (ICT) process. She also sat on the University of Surrey Equality and Diversity Committee (for which she was nominated for a Vice Chancellor's Award for Equality and Diversity). Adams has been nominated for the same award in relation to her work on the Race Equality Charter Mark Self-Assessment Team. Griffiths is the current Chair of the LGBTQI+ Equality Group and has been involved in University Stonewall Workplace Applications and the launch on a new Rainbow Allies network. Brooks also conducted a study on flexible working for the University, which fed into the Equality and Diversity Committee, and was Associate Dean for the University's Doctoral College (2017-19) with oversight of the development of post-doctoral staff across the Faculty.

Specific support for Early Career Researchers

Since REF2014 the Department has established an 'Early Career Champion' (Bullock) who ensures that individuals at the beginning of their research career are made aware of the wide-ranging opportunities for development. These include courses aimed at developing leadership and management skills and staff are encouraged to attend these. The University of Surrey began participating in the Aurora Women's Leadership Programme in 2013. 'Springboard', an award-winning, internationally recognised women's personal development programme, is also available. Aurora has been completed by three current members of staff. The Early Career Champion is also responsible for ensuring that ECRs feel supported and integrated into the research culture of the Department through formal and informal mentoring.

Working within the framework of the *HR Excellence in Research*, all staff within the Department are offered a mentor/senior colleague and encouraged to meet with them at least twice a year. ECRs are encouraged to use their mentor for peer review of papers and research proposals. Peer feedback is required of all grant applications prior to submission and many staff act as peer reviewers, reinforcing the transfer of expertise between more experienced staff and ECRs. Where a grant is unsuccessful, colleagues are invited to discuss this with senior colleagues and the Director of Research (for both support and advice on where else to target). Evidencing the success of these strategies, since REF2014 colleagues have had considerable success in securing fellowship and development grants at an early career stage. For example, a Leverhulme Early Career Fellowship (Lohman, 2016), a Philip Leverhulme Prize (Redclift, 2015), two RCUK Future Leader awards (Redclift, 2016 and McCarthy, 2015), a UKRI Innovation Fellowship (Barbrook-Johnson 2018) and an AHRC award for early career researchers (Elsenbroich, 2014).

More informally, the Department has continued to encourage more established staff to collaborate with early career colleagues, including Research Fellows and PhD students, in submitting bids and writing journal articles – for example, Gilbert's collaboration with Elsenbroich on CECAN and its spin-out company CECAN Ltd and McCarthy's collaboration with Adams (then a Research Fellow). In 2017, Lohman (a Leverhulme Fellow at the time), Hubbard (ECR), Griffiths (Wellcome Trust Fellow) and Hubbard, L (a PhD student) successfully applied for a BSA Early Career Forum event. King mentored them through the application and organisation of the event.

Support mechanisms for, and evidence of the training and supervision of, PGR students

Currently the Department has **30** students registered for a doctoral degree (**17** full-time and **13** part-time). Eighteen of these students are female (60%), which is in line with the sector average (62% of women in recent years). Twenty-three (77%) are Home/EU students and twenty (67%) are over the age of 30. Recruitment is governed by a postgraduate research admissions policy which makes clear that the University is committed to equality of opportunity.

The **39** doctorates successfully supervised to completion during this period include interdisciplinary PhDs and those co-supervised with another Department or University. Table 1 (below) shows the disaggregated total number of doctoral degrees awarded as reported in REF4a for each year of the assessment period.

	PhDs	Research-based professional doctorates
2013-14	3	0
2014-15	9	0
2015-16	2	0
2016-17	7	0
2017-18	7	0
2018-19	4	0
2019-20	7	0
Total	39	0

We have actively responded to changes made to PhD funding and especially the ESRC decision to change access to Doctoral Training College (DTC) provision in 2015 and the decision to deliver all studentships through Doctoral Training Partnerships from 2017. Across this period, students within the Department have had access to a departmental research fund to support their research with conference attendance and fieldwork costs. The Doctoral College also runs three funding competitions and, since 2014, **nine** students within the Department have been supported by these funds. Colleagues in the Department are also proactive in securing alternative funding sources for PGR students. For example, Bullock secured a Dawes Trust Bursary in 2015, Gilbert supervises students funded by Surrey Country Council, and Brunton-Smith co-supervises a student with mathematics who is 50% funded by Surrey Police. PGRs have also been funded as part of larger research grants. For example, Lainio on Brooks' European Research Council grant and Wills on CECAN.

