

Institution:

Sheffield Hallam University

Unit of Assessment:

UOA13 - Architecture, Built Environment and Planning

1 UNIT CONTEXT AND STRUCTURE, RESEARCH AND IMPACT STRATEGY**1.1 Overview and Context**

Our Unit's mission coheres around a core intellectual agenda, which is to drive forward a concern with **social and environmental justice within disadvantaged communities and the places and economies in which they live and work**. Since REF2014 we have expanded our ambitions, bringing contemporary debates around sociotechnical systems, environmental science, governance and the role of community in our economic, social, technological and political futures more consciously into view, whilst effecting a **step-change in our international collaborations**. We have also intensified our impact, addressing the grand challenges of our time – socioeconomic precarity, climate crisis and global interconnectedness – through new interdisciplinary connections, increased collaboration with academic and non-academic stakeholders, and an acute focus on knowledge exchange and impact.

Our overarching strategic aim flows from this agenda: to develop the **strongest possible environment for undertaking rigorous empirical and conceptual research** which will contribute to the wider discipline, attract funding and yield impacts benefiting the public, charitable and private sectors. The accessibility and tractability of our findings remains key. We aim to build **genuine pathways to policy, societal and environmental impact** into our research by tackling social, economic and technical issues identified by stakeholders.

At the heart of the Unit is the **Centre for Regional Economic and Social Research (CRESR)**, one of the UK's leading policy research centres. For over 30 years CRESR has developed a **sustainable model of applied empirical research and impact activity which influences policymaking at the highest levels**. We have significantly scaled our Unit's research intensity and outputs by investing in new appointments to build a multi-disciplinary research staff group in the **Department of Natural and Built Environment (DNBE)**, with a plan to launch a new Research Centre to address scientific (social and physical) challenges in Climate Change and Sustainability.

1.2 Structure

CRESR is a distinct and self-sustaining business unit undertaking over £2m per year of externally funded research. It is one of the University's five Strategic Research Centres. CRESR is home to 25 (19.9 FTE) of our submitted Category A staff, all being academics on permanent research-only contracts, led by a centre director (*Ferrari*).

DNBE is a large academic department with staff working across the full range of the Unit's subject areas, including expertise in architecture, town and regional planning, real estate, construction, environmental science and sustainability. 16 members of DNBE staff (15.6 FTE), all on permanent academic contracts, have Significant Responsibility for Research (SRR) and are Category A submitted staff. Research strategy and activity in DNBE is coordinated through a dedicated Head of Research (*Storarr*).

CRESR and DNBE are part of the College of **Social Sciences and Arts** and are also allied to the University's **Social and Economic Research Institute (SERI)**.

1.3 Research and Impact Strategy

In pursuit of our mission and strategic aim outlined above, we have developed a unique and **sustainable model of income generation**, empirical analysis, publication and impact within a 'virtuous circle'. Since REF2014 we have focused on deploying this model to significantly scale-up research intensity, quality and impact within DNBE. This has led to more than **double the number of staff with SRR** (38.7 FTE [2014: 19.2 FTE submitted]), a **substantial increase in the number of outputs submitted** (92 [2014: 79]) and delivery of **impact at the highest levels of policymaking and influence** (as exemplified by our four Impact Case Studies drawn from all areas of our research strength – see Section 1.3.2).

To achieve this, we invested heavily in our **staff**, nurturing an expanded pool of research talent through developing their skills, expertise and cohesiveness as a team (see Section 2.1). We have also focused on promoting a **positive and open culture** of intellectual inquiry and professional and public engagement, leading to new academic and research user collaborations (see Section 4). Finally, we have successfully built the **infrastructure** required to build a research capability at the highest levels of impact, competitiveness and professionalism (see Section 3.2).

1.3.1 Achievement of strategic aims during the assessment period

In executing our strategy, **we met or exceeded our REF2014 objectives** and have sought to further build on these. Specifically:

- (i) We have **sustained and enhanced CRESR's profile for undertaking policy-relevant research of excellence and impact and authoring high-quality academic outputs**, continuously growing and exceeding our income targets (now >£2m p.a.) through a sustainable, mixed portfolio of funding (contract research, UK/EU grants, knowledge exchange and consultancy). We have strategically emphasised the role of **contract research income in supporting our academic objectives** – a model which has directly supported our increased levels of academic outputs. Beyond the strategic allocation of institutional QR, much of our research is undertaken on a full cost-recovery basis and we strategically cross-subsidise scholarly and academic activity from net contributions from contract research. 92% (against a target of 90%) of our submitted outputs are in **international academic journals** (defined as those listed in the Web of Science Master Journal List and abstracted in SSCI or SCI Expanded). We have successfully nurtured an **interdisciplinary cluster on sustainable futures** (see also Section 1.3.4), developing the potential we identified in REF2014 to draw together our emerging research strengths in environmental policy, energy, building technology and architecture. This has led to significant international profile and collaborations, particularly around our work on energy policy.
- (ii) We have **further developed an international reputation** through targeting specific resources and support to academics with the potential to develop international collaborations. This has included providing seed-corn funding and work-plan allocations to **support the preparation of funding applications with overseas universities**. This yielded 29 collaborative funding applications with international academic partners during the REF period, of which 8 were successful (target: 5). Through these projects we established several **new collaborative relationships with international universities**, and we lead and participate in major **international scholarly networks** (see Section 4.1). We have **increased co-authorship with scholars at overseas institutions** (22 returned outputs against a target of 10, including products of collaboration with scholars in Austria, Australia, Argentina, Belgium, Canada, Chile, China, Czech Republic, Finland, France, Germany, Iceland, Ireland, Italy, Malaysia, Mexico, New Zealand, Norway, Poland, Russia, Sweden,

Switzerland, Taiwan, Thailand and USA). As managing editor of *Housing Studies*, *Ferrari* has stabilised the journal's editorial and administrative functions at Hallam, cementing our Unit's reputation as a **leading international cluster for housing studies**.

- (iii) We have continued to **promote academic research as a career option through recruitment and career progression opportunities and targeted support**. Our Unit has a positive, proactive approach to recruitment and staff development which focuses on equalities, diversity and inclusion (EDI), and identifying and nurturing research potential among early career researchers (ECRs) and staff new to research. As a result, we are returning significantly more staff than in 2014 (21 more against a target of 5). DNBE has seen a significant increase in staff submitted to REF, from 4 in 2014 to 16 in 2021, reflecting: (i) increased emphasis on research in the recruitment of new staff, (ii) investment in research time (~0.24 FTE) and funding support (~£68K p/a) for research active staff, (iii) support for ECRs and staff with industry backgrounds (e.g. supporting staff PhD completion e.g. *Tang*), and (iv) support for research career progression, evidenced by promotions (see Section 2.3.4). Notwithstanding the external recruitment of a Director of CRESR in 2017 (*Ferrari*), our focus has been on developing our senior academic leadership capacity internally.
- (iv) Finally, we have **maintained a higher degree programme, whilst further improving PhD completion rates**. Our Unit has continued to support an active and high-quality doctoral school in CRESR and DNBE. We have successfully funded at least one student each year from internal resources, whilst increasing our success in attracting competitive bursaries and scholarships, including from the ESRC White Rose Doctoral Training Partnership (WRDTP) and University Alliance Doctoral Training Alliance. In 2019 DNBE launched a Graduate Teaching Assistant scheme for funding PhD students, bringing in four new PhD students in the last two years. Completion rates have continued to improve, and we have supported 33 completions since REF2014 (target: 20).

