

Institution: University of West London
Unit of Assessment: 20 - Social Work and Social Policy
<p>1. Unit context and structure, research and impact strategy</p> <p>1.1 Context</p> <p>The University of West London (UWL) offers a broad range of courses; structurally it is divided into six Schools and three Colleges, each led by a Dean or Head of School. The University is submitting to UoA20 for the first time. Research in social policy was expanded by developing existing potential, and recruiting new talent, in line with the University's strong emphasis on research in the last two strategic plans (<i>Ambition</i> 2013-2018; <i>Achievement</i> 2018-2023) (see institutional statement, section 2).</p> <p>This UoA is located in the School of Human and Social Sciences (SHSS); the 13 (12.4FTE) staff submitted in UoA20 are all based in SHSS, apart from 2 members (Khan and Ohl) who are in the Graduate School. Research in SHSS is multi-disciplinary within the areas of social policy (UoA20) and human sciences (submitted in UoA03).</p> <p>1.2 Structure of the unit</p> <p>This UoA is engaged in research that is addressing pressing existing social issues to bring novel understandings and solutions, in an interdisciplinary context. There is a strong focus on vulnerable and excluded groups – including young people (Harding, Ohl and Jayman), male sex crimes victims (Hine), the ageing populations (Khan), people living with mental health issues (Jayman and Milani), as well as ethnicity and communities (Bernstock and Murji).</p> <p>Members submitted to the UoA represent both senior and junior grades (eight Professors/ Associate Professors, five Senior Lecturers / Lecturers), with a view to ensure dynamism and sustainability.</p> <p>Our research activities are underpinned by:</p> <p>The National Centre for Gang Research (NCGR): researching youth violence, street criminality and county lines drug networks.</p> <p>The Education Research Network (ERN): an interdisciplinary network focused on inclusivity and equality issues in diverse educational settings.</p> <p>The Criminology and Cybersecurity Centre (CCC): an interdisciplinary research centre focused on current and future criminal threats to individuals, organisations and national and international security. It brings together researchers in criminology (in UoA20), and in cybersecurity, information security and artificial intelligence (supporting UoA11).</p> <p>As well as vehicles for applied and academic research, these three research hubs act as loci for discussions between UoA members, PGRs and the wider School community. They also serve as vectors of dissemination through conferences and other research events held at UWL for and in collaboration with police, education and criminal justice professionals, policymakers, and academics. The ERN has a significant public engagement profile, based on a nationally recognised programme (<i>Pyramid</i>) of socio-emotional interventions in primary and secondary schools, underpinned by research carried out in this UoA (Ohl, Jayman).</p> <p>Our research themes are crime and policing, social exclusion, and contexts and populations, with the following specialisms:</p> <p>Crime and policing</p> <p>Police investigations of male and female rape (Hine)</p>

Integrating research on corruption and fraud in criminology (**Brooks**)

The security industry and changing risks and insecurities in a global world (**Wakefield**)

Policing, governance and policy (**Murji**)

Police interviewing (**Minhas**)

Social exclusion

Drugs and gangs in county lines (**Harding**)

Vulnerable children and young people (**Ohl, Jayman**)

Urban regeneration and housing policy (**Bernstock**)

Addiction and mental health (**Milani**)

Contexts and populations

Ageing populations across the world (**Khan**)

Educational policy and BAME students (**Mimirinis, Abedin**)

1.3 Research and impact strategies

1.3.1 Our main objectives for the period 2015- 2020 were to:

- 1) Establish an effective interdisciplinary unit, using existing and new expertise
- 2) Develop sustainable research capacity – including through doctoral recruitment
- 3) Promote impact and engagement with external stakeholders
- 4) Create an environment mindful of developing staff research potential towards REF2021 and beyond
- 5) Establish two research centres

The outcomes of this strategy have produced the following:

An effective interdisciplinary unit

Over the period, the School has grown significantly (with the addition of criminology, sociology and education to the initial focus on psychology). This growth was realised through strategic external appointments, and internal promotions, in the areas of policing, criminology and inclusive education and social policy (see institutional statement, section 3.1). Interdisciplinarity has been fostered through research projects, School-based events, and external engagement with public sector and community-based organisations (see section 4). The environment was also greatly enriched by the creation of two doctoral programmes (ProfDoc) in criminology and in education, an interdisciplinary doctoral cohort of students, and the creation of research centres and an education network, all of which have strong external networks.

Sustainable research capacity and an enriched environment

Senior staff have worked with more junior colleagues to increase research capacity and activity, to enrich the research culture across the UoA and beyond. Research is firmly embedded across all areas of SHSS through shared research seminars and research events, and this supportive activity has significantly strengthened our research activities over the period. Strategic doctoral recruitment has produced a rise from 8 doctoral students in 2015 to 44 in 2020. We have undertaken a wide range of research since 2014, without substantial external income, except some small private sector investment. This has provided a solid base with more recent successful applications to national research funding bodies (ESRC, Murji).

Impact and engagement with external stakeholders

We have engaged with a range of external stakeholders, e.g.: the Metropolitan Police and numerous other police forces, the National Crime Agency and The Mayor's Office for Policing And

Crime (see section 4 for more details). Our impact strategy has been to pro-actively engage with users of our research and community partners; this was facilitated by the University's Impact Group which included an advisory role, and a platform to discuss strategies. We leveraged support from across the University to do this, including from our Communications service and Research and Enterprise Operations (REOps) (see section 2). Our two impact case studies for this unit, on rape investigation in London (Hine) and on county lines drug networks (Harding), both evidence the trusted relationships we have developed with major public agencies. Another example of impact refers to research on the housing legacy after the London 2012 Games (Bernstock) which was used by campaigners and local authorities to underpin their strategy for change; this ICS is submitted to UOA24. Research on the Pyramid After-School clubs (Ohl and Jayman) continues to impact on this nationwide programme, which is presently being taken forward as a UWL spin-out company.