All PGR students are members of the University Doctoral College. The Doctoral College provides a framework for monitoring progress with formal assessment within the first 12 to 14 months, online reports after each meeting and annual and mid-year reviews. The Doctoral College also co-ordinates a range of training modules and runs an annual flagship event for the University's PGR and ECR community. It is a partner institution in the South East Doctoral Training Centre (accredited by the ESRC) and a member of the South East Network for Social Sciences (SeNSS) – a consortium formed of 10 leading UK universities. Training is also embedded within the Department and mechanisms are in place to ensure that PGR students are part of the Department research culture. Alongside having at least two supervisors, PGR students have unrestricted access to the Department's leading methods training – including week-long courses on a range of methods (e.g. Participatory Systems Mapping, Agent-Based Modelling, Social Network Analysis, Discourse Analysis). PGRs frequently present their work in the Department and attend workshops organised by the Department PGR Director (Brunton-Smith). They also organise an annual research conference and are important members of Department research clusters.

Since 2014, PGR students have had their work published in leading academic and practitioner focused journals, including: *Health*, (Green) *Sociological Research Online* (Green, Lainio), *The*

Howard Journal of Crime and Justice (Bunce), *The Journal of Forensic Psychiatry & Psychology* (Georgiou) and *Policing and Society: An International Journal of Research and Policy* (Pepper). Lainio has also co-guest edited special issues on creative methods (*International Journal of Social Research Methods*) and students in marketised Higher Education landscapes (*Sociological Research Online*). PGR students have also gone on to experience considerable success across a diverse range of careers. For example, Wlasny (2018) is currently a Senior Social Researcher in the UK Civil Service and Fenn (2019) is Head of Strategy and Insights at Police Now. Those who went on to an academic career include Hope (2014, Lecturer, Southampton), Knight (2016, Lecturer, Roehampton), Setty (2017, Lecturer in the Department), Smith (2019, Lecturer, Brighton), Seal (2017, Senior Teaching Fellow and Associate Dean, University of Surrey) and Pepper (2019, Lecturer, University of Greenwich). Anzola, also joined the staff of the Universidad del Rosario following his studies at Surrey (2014) and Rozas Domingo (2017) became a postdoctoral fellow at Universidad Complutense de Madrid.

Evidence of how the submitting unit supports and promotes equality and diversity

At department level, equality of opportunity is promoted effectively and applies to all research activities including bidding, conference attendance, promotion, and flexible/remote working. All meetings are held between the core hours of 10 to 4 and the University flexible work policy considers a wide range of arrangements (including part-time working, term-time working, job-sharing, annualised hours and additional planned unpaid leave).

There are currently 5 members of Category A eligible staff on fractional contracts. Evidencing equality in career pathways, 2 of these colleagues have been promoted since 2014 (Birmingham to Reader and then Professor from January 2021 and Hine to Professor). Support has also been put in place for staff and students returning from periods of leave. This includes policies allowing for a phased return to work following parental leave and an expectation within both our maternity and adoption policies 'that teaching and/or administration loads will be reduced for a semester to facilitate staff reaching their research targets'. Colleagues within the Department returning from extended leave have successfully applied for the Vice Chancellor's Inclusion and Career Investment award for research (the Academic Returners' Award) worth £5,000. All staff have the same access to research support and are eligible for research leave after 5 years irrespective of FTE.

The Department paid considerable regard to equality and diversity in the construction of the REF2021 submission. Output selection followed the Code of Practice and guidance set by the University's REF2021 Team. Membership of the output selection panels included suitable representation from across the areas of speciality within the UOA and took account of the population characteristics of the UOA. Membership was reviewed by the Equality, Diversity and Inclusion (ED&I) Working Group ahead of scheduled meetings and all attendees completed REF2021 ED&I training. A member of the REF2021 Team was present at all output selection meetings. Equality Impact Assessments have also been carried out throughout the development of the REF submission. These have supported our approach to the attribution of outputs, ensuring the selected output profile is representative of the Department's make-up. Particular attention was paid to ensuring gender balance: 56% of the UOA are women and 54% of outputs are attributed to women.