1.3.2 Key areas of research and impact strength

Our strategy has involved supporting several key areas of significant international profile.

Housing and place

We are an internationally recognised centre for research into **housing and place**. Here, the group's work is methodologically varied and multidisciplinary in nature but coalesces around two broad lines of enquiry. First, the **planning and organisation of housing systems** at the level of strategic policy and politics. This includes substantial bodies of work on the governance and changing roles of housing associations (e.g., *Cole* [outputs 1069, 1071], *Ferrari* [output 1089] and *Manzi* [outputs 1229, 2563]), community housing (e.g., *Archer* [output 3149]) and the interrelationship of housing and social policy (e.g., detailed research by *Hickman*, *Pattison*, *Powell*, *Reeve*, *Sanderson* and *Wilson* into the UK's housing benefit system [outputs 3624, 1034, 1175, 1238, 1243, 1337]). This latter work yielded **significant impacts on government policy** such as to the design of aspects of Universal Credit (see REF3 'Direct Payment of Housing Benefit').

Second, understanding the role and effectiveness of providers and policy in **meeting the housing needs of vulnerable people**. Reflecting shifts in academic and policy debate globally since 2014 the group has increased attention on researching the Private Rented Sector (PRS), homelessness and groups with multiple vulnerabilities or complex needs (e.g., *McCarthy*, *Reeve* and *Parr*'s work on homeless mothers [outputs 1203, 1277, 3622] and rough sleepers [output 1277], *Green*, *Maye-Banbury* and *Robinson*'s research into

older people's housing options [outputs 1173, 1266] and *Sanderson's* research into affordability for younger populations [e.g. output 1034]).

Socioeconomic governance of localities and regions

Our programme of research into the **socioeconomic governance of localities and regions** comprises two overarching strands. First, and reflecting ongoing global processes of change in urban governance, our research on **the voluntary and community sector (VCS)** has taken on a new prominence. Here the Unit's interdisciplinary research with Sheffield Business School constitutes perhaps the largest grouping of UK scholars engaged in studies of the third sector, with considerably increased research income. Since 2014 this group has developed strengths in the **co-production of research and service evaluations with vulnerable groups** at both the national and community level. Examples are *Batty's* research into 'troubled families' (output 886), research by *Bashir, Damm, Crisp, Powell, Sanderson, White* and *Wells* on the co-production of the national Talent Match evaluation and impacts of other labour market programmes (outputs 933, 1037, 1087, 1283, 1304), *Pearson's* work on lone parents (output 893) and voluntary action research by *Ellen Bennett, Cerulli, Dayson, Dobson, Macmillan, Pearson and Sanderson* (outputs 940, 1016, 1085, 3146, 3150).

Second, our academics are engaged in substantial ongoing programmes of work into the **subnational impacts of welfare reform**. This is exemplified by *Batty, Ellen Bennett* and *Fletcher's* work on welfare conditionality (outputs 886, 939, 1101, 1157, 2561), *Beatty, Fothergill* (Category C), *Gore* and *Wells's* research into industrial restructuring and its impacts (outputs 937, 983, 1141, 1183) and studies of public service reform (notably *Dayson's* research into social impact bonds and the use of **social prescribing** in community health and social care systems [outputs 1086, 1126]). Work here has generated significant impacts on organisational strategy and national policy development. Our programme of work on social prescribing has **influenced local and national NHS spending plans** (see REF3, 'NHS Investment in Social Prescribing'), whilst our extensive research on **welfare reform** has shaped political and public debate (see REF3, 'The Uneven Spatial Impact of Welfare Reform').

Sustainable built and natural environments

The third key area is our major interdisciplinary focus on **sustainable built and natural environments**. Here, our research conjoins social and technical perspectives in an integrated body of empirical and applied work on a range of policy and environmental determinants of sustainability. This work has three discernible strands.

First is a major interdisciplinary focus on **domestic energy efficiency** and the development of **sustainable built environments** (including construction methods e.g. [*Al-Obaidi, Laycock, O'Flaherty* and *Tang's* research into cooling systems, daylighting and construction materials [outputs 848, 853, 862, 1185, 1186, 1297, 3621] and *Ambrose, Gilbertson, Goodchild* and *O'Flaherty's* sociotechnical analyses of domestic energy practices [outputs 834, 876, 880, 1136]).

Second is a corpus of environmental scientific research applied to questions of **anthropogenic climate change and adaptability** (e.g., *Bridge's* work on particle transport [outputs 984, 985, 989] and *Bridge, Holmes* and *Storror's* research on glaciology [outputs 987, 1192, 1200, 1291, 1295, 1306, 1333, 3144, 3623]).

Finally, the Unit has developed a substantial body of expertise in **infrastructure engineering and governance** (notably *Ambrose, Dobson* and *Eadson's* research into the politics of energy transitions [outputs 884, 1084, 1122, 1124, 1132, 3148], *Goodchild, Sharpe* and *Spence's* work on urban water and waste systems [outputs 1142, 1286, 1287,

1299] and *Dobson, Ferrari, Parkes and Rotherham's* studies of active transport, sporting and 'green' urban infrastructure [outputs 1090, 3151, 3152, 3620]). The above research strengths can be demonstrated by *Wells's* co-investigator role and *Eadson's* leadership of the Cities, Environment and Liveability (CEL) pathway in the £17.4m WRDTP, whilst the impact of our interdisciplinary work on infrastructure governance is exemplified by its effect on affordability assistance provided by **all water companies in England and Wales, benefiting over two million vulnerable customers** (see REF3, 'Utility Poverty').

1.3.3 Impact strategy

Our key areas of strength show how impact sits at the heart of our Unit's approach to delivering applied research. Our impact strategy for 2014-21 was to embed a virtuous circle of research funding (often from contracts with government departments and agencies), influence and impact on policy and practice, and high-quality publication based on rigorous peer-reviewed research. Key features of our approach included (a) **investment in new research collaborations** to either challenge existing policies or to develop new programmes. This is exemplified by *Dayson's* work where we supported the pump priming of a local initiative to develop a new model of social prescribing; (b) **investment in people** where new appointments and staff development activity have focused on developing collaborations with new partner organisations (e.g., ECR *Damm's* partnership with the **National Council for Voluntary Organisations** to develop new methods of visualising charity data); and (c) **participation in government and charitable foundation research and evaluation framework agreements**, including for DWP, BEIS, DEFRA and the Youth Futures Foundation. Participation in frameworks has led to higher levels of rigour in our policy research through compliance with Standards of Evidence, and underpinned our impact case studies by *Hickman et al.* and *Ambrose et al.*

We have taken a leading role in developing Hallam's research relationships with its locality, and primarily the Sheffield City Region. In our Unit this has led to around 30 projects with local agencies totalling over £800,000, including on low carbon skills, just transitions, active travel, housing market assessment, health and social care. CRESR is leading the development of a **Civic Framework** for the Civic University Network (UPP Foundation, DfE, Arts Council England and Carnegie Trust), providing a sector-leading tool to help universities assess their impacts on their localities. Other examples include *Ferrari's* role as a Knowledge Exchange lead for the £6m UK **Collaborative Centre for Housing Evidence** (CaCHE); a successful Knowledge Transfer Partnership with **leading facilities management company Mitie**, realising productivity increases among occupants of The Shard in London through biophilic design and IoT integration; and a series of projects with **Network Rail** led by *Spence* to assess and mitigate flood risks to rail infrastructure.

