

Institution: University of Westminster
Unit of Assessment: 27 English Language and Literature
<p>1. Unit context and structure, research and impact strategy</p> <p>Research in English takes place within the School of Humanities, in the College of Liberal Arts and Sciences, and supports literary, linguistic and cultural analysis across a historical range that spans the medieval to the contemporary. Planning and monitoring of research is directly overseen by the School Research Committee (SRC), which has responsibility for shaping research strategy and ensuring the sustainability of excellence across the unit, under the leadership of the Head of School (Warwick) and two Research Directors (Beck, Sylvester). English also plays a central role in research management at University level: Linn is Pro-Vice-Chancellor for Research, as well as Head of College, Cunningham is University REF Director, Wilson is Director of the University Graduate School. All three sit on the University Research Committee, chaired by Linn, which has responsibility for developing and monitoring the University's overall research policy and strategy. As of July 2020, the subject area comprised 32 permanent staff (28.8FTE), all of whom are active in research and teaching, with 10 new appointments since 2014, a Visiting Professor in Historical Linguistics, a Leverhulme-funded Research Associate and 15 PGRs. English Language and Linguistics have shared a common research management structure since 2008 and are hence entered here (as in REF2014) as part of a single Unit of Assessment.</p> <p>1.1 Research Strategy</p> <p>Our strategy is to promote a vital, distinctive and inclusive research culture that supports all staff to produce exceptional, high-quality research, as well as to foster internal and external collaboration, extending our position as a leading department in theoretically-innovative and interdisciplinary English Studies. With the majority of QR funding (c.88%) since 2015 returned directly to the subject area, English has been enabled to realise the key strategic aims of our REF2014 submission and to demonstrate our commitment to research through annual sabbatical leave and remission from other duties, student scholarships, and support for conference attendance and training available to all staff and student researchers, as well as regular symposia, awaydays, project seed-funding and other activities to facilitate the research culture. This has been strongly assisted by new University investment in dedicated staff to identify external funding opportunities and facilitate and manage applications within the central Research and Knowledge Exchange Office (RKEO), as well as in enhanced support for PGRs through the Westminster Graduate School, and has helped us to secure a range of internal and external investment in our key areas of research.</p> <p>Following our very encouraging result in REF2014, in which our GPA of 3.11 (34% 4* and 45% 3*) placed us within the top third of English departments and the top 20 for outputs, we have sought to:</p> <ol style="list-style-type: none"> (i) further broaden and internationalise our research activity through new collaborations with other HEIs and external institutions, so enhancing our research environment; (ii) deepen and expand our impact activities through the maintenance and development of strategic areas with strong potential for public engagement and impacts on educators, practitioners, cultural institutions and creative industries; (iii) maintain our record of grant capture in key areas of language and linguistics, while steadily diversifying the range and type of awards across the unit, including non-reportable income such as Arts Council grants; (iv) increase, in sustainable fashion, our number of doctoral registrations and completions; (v) consolidate and extend our existing areas of strengths in multilingualism, modern and contemporary literature, and critical theory, while developing new initiatives in early modern literature, sociolinguistics and theatre studies.

The success of our strategy is evident in various key indicators, including: further expansion of our staff base through new appointments (8.8fte); 100% Category A eligible staff submission into REF2021; new participation in the AHRC Techne Doctoral Training Partnership (DTP); more than tripling our annual number of doctoral completions; and our range of external partnerships both inside and outside academia, including new collaborations with European and U.S. universities and major London-based cultural institutions.

Earmarked financial and administrative support has been made available for both impact-related activities and writing of substantial funding bids (see sections 2 and 3). Support for the production of major research outputs, identified as a priority in REF2014, has been achieved through targeted blocks of time administered and monitored by the SRC (which includes, in line with our inclusive ethos, elected ECR and PGR representation). Funding of one-semester sabbaticals, open to all researchers and awarded according to clearly-articulated criteria, has allowed staff to complete significant projects, including books by **Bond, Charles, Colby, Geric, Germanà, Ihemere, McEvoy, Nath, Shaw and Syea**. The UoA has produced 44 books (including 21 monographs) over the course of the current REF period.

1.2 Structure

While our policy continues to be to support excellent research in whatever field it might be located, our specific commitment to transdisciplinarity and support for both internal and external collaboration is focused through two research centres, each of which have expanded significantly during the current REF period and in which the majority of our staff working within the fields of post-1800 literature and culture or English language and linguistics are active participants. In our submission to REF2014 we identified ‘the initiation of networks able to promote our visibility as a centre of research excellence and to ensure future sustainability’ as crucial to our future strategy to become ‘a recognised international centre for theoretically-informed and cross-disciplinary work’. It is the cultivation of and participation in such networks that has subsequently allowed us to assume a vanguard role in shaping some of the major expanded disciplinary futures of English Studies at both a national and international level, and which will be at the centre of our future research strategy.

The cross-disciplinary Institute for Modern and Contemporary Culture (IMCC) was first established, with the support of the University, in late 2008, and is now directed by **Beck**, with **Cunningham** as Deputy Director. The Institute, which also houses four researchers in Visual Culture (submitted UoA32) and which maintains its own independent [website](#), provides a base for a number of key research initiatives within the School, as well as running a regular international fellowship programme which has hosted several doctoral and postdoctoral visiting researchers, including e.g. from the German National Academic Foundation and Boston College. The IMCC is designed to act as a focal point for cutting-edge collaboration both between colleagues across the University (including PGRs) and with other universities and outside cultural institutions. In this way it has facilitated various cross-disciplinary projects since 2014, with a particular focus on relations between visual and textual cultures, modernisms and experimentalisms across the arts, and critical and cultural theory. These include projects funded by Arts Council England, the British Academy and Leverhulme Trust and international collaborations with Université Paris 8, the Smithsonian Institution and Dartmouth College, among others (see sections 3 and 4).