Colleagues within the Department have also played pivotal roles in ensuring that University policies support the wellbeing of all staff and students – including those with protected characteristics. The Department was the first in the University to develop its own Department Equality and Diversity Committee, which monitors compliance with relevant University policies and enacts local initiatives which give issues of equality and inclusiveness a high profile. The Committee organises events to celebrate, for example, International Women's Day, LGBTQI+ History Month and Black History Month. Griffiths started a Rainbow Allies initiative and Hubbard and others were part of the team which introduced a permanent 'rainbow crossing' on campus (2019) as a symbol of solidarity with and commitment to the LGBTQI+ community.

The Department remains committed to advancing equality and diversity. Members of the Department have taken up leadership roles within Faculty and University equality initiatives and sit on both the Faculty ED&I Committee (Bullock) and University ED&I Committee (Hubbard, Griffiths). Colleagues also sit on a range of external bodies focused on promoting equality and diversity, for example, acting as an external assessor to HMP Send Equalities Committee (Garland).

3. Income, infrastructure and facilities

A sustained track record of funding generated by staff in Sociology is testimony to the Department's world-class research. Since 2014 the Department has experienced a highly successful period of grant capture – with over **50 projects** being funded to a value of over **£8.87 million**.

Our strategies for generating grant income and research impact have centred on the following:

- i. **Proactive identification of funding calls through targeted Faculty support, intention to bid notifications and appropriate offers of support.** Since 2014, colleagues within the Department have received support from a Research Facilitation Officer (RFO, funded by the University) and a Research Co-Ordinator (RCO, funded by the Faculty). Both the RFO and RCO keep staff informed of opportunities as and when they arise. All members of the Department are required to complete an intention to bid form before progressing with a grant application. This form goes to the Research Facilitation/Co-ordinator Officers who then organise formal bid peer review. The form also goes to the Department Research Director – who may meet with colleagues to discuss plans and encourage engagement with Faculty research officers and mentors – and to colleagues in Research and Innovation Services to plan the administrative support and costings required for bids.
- ii. **Building mentoring and informal peer review into the application process.** Funding bids must undergo formal peer review as part of institutional quality assurance measures. Informal mechanisms are also in place to help staff as all colleagues are offered a mentor and are encouraged to use this person for informal discussions and review prior to submitting their proposal. This system has proved particularly useful for early career colleagues as evidenced by successes in Leverhulme, Philip Leverhulme and Future Leaders awards. As an early career researcher in the Department, Barbrook-Johnson was also supported in his successful UKRI Innovation Fellowship (2018-2020), which aims to nurture him as a Future Leader across both industry and the research base. Elsenbroich also received an AHRC/ESRC award for early career researchers (2014-2017).
- iii. **Facilitating interdisciplinary/cross-disciplinary collaboration and bidding.** A key component of our strategy for generating grant income has been encouraging and supporting colleagues to build interdisciplinary research applications. Examples include the Wellcome Trust-funded FutureSex project (Griffiths, Hubbard, Lohman). The Institute of Advanced Studies (IAS), led by Gilbert as its Director, has become a key University-wide mechanism for enhancing collaborations across disciplines. Since 2014, colleagues have received competitive awards from the IAS to run conferences on topics such as '*Research Methods for Digital Work: Innovative Methods for Studying Distributed and Multi-Modal Working Practices*' (Hine), '*Making Sleep: New agendas for a New Public Health*' (Meadows) and '*Intersections of Ageing, Gender, Sexualities*' (King). These events have led to numerous outputs, including an edited collection on *Intersections of Ageing, Gender and Sexualities: Multi-Disciplinary International Perspectives* (King 2019).
- iv. **Responding to short-term government and third-sector calls for proposals.** Alongside the development of CECAN Ltd – the commercial arm of the ESRC-funded CECAN – members of the Department have also carried out short-term research work for

partners such as the Department for Education (Brooks), Lankellychase Foundation (Shaw), Pargiter Trust (King) and West Sussex County Council (Garland).