In 2020 we established **Sonnet Advisory & Impact**, a Community Interest Company whose aims are to help charities and public and private sector bodies achieve positive social impact. Sonnet applies our research insights to strategic change projects in major organisations like Marie Curie, The Children's Society and Hyde housing group. Surpluses will be reinvested in 'social innovation pilot' research projects through the next REF Census period. *Pearson* and *Wells* are Directors of Sonnet.

1.3.4 Forward strategy for research and impact

Our specific **objectives** for 2021-26 are to:

- (i) **Continue to develop the Unit's profile and capacity for applied policy-relevant research with impact.** The principal measures of success relate to research and knowledge exchange funding (target: average annual income from all sources of £2.4m, including an increase in income to DNBE to £500,000p.a. by 2026) and increased non-academic engagement and impact. Supporting this objective, we will

build a community of Honorary Associates, Fellows and Visiting Professors drawn from external industry, policy, practice and research participant communities to help advise on and deliver impact, alongside continued support for open research and public engagement initiatives.

- (ii) **Develop an environment known for its vitality and world-leading research.** We will increase further the proportion of outputs published in leading international journals or monographs (target: 95% of published articles) and grow the number of funded projects undertaken with international collaborators (target: 10). Supporting this, we will pump-prime international collaborations, targeting junior and intermediate grade staff; provide funding and time to support participation in international conferences and collaboration meetings; and map staff Research and Innovation Plans (see Section 2.1.1) against collaborative funding opportunities. We will also support development of internationally leading practice-based outputs, drawing on our identified strengths in architecture.
- (iii) **Extend our ambitions around successful applications to UK and international research councils.** We will explicitly target scaling-up existing research networks and collaborations into new projects, building on our trajectory of recent successful UKRI and international collaborative grants (see Section 3.1). We will align with the UKRI mission to convene close partner collaborations and connect research to societal good, capitalising our strengths in place-based policy and practice. In support, we will commit internal PhD scholarships to large-scale project proposals and research priorities; draw on our significant experience of co-production with communities; and support new networks (e.g., Civic Universities Network) aimed at building collaborative capacity to scale-up research ideas.
- (iv) **Develop staff and team research culture and capabilities.** Building on our strong practice of recruiting and supporting ECRs, we will focus on developing and embedding a clear plan for equalities, diversity and inclusion (EDI) in all aspects of our work. We will commit to ensuring the great majority (target: over 90%) of research capacity is within roles with permanent contracts, whilst focusing on staff progression (target: support promotion of at least four staff to Associate Professor/Professor whilst redressing imbalances in protected characteristics). We will maintain our higher degree programme and support a vibrant and successful PhD community across the Unit, focusing growth in our priority research areas. We will seek to orientate research agendas to address intersectionality and structural inequalities, such as those arising from racism and Covid-19.
- (v) **Nurture new interdisciplinary research agendas in sustainability and infrastructure.** We will develop significant new research agendas by promoting interdisciplinary connections within the Unit's full range of research themes and external collaborations. Success will be marked by establishing a leading international profile in academic and policy research in relation to sustainability, adaptation and resilience in built and natural environments. Supporting this objective, our Unit will launch a new cross-cutting **Centre for Sustainability and Climate (CSC)** to coordinate the University's multidisciplinary research into environmental and socio-technical systems and transformative, applied research into the cultures and capacities of sustainability. CSC will also lead the University's response to the Climate Emergency locally, regionally and globally, whilst convening research strengths in sustainability and climate from across Hallam's research institutes.

1.4 Interdisciplinary Research

CRESR and DNBE bring staff together in interdisciplinary teams from across the social and physical sciences, applying insights across a diverse array of fields. The University's Research Institutes and **interdisciplinary impact platforms** (see REF 5a) provide a

mechanism through which we have scaled up this approach, leading to notable successes including: our collaboration with academics in Hallam's Centre for Behavioural Science and Applied Psychology (CeBSAP) and University of Manchester, culminating in the **only University-led consortium to be appointed to the UK Government's Behavioural Insights Framework**; the establishment of our **Voluntary Action Research Group** with researchers in Sheffield Business School collaborating closely with colleagues at Open University and Universities of Birmingham and Wolverhampton; and *Cerulli's* work with architects, artists and educationalists on the British Pavilion at the **Venice Biennale** (postponed to 2021 due to Covid-19). *Dayson* is seconded (0.4 FTE) to Hallam's **£14m Advanced Wellbeing Research Centre** to lead its 'Healthy and Active 100' theme, drawing on our Unit's leading work on **social prescribing**.

1.5 Open Research and Research Integrity

We are committed to open research. We seek to publish outputs as Open Access wherever possible. Since 2014 **our staff published 73 Gold OA articles**, many supported by funding article processing charges. We seek to publish, or link to, commissioned outputs from our own website whenever funding agreements allow. We continue to invest in our in-house **open access journal *People, Place and Policy*** (see Section 4.4), increasing the accessibility of policy research to non-academic communities. *Storror* is associate editor of *Open Quaternary*, an international open access journal. All staff are encouraged to use Sheffield Hallam University's Research Archive (SHURA) and Research Data Archive (SHURDA) as the principal means through which publications and data sets are stored and shared, to utilise academic networking sites such as ResearchGate to share pre-print publications, and to obtain an Open Researcher and Contributor ID (ORCID). Our research also provides the platform for significant **open data assets**. Highlights here include *Beatty* and *Fothergill's* work with the ***Financial Times*** to develop its open access **Austerity Audit** (which won an EPPY Digital Publishing award) and *Damm's* work on new open data derived from Charities Commission and Giving365 records.

CRESR and DNBE staff play important **leadership roles for research ethics and integrity**, especially as ambassadors for good ethical practice in contract research and on projects involving **fieldwork with vulnerable groups**. Ethics responsibility sits with the Director of CRESR and Head of DNBE and is delegated to dedicated ethics teams and reviewer pools in CRESR and DNBE, whilst reporting to the University Research Ethics Committee. Almost all submitted staff serve as trained ethics reviewers across the university. Detailed understanding of information governance and research ethics, particularly in relation to working with vulnerable groups, are essential criteria on CRESR job specifications, and we require relevant Disclosure and Barring Service (DBS) checks for all researchers working with vulnerable participants.

