

Institution: University of Westminster
Unit of Assessment: 20 Social Work and Social Policy
<p>1. Unit context and structure, research and impact strategy</p> <p>Research in Social Work and Social Policy, including Criminology, is located within the School of Social Sciences and is coordinated by the internationally renowned Centre for the Study of Democracy (CSD). Grounded in a broad understanding of democracy as encompassing relational dynamics, social justice, power, security, and governance, the Centre supports a wide range of interdisciplinary research on social, personal and political lives. Research planning and management is overseen by the Head of School, Professor Dibyesh Anand (UoA19), and the Social Policy Research Lead (Gillies), who is also the Deputy Director of CSD. The Unit comprises 20 (19.5 FTE) permanent staff, all but one of whom has a significant responsibility for research, and 14 current doctoral students.</p> <p>This is the first time that the University of Westminster has entered a submission in the Social Work and Social Policy Unit of Assessment. Following a review of research capacity in 2014, a decision was made by the then Dean of the Faculty of Social Sciences and Humanities, Professor Roland Dannreuther, to support significant investment in the research areas of social policy and criminology. The aim was to draw together existing staff working in these fields, alongside new appointments, in order to create a dynamic, inclusive and cohesive research culture in the discipline. Crucial to this strategy was establishing a common research management structure, alongside various ongoing intellectual and pedagogical collaborations, that would help to build our identity as a single Unit. Gillies (who joined us from Goldsmiths University of London) was specifically appointed as Professor of Social Policy and Criminology to take on a research leadership role in this regard.</p> <p>The construction of a new research Unit since 2014 has allowed us to provide a more appropriate context for existing staff who were previously entered in different UoAs outside the Unit (for example, Pitcher in Politics and Eldridge in Architecture, Built Environment and Planning), while also giving a 'home' to research-active staff (e.g. Darke, Rudoe, White) who were, despite having several excellent outputs, unable to be entered to REF2014 because of the lack of a suitable UoA with critical mass in which to incorporate their research. Since 2014, indicative of the University's very significant support for, and investment in, the subject area, the Unit has expanded considerably, with the appointment of eight (8 FTE) new research-active members of staff (Ahmed, Falconer, Gillies, Sitkin, Stephansen, Bennallick, Atkinson-Sheppard, Gerard and Van Der Westhuizen) across its core areas, most of whom were ECRs. Finally, an additional strategic aim of establishing a new clear framework for research in the discipline has been successfully realised in the bringing back to research activity of a number of staff members who in 2014 had no outputs to return (e.g. Aresti, Jenkins, Manlow), something which has been achieved, in large part, through collaborative research between colleagues across both the Unit and School of Social Sciences more widely.</p> <p>From a standing start the Unit has developed from strength to strength to become a thriving hub of research activity. Meaningful practical support and resource investment laid the foundation for a burgeoning new body of work broadly centring themes of social justice and power, with research agendas ranging from the participation and inclusion/exclusion of prisoners, migrant and minority ethnic groups, LGBT communities, children, families and young people. Given the Unit's youth, progress has been exceptional and provides a solid foundation for continuing future growth</p> <p>CSD was established in 1989 and has built an international reputation for research excellence. It is headed by a Director (Professor Graham Smith; submitted UoA19) and Deputy Director (Gillies), both of whom have extensive experience of research management: Smith has previously been Head of Department at the University of Southampton and has led a number of large funded research projects, while Gillies was previously a director of the internationally-</p>

recognized Weeks Centre for Social and Policy Research at London South Bank University and has led a range of Economic and Social Research Council grants. **Gillies** also acts as the research lead for the Social Work and Social Policy Unit. In that capacity, she oversees research progress reviews with all staff who currently have significant responsibility for research or who wish to develop their research capacities. The effectiveness of the Unit's research structure can be evidenced by the considerable enhancement of research outputs, increase in applications and awards for research funding, growing PhD community and the exceptional number of external collaborations and events organised in our subject areas.