Developing staff research potential towards REF2021 and beyond

This process was supported by incentives and support to grow research within the UoA described in section 2. All new members of staff with research responsibility or emerging interests in research are provided with time and mentors to accelerate their progress. Staff who were employed around or prior to REF14 (Milani, Ohl, Hine) have become SRRs over the period and are submitted to this unit.

1.4 2020-2025 Research Strategy

The main objectives for 2025 are to:

1. Consolidate and enhance existing areas of research and further embed interdisciplinarity.
2. Continue to expand the external reach of our research centres to generate income and impact.
3. Significantly increase the number of doctoral students, especially through the professional doctorate route.
4. Proactively seek partnerships with industry-based and policy-based organisations
5. Increase income through sponsorships, commissioning, and collaborative partnerships from commercial and non-commercial sources.
6. Focus on developing the next generation of independent researchers.
7. Ensure we positively engage with the open research agenda.

We will do this by further building capacity and engaging junior colleagues; ensuring exposure to media and strategic access to partners for impact. We will also further expand the reach of our research through public events, sector visibility, income generation, and research dissemination with policy bodies and sector partners. We will deploy focused research funding strategies to develop our existing research areas, building on recurrent success in securing income. We will expand the reach of our fraud research with the opening a research centre on healthcare fraud, having identified the National Health Service Counter Fraud Authority, the International Federation of Health Plans (representing the private insurance sector) and local councils as potential research users. We will build on the strong framework of support we have to ensure that all 'next generation' researchers have structured research plans, mentorship, and resources to support their development, positively fostering interdisciplinarity. We will capitalise on and develop further our doctoral education programmes to increase the number of doctoral students in the UoA, based on our existing successful ProfDoc model.

1.5 Support for standards and ethics

1.5.1 Academic research infrastructure to support standards

The University Research, Scholarship and Enterprise Committee (URSEC) chaired by the Deputy Vice-Chancellor, receives reports on matters of University-wide interest, including regular updates and annual reports from schools on research, scholarship, and knowledge transfer activities. URSEC also advises on research governance within the individual Schools. It oversees key performance indicators and their fitness for purpose in the context of the University's Strategic Plan. A University Research Degrees Sub-Committee oversees progression of postgraduate research students to registration to MPhil status, and onward to doctoral (PhD) completion.

1.5.2 Ethics

The University Research Ethics Committee (UREC) – also a subcommittee of The University Research, Scholarship and Enterprise Committee (URSEC) - has overall responsibility for ethics approval, and it scrutinises all staff and students' approval applications. This UoA's staff and students' approvals are overseen by the School's Research Ethics Panel (SCREP) panel which reports regularly to UREC. UREC subgroups are convened where 'high risk' applications are identified by any School/College SCREP.

Our research facilities are serviced and inspected by our technicians to ensure they meet technical requirements. They are also regularly assessed for health and safety compliance.

1.6 Interdisciplinary research

Interdisciplinarity was a significant strategic objective for this REF cycle, and the UoA consists of researchers whose roles lie in the different disciplines within SHSS. As such there is an operational and structural foundation for collegiate interaction and collaboration, and an inherent interdisciplinary ethos. The two research centres play a significant role in this, with CCC running interdisciplinary events; NCGR is extensively working with sector and policy organisations, with strong research collaborations with national and international partners (e.g., Eurogang Network, National Gang Crime Research Centre, Chicago – the foremost agency in the USA on gang crime). Staff frequently work, research and supervise in contiguous fields, and engage in interdisciplinary supervisory roles (Murji, Ohl, Khan for example).

1.7 Open Research Environment

We fully observe the principles of open research, and promote inclusivity, integrity and accessibility. We share all aspects of our research and make it accessible to all, where possible. The dissemination of our research outputs and the underpinning research methodologies are available in the UWL repository. All members of the UoA have received training from the Library, including bespoke sessions on compliance. UoA20 has run its own seminars to discuss open access with its members. 25% of our repository outputs includes publications other than journal articles and conference proceedings. All researchers in this UoA are also ORCID registered.

Our open research practice has enabled us to attract a wide range of interest in our activities and has led into gaining the trust and confidence of a number of organisations, professional bodies communities (regional, national, and international) with which we have developed partnerships. Researchers in this UoA are further expanding open research through their UKRI data management plans (e.g., Murji's ESRC project, Brooks ESRC and Daiwa projects) while Minhas' work on workplace harassment and chatbots is shared through the shared through the Open Science Framework.

2. People

2.1 Staffing Strategy

In 2015, the University introduced a new employment framework for the management, development and support of all staff, the Academic Employment Framework (AEF). In this framework all academic staff can focus (in addition to teaching) on research, scholarship and/ or knowledge exchange activities. Academic staff agree targets for these activities which form part of their annual appraisals. All academic staff are entitled to 5 annual days that are dedicated to CPD activities including research (see institutional statement, section 2.1).