- v. **Ensuring a diverse portfolio of funding.** We continue to successfully compete for support from a diverse range of external funders. As well as government and third-sector funders, since 2014 we have been awarded 17 ESRC grants. This includes funding awarded to Brooks as co-investigator to the Centre for Global Higher Education (2020). Other funders include the Wellcome Trust (x 6 awards), the European Community (x4), Innovate UK (x2), the EPSRC (x2), the British Academy (x4), Facebook (Penn) and the Foundation for the Sociology of Health and Illness (Meadows).
- vi. **Creating a culture of co-creation.** Initiatives have been put in place to ensure that research is impactful from the outset. Alongside those things noted in Section 1, this has included strengthening links with key local institutions – such as Surrey and Sussex Police and Surrey County Council – many of whom are invited to attend policy-focused research events hosted by the Department.

Research funding and links to high quality research outputs

Colleagues have had their work recognised in numerous ways. For example, Harman, was awarded the International Sociological Association RC13's '*Young Leisure Scholar Award*' for her conference paper 'Leading the Way? Male Ballroom and Latin American Dancers' (2016) and the Consumer Culture Theory Conference '*Best Competitive Paper Award*' for her conference paper 'Intensive Mothering in Hard Times' (2018). McCarthy was awarded the 2014 British Society of Criminology (Policing Network) prize and Hine has been shortlisted for the 2020/21 *SAGE Prize for Excellence/Innovation* for her journal article 'Strategies for Reflexive Ethnography in the Smart Home: Autoethnography of Silence and Emotion.'

Research grants drive many of the high-quality publications produced by staff. As of September 2020, Brooks' Eurostudents project (2016-2021), funded by the European Research Council, had generated 14 articles; 1 edited collection in press; 2 special issues; 2 book chapters with 4 forthcoming; and 8 non-academic pieces.

Infrastructure and University investment in the Department

The Department has benefitted from University-level initiatives and support. As noted above, this has included funding Fellowships (Lohman, Griffiths) and PhD studentships. The University has also provided resources for two research centres led by members of the Department and has supported the Department through investing in a wide range of CAQDAS packages (such as NVivo, ATLAS.ti, MAXQDA, Transana) which facilitate both research and teaching within the Department. Institutional support for innovation and capacity building in criminal justice research has been further evidenced by the investment of £100k through the UKRI World-Class Laboratories programme. This money is being used to upgrade the University's Moot Room into a Court of the Future. Berlusconi and Brunton-Smith have also been provided with access to high-powered computer facilities which enable complex analysis of large datasets to be completed expediently.

The Department has also had considerable success in obtaining Faculty and University of Surrey seed funding for research and impact activities. Recipients include Adams, Meadows, Eisenbroich, Brooks, Hine, Das and Hodkinson and Roberts. Two monographs have been produced as a result of these awards (Brooks and Hodkinson 2020 and Hodkinson and Das 2021); as well as numerous papers, further grant applications and a Submission of Evidence to the Women's and Equalities Select Committee on the Mental Health of Men and Boys. Burningham received £65,000 from the University Global Challenges Research Fund to conduct an

international survey and King received £15,000 from the University to help develop an LGBTQI+ Social Housing Resident Pledge Card Scheme.

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

Collaborations, networks and partnerships

As noted in section 2, wider partnerships include the SeNSS consortium of 10 UK Universities. Support is also in place within the Department to encourage effective networks and collaborations (see section 3) and national and international academic collaborations underpin much of the work in the Department. Collaborative projects include the EPSRC-funded *Whole Systems Energy Modelling Consortium* (*WholeSem*; 2013-2018, Gilbert) which partners Surrey with UCL, Cambridge and Imperial. The *CYCLES* project (*Children and Youth in Cities—Lifestyle Evaluations and Sustainability*, 2016-2025, Burningham) involves collaboration with partners in India, Bangladesh, New Zealand, South Africa, Japan and Brazil. The ESRC-funded *Cyber-TNOC* study (2019-2021, Berlusconi) involves academics from Cardiff University, Università Cattolica del Sacro Cuore and the University of Montreal. Over fifty percent of Department published outputs have a national or international co-author outside of the Department.