The supportive and collegial community built since 2014 is a particular strength of the Unit, with collaborative projects, funding applications and knowledge exchange activities being actively encouraged, and financially and administratively supported and sustained. Social Policy at Westminster has consequently hosted a wide range of important national and international policy-related research networks, involving both staff and external organisations. These include:

- British Convict Criminology Network (working closely with the Prisoner Education Trust and Prison Reform Trust); **Aresti, Bennallick, Darke, Manlow**
- Migration Research Network (academics and NGOs including Migrant Voice, Migrant Rights Network and the Refugee council); **Cetin, Eldridge, Jenkins, Sitkin**
- Prisoner Learning Academic Network (an international grouping of academics working in prisons); **Aresti, Bennallick, Darke, Manlow**
- Strengthening Relationships and Sex Education hub (a regional advisory group funded by the strategic health authority); **Rudoe**
- Youth and Justice Network (bringing together youth practitioners and academics); founded by **Manlow** with former staff member Faith Gordon (now at Monash University)
- Alevi Studies UK Network (founded by **Cetin** and **Jenkins** as a hub of Alevi studies, bringing together scholars from across Europe)

At the same time, recognition of the particular research strengths of the Unit are now reflected internally in the review and restructuring of CSD's seven interdisciplinary research clusters, which have, since 2018, accorded a more central role to social policy and criminology research within the Unit. Currently, the Unit works across several clusters that reflect an inclusive conceptualisation of democracy as public and private frameworks of participation, representation, security, identity, marginalisation and social justice.

- Contemporary democratic theory and governance
- Critical international theory (**Stephansen, Darke**)
- Gender and sexuality (**Eldridge, Falconer, Rudoe, Van Der Westhuizen, White**)
- Governance, complexity and resilience (**Bennallick, Gillies**)
- Post-colonial politics, development and emerging powers (**Ahmed, Sheppard**)
- Security, violence and justice (**Aresti, Bennallick, Darke, Gerard, Manlow, Sitkin**)
- Social and cultural lives (**Cetin, Eldridge, Falconer, Jenkins, Gillies, Khabaz, Pitcher**)

Research Strategy

The overall strategy for research within the Unit is focused on supporting all staff to produce high-quality, internationally significant research, as well as fostering internal and external collaboration at both national and international levels. These goals have been delivered through our staff recruitment strategy, adoption of a new sabbatical scheme and new staff development activities, stronger University and School support for funding application preparation and management, and enhanced financial and administrative support for PhD students through the Westminster Graduate School.

Support for staff with a significant responsibility for research has been considerably strengthened since 2014 through the strategic implementation of the University's workload allocation model (WAM), in which dedicated research hours are directly incorporated into staff

timetables as a part of overall workload. This has been complemented by a new process for awarding and funding semester-long sabbaticals, open to all staff according to clear and transparent criteria. This was first established in 2015 in the previous Department of History, Sociology and Criminology and has, since 2018, subsequently continued within the new School of Social Sciences, and has substantially boosted the research outputs of those staff receiving one (see Section 2). For example, the sabbatical awarded to **Darke** in 2017 supported the development of his ground-breaking book, *Conviviality and Survival: Co-Producing Brazilian Prison Order* (Palgrave 2018); **Eldridge, Rudoe** and **White** produced multiple high-quality journal articles during their sabbaticals; **Stephansen** used hers to produce a large-scale collaborative and multi-disciplinary Horizon 2020 research bid on Trust in Governance and to finish her forthcoming book *Global Media Activism* (Routledge).

The School provides dedicated personal research funds of up to £1300 for each staff member per annum to present papers at international conferences and/or support research field trips, as well as further resources for staff to organise events for both academic and practitioner audiences. Priority is given to those activities that involve public engagement and collaborations with external partners or other parts of the University to support interdisciplinary exchange. Competitive School-level PhD scholarships, and exploitation of other studentship schemes, have also allowed us to begin growing our numbers of doctoral registrations since 2014. As a result, we expect to see a considerable number of completions post-2020, including 14 students currently enrolled within the Unit. At University level, the Graduate School, as well as overseeing student progression and career development, offers a range of developmental and training activities, including seminars and networking events to facilitate sharing of best practice for doctoral students, supplemented, in turn, by more discipline-specific training at School level (see section 2).