The AEF has enabled this UoA to achieve its strategic aim to recruit new senior and junior researchers in social policy and criminology, to build this new UoA and ensure a pipeline beyond REF21. All submitted members bar two (Ohl and Milani) were appointed after REF14. Since 2015, 8 professors/associate professors (Bernstock, Brooks, Harding, Khan, Mimirinis, Murji, Ohl and Wakefield) were appointed/promoted; 3 senior lecturers/ lecturers appointed (Abedin, Jayman, and Minhas); with 2 existing colleagues – 1 appointed as a senior lecturer (Milani) and the other, appointed in 2014, was promoted to senior lecturer status in 2016 (Hine). The balance between senior and more junior staff in UoA20 reflects our approach to growth which has been to develop internal expertise, appoint external talent, and ensure a seniority mix so that the UoA is balanced and sustainable.

At the same time, we have been mindful to ensure proportionate subject representation in the School, to reflect our course portfolio. As a result, the School works in a most interdisciplinary context. In the next period, as we mentor recently appointed junior staff who form part of our 'next generation' of researchers, our research will *a minima* include additional areas of research on antisemitism, inclusive education, youth justice, and new aspects of policing.

2.2 Staff development relevant to research development

Career development is shared between central services and Schools/Colleges' specific activities (see institutional statement. section 3.2). **Centrally**, REOps runs seminars on research issues including knowledge exchange; impact; collaborative projects; commercialisation; managing research budgets; funding opportunities, industry and user engagement. REOps also support applications for research funding. This UoA has greatly benefited from training and support with all its funding applications. Staff on this UoA have also attended research-related sessions run by HR on equality and diversity, managing stress, appraisals, preparing for promotion, working with external collaborators, and leadership. HR hold a budget for conferences, sabbaticals, and other staff development programmes. Over the census period, colleagues in the UoA have attended 150 conferences. The University also pays for internal and external courses, and for staff to study additional qualifications, including MAs and PhDs. Staff who register on a PhD, for example, are supported financially (no fees are paid) and through a 100-hour reduction in their teaching load.

The Library has provided training and one-to-one support on open access; and has trained members of the UoA on compliance rules. The Graduate School provides a comprehensive programme of professional development for doctoral supervisors (see 2.3). The Communications department offers advice on media; public engagement; engaging with diverse audiences; social media; and lobbying. Its Research Communications Group meets monthly to strategize media exposure for its research; this UoA is represented on this group (Brooks). We are also engaged with their university-wide programme of stakeholder activities, which has included an annual public lectures series attended by local businesses, organisations, local government representatives, public sector employees from the police, local government and health service and members of the

public - Brooks, Harding and Khan have each given a UWL public lecture and a Metropolitan Police Commander from West London also gave a lecture attended by over 150 UWL staff and members of the public, on an invitation from Murji.

This UoA has actively contributed to the three annual research days led by the PVC. Brooks and Harding were organisers of the 2018 edition, and colleagues have actively engaged as keynote – for example Brooks in 2019; Milani, Wakefield and Hine, in 2020. Discussions at these events have included themes related to impact, public engagement, interdisciplinarity, support, mentoring, next generation researchers, and ethics.

Within the School, since 2016, we have a popular monthly research seminar programme, *Twilight Tuesdays*, with external and internal speakers. This platform is also used by doctoral students to share their research. We run monthly research surgeries aimed at colleagues to discuss research ideas, projects, publications; and bi-monthly writing retreats. We publish a bi-yearly research newsletter, and have a research community on Blackboard. We have run events related to impact, (e.g., policy consultation, commercialisation, stakeholder mapping, community engagement) and communicating research (e.g., appropriate language, relevant peer examples). Lessons learnt from the UoA's 'Stories of Impact' (e.g., submitted ICSs) will provide a solid foundation for deploying future impact. For students, we also run journal clubs (where students receive feedback on drafts), and 'movie clubs' where a movie is followed up by an academic's talk. The Education Research Network (over 80 members of staff across the university) has held two 'interdisciplinary research showcases' in the past year. We have maintained most of these activities online during COVID-19, including sessions involving external speakers. Both research centres have also run conferences and public events (see section 4).

We have a mentoring scheme in which Murji, Harding, Brookes, Khan, Ohl and Wakefield mentor all junior researchers in the School. Mentors support junior colleagues in developing and sustaining research plans and provide advice on all aspects of developing a stronger research profile. They act as reviewers and oversee the handling of reviewers' comments and bid submissions. In several cases, junior colleagues have submitted joint research bids with their mentors, e.g. consultancy project from Brooks with a more junior colleague as a co-applicant; one of Harding's project with an sector stakeholder includes two of his colleagues; Murji has assisted external funding applications by two PhD students, as well as draft publications other junior researchers; Ohl works closely with Jayman on projects and publications; Wakefield supports several Professional Doctorate students in developing their publications.

2.3 Research students and supervisors

Opportunity

A significant priority for this UoA has been to grow our doctoral recruitment, preferably by providing access to individuals who might not otherwise have been able to access doctoral studies. We have done this by leveraging opportunities for students (see institutional Statement, section 3.2), including competing for the annual awards of 'Vice Chancellor's PhD Scholarships' (10 were obtained over the period); offering fee waivers where relevant; and rolling out 2 ProfDoc programmes that enable students to combine work and study. Our students carry out research on rape, acid attacks, dangerous dogs, fraud and corruption, organ trafficking; other policy fields include education, health policy in developing countries, BAME attainment, and the Windrush generation, AI and criminal justice, gang crime, counter-terrorism, and policing and Covid-19. Our Professional Doctorates in Policing and Security, and in Education, are currently on their second intake. They are led by Wakefield, and Harding (Crime and Security) and by Mimirinis (Education) and have recruited 15 students in the first year of operations. Our students are also given the

opportunity to develop their teaching skills, and contribute to mentored teaching (depending on experience) up to six hours per week (including preparation). We had ten contributing to teaching in the School at census date. Several former PhD students have joined the academic contingent on completion of their doctoral studies, and two are now SRRs and included in this submission.