The Westminster Forum for Language and Linguistics (WFLL), established in 2017 and directed by **Sylvester**, has a particular focus on sociolinguistics, multilingual research (both historical and contemporary), and linguistic diversity, extending Westminster’s long-standing international reputation in the theoretical and historical study of creoles, language mixing and code-switching. Alongside those staff listed in REF1, Richard **Ingham** has been Visiting Professor in Historical Linguistics since 2016, including acting as PI and Co-I on two Leverhulme Trust-funded projects based within the unit. The Forum was also host for a British Academy Postdoctoral Fellow working on translanguaging and refugees during the census period. As well as running an active

[blog](#), annual lecture and linguistics research day, the Forum is home to the London Linguistics Calendar, coordinated by **Shaw**, which promotes research events for London-based and visiting academics while fostering connections between London universities. Among other collaborative enterprises, the Forum has been instrumental in the establishment of a new Special Interest Group on Multilingualism within the British Association for Applied Linguistics (with an inaugural event at Westminster in 2019), while members of the group are also on the steering committee of the Cross London Sociolinguistics Seminar (with colleagues at Birkbeck, Kings, QMUL and UCL) and hosted the 5th CLSS at Westminster in 2020.

The unit further incorporates several distinctive, more specialised research clusters:

- Research into the intersections between Literature and Science (**Avery, Beck, Geric, Warwick, Wilson**) remains a key area of strength, as reflected in **Geric's** ground-breaking 2017 monograph on geology and nineteenth-century poetry, **Beck's** Duke UP book on art and technology labs (2020) and **Warwick's** work on archaeology and the literary imagination. The unit established the open access *Journal of Literature and Science* website in 2013, and has had among its visiting fellows e.g. Dr Tommi Kakko (Tampere), funded by the Alfred Kordelin Foundation to work on his study of hallucinations in early modern texts.
- Our Gothic Studies group (**Germanà, McEvoy, Warwick, Witchard**) continues to collaborate on various events and publications. Both **McEvoy** and **Warwick** are, for instance, contributors to the new *Cambridge History of the Gothic*, in a period which also saw the publication of **McEvoy's** *Gothic Tourism* (2015) and **Germanà's** *Scottish Gothic: An Edinburgh Companion* (2017). The group has also supervised several doctoral projects in the School.
- The Queer London Research Forum, founded in late 2013 and co-directed by **Avery** and **Graham**, has produced the important collection *Sex, Time and Place: Queer Histories of London* (2016), and, among its many events, co-organised the 2016 three-day LGBTQ+ Archives, Libraries, Museums and Special Collections Conference, in collaboration with the Bishopsgate Institute and London Metropolitan Archives, and (with our Early Modern cluster) the 2017 conference, 'The Queer, the Early Modern and the Now'.
- The Contemporary Small Press project (**Wilson, Colby, Marczewska**) has played a key role in the recent resurgence of interest in non-mainstream literary publishing in the UK and worked with more than 50 presses (and c.40 more through its influential [website directory](#)) since 2015, as well as producing the collection *The Contemporary Small Press: Making Publishing Visible* (2020). It was a founding partner in the Republic of Consciousness Prize for Small Presses in 2017.
- Finally, following the appointments of **Jones** in 2014 and **Graham** in 2016, alongside existing colleagues **Frampton, Mapp, Morrison** and **Wyver** (who works across Theatre and Screen Studies, with colleagues in UoA32), we have also begun to establish vibrant, overlapping research clusters in Early Modern Literature and Theatre Studies, reflected in **Jones's** prize-winning *Shakespeare's Storms*, **Morrison's** history of the Soho Poly Theatre and **Wyver's** research on screen adaptations and high-profile work as Director, Screen Productions for the Royal Shakespeare Company.

1.3 Support for interdisciplinary research and open access

As is apparent throughout this submission, inter- and transdisciplinary research is at the heart of the major part of our activity in English Studies and is specifically manifested in the mission and configuration of both our major research centres: the IMCC and WFLL. Such support is reflected in the number of important outputs published by staff associated with the IMCC in fields that cross art history and theory (**Beck, Colby, Cunningham, Witchard**), history of science (**Avery, Geric, Warwick**) and philosophy (**Charles, Cunningham, Mapp**), as well as in the multilingual approach that underpins our research in both historical and contemporary linguistics (**Denroche, Ihemere, Karatsareas, Linn, Pagan, Syea, Sylvester**). Internally, the IMCC has long been a focal point for collaboration with colleagues in Art & Design at Westminster. This is exemplified by **Beck's** co-leadership with Professor Neal White (UoA32) of the Proving Grounds project, a

series of workshops and events including the 'Earth Lab' symposium in September 2017 and public lecture by Kathelin Gray, founder of Biosphere 2, as well as, for instance, by the 2014 'Photography and Abstraction' conference that resulted in a 2016 special issue of the Routledge journal *Photographies* edited by **Beck** and **Cunningham**. Institutionally, both within and beyond the School of Humanities, interdisciplinary exchange has also been facilitated through co-supervision of postgraduate researchers, with staff in English acting as supervisors for PhDs in Art and Design, Chinese Studies, French, History and Law.

University policy and support for open access, along with procedures for meeting (and going beyond) the essential UKRI and REF open access requirements, are described in REF5a. Locally, the unit has co-hosted the open access [Journal of Literature and Science](#), established by our former colleague Martin Willis, and was instrumental in the construction of [The Bilingual Thesaurus of Everyday Life in Medieval England](#), edited by **Sylvester** and **Ingham**, a Leverhulme Trust-funded online, freely accessible thesaurus of Middle English and Anglo-French words. Our commitment to open research is demonstrated, too, in individual staff contributions. For example: as one of its longest-serving editors, **Cunningham** oversaw the relaunch of [Radical Philosophy](#) as an open access publication in 2018 and is regularly invited to speak on radical publishing (e.g. at a 2019 Tate Modern workshop).

1.4 Impact Strategy

Our different research centres and groups frame the various types of impact generation within the unit, supported locally through specific hours for impact-related activities incorporated into staff workload allocation and pump-priming of public engagement events to encourage and incentivise impact activities. As part of the unit's annual research interview system, all researchers are now expected to consider the potential impact of their research at the stage of conception and design.