2 PEOPLE

2.1 Staffing Strategy and Staff Development

We have developed a professional, multi-disciplinary team of **academic staff specialising in research**. To achieve this, we have committed to permanent contracts, focused on staff retention, supported staff progression, cultivated a collaborative ethos and promoted equality, diversity and inclusion (EDI) in all staffing policies and actions. Three decades of pursuing this strategy has demonstrated its proven success in building an adaptable and resilient team with world-class research capabilities.

To grow our capacity and research intensity we are continuing our established approach to nurturing a **permanent professional research team** in CRESR, whilst **developing new capacity** in DNBE. An approach has been developed to carefully balance the development of sustainable research careers through progression against the need to support the Unit's growth and innovation through the development of new talent. All but two (95%) submitted Category A staff are on permanent contracts.

2.1.1 Career development

Our strategy places specific emphasis on research career development and a progressive approach to EDI. In CRESR, growth has been focused principally on the **recruitment of early career researchers** (ECRs) and the provision of opportunities for staff to quickly develop their own independence as researchers. Low staff turnover coupled with capacity growth (2014: 19.2 FTE, 2020: 38.7 FTE) testify to the development of a stable and sustainable environment for the development of academic research careers. Our commitment to staff is reflected in **promotions across all grades**: since 2014, *Bashir, Bennett, Damm, Eadson, Harris, McCarthy, Parkes* and *Sanderson* were promoted from Research Associate to Fellow and took on Significant Responsibility for Research (SRR); *Ambrose, Crisp, Eadson, Parr, Sanderson* and *Wilson* were promoted to Senior Research Fellow; while *Cadman* and *Sharpe* were awarded Senior Lectureships. *Reeve* and *Wilson* were promoted to Principal Research Fellow, *Storrar* became a Principal Lecturer, *Dayson* was awarded an Associate Professorship, and Readerships were bestowed on *Bridge, Cerulli, Crisp, Eadson, Manzi, Powell* and *White*. *Ambrose, Laycock* and *Pearson* were promoted to Professor. **CRESR now has three female Professors (50% of the permanent professoriate)**. Several members of staff, including *Ambrose, Crisp, Dayson, Eadson, Storrar* and *Wilson*, have progressed through **multiple promotions over the REF period to senior academic roles**, exemplifying our commitment to staff development. Recruitment of new staff has also enabled us to strengthen research priorities such as transport (*Parkes*), building technology (*Al-Obaidi*), housing (*Ferrari, Manzi*) and civil society (*Dobson, Macmillan*).

Over the last REF period, DNBE **recruitment has emphasised the growth of research active staff**: nine of the 18 DNBE staff submitted joined since 2014. In DNBE, staff with SRR are provided with dedicated support through identified time in their work plan for both scholarship and research (at least 20%), membership of a research theme, and QR funding to support research projects and bid development. DNBE staff can also work with undergraduate students, who receive bursaries to act as research assistants for six weeks.

Staff Development funding is available to all staff, which is used to support attendance at conferences, engagement in learned societies and other academic networks, and training in research skills and methods. From 2020-21 a proportion of staff development funding has been devolved to research clusters to support team-based activities such as writing collaborations and team building. Staff development funding provided to CRESR staff in the academic years 2017-18 to 2019-20 averaged £1,622 per annum per FTE. During the REF period 35 staff in DNBE received direct support for research. DNBE staff work on CRESR research projects on a directly allocated basis (e.g., *Manzi*) and through teaching buyouts and formal secondments (e.g., *Maye-Banbury*).

Our investment in support for academic publication has included **dedicated writing advisory roles** (*Cole, Goodchild, Lawless, Maye-Banbury*), **strategic secondments** across the Unit (*Ambrose, Hickman, Maye-Banbury*), and work-planned time for writing, contributing directly to the increases in research intensity and outputs noted in Section 1.1.

All staff are line managed by a senior academic with responsibility for a small team of direct reports. Staff are supported with the writing of **individual Research and Innovation Plans**. These take a 3–5-year view on how funding, research, output and impact activities work together; research networks and collaborations can be developed; and the support

required to scale-up research ambitions. These plans are reviewed at least annually within Performance and Development Review (PDR) meetings with line managers and feed into academic work planning. Staff are also encouraged to share research plans within their research clusters and groups, and with personal mentors.

2.1.2 *Research and impact leave, sabbaticals and exchanges*

Staff at all stages of their career are provided with **opportunities to focus on scholarship and research**. Rather than fund periods of research leave or sabbaticals on a cyclical basis, we have embedded a minimum level of support for all researchers within our approach to work planning – **all staff have scholarly activity time and can bid for 'writing release'** (most receive a minimum of 20 days p.a.). In CRESR the workload model allows for a minimum of 50 days p.a. (pro rata) of 'non project days' for all members of staff, which can be used to support personal research and scholarship, career development and the development of funding proposals. Staff can also bid for additional targeted support for team writing, new initiatives and impact activities (funded through internal investment – see REF5a).

We encourage staff and research students to develop opportunities for **researcher mobility and engagement with industry and policy communities**. We have had considerable success in securing cash and in-kind support for collaborative studentships which involve periods of placement within host organisations. Staff have held visiting positions in overseas institutions and our Unit has hosted several secondments from other academic departments (e.g., Sheffield Business School, Law & Criminology). Our research culture and capacity continue to be enhanced through *Fothergill's* (Cat. C) long-term attachment to our Unit from the Industrial Communities Alliance.

2.1.3 *Recognition and reward*

In addition to the approach to recognition and reward promoted by the University's *Hallam Deal* (see REF 5a), we have a strong, inclusive framework for **celebrating and rewarding research success**. Regular communications across our teams highlight new publications, research projects and impact and engagement activities, ensuring that a wide spectrum of staff and achievements are recognised. A bimonthly **staff newsletter and regular staff meetings** are used among other things to recognise and openly thank academic and professional staff contributions. CRESR launched a dedicated **staff intranet** in 2020 which is used to highlight notable successes, and our external Annual Report draws attention to significant collaborative achievements. We nominate staff for **University and external awards** wherever possible, including Times Higher and Guardian University Awards.

Staff are supported by line managers and mentors to develop cases for academic regrading. The **staff progression** noted in section 2.1.1 evidences our transparent and rigorously assessed approach to recognising and rewarding contribution and responsibility.

2.2 *Early-Career Researchers*

Our commitment to building a permanent research capacity provides a compelling environment in which **post-doctoral researchers can establish a distinctive academic career and progress quickly to positions of research independence and leadership**. ECRs are encouraged to develop their own portfolio of research interests whilst contributing to larger research projects. In CRESR, staff are supported to develop a wide range of transferrable research, project management and impact skills within an applied, contract research environment.