Community

Our doctoral students are an integral part of the UoA's research community. All students are supported by a principal supervisor (subject specialist), and a second supervisor. In case of multidisciplinary research projects, a third supervisor may also be assigned if relevant. Through the regular School seminars described above we engage PGRs in research discussions that help them articulate their own positions. We have recently established a Doctoral Research Community where students share their research at monthly lunchtime seminars. We also run specific workshops to support them with presentations they have to make as part of the 'doctoral student journey', or externally. Drawing on this support, and on the central annual conference fund, students have been able to attend conferences at very low or no cost. We also encourage them to publish in UWL University Open Press journal *New Vistas* (see institutional statement, section 3.2). Six research students have published (some with their supervisors) in *New Vistas* since 2018. Where appropriate, doctoral candidates are offered the opportunity to work as graduate assistants on research bids and awarded contracts.

The annual UWL doctoral conference, organized by the Graduate School, provides a forum for all PGR students to share their research, supported by their supervisors. It is attended by members of this UoA who all play significant role in supporting the event, as well as PhD students presenting their work. The doctoral competition from across all PGRs, has seen SHSS students win 2 prizes over the period (Corcoran and Lamontagne-Godwin).

The intention of this UoA is to continue to increase and enhance our doctoral provision, and to support student employment. We will rely on our professional doctorates to do this. As shown previously, the School nurtures home-grown talent - two present members of staff are former Vice-Chancellor's Scholars.

Training

All our **doctoral students** benefit from a formal centrally-run research training programme based on the *VITAE Researcher Development Framework* and delivered by the Graduate School, with contributions from senior academics from across the institution. On this programme PGRs complete a series of Research Development Units (RDU) throughout the entire period of their registration, with embedded Epigeum interactive online activities. Almost all staff submitted here have contributed to doctoral training on specific themes, e.g.: ethics and research integrity, research design, research methods (secondary, qualitative and quantitative), and publishing research. All ProfDoc students are trained within SHSS, on the same topics as the Graduate School programme. An emergency support plan was put in place in 2020 (under the conditions imposed by COVID-19) to support students who needed additional time, support or resources.

The Graduate School runs a mandatory training course for all **supervisors** (see institutional statement, section 3.2) on topics including good supervision management, regulations, equality and diversity issues, student support, using the VITAE framework, and how to support students through the various progression stages and milestones. We also discuss in these sessions the University's *Code of Practice for Research Students and Supervisors* which provides the philosophy underpinning our approach – scholarship and collegiality enabling students to complete their degrees timely (see institutional statement, section 3.2).

Progression, Completion and Student feedback

One of the University's priorities (see institutional statement section 3.2) has been to support students to complete on time. We aim for completion within 3 to 3.5 years of enrolment, and this is supported through mechanisms that enable student progression – monthly supervision meetings, annual reports, milestone presentations, and opportunities to speak directly to the Graduate School for extra support. Progression is monitored by the Graduate School through the university-wide 'doctoral journey'. On the professional doctorates, completion is within 4 to 4.5 years, and this is supported through regular assessment and milestones at course level. We subscribe to Postgraduate Research Experience Survey (PRES) and results show a very high level of satisfaction of our graduate students with the support and opportunities they receive. In the 2020 survey, UWL was ranked 4th (out of 103) on the research skills measure, 5th on Responsibilities and 7th on Progression.

Our students also provide feedback throughout the annual cycle. PGR representatives attend and make distinctive contributions to, the Course and School Committees and the University Research Scholarship and Enterprise Committee (URSEC).

We have awarded eight doctorates over the period, including one research-based professional doctorate, as shown below:

	PhDs	Research-based professional doctorates
AY 2013/14	0	0
AY 2014/15	1	0
AY 2015/16	0	1
AY 2016/17	2	0
AY 2017/18	0	0
AY 2018/19	3	0
AY 2019/20	1	0

2.4 Equality and diversity

In SHSS, diversity and equality are embedded in the culture of the School, which has a diverse staff and student make-up. Our UoA is well balanced in terms of gender (38.46% female staff) and ethnic (38.46% BAME staff) representation. Based on teaching programmes and our research interests, EDI themes are very prominent in our formal agenda of research seminars. The University has arrangements to support flexible and/or remote working and we can ensure that the duties of female or male colleagues taking parental or adoption leave are fully covered.

Training

Throughout the REF period we have been accessing EDI training on all aspects of research development. Members of the UoA have received training on recruitment, promotion, appraisal; and have been included in wider consultations on the code of practice for REF 2021; the UoA lead and reviewers have also received training unconscious bias to support them in their role.

Research development opportunities

The research development opportunities available to staff – including research funding, sabbaticals, and conference funding - always state the conditions and criteria that are applied. There is a transparent process for these applications. Academic staff in this UoA have attended

briefing sessions on research funding opportunities and received advice when applying for funding and sabbaticals.

Recruitment and progression of research students

The recruitment of doctoral students is based on regulations that specify entry requirements, with applications supported by a written statement, and interviews by a panel including School/ College potential supervisors and a Graduate School representative to ensure fairness and consistency across the institution. Progression to PhD transfer is overseen by the University Research Degrees Sub-Committee.