Located in the heart of London, the unit actively seeks to create pathways to impact through co-production of activities with external partners, as well as through strategic utilisation of Westminster's own historic building on Regent Street – founded as the Polytechnic Institution in 1838, with the aim of demonstrating new technologies to the public – to engage diverse audiences in the capital. This has included collaborations with several major public institutions and charities, including the National Archives, Chaucer Heritage Trust (**Sylvester**), British Library (**Wilson**), Royal Shakespeare Company, Donmar Warehouse and BBC (**Wyver**), and Asylum Aid (**Colby**). The resulting impact is diverse but coalesces around research that is of benefit to users in public education, secondary schooling, political activism, creative industries and economy, and tourism and heritage.

Impact activities are supported at University level by both a dedicated Impact Officer and full-time Research Development Partner (RDP) attached to the School, who has responsibility for horizon scanning and bid preparation for impact-related funding, as well as a full-time College Events Officer who assists in the organisation of major public events. Strategic success in this area is reflected in **Sylvester's** AHRC funding (£79k) for a project with the National Archives, specifically to generate impact from her research on the medieval vocabulary of cloth and clothing (2015), as well as, for example, **Karatsareas'** 2017 British Academy Rising Star Engagement Award, which included a 'Developing Pathways to Impact' workshop and symposium with the Cyprus Education Mission in the UK providing training for teachers on how to include the Cypriot Greek dialect in the teaching of the Greek language in London's diaspora. Internally, the unit has been fortunate, too, in being able to benefit from c.£32k in targeted central funding since 2018 specifically earmarked for impact-related activities.

Each of our submitted case studies strongly aligns with the work of our research centres and groups (**Witchard**: IMCC; **Sylvester**: WFL; **Wyver**: Early Modern and Theatre Studies) and was selected on its ability to demonstrate the strong cultural, educational and economic impact of our areas of research strength through activities with different communities and stakeholders in London and beyond. These case studies represent, however, only a part of our work and

achievements. The many examples of collaborative activities and impacts on UK literary culture, creative industries and policymakers in Section 4 indicate just how embedded the generation of impact is within our overall research culture.

1.5 Future Research Strategy

Our aims for the next five years are to generate world-leading research in all our key areas and to maintain and augment the supportive, inclusive and collegial character of our research culture, with an emphasis on building new (and strengthening existing) partnerships for larger-scale collaboration through our two research centres. In 2021-26, we will:

- grow sensibly and sustainably our number of PGRs through the securing of funding for high-quality doctoral projects, including via the AHRC *Techné* consortium and DTP collaborative studentships, led by **Wilson**;
- increase and further diversify grant applications across the full range of our research, and work to translate existing success into effective bids for larger cross-disciplinary projects, led by **Sylvester**;
- ensure diversity and equal opportunities in all aspects of research support, coordinated by **Graham** as chair of our School EDI Working Group;
- support the further development of emerging strengths in early modern literature, theatre studies and sociolinguistics, as well as expanding our creative writing research;
- continue to build our capacity to deliver impact through mentoring of colleagues by staff with an existing track record of externally-facing work.

These aims are achievable ones and grow out of the very successful and ambitious development of research in English at Westminster over the last decade. Between RAE2008 and REF2014, we transformed ourselves, with the support of the University, from a department with no 4* outputs and no external income to one with over 32% of our outputs and 50% of our impact rated 4*. Since 2014, we have expanded further so as to now be submitting 32 staff, producing research of an exceptional range, in a unit that only submitted 13 (10.2fte) individuals in 2008 and 20 (17.7fte) in 2014, and inaugurating the new WFL for the promotion and facilitation of our internationally-admired work in language and linguistics. The depth and maturity of the unit's research culture is reflected in the fact that we are one of only two UoAs at Westminster, a post-1992 university, submitting 100% Category A eligible staff to REF2021. Building upon this record, our aim over the next five years is thus to maintain our present size, and thriving, inclusive research culture, in what is a difficult environment for the humanities, and in a fashion that continues to be underpinned by our historic commitments to multilingualism and innovative, cross-disciplinary research.

2. People

2.1 Staff

All 32 Category A eligible staff within the unit have significant responsibility for research as part of their workload and 100% are on permanent teaching and research contracts. No staff are employed as teaching fellows or on fixed-term contracts, other than postdocs or RAs (including one current Leverhulme-funded RA who does not qualify as research independent). We strongly believe that it is our responsibility to nurture and support the research ambitions of all colleagues joining the School.

Regular and consistent time to pursue research is made available to all staff (full-time and fractional) at a level directly tied to the completion of exceptional high-quality outputs. This has been strengthened since 2014 through the strategic implementation of the University's transparent workload allocation model (WAM), in which research hours are directly incorporated into staff timetables as a part of overall workload. The use of WAM ensures fairness in the allocation of hours and clearly specifies the expectations for different levels of research activity. Hours for independent research and scholarship are allocated according to three tariffs (not

including additional hours for research administration, bid preparation or supervision), amounting to 39%, 34% or 27% of overall workload. 93% of staff in English have more than a third of their overall workload devoted to research and scholarship. Staff are entitled to apply for a one-semester sabbatical after three years, open to all researchers and awarded by SRC according to clearly-articulated criteria. At least two such sabbaticals are funded within the unit each year. Individual research funding, including access to conference funding and other research expenses (up to £1.5k per person per annum), is awarded via a biannual bidding process administered by the SRC, which includes elected ECR and SL representation. This is open on exactly the same basis to all staff, including fractional staff, and subject to clearly articulated published criteria which ensure equal opportunities for our diverse staff team.