The Unit's strategy has been supported through university investment in a dedicated Research and Knowledge Exchange Office (RKEO) staff base who work to identify external funding opportunities, encourage the development of grant applications and facilitate post-award management (see section 3). This has been underpinned by the development of a streamlined and effective research application process operating at the level of both the School and College to monitor the funding landscape and provide effective bid writing support and oversight. This process has enabled staff members to produce several high-quality applications, building their experience and profile and enabling them to successfully access a range of funds. For example, **Rudoe** received a Leverhulme Small research grant, **Pitcher** obtained a British Academy Research Fellowship and **Darke** gained a Leverhulme Fellowship in the period since 2016.

Support for interdisciplinary research

Research activity in the UoA is underpinned by a clear commitment to interdisciplinarity, with many projects spanning various subject boundaries to forge innovative new directions for research. For example, **White's** work involves sociologists, medics and health workers in exploring the personal, social and physical needs and implications of gender identity, weight and reproduction. **Gillies** has collaborated with historians and filmmakers to explore the development of family support services over time. Her research critically examining the contribution of neuroscience to early years policy and practice has been reproduced in the BPS publication *The Psychologist*. A pioneering approach is being developed by **Pitcher** bringing together insights from archaeology and natural history to better understand racialized identities and landscapes of national belonging. Other UoA members' research has been supported to draw on insights from human geography and from architecture and planning in the exploring of affect and embodiment in spaces and places (**Falconer, Eldridge**). **Falconer** is also collaborating with musicologists and psychologists to research the role amateur choir singing can play in reducing loneliness.

CSD has played a key role in bringing researchers together and bridging disciplinary divides. It has also provided funding to support collaboration and jointly-organised events. For example, the Gender and Sexuality group has drawn on CSD funds to bring together colleagues from across social sciences, humanities, law and management. At a broader institutional level, new

University-wide interdisciplinary Research Communities (RCs) established in 2019 have been specifically tasked with funding collaborative projects across disciplines (see REF5a.). **Atkinson Sheppard** was an early beneficiary of RC funding, having received support in the first round to research county lines drug dealing with a colleague from Psychology.

Open research environment

UKRI and REF open access requirements are fully complied with and staff are encouraged to make their work as accessible as possible. An institutional repository, WestminsterResearch, is administered by a dedicated Open Access team and the University has also invested in its own peer-reviewed open access press, the University of Westminster Press (see REF5a). It is indicative of the Unit's support for this venture that **Eldridge**, for example, contributed a chapter to one of the Press' most popular edited volumes, *Destination London: The Expansion of the Visitor Economy* (UWP 2019).

Staff are further supported to pursue a range of both academic and non-academic open access research outputs, formats and mediums including blogs, podcasts and films, to make the outcomes of their research as widely and freely available as possible. For example, **Stephansen** has contributed to the Engaging Research blog at the Open University, **Darke, Pitcher** and **Gillies** have contributed to the not-for-profit media outlet *The Conversation*, **Gillies'** work has been featured in a *Sociological Review* podcast and **White** is currently engaged in making a documentary film about pregnant men that seeks to make their extensive research in this area available to a wider, non-academic public.

Impact strategy

The body of research included in this UoA is characterised by its highly applied nature and relevance to practitioners and policy makers, including health and education professionals, NGOs, charities as well as local, national and international governments (see Section 4). Support to foster and develop research impact has been provided at the levels of the School and University through the provision of dedicated funds for each Unit to enable impact-related activities such as public engagement and the translation of research into action. For example, **Rudoe** received £6k in funding from the School to co-organise two Research Into Practice symposiums in July 2015 and June 2017 with RSE Hub bringing together practitioners, students and academics from across the country to explore how relationships and sex education can contribute to healthy development. **Jenkins** and **Cetin** received impact funding of £8000 from the University's Strategic Research Fund to organise an international workshop in July 2019 attended by Alevi leaders and educators from Turkey and Europe to develop an agreed curriculum and share good practice for Alevism lessons. Academics, journalists and NGOs working on migration issues were also brought together for a conference to discuss the European migration crisis in 2017. In addition, **Stephansen** received £1,696 from central university funding to organize a knowledge exchange workshop at the World Social Forum in Salvador, Brazil, in March 2018, featuring participants from Brazilian, French, Moroccan and Canadian NGOs working on media policy.