3. Income, infrastructure and facilities

3.1 Income

Staff in the UoA have been active in applying for and generating income to support their research programmes. The applications that have been successful in the REF 2021 period have mainly been in conjunction with public and third-sector bodies in London and neighbouring areas. This has built the expertise and experience of the group, which has translated recently into an increased number of applications to the major national funders. This is evidenced by recent successes in two new projects commencing in 2020:

- Murji (CCC) is a CI on an £1m **ESRC-funded Open City** project led by the University of Warwick (ES/T009454/1, 2020-2023; UWL income £33,000). This was due to start in AY 19/20 but was delayed to the following year as consequence of the COVID-19 lockdown.
- Harding (National Centre for Gang Research) has been commissioned by **MOPAC** (Mayor's Office for Policing and Crime) to research serious violence, gang criminality and exploitation involving children and young people (2020-21: £40,000) and has since also successfully won a further MOPAC contract for £35,000 to research the links between cannabis and violence; the latter is outside of the REF period and was won in February 2021).

Recently too, in AY 19/20, Bernstock, Brooks, Harding, Hine, Mimirinis and Wakefield separately led or contributed to consortia in bids to funders including **UKRI, ESRC, Home Office, British Academy, Leverhulme** and **the Nuffield Foundation**, including the COVID-19 special grant programmes.

Earlier in the cycle, Milani was commissioned as the main consultant by the **Berkshire NHS Trust** for substance misuse training (2015-16: £17, 000). She then won two tranches of funding from **the Sir Halley Stewart Trust** to evaluate the Dual Diagnosis Anonymous programme for individuals with co-morbid mental and substance use disorders (2017: £17,700 from the Trust; supported by matching sum from UWL 2019: £26,300 from UWL). More recently, she won a small award of £3860 from the Sir Halley Stewart Trust to explore the online delivery of mutual aid for people with co-existing mental and substance use disorders during the COVID-19 pandemic.

Brooks won a grant from the **Daiwa Anglo-Japanese Foundation** for four reciprocal UK-Japan visits by academics aimed at increasing awareness of victims of violent crime and their treatment by the UK and Japanese justice systems (2018: £7,000). Brooks (with Stiernstedt) was commissioned by the **International Federation of Healthcare Providers** to analyse data on healthcare fraud (2019: £11,500). Brooks (with Stiernstedt) also secured a small grant from **GB Sasakawa** in November 2020 to research into the impact of Art and Manga as a medium to communicate to students the notions of crime, justice, and punishment (£3,200). Very recently, early in 2021, Brooks was commissioned by the **International Federation of Healthcare**

Providers to design a 5- day Foundation Course for international healthcare employees to prevent Fraud, Abuse, Waste and Error in the healthcare system (£18,250).

Hine (with Murphy) was commissioned by the **Metropolitan Police Service** to deliver training on support for victims of rape (2015/16; £8,500); this was one of the initial steps of his work with the MPS described in one of the UoA's impact case studies.

Worrell (now deceased) was PI, on a **Home Office and London Borough of Hounslow** funding call - CADA (Children Affected by Domestic Abuse) £57,000 (2019-20).

Murji and Harding also separately won small grants earlier in the cycle: Murji as CI on a **Nuffield Trust** seed corn grant 'Scoping algorithms and equalities' (2019: £5000); and Harding as expert research consultant to **Hollingsworth Solicitors** (£11,000) (2018-19). Harding was also commissioned in December 2020 to undertake research on gang crime by an east London borough (£40,000 – funders' identity redacted).

3.2 Infrastructure and facilities

This UoA, like others at UWL, has been supported by a significant investment programme on campus that has created social and open learning spaces; advanced simulation spaces for research; a library without boundaries; and a large flexible performance auditorium for conferences. In the assessment period, the University has also built a Sports Centre and a postgraduate building for doctoral students, the Rami Ranger House. This is a postgraduate research facility that was built for doctoral students as a learning and social space. The house over 3 floors, with space for collaborative working, socialising, supervision and mentoring on the ground floor; and individual workspaces on the first floor. The second floor provides teaching and learning spaces. Students meet there for social events, meetings with the Graduate School, their supervisors, and to work on their research.

The University has also built a number of laboratories and specialist facilities. This UoA has benefitted from this via the development of new research laboratories available to students and researchers related to this UoA,

- Eye tracking is used for non-invasive experimental measures in psychology (e.g., cognitive, social, neuroscience, visual perception, substance use and misuse), and is presently used for substance research.
- The Virtual Reality (VR) Research Laboratory is used to provide precise control of experimental conditions, recording of user experiences and interactions between biophysical and psychometric batteries in response to several stimulus, and is used in mental health research.

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

4.1 Research Collaborations

Our approach to creating a thriving environment within the School has been to provide individuals and groups with opportunities to pursue research, and engage with collaborators within the University and externally; thus generating events that engage the wider School community. We collaborate with many UK academic institutions, and international universities. These collaborations have generally initiated or yielded funding successes, publications, impact and engagement, and platforms for future projects. These collaborations with HEIs often have user engagement built into them (for examples, see entries for Brooks, Khan, Hine and Murji below), and engagement with policy stakeholders (see Minhas, Harding, Bernstock, Ohl).

Crime and policing

Our research on gang culture (Harding) has led to collaborations with Eurogang Network – a collaborative network of EU and US universities; and with the University of Minnesota and the University of West of Scotland; and the University of Utrecht (on dangerous dogs). The National Gang Crime Research Centre in Chicago is also a collaborator; and Harding has delivered gang training to US police officers on several occasions over the period. Our fraud research includes collaborations with University of Portsmouth, De Montfort University, Newcastle University, University of Winchester, Kansei Gakuin University (Japan, Osaka) University of Southampton, Ritsumeikan University (Japan, Osaka), at NSCR (Netherlands, Amsterdam), Meiji University, Tokyo. We have also collaborated with the University of East London and BRAP – a Birmingham based human rights and equalities charities (Murji); the University of Cumbria, University of Central Lancashire and Nottingham Trent University and University of Birmingham on male rape (Hine).