Engaging with and developing relationships with key research users, beneficiaries and audiences

As evidenced in much of the narrative above, the Department has engaged with a considerable range of users, beneficiaries and audiences. Further examples include working with Child Sex Education Diaries and Digital Awareness UK on issues surrounding sexting (Setty). Adams and McCarthy have worked with the charity Joint Enterprise Not Guilty by Association (JENGbA) to review Joint Enterprise cases. Brooks has conducted work with the National Union of Students on institutional students' unions which contributed to national training sessions for sabbatical officers. Close working relationships also exist with UK government Departments/agencies such as the Department for Environment, Food and Rural Affairs (Defra), the Department for Business, Energy and Industrial Strategy (BEIS), the Environment Agency, and the Health and Safety Executive; charities and third sector organisations such as Stonewall, Stonewall Housing, Tonic Living, Opening Doors London and HouseProud and businesses such as Bromium, Anglian Water and Risk Solutions. Outside the UK, the Department has engaged with audiences and publics as diverse as the eThekweni Municipality Government (Durban, South Africa) and the Emilia-Romagna Regional Government (Italy).

These relationships with key users, beneficiaries and audiences enable impactful research and enrich the research culture. Research users frequently offer student placements or guest lectures. For example, Sylvia Lancaster (the founder of the Sophie Lancaster Foundation) gives an annual lecture in the Department and in 2019 was awarded an honorary doctorate on the recommendation of the Department.

Engaging with publics and sustainability of the discipline

The Department has taken a leading role in organising public celebrations of social science. Hodkinson, Das, Setty, Burningham and Hubbard have all organised public seminars as part of the ESRC Festival of Social Science. Meadows co-convenes the Sociology section of the British Science Association and has organised sociology events at its annual week-long Festival for over a decade. The Department has also established the role of 'public engagement lead' (Menichelli) to help facilitate interaction and engagement with stakeholders.

Wider contributions to the economy and society

Since REF2014 the Department has continued to make significant contributions to the research base, economy and society. Examples of **impact** not captured in the submitted case studies include Burningham's work with arts-based charities (Feral Spaces and BArts), and schools to create interactive events and discussions on how to imagine and bring about a sustainable future. Burningham is also an expert panel member for Global Action Plan's 'Flickers of the Future' competition to encourage young film makers to develop positive drama about sustainable futures. Meadows collaborated with policy specialists, psychologists, clinicians and those in recovery from alcohol and other drug problems to develop the first patient reported outcome measure for sleep in recovery from addiction (2019). This has now been included in the SURE Recovery app. The Home Office 'cost of crime' policy appraisal toolkit also now includes the carbon footprint of crime estimates developed by Brunton-Smith and colleagues.

Responsiveness to national priorities

The Department's strong policy focus means it has remained responsive to national and international priorities and initiatives – for example, the *FutureDAMS* project is examining the design and assessment of resilient and sustainable interventions in water-energy-food-environment systems (funded by the RCUK Global Challenges Research Fund (2017-2021)). The NERC *ANTICIPATE* project forms part of the Clean Air Programme, which brings together policy analysts and policy makers from UK central government, devolved administrations and local and regional authorities, stakeholders from business and civil society organisations, and UK based academics and researchers to explore the impact of policy initiatives on air quality. The ESRC-funded *LIPSIT* initiative (*Local Institutions, Productivity, Sustainability and Inclusivity Trade-offs*, 2019-2021) is helping regional and local policy makers responsible for industrial strategy to make good trade-offs between productivity growth, inclusivity and sustainability.

The Department was also well placed to respond during the early months of the COVID-19 pandemic, with Hine involved in training over 1,380 people on online methods and Das carrying out rapid research on perinatal health and the digital pivot. Between March and July 2020, Barbrook-Johnson was part of the COVID-19 Community Health and Social Care Modelling Team led by the University of Durham. This work is helping decision-makers understand the uncertainty around forecast models.