Support has also been provided at the level of the School through internal impact workshops, mentoring and specific events bringing researchers together with practitioners. The University-wide Researcher Network has organised impact events where colleagues are able to explore and discuss different approaches to impact with experienced colleagues. Management systems have also been developed to promote impact activities. In particular, the Workload Allocation Model (WAM) enables the Head of School to designate specific hours for impact activities, ensuring that impact activities are recognised as a core academic responsibility. The UoA research lead (**Gillies**) has extensive experience of impact-related activities and offers informal advice and support to staff during and between annually convened research meetings with each staff member to discuss progress and individual goals.

The University impact strategy has been central to the success of the selected impact case studies. The University supported the Alevi Religion and Identity Project through its central Strategic Research Fund and funded **Jenkins** and **Cetin's** initial work in schools with Alevi children and young people, encouraging and enabling them to apply for Leverhulme/British Academy funding to extend and focus their research. Dedicated impact funding was subsequently provided to translate the findings into practice by a Religious Education consultant to produce professional curriculum materials for Key Stages 1-4. Further internal impact funding was provided to bring together Alevi Community leaders and educators from across Europe to work towards an agreed curriculum for dissemination worldwide. CSD continues to regularly host Alevi Studies Network events.

The Participatory Prison's project also received significant financial and practical support to accelerate and strengthen impact. For example, the School has directly facilitated the prisoner education programmes in the UK and has funded **Darke** and **Aresti** to travel to Brazil and Argentina in order to develop and embed prison higher education programmes in Latin America based on their research.

Future Strategic Priorities

Looking to the next five years, the UoA will draw on the structures and practices that have established CSD as a world-leading centre of research, with particular focus given to increasing the number of staff supported to submit applications for research funding and external research partnerships and collaborations. Following our first submission in this REF, there is a determination to accelerate our rapid upward trajectory by promoting and supporting an expansive, dynamic and interdisciplinary culture of research and policy engagement in collaboration with staff in Politics, International Relations and Psychology (all based within the School), many of whom are working in cognate areas to those in Social Policy and Criminology. This goal will be achieved through the implantation of an effective research and impact strategy designed to further encourage and support the development of high-quality research outputs through:

- Steadily increasing our share of grant capture to develop emerging research specialisms
- Further enhancing and supporting interdisciplinary collaborative work both within the University and with external partners.
- Increasing inclusivity and BAME representation at all levels, from postgraduate students to senior staff.
- Advancing and accelerating the development and career progression of all researchers
- Addressing inequalities in research productivity caused by COVID-19 and related caring responsibilities.
- Increasing sustainably our numbers of research students and PhD completions.
- Further supporting and developing collaborations with non-academic institutions to promote effective impact.
- Strengthening our research impact and increasing our public engagement and knowledge transfer activities.

These goals are supported and assessed through regular monitoring processes including annual reviews of research outputs by the Unit lead, statistical analysis of postgraduate performance and grant capture by the School Research Lead, and regular planning and strategy reviews at the level of the University and College Research Committees.

Building on our rapidly gained strengths since 2014, as evidenced by the above, our ambition over the next five years is to grow our staff numbers further, thereby consolidating and extending our considerable accomplishments with the aim to achieve recognition as a leading Unit for social policy and practice-relevant research excellence in the UK and internationally.

2. People

Staff

Social Policy, Sociology and Criminology at the University of Westminster has undergone significant expansion since 2014; a sign of the University's confidence in the emerging strength of the Unit. Seven new full-time members of staff have been recruited with a particular emphasis on existing and potential research profile: **Stephansen** (2014), **Falconer**, **Ahmed** and **Sitkin** (2015), **Gillies** (2016) and **Atkinson-Sheppard** and **Gerard** (2019). All have strong disciplinary specialisms and a commitment to producing high-quality research. Four existing staff previously on fractional contracts have also been promoted to full-time positions, **Rudoe** (2014), **Cetin** (2015), **Bennallick** (2018) and **Van Der Westhuizen** (2019), recognising their research achievements over the census period. This successful strategy for recruitment has brought an exceptional new energy and expertise to core areas related to social policy and criminology at Westminster, while retaining and inspiring longstanding staff members. Consequently, the Unit currently contains many early career staff alongside more established academics, reflecting a strong determination to invest in new talent, build capacity and commitment, and facilitate cutting-edge research. All staff within the Unit have permanent contracts, with **Bennallick** and **Van Der Westhuizen** upgraded to permanent posts soon after completing their PhDs. Part-time Visiting Lecturer contracts are, where possible, reserved specifically for our post-graduate researchers, allowing them to acquire lecturing experience.