Contexts and populations

We have research partners in strategic nations for research on the care burden and support need of older people in developing countries (Khan) – in Bangladesh, Brazil and Nigeria where Khan's expertise on ageing is recognised as crucial to the needs of developing nations.

Social exclusion

Our work on addiction (Milani) includes a collaboration with Imperial College and the University of Surrey on a systematic review on dual diagnosis; and a paper on alcohol use disorders after bariatric surgery with the Pacific University, USA. We are also working with UCL and Sussex University on a chatbot (Spot) based on memory science and artificial intelligence, in the context of workplace harassment (Minhas). Spot is being used by a number of organization (Monzo, Davita and more) to monitor their anti-harassment policies. We have collaborators at the University of Texas at Austin and the University of Oxford on BAME students (Mimirinis); the Learning About Science and Religion, WISE (World Innovation Summit for Education), and Qatar Foundation (Abedin). We have also held annual symposia on the History of Crime with the University of North Texas and Rennes 2 University, France (in 2017, 2018 and 2019).

4.2 Networks

The applied nature of research in this UoA means permeability between the research we can carry out within academia, and its applications to police, crime and policy sectors. It also means that research in this unit is developed and carried out in close collaboration with users and other stakeholders who can both inform the work and benefit from it.

Crime and policing

The UoA also has advisory roles with HM Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS), Serious Organised Crime Expert Reference Group, Metropolitan Police and other police forces, the Alzheimer Society of Bangladesh, the Henry Jackson Society, and the Centre for the Response to Terrorism and Radicalisation.

Research on gangs, knives and county lines drugs networks has led to Harding giving evidence to the Home Affairs Select Committee (March 2019), with evidence being clearly cited in the Committee report. Presentation on this research were also made to the Home Office (Nov 2019), the DfE (June 2020), the Local Government Association, (Feb 2020), and the Liberal Democrats policy working group on Crime and Policing (April 2020). This research led to a commission for professional development for several police forces across the country, including the Independent Office for Police Conduct; Derbyshire Safeguarding Network; West Midlands Police; the Met Police Service; the East London BCU Serious violence summit; Northamptonshire Constabulary; Kent Constabulary; MPS Violent Crime Task Force; Derbyshire Police and Crime Commissioner

and the Chief Constable. The research has also underpinned the work of voluntary organisations working on gangs such as Resilience Unlimited, the Osmani Trust, We Can Work It Out Ltd., Growing Against Violence. It has impacted the work of HMICFRS; the National Crime Agency; MOPAC and the Children's Society, whilst similarly influencing local authorities such as Medway Community Safety Partnership, the L. B. of Newham's Crime and Disorder Scrutiny Commission, and other London boroughs – Barking and Dagenham, Redbridge, Tower Hamlets, Barnet and Brent.

We have also collaborated with Derby Constabulary and the Crime Commissioner Office on barriers to BAME recruitment (Minhas), and have produced reports to inform their practice (through the policy think tank and charity Diversity Watch). Murji works closely with charities in the race and equality sector that produce and sponsor applied research through Trustee and Board roles at 'Race on the Agenda' and 'the Equality and Diversity Forum'. Wakefield has served on the National Counter-Terrorism Business Independent Advisory Group (2018 to date) and was recently invited to become a member of the new National Preparedness Commission.

The London Rape Review: A review of cases from 2016 (July 2019), compiled by Hine with the Mayor's Office for Policing and Crime (MOPAC) was unveiled at an event at City Hall. It received national and international media attention and several of the recommendations are currently being explored by the Metropolitan Police Service and City Hall: stronger focus on trauma-led investigation and on victim vulnerability. The complementary review on male victims led to a review of training on male victims of domestic violence and abuse at Mankind Initiative, and presentations to the Avon and Somerset Constabulary Annual Conference, the Mankind Annual Conference and the Men's Advisory Network Conference in Northern Ireland. Hine is also Trustee of Mankind Initiative (Male Domestic Abuse Charity) and co-founder and trustee of the Men and Boys Coalition).

Our fraud prevention research group have links with the South Korean Police where Brooks has advised, and the Japanese Police through his Daiwa Foundation Grant mentioned earlier. This project has held workshops at UWL, University of Portsmouth, the University of Kwansei, Osaka, and in Seoul, South Korea. Brooks was member of the Group of Experts for European Healthcare Fraud and Corruption Network (EHFCN) between 2018 and 2020; and has run two workshops on corruption at the Royal United Services Institute (RUSI) in 2019.