Within our Unit, 10 members of Category A staff (8.70 FTE) are classed as ECRs, representing 22.5% by FTE of all Category A staff. Our recruitment activity has been specifically targeted at attracting new early-career academics with significant research potential. CRESR has appointed 8 new early career staff to permanent contracts since 2014 (*Archer, Bimpson, Ellen Bennett, Damm, Harris, Leather, Parkes, Pattison*), 5 of whom achieved SRR during this time. Several members of staff, including *Archer, Ellen Bennett, Eadson, McCarthy*, have been recruited from our PhD school. Researchers without SRR but who are in the early stages of their research career are on permanent contracts and are fully involved in the academic life of their Centre or Department by attending all relevant staff meetings and playing a full role in delivering our academic environment (e.g., reviewing ethics applications, acting as junior editors of *People, Place and Policy* and organising seminars).

A dedicated role (currently *Damm*) is provided with workplan time to act as a liaison between ECRs, college governance and the University-wide ECR Network. CRESR has established a **Research Associates and Research Fellows Forum** which provides a regular conduit to the centre's leadership team on specific issues facing ECRs. This has led to development of new policies and initiatives such as more supportive line management structures and the organisation of theory and methods discussion groups.

2.3 Postgraduate Research Students

We offer a fully integrated research environment for our postgraduate research (PGR) students, supporting **33 completions** during the REF period. **43 students are currently registered on PhD (3 or 1+3) programmes** based in either CRESR or DNBE. All completions in REF4a are PhDs (no professional doctorates). PGRs are full members of our academic community, enjoying dedicated workspace **co-located with academic staff**. Students are provided opportunities to work on staff research projects and gain valuable teaching, research and project management experience; they also play a key role in the organisation of seminars, events and conferences. **Students are equal contributors** to academic discussions, such as fully participating in CRESR's research cluster meetings. DNBE launched a Graduate Teaching Assistant (GTA) scheme in 2019, providing two PhD studentships per year in return for a modest contribution (< 20%) to teaching in the Department. The GTA scheme provides PGRs with valuable teaching experience and supports them through structured training and support through the Doctoral School and Social and Economic Research Institute (SERI).

2.3.1 Strategy and leadership

Our strategy is to develop the sustainability and vitality of our research school by focusing on the recruitment of students with **excellent research potential** who demonstrate a close fit with our thematic and applied priorities. This highly selective approach ensures a tight-knit and supportive PGR community, closely integrated into the Unit's research activities. Strategic leadership of our research school is provided by dedicated PGR Tutors (PGRTs) in CRESR (*Parr*) and DNBE (*Cerulli*).

A high proportion of our PGRs develop leading research careers. Recent graduates have been appointed by *inter alia* the Universities of Liverpool, Newcastle, Nottingham, Sheffield, as well as to senior positions in organisations such as NHS Research and IpsosMORI. We have also been particularly successful in **identifying and nurturing research talent**, supporting graduates into postdoctoral research positions within our own Unit. For example, within our current staff *Ambrose, Ellen Bennett, Eadson, Foden, McCarthy, Dobson* and *Tang* all completed PhDs at Hallam and we are supporting staff PhDs (e.g., *Sanderson*).

2.3.2 *Training and supervision*

We provide PGRs with a range of training and development opportunities. In addition to a compulsory University-led induction programme, we require all students to undertake **methods training**. We provide a Professional Skills for Research Leadership programme, delivered jointly with colleagues in the College of Social Sciences and Arts. Students undertake annual **training needs assessment** (TNA) mapped against the Vitae Researcher Development Framework.

In CRESR all students are expected to attend our established **PhD Forum**, which provides a structured programme of monthly activities, many student-designed and led. Students participate in local training and development activities in response to identified needs: for example, students and staff jointly attended a series of internal workshops on topics such as using NVivo and conducting remote qualitative fieldwork during the Covid-19 lockdowns.

All PGRs present to an **annual research conference and 'showcase'** event. Presentations are assessed to facilitate structured feedback. PGRTs also host regular informal drop-ins in addition to the Doctoral School's virtual café.

2.3.3 *Recruitment and studentships*

We proactively identify and recruit talented PGR students from taught research programmes, notably our Masters in Research (MRes) Social Sciences degree, and through our strong traditional and social media presence. We publish an annual call for potential projects aligned to our research strengths and priorities, and provide support to prospective students in developing applications. We are committed to furthering the diversity and inclusivity of our student base. Through the White Rose DTP we advertised for two ring-fenced scholarships for Black British students. We offer flexible and part-time modes of study: on average 39% of our PGRs study part-time.

Our students have access to a range of scholarship and funding opportunities including Vice-Chancellor's scholarships, GTAs, WRDTP Pathway and Collaborative awards and self-funded students. In recent years we have had significant success in attractive competitive studentships, with a total of five recent WRDTP awards. These have included **collaborative PhDs** with organisations like Power to Change, Living Streets, Mitie and Sheffield City Region.

2.3.4 *Progression and support*

Our focus on **an excellent student experience** has resulted in consistently high levels of satisfaction (five-year average PRES satisfaction score of 84.4%, increasing). Progression and support are provided through PGRTs, dedicated administrative support for PGRs, local peer-support arrangements and student representation on the SERI PGR student committee. Students have their own society and organise events such as the **Friendly Writing Feedback Group**. PGRs can claim research support funds and training grants up to £500 p.a.

We have a strong framework for PGR **wellbeing and researcher safety**. Recognising the challenges of undertaking research with vulnerable populations, CRESR provides dedicated PGR wellbeing support (*Batty*), access to specialised training (e.g., courses on lone working), and oversight of researcher safety through CRESR's established system of tracking fieldworker whereabouts and check-ins.

Student progress is monitored by SERI's bimonthly PGR committee, chaired by the Head of Research Degrees and attended by PGRTs and Administrators. Ongoing registration is conditional upon making satisfactory progress reviewed at key assessment points.

2.4 Equality and Diversity

We are committed to EDI throughout our staffing strategies and actions, which have resulted in significant progress in equality of opportunity. By mainstreaming flexible working policies and modelling behaviours at a senior level, we have provided considerable support for staff to balance a successful research career with caring, family, volunteering and other commitments. We also recognise the considerable progress that we still need to make, especially in ensuring greater ethnic diversity in our research staff base and to continue towards more equal representation of African, Asian and other Minoritised Groups (AAMG), staff with disabilities, and LGBT+ staff across our academic grades.

2.4.1 Flexible arrangements

Providing a range of progressive mechanisms to support staff with flexible working arrangements remains at the heart of our approach to inclusivity. We actively promote part-time research careers and always emphasise work-life balance and staff wellbeing over short-term business needs. Our collegiate and team-based approach to research activity facilitates this and is a significant benefit of our commitment to permanent contracts. Even before the Covid-19 pandemic we had invested heavily in videoconferencing and remote technology to assist flexible working: for example, all CRESR staff are provided with an iPhone, iPad and laptop with access to collaboration software. All recruitment is open to job-share and part-time working.

2.4.2 Equal opportunities and support for staff with protected characteristics

Of the 43 Category A staff submitted, 17 are female representing 40% of our submission by headcount, an increase since REF2014 (32%). **The CRESR leadership team is gender balanced** (5 male, 5 female) and comprises a range of grades and seniority (Principal Research Fellow, Reader/Assoc. Prof., Professor). AAMG staff remain significantly underrepresented across our Unit (four out of 40 submitted staff who have stated their ethnicity). Five submitted staff have disclosed a disability.