All staff have individual research interviews annually, at which research plans for the year corresponding to workload allocations are agreed, supplemented by additional meetings to discuss and support activities such as grant applications. This has allowed for close integration of individual research plans and line management objectives, while also allowing the School Research Directors to better coordinate grant planning and prioritisation with the central RKEO. As part of this system, junior staff and ECRs are formally paired with an experienced mentor able to advise them on the development of their research career, with regular scheduled meetings, in line with the key principles of the Vitae Researcher Development Concordat. This is supplemented by College Mentoring Circles, where 8-10 mentees meet to discuss professional experiences and challenges in a supportive peer group led by two experienced academics, of which **Sylvester** is one. New staff and ECRs are further supported through a lightened teaching load during the first year of employment (equivalent to two fewer seminar classes per week across their timetable). Our wider commitment to such career development across the sector is also reflected in events such as the 2017 workshop for ECRs in Bi-/Multilingualism funded as part of **Karatsareas'** British Academy Rising Star Engagement Award.

As a research-intensive unit, our staff base has continued to expand considerably since 2008, with ten (8.8fte) new appointments, three of which were replacement posts, and three of which were appointments of former postdoctoral fellows to permanent positions. Of these, seven have been ECRs taking up their first permanent jobs, pointing to a vibrant and sustainable future. Each appointment has been made in line with strategic priorities identified in relation to our research centres and groupings. In particular, the unit identified linguistics and early modern studies as two key areas for expansion. With the 2016 appointment of **Linn** as Dean of Faculty (now Head of College) and Professor of Language, History and Society, who joined us from Sheffield, the University has made a strong commitment to supporting research leadership in English Studies. This was complemented by the appointments of **Karatsareas** (2015) in dialectology and historical linguistics, **Shaw** (2016) in sociolinguistics, and **Pagan** (2017) working on projects in historical multilingualism. The appointment of **Jones** (2014) and **Graham** (2016) reflected our support for the development of emerging, dynamic research strengths in early modern and theatre studies, while that of **Copley** (2019) reiterated our support for poetry and creative writing research.

The unit's commitment to developing the next generation of researchers is reflected in its funding in 2015-17 of two two-year Postdoctoral Fellowships attached to the IMCC (**Marczewska, Taylor**), each of whom were subsequently appointed to permanent positions at Coventry and at Westminster, respectively. Such strong support for career progression is further exemplified by the fact that both internally-funded postdocs returned in REF2014, **Bond** and **Charles**, now hold permanent posts within the School.

Career pathways for researchers at all stages are clearly set out at University level, supported by a range of workshops and courses run by the RKEO, which also provides specialist training in impact and bid writing. The Graduate School provides further training in postgraduate supervision, which is mandatory for all new researchers, who are also routinely included on supervisory teams to build experience. This is supplemented by regular day-long bid writing clinics with external consultants (including experts from the Missenden Centre), and residential writing retreats at the Abbey Sutton Courtenay open and free to all staff. The overall success of

our staff development strategy is reflected in a strong record of promotion, including two researchers promoted to a Professorship (**Sylvester, Wilson**) and four to Readerships (**Cunningham, Germanà, Syea, Witchard**) since 2014.

During the pandemic, the unit has strongly supported University policy that all work, including research, should be conducted remotely. Clear research ethics guidance for both PGRs and staff was issued on all matters relating to research activity during the lockdown. Both the University and School have sought to ensure a supportive and compassionate environment through regular communications and online fora (including research-focused events), by making sure that all staff have the necessary equipment (laptops, cameras, specialised software, library resources, etc) to carry out their work remotely, and by providing continued access to mental health support.

2.2 Students

In 2012 Westminster established the university-wide Graduate School (GS), for which **Wilson** is now Director, with an explicit mission to enhance student experience and progress and to provide research training across the University. The GS coordinates the Doctoral Researcher Development Programme (DRDP) based on the Vitae framework, as well as a series of regular symposia and workshops on postdoctoral careers and employability, with speakers from academia, business, UKRI and London First. Further details, including on financial support, annual progress, research ethics and integrity, and supervisory arrangements and expectations, are provided in REF5a.

Doctoral students are an integral part of our research community. The unit had 18 completions over the REF period (14 more than in REF2014) and has 15 students currently enrolled, of whom 6 have fully-funded studentships; evidence of our carefully planned expansion since 2014. In line with our strategy outlined above, scholarships and bursaries have been used to attract excellent students to our areas of research strength, so nurturing the future of our discipline. Since 2018, Westminster has been one of nine universities that make up the AHRC-funded *Techne* DTP. As well as financial support, *Techne* offers a developmental framework for researchers across the collaborating institutions, with training, supportive community networks and engagement opportunities. In 2019-20 (the first year we could apply), English was awarded three PhD scholarships (of which two were taken up) from Subject Group L: Languages and Literatures; the maximum number allowed per University in any subject group. The unit also co-organised the annual three-day *Techne* Congress, hosted online by the University in July 2020.

Internally, English was awarded full competitive studentships from central University funds in both 2015 and 2017. We additionally established in 2015 two full studentships and two bursaries (totalling £186k for three years) funded through QR income, followed by two further full studentships starting in 2019-20 (c.£132k); a significant investment since the previous REF period. All scholarships were advertised and awarded following interviews with shortlisted candidates, subject to equal opportunities procedures monitored by the Research Committees and GS. In 2018 the unit further established the University's first international cotutelle doctorate for a student jointly enrolled with the Sorbonne.

Complementing the various events and training programmes organised by the GS, the SRC (which includes PGR representation) oversees the programming of regular events to support a more 'local' sense of community. Research students take a leading role in organising events in which staff also participate, including two thriving fortnightly research seminar series with invited speakers in Literature and in Language and Linguistics. The School further organises, in collaboration with its PGRs, special workshops with visiting academics specifically directed towards doctoral researchers, including, for example, a masterclass with Christian Bök on conceptual writing as part of our Experimental Writing series organised with the Carroll-Fletcher Gallery. The College hosts an annual residential PhD away weekend which fosters relations between students across disciplines, and which is free to attend. PhD students are represented on both College and School Research Committees. Students can also gain teaching experience

on the BAs and MAs in the School and undertake training through the Postgraduate Certificate of Special Study in Supporting Learning and dedicated sessions on the DRDP, as well as researcher experience in working on School-based projects (such as Willow's and Brammer's contributions to the Contemporary Small Press project).