Contexts and populations

We have close links with Young Power in Social Action - a large NGO in Bangladesh. Khan has led awareness activities based on a new ageing model ("YPSA elderly care and support activities: Sitakund Model") in Chittagong, Bangladesh. This work is linked to voluntary roles with Age UK Oxfordshire, where Khan is a special advisor since May 2017. Khan has links with HEPIQ-C, an initiative of the Nigerian Government since 2015 to improve healthcare for the elderly. He was Public Governor at Oxford Health NHS Foundation Trust (2014-2017) and is an Academic Adviser of The Commonwealth Scholarship Commission in the UK, (December 2016 - November 2023)

Social exclusion

We have produced ongoing training to Mental Health Services, Berkshire Healthcare NHS Foundation Trust and Slough Borough Council based on research on dual diagnosis in mental health and addiction (Milani). The Sir Halley Stewart Trust funded the evaluation of the first Dual Diagnosis Anonymous (DDA) in the UK, a mutual aid program to support people with dual diagnosis. Findings from this research informed the development of the program in UK as well as in Oregon, USA. Milani also worked with the Metropolitan Police on their Drug and Alcohol Policy; and has contributed to the development of NICE (National Institute for Health and Care Excellence) Guidelines in the field of dual diagnosis and mental health (in 2016 on coexisting

severe mental illness and substance misuse; in 2018 by contributing to the writing of the manual; and in 2020, on rehabilitation in adults with complex psychosis).

Research (started in 2013) on children's socio-emotional wellbeing (Ohl, Jayman) has showed the efficacy of the Pyramid primary and secondary school interventions. The framework they have proposed is now used in 415 primary school clubs and 76 secondary clubs since 2013, it has reached almost 2500 children across schemes delivered in England, Wales and Northern Ireland, with a proven improvement for 70% of the children involved. This project has been recognized by the Early Intervention Foundation (EIF) – a national body supporting the use of effective early intervention to improve the lives of children and young people at risk of experiencing poor outcomes.

Bernstock's leading work on London's Olympic Housing legacy through her role as Co-chair of TELCO's Olympic Strategy Committee has led to international TV media exposure on issues of urban inequality and regeneration. Her studies of policy impact on housing and development build on her role as part of a third sector body, as well as her leading role in the campaigns London First and London Looks East.

4.3 Wider contributions to the research base

Editorships and membership of editorial boards

Harding (2020) Guest editor of *Youth Justice Journal Special issue: Serious Youth Violence in the UK*

Harding (1999 – 2021) Associate Editor *Safer Communities Journal*

Khan (2017-) Academic Editor, *Plos One*, USA

Khan (2020-) Associate Editor, *BMC Public Health*, UK

Milani (2017-) Editorial Board Member, *Psychological Research International Journal*

Murji, (2017-) Editor, *Current Sociology*

Murji, (2018-) Editorial Board, *Encyclopaedia of Race and Racism*, Routledge

Murji, (2014-) Editorial Board, *Journal of Dialogue Studies*

Murji, (2019-) Editorial Board, *New Directions in Sociology*

Murji, (2020) Guest Editor, *The International Journal of Sociology and Social Policy*

Murji, (2020) Guest Editor, *Social Identities*

Wakefield (2006-) Editorial Board member, *Security Journal*

Wakefield (2015-) Editorial Board member, *The Journal of Criminological Research, Policy and Practice*

Wakefield (2017-) International Advisory Board member, *Australian and New Zealand Journal of Criminology*

Wakefield (2018-) Editorial Board member, *Internet Journal of Restorative Justice*.

Peer-review activities

In this REF period researchers submitted in this UoA have contributed to the research base in the UK and internationally by reviewing papers for more than 40 academic journals as well as assessing research funding applications for the ESRC, MRC, DfID, Leverhulme, and the British Academy. The most significant review activities include the following journals: *Addictive Behaviours*, *Archives of Gerontology and Geriatrics*, *BMJ Open*, *British Journal of Educational Research*, *British Journal of Guidance and Counselling*, *Current Sociology*, *Ethnic and Racial Studies*, *European Journal on Criminal Policy and Research*, *International Journal for Crime*,

Justice and Social Democracy, International Journal of Urban and Regional Research, Journal of Youth Studies, Substance Use and Misuse, Youth Justice.

Reviewing for Research Councils

Brooks (05/01/2018) Reviewer for British Academy

Brooks (14/02/2019) Reviewer for Economic and Social Research Council

Milani (2018, 2019) Reviewer of Grant Applications for Medical Research Council (MRC)

Milani (2019) Reviewer of Grant Applications Scottish Government

Murji (2019) ERSC Research Centres Competition reviewer

Murji (2018) British Academy/Leverhulme grant reviewer

Murji (2020) UKRI.MRC Future Leaders reviewer

Murji (2018) ERC Consolidator grant reviewer.

Convenors of conferences; Programme Chairs

Brooks (2019) Chair 'Look Back – Going Forward' at From 'Old Corruption' to the New Corruption? Public Life and Public Service in Britain. C. 1970-1940, Oxford Brookes University

Brooks (2018) Chair of University of West London Symposium (funded by Daiwa Foundation) Key Issue: Criminal Injuries Compensation Scheme in England and Wales. London

Jayman (2018-) Creator of BERA Special Interest Group: Mental health, Wellbeing and Education, now grown to 200 members.

Milani (2020) Chair "Coexisting Severe Mental Illness and Substance Misuse: Meeting New NICE Quality Standard". Healthcare Conferences UK, London.

Milani (2019) Chair "Ensuring Adherence to the NICE Guideline for severe mental illness and substance misuse (Dual Diagnosis)". Healthcare Conferences UK, London.

Milani (2017) Chair "Improving the Management of severe mental illness and substance misuse Dual Diagnosis Implementing the NICE Guidance" Healthcare Conferences UK, London.

Milani (2018) Chair Working in Partnership to Tackle Drug Misuse". Inside Government, London.

Worrell (now deceased) (2019), with funding from the British Council, London Policing College and UWL International Policing Conference. University of West London.UK.

Leadership of advisory boards, industry, commerce, research councils, learned societies or professional bodies

Murji (2017-) Fellow of the Academy of Social Sciences.