Wider Influence, contributions and recognition**Conference organisation**

The Department places considerable value on conference/seminar organisation as a way of generating new ideas and collaborations. The Eurostudents team, led by Brooks, ran a conference on creative methods (sponsored by the *International Journal of Social Research Methodology*) in June 2018 and another on Students in Marketised Higher Education Landscapes in June 2019. Further examples include hosting a British Sociological Association Early Career Forum Regional Event centred around sexualities studies (2017, Griffiths, King, Lohman, Hubbard) and an ESRC-funded seminar series on gaps in knowledge about LGBT ageing (King 2015). Brooks was co-investigator on an ESRC seminar series 'Thinking the 'Yet to be Thought': an International Cross-sectors Seminar Series Exploring Socially Just Education and Inequalities in Education' (2014-2016). Research users and activists have formed a core part of these conferences/seminars. For example, in 2016, the Department hosted a free evening public lecture by Dr Lynne Friedli (freelance researcher and author of the World Health Organisation report, *Mental Health, Resilience and Inequalities*) and during 2019/2020 the interdisciplinary FutureSex seminars involved three activists who are working in the field of sex, gender and sexuality.

Editorial Work

Other activities contributing to the sustainability of the discipline include journal editing. *Ethnic and Racial Studies* continues to be run from the Department and, since 2014, colleagues have edited *Sociology*, the flagship journal of the British Sociological Association (2014 to 2017, King, Neal), *Ageing and Society* (2018 onwards, King) and *Sociological Research Online* (2012 to 2016; Hodkinson and Brooks). Brooks is also an executive editor of the *British Journal of Sociology of Education* and Harman is currently an associate editor of the *International Journal of Sociology of Leisure*. Colleagues in the Department have also sat on numerous editorial boards of journals over the past six years. For example, *Sociological Research Online* (Meadows, Bullock, Brooks, Hodkinson), *Journal of Artificial Societies and Social Simulation* (Elsenbroich), *British Journal of Criminology* (Brunton-Smith, Berlusconi), *Journal of Youth Studies* (Brooks, Hodkinson), *Local Environment* (Burningham), *Journal of Consumer Ethics* (Burningham), *Ethnic and Racial Studies* (Garland), *Big Data and Society* (Hine), *Methodological Innovations* (Hine) and *Trends in Organised Crime* (Berlusconi). Between 2016 and 2019 Hubbard also served as the book review editor and part of the editorial team for *Psychology of Women and Equalities Review*.

Service to UK Research Councils, leadership in professional societies and contributions to other bodies

Staff have provided considerable service to UK Research Councils and other funding bodies including: Member of ESRC Peer Review College and Commissioning Panel (Brooks, Bullock); Member of ESRC large grants shortlisting panel (Hine); Member of the NIHR Doctoral Fellowship Panel (Meadows), Member of the Future Leaders peer review panel, (McCarthy, Meadows); Member of Council, Economic and Social Research Council Member (Gilbert).

Colleagues have also continued to hold leadership positions in professional societies including: Chair of the ESA Research Network on Sexuality (King); Member of the Governing Council of the Society for Research into Higher Education (Brooks); Member of the Royal Statistical Society Social Statistics Committee and Secretary for 4 years (Brunton-Smith); Chair of the British Sociological Association Climate Change Research Group (Roberts); Management Board of the European Social Simulation Association (Elsenbroich) and Chair of the Audience and Reception Studies division of the European Communication Research and Education Association (Das).

Contributions to other bodies include: Member of the Expert Reference Group for Public Health England's evidence review on sleep and health (Meadows); Advisory Board Member for the International Network for Hate Studies (Garland); Board Member of the National Centre for Research Methods (Brunton-Smith), member of the International Longevity Centre Academic Advisory Board (King) and academic advisor to the College of Policing (Brunton-Smith). Gilbert has been a member of the following groups and committees: Department for Transport/Defra Joint Air Quality Unit Technical Independent Review Panel; Member; Cross-Government Trial Advice Panel; Social Science Expert Group, Defra; International Institute for Applied Systems Analysis UK Committee; UKRI Industrial Strategy Challenge Fund Healthy Ageing Evaluation Expert Group. Setty is currently a leading member of the British Society of Criminology Early Career Network, and Hine was a member of the British Sociological Association working group on digital research ethics (2016-2017).

These contributions have been formally recognised. Since 2014 several members of staff have received prestigious awards and honours – including Brooks who was chosen as a fellow of the Academy of Social Sciences in 2019, in recognition of her work in the sociology of education; Arber (now Emeritus) who was awarded the 2017 BSA Distinguished Service to British Sociology Award; and Gilbert who was also made Commander of the British Empire (CBE) for services to computational social science (2016).