Our commitment to innovative forms of doctoral training is reflected in the role played by the unit as a partner in the London Cultural Memory Consortium and Mnemonics: Network for Memory Studies, a collaborative initiative for graduate education in memory studies. Organised by **Bond**, Westminster co-hosted the Mnemonics summer school for doctoral students from around the world in September 2015, and has contributed to further summer schools in Urbana-Champaign, Frankfurt, Leuven, Utrecht and Stockholm. **Sylvester** helped secure a grant from the Society for the Study of Medieval Languages and Literature specifically to fund PGR attendance at the AHRC-funded 'Medieval English in a Multilingual Context' network events held at Westminster, Bristol and Seville. **Wilson** was PI for a £46k grant from the OfS/Research England Catalyst Fund for PGR Mental Health (with matched funding from Westminster) for the project 'Wellbeing When Writing', which ran from May 2018 to December 2019. This focused on providing PGRs across the university with workshops to improve their confidence as academic writers by using the pedagogic insights of creative writing and involved contributions from **Wilson**, **Morrison** and **Nath**. Our former PhD student Sally-Shakti Willow led a fortnightly online Writing & Thriving Doctoral Thesis Surgery during the pandemic, which followed from the Wellbeing project. The School moved its PhD work-in-progress seminars online from April 2020, and mandated weekly 'checking up' meetings with all PGRs during the lockdown. Third- and fourth-year students on scholarships were able to apply for six-month extensions to their funding and extended registration periods, and all self-funded students granted partial fee waivers.

Students in the School are invited each year to bid for funding of expenses incurred through their research projects. Funds are awarded on a competitive basis (in the same way as for staff) and support students in organising and presenting at national and international conferences, travelling to archives and attending training events. In this way, the unit has been able to fund several important archival visits for doctoral researchers, including to the Anais Nin papers at UCLA, Virginia Woolf Collection at the NY Public Library, and Theresa Hak Kyung Cha archives at Berkeley Art Museum and Pacific Film Archive. At the same time, the strength of PG research in English at Westminster has been recognised externally through awards won by PGRs, including a Fellowship at the Harry Ransom Center, place on the British Library placement scheme for the Evolving English Voicebank project, and IAFOR conference scholarship to attend The Asian Conference on Literature, Japan. Recent PhDs have gone on, for instance, to a Leverhulme Early Career Fellowship at Keele, and published in journals including *Dickens Quarterly*, *Film Quarterly* and *Textual Practice*.

2.3 Equality, Diversity and Inclusion

As a School, we are strongly committed to equal opportunities, with a diverse staff and student body drawn from a range of different social and national backgrounds. Staff in the unit actively participate in various grassroots networks, including Women of Westminster and the LGBTQ+ network, which work to support colleagues traditionally under-represented in research. Our new School EDI Working Group, chaired by **Graham**, specifically includes research within its remit and the SRC is collaborating with other Schools to identify and systematically audit the critical decision points where EDI in research can be positively affected, including career progression, mentoring and sabbaticals, and to ensure suitable support (e.g. identity-specific mentoring from other Schools where necessary). Colleagues with caring responsibilities have been able to access part-time/flexible working hours, as agreed with the Head of School. Staff who need to take extended parental leave (of which there have been five in the current period) or leave for health reasons are contacted before their return by the Head and individualised plans are implemented to enable them to pick up their research and teaching with appropriate support.

The University requires all procedures to meet the standards of the Athena Swan charter (see REF5a), and all appointment panels within the School are gender-balanced. All members of

interview panels are required to undertake recruitment training, which has an emphasis on EDI issues. This is the case, too, for promotion procedures. Three-fifths of our Professors, including the Head of School, are women. Two-thirds of promotions to Reader or Professor since 2014 have been women and one-sixth 'BME'. The staff group is very diverse in terms of sexual orientation, class and international background, but we are aware of the need to improve further Black and Asian representation, which is just under 10% at present. Given the diversity of our student body, this will be a consideration in future recruitment planning. The School inaugurated the University's first full PhD studentship specifically for 'BME' applicants in 2020.

UoA Leads and internal readers received training on all relevant EDI aspects related to REF2021. As University REF Director, **Cunningham** had principal responsibility for writing the University's REF2021 Code of Practice, as well as for overseeing, with HR colleagues, the mandatory E&D and unconscious bias training for staff involved in REF decision-making. An additional workshop was run specifically for English setting out the E&D requirements in the CoP. UoA Leads met regularly with staff to ensure as much transparency as possible throughout the process of constructing the submission. Following University policy, outputs were selected by taking the minimum one output per researcher selected on a quality basis, with the remaining pieces comprising the highest-rated pieces in the available output pool, as graded by a minimum of two internal reviewers. To further ensure fairness and consistency, evaluation was also guided by two independent external advisors, one of whom is a former REF2014 English sub-panel member. Where assessment resulted in the same grade, representation of staff with protected characteristics and different research areas across the submission was taken into consideration in the final decision on which outputs to submit.

3. Income, infrastructure and facilities

3.1 Income

All researchers benefit from a full-time Research Development Partner attached to the School, who identifies external funding opportunities and facilitates applications, and a specialised Post-Award Project Manager in the RKEO, to ensure support both pre- and post-award. The emphasis is on submitting applications only of the highest quality, underpinned by considerably improved support at University, College and School level. This is ensured through two-stage review and approval of each application by the School research leads, as well as College-level peer review by current and former members of UKRI Peer Review Colleges, and is complemented by seed-corn funding to pump prime projects seeking external funding. Further support has been provided since 2019 through the allocation of dedicated hours within overall workload for staff preparing major bids (between 30 and 125 hours per bid depending on size and complexity).