Strong emphasis is placed on staff wellbeing and collaborative support within the Unit. The need to support and nurture the capacities and skills of all academic researchers is well recognised and attended to through various mechanisms within the School and more broadly the College of Liberal Arts and Sciences, of which the School is a part. These include an institutional staff development programme providing bespoke research training opportunities, the allocation of research mentors to every academic member of staff, and the convening of biannual workshops to discuss and learn from work in progress, identify needs and build capacity. Investment is targeted toward the large number of early career staff in the Unit through a range of mechanisms designed to nurture talent and leadership (see section 3). The success of our 'peer-to-peer' mentoring strategy – constructed in line with the key principles of the Concordat to Support the Career Development of Researchers – is evident in the development of a number of colleagues who were not previously judged to be 'research active' into active members of the Unit's research culture.

All of the researchers submitted to this UoA are given dedicated hours through workload allocation to pursue and develop their research alongside their teaching, scholarship and administrative duties, which are, in turn, monitored by the Research Lead and the Head of School in relation to individual staff research plans and objectives. All staff receive an annual guaranteed research time allocation through the application of a Workload Allocation Model (WAM) that designates specified hours for independent research (between 250 and 425 hours), scholarship (174 hours), PhD supervision and research management activities. When researchers successfully obtain external research grants, additional research time is ensured on top of this allocation. WAM is also used to assign additional dedicated time for impact, bid-writing and research management activities. This provision of time to undertake research is complemented by access to funds to support research-related activities. Dedicated research funds can be accessed on application, with each staff member guaranteed a personal allocation of up to £1,300 annually to present papers at national or international conferences and/or support field trips.

These basic research entitlements have been supplemented with more strategically targeted support from School QR funds, including, since 2014, a sabbatical system enabling staff to apply for semester-long sabbaticals each year, allowing them the time and space to complete unencumbered a substantial piece of work. **Jenkins**, **Pitcher**, **Rudoe**, **Darke**, **Eldridge**, **White**, **Stephansen**, **Falconer** and **Cetin** have all successfully applied for sabbaticals since the system was introduced.

The allocation of research resources and sabbatical leave are administered through carefully monitored processes to ensure fairness and equality of opportunity. All competitive internal funding schemes have clearly set out criteria attached to them to ensure decisions are transparent, consistent and fair. This investment in staff is now beginning to pay off in several promotions within the Unit, including, for example, **Pitcher** from Senior Lecturer to Reader and **Amhed, Falconer, Sitkin** and **Stephansen** from Lecturer to Senior Lecturer.

Doctoral Students

The relative youth and rapid evolution of the research Unit since 2014, and its high proportion of early career researchers, is reflected in a lack of PhD completions during the eligible REF period. However, in line with the intensive and strategic development of the research area, there has been a substantial and sustained increase of postgraduate students within the UoA, with numbers having risen from zero to 14 since 2014. CSD currently supports a thriving PhD community and we are fully committed to the academic and broader development of our doctoral students. We operate a selective admissions policy and all PhD scholarships are competitive. An average of 3 PhD studentships are offered each year at the level of the School, with the Unit usually hosting one or two since 2018.

Eldridge is the School Postgraduate Co-coordinator and is proactive in including junior colleagues in the supervisory teams of PhD students to ensure they gain the experience that will enable them to lead supervisory teams in the future. The University's Graduate School offers further training in postgraduate supervision, which is mandatory for all new researchers. Where an applicant wishes to be supervised by a more junior colleague, it is a requirement that a more senior and experienced PhD supervisor plays an active role in the supervisory team, mentoring the junior colleague and ensuring the necessary progress against the university framework is achieved.