We assess the equalities impact of internal policies and actions, including ensuring that staff are not disadvantaged on account of sexuality, age, religion, caring and parental responsibilities and illness. **We support staff returning from parental leave or long absences** with phased return plans and provide additional support in reintegrating returners within staff and project teams.

The majority of academic leadership opportunities are advertised internally to eligible staff (dependent on grade). **All staff can express interest in informal leadership roles** (e.g., coordination of research clusters, ethics, health and safety, and line management) and there is a transparent and equitable approach to appointing to these, recognising the career advantages they provide. We are working to increase the representation of academics from AAMG backgrounds, including through use of positive 'equal merit' policies in recruitment. Our Unit is represented on the University's BAME researcher network.

2.4.3 Part-time/fixed term staff

Thirteen of our submitted staff are on part-time contracts (30%, up from 23% in REF2014). Staff are encouraged to adopt working patterns which allow them to develop a successful

research career around other commitments including family and caring responsibilities. Our team approach facilitates this by allowing for the dynamic reallocation of research activity in response to changes in staff availability. Demonstrative of our commitment is an **additional allowance against workplans** (up to 3 days per annum) provided to CRESR staff on part-time research contracts, mitigating the indivisible core demands on all employees to respond to management requests and attend meetings. Monthly risk reviews, quarterly project management reviews and frequent one-to-ones with line managers help to avoid staff being over-committed on research projects.

3 INCOME, INFRASTRUCTURE AND FACILITIES

3.1 Research Funding and Strategies for Generating Research Income

Our Unit has developed the strategies, infrastructure and facilities to support a sustainable and successful model of income generation, research outputs and impact. We have generated over **£9.5 million of research income over the REF period** which, together with institutional investment of QR and income from consultancy and other sources, has sustained total research and knowledge exchange income to our Unit of over £2m per annum, managed on a multi-year portfolio basis. This has directly addressed the REF2014 Panel's feedback and reversed a previously declining trend. Net contributions from contract research are reinvested into buying-out staff from other activities to develop research council and charitable bids, supporting staff, impact and public engagement activity, and pump-priming new areas of research.

3.1.1 Funding sources

The key strategic change has been to reflect changes in the public policy landscape by pivoting away from a reliance on government research and evaluation contracts towards **greater working with charitable foundations and UKRI**. In 2014, around 87% of our research income came from UK central and local government contracts. Whilst this has declined to around 41%, we have increased the proportion of funding from charities, from around 6% in 2014 to 38% by 2019/20. We have developed important relationships with key repeat funders in **national charitable foundations**, including the Joseph Rowntree Foundation (JRF), the Nationwide Foundation, the National Lottery Community ('Big Lottery') and Heritage Funds, and key endowed trusts such as Power to Change. Since 2014 we have won an average of 28 new research projects each year with an average value of £50,000 each. Highlights of this successful strategy to deepen our collaboration with charitable funders include:

- Our £1.6m evaluation of **Big Lottery's £108 million Talent Match programme** (2013-2020, PI: *Wells*), which established a longitudinal dataset on the labour market experience of over 25,000 young people and supported outputs by *Bashir, Sanderson, Pearson* and *Wells*.
- Six projects with **Power to Change** since 2018 totalling £749,000 (PIs: *Archer, Eadson, Macmillan* and *Wells*) leading to the development of a collaborative WRDTP PhD.
- A programme of six linked projects led by *Crisp* for JRF between 2014 and 2018 examining **place-based approaches to inclusive growth and tackling poverty within devolved city-regions** (total value £233,000), leading to new impact pathways including an advisory role for *Crisp* on the Scottish Poverty and Inequality Commission, discussions with UN special rapporteur on extreme

poverty Philip Alston's team, and policy workshops with Department for Transport (DfT) and Cities and Local Growth Unit.

These and other similar projects exemplify our 'virtuous circle' model of integrated income, outputs and impact activity, particularly through leveraging charity funders' strong public profiles and their vertical connections between community action and national policy influence.

Alongside increased charitable funding we have nearly **quadrupled the proportion of our research income from UKRI and international funding councils**. Recognising that this remains a comparatively small proportion of our overall portfolio (12% excluding QR), we are focusing on developing the infrastructure, collaborations and skills that will ensure continued increases in research council funding. Two significant recent successes provide a foundation: *Ferrari*, *Hickman* and *Reeve*'s roles as co-investigators in CaCHE (£6m, ESRC/AHRC/JRF, 2018-2023) and Macmillan's series of collaborations with University of Birmingham on ESRC-funded studies of voluntary action.

Whilst reducing our reliance on public sector contracts, we have **successfully diversified the range of government departments and bodies we work with**, including building or strengthening relationships with *inter alia* the Ministry of Communities and Local Government (MHCLG), Departments of Work and Pensions (DWP), Business, Energy and Industrial Strategy (BEIS), Environment, Food and Rural Affairs (DEFRA), Education (DfE) and Transport (DfT), and public bodies like Network Rail and Arts Council. We have developed partnerships with **devolved authorities**, including research, knowledge exchange, impact and PhD collaborations with combined authorities (Sheffield City Region MCA, Greater Manchester CA, West Yorkshire CA, Tees Valley CA) and **national governments in Scotland, Wales and Northern Ireland**.

3.2 Organisational Infrastructure Supporting Research and Impact

Our Unit plays a key role in the University's new Social and Economic Research Institute (SERI), which is facilitating **enhanced disciplinary collaboration**. SERI provides two key mechanisms that are supporting our ambitions to scale up interdisciplinary and international research: first, enhanced support for horizon scanning, pump-priming collaboration and developing large and complex funding proposals (e.g. to UKRI's Strategic Priorities Fund); and, second, providing a central coordination role in managing our appointment to public sector research frameworks (e.g. those managed by BEIS and Cabinet Office such as the Behavioural Insights Framework discussed earlier). Two members of the CRESR professoriate (*Pearson* and *Wells*) play senior roles as Director of SERI and Associate Dean for Research and Innovation (College of Social Sciences and Arts) respectively, and CRESR is led by a permanently appointed Director (*Ferrari*). All three remain research active whilst being members of the University's Senior Leaders Group.

3.2.1 Technical and support staff

CRESR is supported by a dedicated team of **research and knowledge exchange professionals** (3.7 FTE). In addition to managing all aspects of pre- and post-award administration, this team provides essential capabilities in information governance (IG) compliance, research data acquisition (e.g., managing surveys) and management, marketing and communications, report production and editorial support for our *People Place and Policy* journal.