Such processes have begun to increase both the quantity and quality of applications, and the unit has consequently received funding from a diverse range of sources, of which c.80% (c.£370k) has come within the last three years (see REF4b). These include two major grants from the Leverhulme Trust: *The Bilingual Thesaurus of Everyday Life in Medieval England* (£108k; PI: **Ingham**, Co-I: **Sylvester**) and 'Technical Language and Semantic shift in Middle English' (£176k; PI: **Sylvester**, Co-I: **Ingham**). **Sylvester** was also Co-I (with former colleague, Pons-Sanz) on an AHRC network grant for 'Medieval English in a Multilingual Context' (c.£30k). **Karatsareas** was recipient of a British Academy Rising Star Engagement Award for his 'Transforming Heritage Language Education' project (2017). He was awarded a further grant from the flexible funding pot of the 'Cross-Language Dynamics' AHRC-funded OWRI programme (£11.5k) to contribute towards the building of a network of experts and stakeholders who work with different community languages, including the organisation of a 2019 symposium at Westminster on developing a new strategy for language maintenance.

Among smaller collaborative grants, in the IMCC **Bond** was Co-I on the British Academy-funded project 'Processing Memory'. **Colby** was PI on the BA/Leverhulme project, 'Feminist Representations', with Université Paris 8 and Asylum Aid. **Marczewska** was PI, while at

Westminster, on a BA/Leverhulme grant for the 'Critical Digital Humanities' project with Dartmouth College. The [Contemporary Small Press](#) project received £13k funding from Arts Council England for its series of 'Reading and Being Read' events in Birmingham, Manchester and Newcastle. **Lichtenstein's** curation of the [Shorelines Literature Festival](#) (2016) was similarly supported by a substantial grant from Arts Council England, along with awards from the Heritage Lottery Fund, Wellcome Trust, Jerwood Foundation and various local government bodies. She was also Project Leader for the 2016-17 Heritage Lottery-funded [Histories of the Hoo Peninsula](#) while at Westminster. Among other small (but productive) awards, further grants (£500-£5000) were obtained from e.g., the AHRC/British Academy 'Being Human' Festival; Author's Society; David M Rubenstein Rare Book and Manuscript Library; Getty Library; Harry Ransom Center; Jewish Historical Society of England; Lilly Library, Indiana; Society for the Study of Medieval Languages and Literature; Sterling and Francine Clark Institute; and Universities' China Committee in London.

3.2 Infrastructure and facilities

Incorporating the full range of undergraduate and postgraduate teaching (including six MAs run within the unit), doctoral programmes and research, English Studies has benefitted from considerable autonomy to define, plan and implement our own research agenda, directly overseen by the SRC and Head of School, with input from staff at all levels. Particular emphasis since 2014 has been given to ensuring robust, inclusive and consistent organizational structures across the unit and its two research centres. This has been essential to facilitate flexible and effective intellectual exchange and collaboration, and to make sure that such organizational infrastructures are effectively coordinated with the necessary operational infrastructure provided for research and impact by the RKEO, Impact Officer, School RDP and other dedicated support staff. All staff (including postdoctoral and visiting fellows) have individual office space in the University's historic headquarters at 309 Regent Street, to which English relocated in summer 2019. The School also provides a designated common room and office space, with up-to-date computing and other equipment, for all doctoral researchers.

The University library has made major investments in both refurbishment of its estate (see REF5a) and in the extension of electronic library packages and other resources, which include BoB, Drama Online, ECCO, EEBO, JSTOR, LION, Project Muse. This internal scholarly infrastructure is further enhanced by easy access to major collections in central London, such as the British Library, BFI, Globe, Warburg and Wellcome Library. As demonstrated by the work of the Literature and Science group and **Morrison's** research into the history of the Soho Poly Theatre, the unit also works closely with the unique archive of the Royal Polytechnic Institution (part of what is now the University of Westminster), which is located in bespoke archival rooms in our library at Little Titchfield Street, and which is of global significance in Victorian studies, history of science, performance studies, photography and media.

The unit-led reopening of the [Soho Poly Theatre](#) basement space in Riding House Street in 2017 (one of London's most important alternative venues during the 1970s and 1980s and 'rediscovered' by **Morrison** as part of his research in the early 2010s) has provided us with a rare central London venue in which to host a series of innovative performance and workshop events run by the unit, including readings of seldom-performed Pam Gems and Barry Keefe plays, recorded interviews with actors and directors, and a reading of the first ever Soho Theatre production, Dürrenmatt's *One Autumn Evening*, directed by the theatre's founder Fred Proud. Among other events, the space has also hosted workshops on music zines, led by **Copley** (November 2019), and contemporary queer theatre, led by **Graham** (March 2020). The Theatre is currently the subject of a bid to the National Lottery Heritage Fund for £200k+ to bring it back into regular public use. Responding to COVID-19, the development of an online platform for the Soho Poly was also kickstarted, initially to run a series of online creative writing workshops, in collaboration with the charity Open Age, to break isolation for those who were shielding. The platform further hosted a special recorded performance of **Morrison's** play [Dance](#), featured on the BBC's Culture in Quarantine site, which was made freely available to watch in summer 2020.

The £6.1 million 2015 restoration of the University's historic [Regent Street Cinema](#) (with support from the Heritage Lottery Fund and Garfield Weston Foundation), often cited as the 'birthplace of British cinema', has similarly benefitted the unit, allowing us, for instance, to organise the 2016 UK premiere of Mark Amerika's *Immobilite* and host events including a public screening of *Goldfinger* to accompany a discussion of **Germanà's** 2019 book *Bond Girls*.

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

4.1 Collaborations and major contributions to the research base

Collaboration has been of major importance to the work of the unit, placing English Studies at Westminster at the core of various cross-disciplinary projects, both nationally and internationally. This includes partnerships with a range of non-academic institutions, as well as various collaborations associated with our research centres and groups.

Members of the [Westminster Forum for Language and Linguistics](#) hosted the 5th Cross London Sociolinguistics Seminar (2020) and organised the Historical Linguistics Seminar at Senate House, London. The Forum organises an annual public lecture with speakers including Deborah Cameron and John Vice, Editor of *Debates of Hansard* in the House of Lords. It was due to host both the 13th annual BAAL Language, Gender and Sexuality Special Interest Group event and Henry Sweet Society Colloquium in 2020, which had to be postponed because of the pandemic. The Forum has also worked extensively with the University's partner institution, the Westminster International University in Tashkent, including developing its language policy in 2018. **Linn** secured GCRF funding to host a workshop on 'The Changing Reality of English in Central Asia' at Westminster in July 2019, including presentations on the situation in Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan and Mongolia, from which a special issue of *World Englishes* will appear in 2021. As a result of this workshop, **Linn** was further invited by the British Council to tender for a project (carried out in 2019-20) to investigate English-medium instruction in the South Caucasus in order to offer policy advice to the ministries of education in Armenia, Azerbaijan and Georgia.