The University-wide Graduate School (GS) oversees postgraduate progression via the University's Virtual Research Environment, recording supervision logs, annual progress stages, ethics approval, annual training logs and personal development plans. The GS also provides research training across the University and coordinates the Doctoral Researcher Development Programme through a range of customised workshops, individual sessions and PDP activities based on the national Vitae Researcher Development Framework. For further details, see REF5a.

Our PhD community is housed in two well-equipped rooms in the School, ensuring their full integration into the interdisciplinary research culture of CSD. PhD students can apply both for School funds to present papers at conferences and to a separate university fund for up to £1500 to further their personal/professional development and/or employability. Within CSD, regular PhD training seminars take place throughout the academic year. These combine presentations from PhD students to their peers on their research projects and the challenges they face, with staff-led discussions on aspects of research design, methodology and career development (including postdoctoral opportunities). PhD students organize an annual conference within the School and are encouraged to attend the regular CSD research seminars and other events. Mentoring has been key in helping graduate researchers to begin their publishing careers while studying at Westminster. Final-year students present at work-in-progress workshops and are encouraged to present at CSD research seminars. The College also hosts an annual residential PhD away weekend that fosters relations between students across disciplines and Schools and is free to all students. We seek to ensure that all PhD students have teaching opportunities to enhance their employability and support them to complete the PG Certificate in Teaching. All PhD students are paid for their teaching work including those with studentships.

Our strong commitment to supporting postgraduate research and the vibrant and stimulating environment of CSD is evidenced by a steady increase in registrations and progressions alongside some outstanding student achievements. For example, among current students in the

Unit, Nikhaela Wicks won Best Presentation Award at the 14th Annual Ethnography Symposium in 2019 for her work on race and night time policing; Omar Khan was awarded a Globally Engaged Research Scholarship enabling him to present his work on prisons in the global south at the 2019 International Congress in Bogota, Colombia; and Safak Bozkurt was invited to address the International Convict Criminology conference in Padua after publishing a paper on women's experiences of prison.

Equality, Diversity and Inclusion

We are strongly committed to ensuring equal opportunities for all our staff and students and recognise the importance of sustaining a positive and supportive work environment that promotes equality and diversity. A highly active Black and Minority Ethnic Network operates within the University promoting a collective identity and support for BME staff to lead the University forward and ensure it is robust in challenging discrimination in whatever forms it arises. **Cetin** is a representative on the BME Network committee, which meets quarterly to review activities, plan events and identify innovative ways to influence the anti-racist agenda. The BME network also works in step with other staff networks, including Women of Westminster (WOW) and the LBGTQI+ network. **White** is a campus representative for the LBGTQI+ staff network and has helped to organize a range of events including International Transgender Remembrance Day.

We are particularly sensitive to issues relating to social justice including discrimination and exclusionary practices, as our research strengths in the area of racism, gender and class discrimination reflect. Over half the Unit's staff members are women (58%), including the UoA lead, with one staff member identifying as non-binary. We are conscious that less than one-sixth of the Unit are from BME groups, but we hope to be able to redress this imbalance in the future through staff recruitment processes. A majority (70%) of the Unit's current postgraduate students are from BME groups ensuring under-represented groups are given opportunities to progress and develop the skills and qualifications needed to pursue a career in academia. Postgraduate students within the Unit are themselves taking an active part in encouraging greater numbers of underrepresented groups to study at PhD level. For example, Khan and Hussain have organised BAME targeted events to ease and support PhD pathways. These have been very well attended with 55 prospective students logging on to access support and advice. Plans are underway to support our commitment to diversity and equality further through the introduction of a dedicated BME PhD studentship. Underrepresented groups are also supported as part of our growing specialism in Convict Criminology; three of our current postgraduate students are ex-prisoners, while another is pursuing his PhD from Grendon prison.

More broadly, we are acutely aware of the continuous need to reflect on, identify and address institutional inequalities and their root causes. **Gillies** is currently working in collaboration with other Research Leads to review processes and policies systematically with the aim of significantly increasing inclusion and career progression for BAME and other marginalised and underrepresented social groups. Urgent attention is also being given to identifying and addressing inequalities caused and compounded by the global pandemic.