Wakefield (2018-2020) Chair of the Security Institute.

Members of learned societies or industry boards

Abedin (2015-) Member of British Association of International Comparative Education

Abedin (2016-) Fellow of the Cambridge Philosophical Society

Abedin (2016-) Member of Educational Leadership Special Interest Group, British Educational Research Association.

Abedin (2018-) Member of British Association of Applied Linguistics

Brooks (2018) Member of Expert Group for European Healthcare Fraud and Corruption Network (EHFCN)

Jayman (2019-) Lead of Education and Wellbeing SIG of the British Educational Research Association

Khan (2017-) Chartered Statistician (CStat) of the Royal Statistical Society

Milani (2014-) Chartered membership, British Psychological Society (BPS), (2017 to date) member of the Society for the Studies of Addiction (SSA)

Milani (2014) Member of group developing Occupational standards for professionals and services working in the Addiction Field

Milani (2014) Member of the All-Party Parliamentary Group (APPG) network for Drug Policy and Complex Needs

Milani (2014) Substance Misuse Skills Consortium group, development of the Peer Support Toolkit

Milani (2017-) Member of the board for the Federation of Drug and Alcohol Professionals (FDAP), developing Occupational Standards and accrediting courses for professionals and services working in the Addiction Field

Milani (2017-) member of the Society for the Studies of Addiction (SSA)

Milani (2019-) Individual Partner for the Concurrent Disorders Society

Minhas (2016-) Member European Association of Psychology and Law

Minhas (2018-) Member British Society of Criminology

Wakefield (1997-) Member British Society of Criminology

Wakefield (2010-2021) Board member, Security Institute

Wakefield (2011-) Academic Adviser, Chartered Security Professionals Registration Authority.

Wakefield (2018-) Associate Fellow, Royal United Services Institute

Wakefield (2018-2021) Member of NCTPHQ/Metropolitan Police National Counter Terrorism Business Independent Advisory Group.

Wakefield (2020-) Member of the National Preparedness Commission.

Awards, prizes, distinctions

Harding (9th March 2019) gave evidence on violent crime, Home Affairs Select Committee

Wakefield (2019-21) Ranked as one of the UK's leading Women in Cyber (SC Media 2019, 2021; IT Security Guru, 2020) and one of the Most Influential People in Security and Fire by IFSEC Global (2019, 2020).

Recent invited keynotes

Brooks (2018) 'Protecting those in need: Reducing error, fraud and corruption'. *European Healthcare Fraud and Corruption Network*, Athens

Brooks, Kyo, Ellis, and Kursawa, (2020) Criminal Compensation: The Cost of Victimization at Tackling Serious and Organised Crime: Reducing the Risk, Threat and Harm' *A Public Policy Exchange Symposium* (United Kingdom and Japan)

Harding (2018) Building a Zero Tolerance approach to Acid and Corrosive Substances Attacks: Working in Partnership. *Public Policy Exchange*, London.

Harding (2019) Gangs, Knives and Youth violence: why the Rise? *House of Commons*. London

Harding (2019) Tackling County Lines and Vulnerability in Partnership. *Derbyshire PCC*

Harding (2019) Why the Rise in Gangs, Knife crime and Acid attacks, *National Conference on Gangs, Weapons, Violence*. Lords Cricket Ground, London

Harding (2020) Knife Crime. *National Police Chiefs Council (NPCC) and Association of Police and Crime Commissioners, (APCC) Conference*, Queen Elisabeth II Centre, London

Harding (2020) Street Gangs and violent crime. *East BCU Serious Violence Summit*, London East

Harding (2020) Latest Research findings on County Lines Drug Networks. *West Midlands Police Conference*

Hine (2020) 'Male victims of domestic violence and abuse: new research', *Mankind Initiative National Conference*, online.

Kahn (2019) *Elderly Persons in Humanitarian Emergencies in Bangladesh: Qualitative Experiment on Dreams and Reality*. *International Conference on the Rohingya Crisis in Comparative Perspective UCL*.

Khan (2019) Older consumers in an ageing society. *5th International Conference on Economic Sciences and Business Administration (ICESBA 2019): The Future of Business*, Bucharest, Romania

Khan (2019) Financial preparedness in later life: An investigation of Hong Kong and the UK employees survey. *International Symposium on the Application of Big Data in Social Security*, Centre for Social Security Studies, Wuhan University, China.

Khan (2019) The unequal distribution of risks and opportunities in later life. *Department of Population Studies*, University of Botswana

Khan (2020) *Overview of mortality risk of COVID-19 in older people: global perspective*. The effect of COVID-19 on the health and care management of older adults in West-Africa, Nigeria

Milani (2019). Substance Misuse and Mental health: the role of pharmacists. *British Pharmaceutical Student Association*. Brighton

Milani (2020) Improving the Management of people with Severe Mental Illness and Substance Misuse. *Healthcare Conference*. *Stigma can kill: can training/education change negative attitude towards people with cooccurring disorders?* London.

Murji (2018) Reading yardie tales, *AHRC Network*, *Representations of Jamaican Organised Crime* (online)

Murji (2018) Stuart Hall as a theorist-activist. Race and Criminology Symposium, London School of Economics, London

Murji (2020) Race and the public intellectual, *Sciences Politiques Global Race Conference* (online)

Wakefield (2019) 'Security for the Fourth Industrial Revolution', Future of Security Theatre, *IFSEC* expo, ExCel, London.

Visiting professorships

Khan (2020) Associate Professorial Fellow at Oxford Institute of Population Ageing, University of Oxford, UK.