3.2.2 *Scholarly infrastructure*

Our scholarly infrastructure is coordinated by dedicated roles overseeing Academic Development (*Eadson*) and Academic Infrastructure (*Green*) working with the CRESR leadership team and DNBE's Head of Research (*Storarr*). We have developed a coordinated package of investment and support in **core infrastructure to support bidding, income generation and project delivery success**, including class-leading approaches to bid-writing, ethics, researcher health and safety, IG and IT. CRESR's IG policies are accredited annually against NHS Data Security and Protection Toolkit and government General Security Accreditation Document (GSAD) requirements, enabling the provision of research services on **classified and secure datasets**.

We have also enhanced opportunities to foster academic leadership in CRESR and DNBE by establishing a **series of research clusters**, which provide a renewed sense of academic mission and identity; enhanced opportunities for scholarly debate and interdisciplinary connections; and an emphasis on academic career development and collegiality. We have sought to devolve aspects of governance and resource around scholarly priorities. For example, CRESR's research clusters have democratic control over the allocation of a portion of the Centre's staff development funding and QR allocation.

3.2.3 *Supporting funding applications*

Our approach to supporting funding applications is to dynamically balance short-term responsiveness with the Unit's longer-term academic development, whilst managing and allocating workload. Staff at all levels are encouraged to gain experience in bid-writing. In CRESR, for example, a Strategic Bidding Group, led by the Deputy Director (*Wilson*), meets weekly to consider new contract and academic funding opportunities. These meetings are open to all staff, including ECRs, and decisions are reached consensually and transparently. Prioritised funding applications are sponsored by a nominated academic supported by the proposed research team. This approach is particularly helpful in helping ECRs gain practical early experience of collaborative research income generation. Wherever appropriate, the Unit works with the University's recently expanded Research and Innovation Services, drawing especially on their expertise in supporting UKRI, international and responsive-mode applications. This model has yielded significant benefits: over the REF period CRESR submitted nearly **290 separate bids and funding proposals, winning 165 of these (a success rate of over 57%)**.

The delivery of research projects to the highest standards is overseen by well-established **post-award management processes**. In CRESR all projects have a nominated project manager alongside a director/principal investigator. Key project risks are monitored monthly and reported to senior leadership. Staff time spent on projects is reconciled monthly against project plans and individual staff workplans, with reallocation of tasks within project teams occurring dynamically where required. This ensures effective management of delivery whilst helping to protect staff against overcommitments. The Unit has established quality assurance processes with outputs overseen by senior academics. A system of project closure and Post Project Review ensures adherence to data retention and deposit obligations, encouragement of academic writing and impact plans, and collation of feedback from funders.

3.3 *Research Facilities*

Our Unit has **purpose-built research facilities**. CRESR has a strong physical presence, located in its own unit within Sheffield Science Park, whilst DNBE staff all have dedicated office space. Investment over several years in **collaborative IT hardware** (laptops and secure mobile devices), **software** (Microsoft 365, secure remote desktop,

WebEx/Zoom/Teams) and **staff training** meant we were well placed to transition our research to remote working in March 2020. We have a suite of research, analysis and design software including R, Stata, SPSS, Imagine, ArcGIS, NVivo, AutoCAD and Revit, alongside secure GDPR-compliant installations of Snap Surveys and Tableau. Our collaboration with the Advanced Wellbeing Research Centre provides a physical presence in a disadvantaged Sheffield neighbourhood (Darnall), supporting co-production and community research. CRESR staff also have access to London office space through Sonnet Advisory & Impact (see Section 1.3.3), enhancing our ability to collaborate with leading national charities and government bodies. We have invested in **laboratory analysis and testing and field resources** (including drones, ground penetrating radar, Global Navigation Satellite System receivers, equipment for sediment coring and hydrology monitoring and sensors to measure X-Ray Fluorescence, magnetic susceptibility and particle size), which will support our new **Centre for Sustainability and Climate** (see Section 1.3.4).

4 COLLABORATION AND CONTRIBUTION TO THE RESEARCH BASE, ECONOMY AND SOCIETY

4.1 Research Collaborations, Networks and Partnerships

Our staff have been successful over the REF period in leading and participating in key research collaborations nationally and internationally aligned to our Unit's core mission.

Highlights include **significant funded centres and projects** which have resulted from involvement in research networks, such as *Ferrari*, *Hickman* and *Reeve's* CI roles on the UK Collaborative Centre for Housing Evidence [CaCHE] (2018-22), *Fletcher's* key role on the ESRC Welfare Conditionality large grant (2013-2018) and WelCond International network, *Parkes'* leadership of an EPSRC Decarbon8 project into Covid-19 road space reallocation schemes (2020-21), and *Macmillan's* collaboration with University of Birmingham on a series of ESRC-funded studies of voluntary action.

Involvement in key national and international collaborations, networks and partnerships is central to our approach to engaging and impacting the academy, society and economy. In the REF period we have established new **international collaborations**, including with Adam Mickiewicz University (Poland), Linköping University (Sweden), Lund University (Sweden), Mutah University (Jordan) and the University of Oregon (United States). Staff are active in numerous research networks, including the Fuel Poverty Research Network (*Ambrose*: Chair), Voluntary Sector Studies Network (*Macmillan*: Chair and Trustee; *Damm* and *Dayson*: Trustees) and European Network for Housing Research (institutional member). Our research environment continues to be enhanced by the contribution of *Fothergill* (Category C), whose role as national secretary to the Industrial Communities Alliance has helped build research collaborations with organisations such as the Coalfields Regeneration Trust, Sheffield City Region and the Labour Party.

4.2 Engagement with Key Research Users

Since 2007 CRESR has committed to engaging research users and promoting an open approach to research through its own **open access journal *People, Place and Policy (PPP)***, edited by *Parr* and now in its 14th year (see Section 1.5). In the REF period *PPP* published 112 peer-reviewed articles, 52 book reviews and 18 editorials across 23 separate issues. The journal's website has served over 154,000 unique page views during the REF period. Associated with the journal's editorial mission, CRESR hosts an **annual PPP Conference which attracts over 100 participants from academia, government,**

the third sector and the public. Recent keynotes have been given by Guy Standing (SOAS), Rebecca Tunstall (York), Annette Hastings (Glasgow), Donald Hirsch (Loughborough), Ruth Lupton (Manchester) and Andrew Cumbers (Glasgow). In 2016 CRESR organised a two-day open symposium with L  c Wacquant (UC Berkeley) at the invitation of *Powell*. Reflections on Wacquant's addresses to the symposium formed the basis of a special issue of *PPP*.

The longstanding and successful **CRESR Seminar Series** has enabled an interchange of ideas and research findings between academics and professional and public audiences. Each seminar attracts around 50 participants and has been particularly effective as a platform for engaging ECRs and emerging research leaders. In recent years, the programme has featured a mix of international participants e.g., Justus Uitermark (Amsterdam); Jonathan Rutherford (Paris Est); Sea Rotmann (International Energy Agency); Rob Kitchin (Maynooth) and UK scholars e.g., Suzanne Fitzpatrick (Heriot-Watt), Rowland Atkinson (Sheffield), Andy Pike (Newcastle). We are invited regularly to research seminars organised by policy makers, e.g., DWP, Core Cities and National Audit Office. In 2020 we established a joint workshop series for staff within Government's **Cities and Local Growth Unit**, where our research findings and policy implications are discussed by senior regional team leaders.