The [Institute for Modern and Contemporary Culture](#) was explicitly established to act as a focal point for collaboration, facilitating various projects with partners inside and outside of academia. Since 2014, this has included particularly important contributions to the shaping of scholarship and practice in the fields of experimental writing and theatre, transnational modernisms, radical publishing and philosophical engagements with literature. Alongside ground-breaking recent collaborative research outputs on e.g. *Reading Experimental Writing*, *The Contemporary Small Press*, Cold War legacies in art and theory, and transdisciplinarity (see REF2), 2016's [Experimental Writing](#) series of events organised with the Carroll-Fletcher Gallery, for example, involved participants including Caroline Bergvall and Marina Warner. Related symposia were held in collaboration with the Parasol Unit Foundation for Contemporary Art (2016) and at the ICA and Photographers Gallery (2014), with speakers including Laura Mulvey and Patrick Keiller. **Colby** organised the series of [SALON-LONDON](#) events dedicated to experimental women's writing, hosted by the IMCC in collaboration with the Centre for Poetry at QMUL. **Beck's** [British Art Schools](#) project with artist Matthew Cornford, initially documented in the 2014 book *The Art School and the Culture Shed* (described by *Art Monthly* as 'utterly essential'), has resulted in exhibitions at the Bury Art Museum and Bluecoat in Liverpool. The 2019 series of public lectures on [Philosophy, Politics and Culture](#) was hosted in collaboration with the Centre for Research in Modern European Philosophy at Kingston, with contributors including Étienne Balibar and Catherine Malabou; the first of a planned series of annual collaborations. **Cunningham** undertook a series of collaborations with the [Fotomuseum Winterthur](#), including hosting its former Director, Duncan Forbes (now Director of Photography at the V&A), as Visiting Research Fellow in the IMCC from 2016-18. The [Contemporary Small Press](#) project organised several symposia and book fairs at Westminster (including the London Indie Book Fair 2019, attended by >500 people), as well as hosting events co-funded by the British Library and at Manchester City Library, Newcastle City Library and Ikon Gallery, Birmingham, funded through Arts Council England. It was also a founding partner in the [Republic of Consciousness Small](#)

Press Prize in 2017, the first UK prize specifically for small press fiction (widely covered in *The Guardian* and other media, and co-funded by the TLS and Arts Council England), and hosted the first two award ceremonies at Westminster.

Led by **Bond**, English has been a key partner in the Natural History of Memory project, with colleagues at Goldsmiths and King's, including conferences organized in association with the School of Advanced Study, Ghent University, Maastricht University, and Natural History Museum. More recently, the same collaboration has led, for instance, to the 'Environmental Racism in the United States' event hosted by the British Academy in February 2020 as part of their Sustainable Futures series. Funded by the School during her sabbatical in 2019, and drawing on Westminster's long association with the Smithsonian Institution in Washington, DC, we were also able to support **Bond** to take up an exciting position as the first ever Visiting Research Fellow at the National Museum of African American History and Culture (NMAAHC), sponsored by the Associate Director for Curatorial Affairs, as part of her ongoing research project on race and memory in the American South. She has subsequently organised, among other fruits of this collaboration, a panel at the Royal Anthropological Institute's conference at the British Museum/SOAS with Aaron Bryant, Social Movements Curator at NMAAHC.

Further high-profile conferences and symposia have included, among others, collaborations with colleagues at the National Centre for Contemporary Art, Moscow, supported by the Marie Curie Foundation; University of Oxford China Centre; Imperial War Museum; Merve publishers, Berlin; Smithsonian Institution; Thomas Fisher Rare Books Library, University of Toronto; and the Whitechapel Gallery.

4.2 Professional service, reviewing and editorial positions

Contribution to Research Councils and other academic bodies has provided opportunities to shape national and international research agendas. For example: **Charles** is an invited member of the British Academy Teaching-Research Nexus Project working group. **Linn** is an elected member of the Norwegian Academy of Science and Letters and strategic reviewer for the AHRC. **Shaw** is a Senior Member of the ESRC Peer Review College. **Witchard** has been a Member of the AHRC China Focus Group. **Karatsareas** was one of the contributors to the British Academy's Shape the Future initiative launched in May 2020 to bring insights from the social sciences and humanities to understand how we can shape a positive future post-pandemic.

The international recognition of our research is reflected in various colleagues acting as referees for grants and appointments and for promotions at other HEIs, including for the AHRC; British Academy; ESRC; Leverhulme; Netherlands Organisation for Scientific Research; Social Sciences and Humanities Research Council of Canada; King's College, Cambridge; Hunter College, CUNY; KU Leuven; NYU Gallatin School; University of Helsinki Collegium of Advanced Studies. Staff have acted as external examiners for over 40 PhDs since 2014, including at Cambridge, Leeds, Newcastle, Oxford, UCL, etc, and internationally in Australia, Belgium, Ireland and Norway.

Our service for various subject associations and societies includes **Linn**'s position as President of the UK Society for the History of Linguistics (Henry Sweet Society). **Avery** was a Committee Member of the Browning Society. **Bond** is a member of the British Association of American Studies Public Engagement and Impact Awards Panel. **Germanà** is Executive Secretary of the International Gothic Association. **Shaw** is Treasurer of the BAAL Special Interest Group on Language, Gender and Sexuality. **Sylvester** is Trustee and member of the Council of the Philological Society, Trustee of the Chaucer Heritage Trust, and member of the *OED* Researchers Advisory Group and Historical Thesaurus Advisory Board. **Taylor** is on the Executive Committee of the Raymond Williams Society.

Staff serve as editors for various leading journals, including *Journal of Literature and Science* (**Geric**, reviews editor), *Language and History* (**Linn**), *New Formations* (**Colby**, reviews editor) and *Radical Philosophy* (**Cunningham**), as well as on the editorial boards of, among others,

Cultural Politics, English for Specific Purposes, Gothic Studies, Historiographia Linguistica, Journal of Visual Culture, Keywords, Memory Studies, Stand Magazine and *Victorian Review*. Book series edited by staff within the unit include Bloomsbury's Decades of British Fiction (**Wilson**) and Palgrave's New Approaches to English Historical Linguistics (**Sylvester**), while other staff serve on the editorial boards of e.g. Peter Lang's Historical Sociolinguistics (**Linn**), the open access Risking Education series with Punctum Books (**Charles**) and Royal Asiatic Society China series with Hong Kong University Press (**Witchard**). Staff have also acted as editors for several journal special issues, including *Boundary 2* (**Charles**), *New Formations* (**Colby**) and *Textual Practice* (**Bond**). More than 80% of staff have acted as peer reviewers for well over 50 different international journals and presses.

4.3 Impact, dissemination and contributions to culture, economy and society

Researchers in the UoA receive numerous invitations to present at academic conferences and seminars, including keynotes in Austria, Canada, Croatia, Germany, Ireland and the UK, among too many to list. The success of our commitment to public engagement and dissemination of our research is similarly reflected in many invitations to deliver public talks and in contributions to national and international media. These include talks at galleries, museums and libraries such as the British Library, ICA, Tate Modern and V&A; cultural institutions including Asia House, Bishopsgate Institute, Shakespeare's Globe and Royal Asiatic Society, Shanghai; and festivals including the London Literary Festival at the South Bank, Cheltenham Festival, Port Eliot Festival, Transmediale, Berlin, Paris Photo Week, Shoreditch Shakespeare Festival, and Whitstable Biennale. **Cunningham, Germanà, Ihemere, Karatsareas, Shaw, Sylvester** and **Witchard** have all been interviewed by BBC Radio on their research.

The success of our strategy to support the generation of impact from research has led to a range of collaborations and advisory work with non-academic institutions in the creative, legal and government sectors beyond those detailed in our case studies. For instance: **Pagan**, along with **Ingham**, was a translation and voice coach advisor for *The Master of York* (dir. Kieron Quirke), winner of the 2017 Pears Short Film Fund Award. **Witchard** provided historical consultancy for the Showtime/Sky TV series *Penny Dreadful* (2014-16), as well as for BBC2's *Who Should We Let In? Ian Hislop on the First Great Immigration Row* (2017). **Wilson** is advisor and curator for Spiracle Audiobooks, which is producing new audiobooks for UK small press publishers of literary fiction who would otherwise lack the resources to enter this market. **Karatsareas** was able to draw on his expertise in Greek Cypriot language as a consultant and contributor to BBC1's *Murder, Mystery and My Family*, revisiting the story of Styllou Christofi, the penultimate woman to be executed in Britain. **Ihemere** has worked as a forensic consultant on Nigerian Pidgin English and Igbo language for J P French Associates, Forensic Speech and Acoustic Laboratory, York, phonetically transcribing and forensically analysing audio files to identify speech patterns and idiosyncrasies that relate to a particular ethnic identity. Through this involvement he was able to assist Swiss authorities in the resolution of an international criminal case where correctly identifying the ethnicity of the accused was an issue.

The IMCC's organisation of the June 2016 one-day symposium 'Sexual Violence Against Women: Voice and Representation', held at Kings Place, London, with Sir Keir Starmer, MP, and Jacqueline Rose, led to **Colby's** invitation to write a report for *Women's Asylum News*, and a subsequent request by the coordinator at Ending Violence against Women and Girls Programme at the World Future Council to contribute to a new research project with the UN Women German Committee and Filia Women's Foundation on refugee women and children. This led, in turn, to the successful application to the British Academy/Leverhulme Trust for the 'Sexual Violence Against Women, Asylum and Testimony' project, in collaboration with Université Paris 8 and Asylum Aid, which has as its objective to open avenues of expression for women when relaying their testimonies and the impact of sexual violence. The project examines case studies of asylum seekers' testimonies to reveal the issues of translation women confront when voicing their narratives, with participants including Rashida Manjoo, former UN Special Rapporteur for Violence Against Women. The unit's support for such impactful research is further illustrated, among other activities, by **Shaw's** invitation to be a member of The Advisory Group on Sexual

Harassment in Parliament set up by The Cross Party Working Group on an Independent Complaints and Grievance Policy. This group advised on the first-ever policy for addressing sexual harassment in parliament, resulting in the drafting and passing of the policy in July 2018. **Shaw** is also an Expert Advisor to both the National Assembly of Wales and the Scottish Parliament on equal opportunities.

4.4 Awards and Prizes

Copley was the winner of both the 2019 NCLA Newcastle Poetry Festival Prize and 2018 York Literature Festival / YorkMix Poetry Prize. She was also shortlisted for the Faber New Poets Prize (2015-16) and Hippocrates Prize (2017). **Jones's** *Shakespeare's Storms* was winner of the prestigious biennial Shakespeare's Globe Book Award 2016. **Pagan's** edition of multilingual annotations in *Ælfric's Glossary* was winner of the 2019 Catherine Innes-Parker Memorial Prize from the journal *Early Middle English*. **Germanà's** book *Bond Girls* was runner-up, PCA/ACA Emily Toth Award for Best Single Work in Women's Studies (2020). Her *Scottish Gothic: An Edinburgh Companion* was shortlisted for the 2019 International Gothic Association's Allan Lloyd Smith Prize. The two-volume *Selected Writings of Andrew Lang*, co-edited by **Warwick** and **Wilson**, was shortlisted for the Folklore Society's 2015 Katharine Briggs Award. **Morrison's** *A Collection of Small Choices*, a site-specific audio-theatre installation created with Hannah Bruce and Company for Hoxton Hall in London, was nominated in the Innovation category for the Museums and Heritage Awards 2017.