4.3 Wider Activities and Impact

Beyond the impact detailed in our Impact Case Studies, our staff contribute widely to societal impact through engagement with the policy-making process in the UK and internationally. For example, our work on energy and utilities poverty is reflected in *Ambrose's* expert advisory roles for the **International Energy Agency** (Chief Academic Adviser to IEA Hard to Reach Energy Users Technology Collaboration Programme and UK National Expert to IEA Task 24 on Changing Energy Behaviour). *Beatty* and *Fothergill* (Category C) have invested heavily in ensuring that research findings from their work on austerity impacts influences domestic and international policy, through *inter alia* their work advising the National Audit Office, the Northern Ireland Audit Office and the Scottish Parliament, as well as providing evidence to the United Nations. In 2017 *Crisp* acted as academic adviser to the **Royal Society of Arts' Inclusive Growth Commission** and, in 2019, its 'Inclusive economic development and health' workstream. *Crisp* was also a member of the Transport working group of the Poverty and Inequality Commission in Scotland (2019). Staff have presented evidence to parliamentary inquiries and committees, for example *Cole* advised the 2018 Communities and Local Government Committee inquiry into Land Value Capture. Staff have served on numerous **advisory boards**, for example *Beatty* (Valuation Office Agency Residential Statistics Advisory Panel, 2013-16), *Ferrari* (MHCLG Housing Infrastructure Fund evaluation advisory group, 2020; Greater Manchester Housing Strategy drafting group, 2019). *Cole* chairs South Yorkshire Housing Association, whilst *Green* chaired the board of trustees of Nomad Opening Doors, a local housing charity.

4.4 Engagement with Diverse Communities and Publics

Our Unit has developed significant strengths in **co-production** with research users and service beneficiaries, which has supported multiple projects to the value of at least £2m. These have included training of **peer researchers within major evaluations** for Big Lottery including several Fulfilling Lives partnerships, Centre for Ageing Better, housing associations and local authorities. We are also committed to expanding public engagement with research, for participating regularly in the ESRC's Festival of Social Sciences.

4.5 Contributions to the Sustainability of the Discipline

Our researchers make nationally significant contribution to their disciplines. Three examples demonstrate this. Our work on voluntary action has provided the basis of CRESR's rapid response to the needs of charitable and community groups in developing **Covid-19 resilience and recovery plans**, in so doing exerting significant leadership on disciplinary research agendas. Our key roles in CaCHE, the Housing Studies Association and as the base for *Housing Studies* represent major investments in the housing sub-discipline. Our Unit has made a commitment to the **sustainability and vitality of energy research**, continuing the Eaga Charitable Trust's legacy as trustee of the Fuel Poverty Research Network (under *Ambrose's* leadership).

4.6 Indicators of Wider Influence, Contributions to and Recognition by the Research Base

Staff make a significant contribution to several disciplines through **leadership and governance of learned societies**, editorial service to international journals, peer review of research outputs and grant applications. In the REF period staff have held senior positions in the Housing Studies Association (*McCarthy*: Secretary; *Wilson*: Treasurer; *Manzi*: Committee member), Royal Geographical Society (*Bridge*: Regional secretary; *Eadson*: Board member, Planning and Environment Research Group); Regional Studies Association (*Eadson*: Yorkshire and Humber Branch Chair); Voluntary Sector Studies Network (*Macmillan*: Chair; *Dayson* and *Macmillan*: Trustees), Fuel Poverty Research Network (*Ambrose*: Chair). Staff are also active throughout disciplinary societies, including fellowships of the Regional Society of Arts (*Beatty*), Regional Studies Association (*Eadson*), Royal Geographical Society (*Bridge*, *Holmes*, *Eadson*, *Storarr*, *White*) and Higher Education Academy (*Luke Bennett*, *Bridge*, *Holmes*, *Ferrari*, *Laycock*, *Storarr*).

4.6.1 Invited keynotes

Our staff regularly accept invitations to give **international keynote addresses**. For example, *Ferrari* addressed the Korea Research Institute for Human Settlements 10th anniversary conference in Seoul, December 2018; and the Japan Local Government Centre annual seminar 2018. *Macmillan* was invited keynote speaker at the National Volunteering Conference, March 2020, Perth, Australia). We are also committed to supporting international exchange. Visiting positions held by our staff have included *Ambrose's* appointment as a visiting researcher at the International Institute for Industrial Environmental Economics, Lund University (Sweden). We have hosted visits of international scholars and policymakers including delegations of officials from South Korea and Australia. In 2016 *Fletcher* hosted a visit of Winston Churchill Trust fellow Claire Seppings, who was researching the UK experience of ex-offender labour market rehabilitation.

4.6.2 Journal editorships

Our disciplinary contribution is also manifest through our **editorial leadership of international journals**. These include: *Housing Studies* (*Ferrari*: Managing Editor; *Parr*: International Editorial Advisory Board), *Journal of European Real Estate Research* (*Ferrari*: Editorial Advisory Board), *Open Quaternary* (*Storarr*: Associate Editor), *Voluntary Sector Review* (*Macmillan*: Editor; *Dayson*: Practice Editor), *Geography Compass* (*Eadson*: Environment and Society Editor), *Social Policy and Administration* (*Beatty*: Editorial Board), *ACME: An International Journal for Critical Geographies* (*White*: International

Advisory Board), *Arkitekturax Visión FUA* (Al-Obaidi: Editorial Committee) and *Journal of Resistance Studies* (Maye-Banbury: Editor).

4.6.3 Refereeing academic publications and research proposals, and grant committee membership

Staff have served as **peer reviewers** for over 120 journals covering most of the leading publications in their fields, including Q1 journals that span the full range of the Unit's disciplines.

Staff have peer-reviewed proposals or been members of **review colleges and panels** for, *inter alia*, AHRC (Luke Bennett), EPSRC (Goodchild), ESRC (Ambrose; Dayson, Gilbertson, Goodchild, Ferrari, Macmillan; Parr; Wells, White), Leverhulme (Dayson, White); MRC (Bridge, Dayson), NERC (Bridge, Goodchild), NIHR (Reeve), Innovate UK (Goodchild), UKRI Future Leaders Fellowships (Bridge), Science and Technology Facilities Council (Bridge), FWO/Research Foundation Flanders (Cerulli), German Federal Government (Eadson); RIBA President Medal for Research (Cerulli); Welsh Government (Ambrose); Scottish Government (Ambrose); National Science Centre, Poland (Storror), NASA (Storror), The Icelandic Centre for Research (Storror), National Science Foundation, US (Reeve); Fundação para a Ciência e a Tecnologia (FCT) Carnegie Mellon Portugal program (Wells).

4.6.4 Fellowships and prizes

Academic prizes awarded to our staff include Hickman's 2019 Social Policy Association/Cambridge University Press Award for Excellence in Social Policy (for output 1144) and Beatty and Fothergill's 2018 RSA prize for 'The impact on welfare and public finances of job loss in industrial Britain'.