All but one of the staff members in the wider Unit have significant responsibility for research. Staff not required to be research active are nonetheless allocated substantial hours of over 10% of their overall workload dedicated to scholarship. The broad and relatively balanced distribution of the output portfolio across all staff members reflects the Unit's strong commitment to providing carefully tailored and effective research support. For REF2021, the UoA lead was involved in regular meetings at University level, which included detailed briefings on equality and diversity issues, unconscious bias and on the criteria for output selection. Submitted outputs were selected according to the process set out in the University's REF2021 Code of Practice, with all outputs in the REF pool reviewed by at least two internal readers. The minimum one item per researcher was selected based on these assessments, with the remaining pieces comprising the best pieces in the available output pool. Where, exceptionally, internal and external evaluation resulted in the same evaluation, representation of staff with protected characteristics and from

different research areas across the submission was taken into consideration in the UoA Lead's final decision on which outputs should be submitted.

3. Income, infrastructure and facilities

Research income

All researchers in the School of Social Sciences can draw upon the support and expertise of a full-time Research Development Partner (RDP), based within the Research and Knowledge Exchange Office (RKEO), who identifies external funding opportunities and assists in the development and submission of applications. The work of the RDP is supplemented by a specialised Post-Award Project Manager to ensure support for bids both pre- and post-award. The RKEO also houses a dedicated Impact Officer, with responsibility for facilitating impact activities and assisting in the preparation of impact case studies for the Unit.

Targeted practical and financial support is provided at the level of the University, School and CSD to maximise the success of external grant funding through seed-funding and bid clinics. University funds are available on application to support interdisciplinary meetings/workshops with external partners to facilitate the development of research networks and external bids. For example, **Falconer** received funding to bring together leading academics in the fields of music and psychology to develop a research council bid on gender, loneliness and singing. Intensive grant writing sessions have also been provided for staff in the process of constructing a research bid, facilitated by experts from the Missenden Centre. **Darke** and **Falconer** both successfully applied to attend day-long workshops.

The School operates a robust and supportive system to ensure the high quality of research proposals. The Unit's research lead is the first port of call for colleagues intending to develop a proposal. Once the Lead is clear that the idea is intellectually strong, significant and fulfils the targeted funder's criteria, the colleague is directed to the Research Development Partner to develop the proposal. A draft of the proposal is reviewed by a minimum of two experienced research colleagues. This reviewing pool is composed of current and former members of UKRI Peer Review Colleges. Colleagues must obtain authorisation from the Head of School and College Research Director in order to submit an application. This process enables the Unit to promote quality and where necessary manage demand for popular calls. A code of good research practice (updated in 2020) sets out a clear framework to ensure research is conducted to the highest standards of integrity. All researchers are required to comply with the University Ethics Code and must obtain approval from University Ethics Committee before commencement of their work and where appropriate throughout the duration of the research.

Furthered by a vibrant and highly committed group of ECRs developing and strengthening the research culture in the Unit, these processes have led to important external grants awarded to the UoA over the course of the census period despite the highly competitive funding environment. These include:

- **Smeaton** ESRC Extending Working Lives - Health and Well-being Implications and Facilitators (2014-17)
- **Rudoe** British Academy/Leverhulme Small Research Grant: Nursery Schools and Education Policy in England: The State of Play (2015)
- **Jenkins** and **Cetin** British Academy/Leverhulme Family and Kinship in Alevi Communities (2014-1017)
- **White** (Co I) ESRC project Pregnant Men: An International Exploration of Trans Male Practices of Reproduction (2017-20)
- **Jenkins** ERASMUS+ Turkish National Agency, the Turkish Directorate of Lifelong Learning and Eskisehir Chamber of Industry Module Distance Education System as a new product for reducing the Education Job Mismatched in European Area (2016-17)

- **Pitcher** British Academy Research Fellowship, Tackling Right-Wing Populism: Theoretical, Political and Activist Responses (2018)
- **Gillies** (Co I) ESRC Parental social licence for operational data linkage to identify families for service intervention (2020–22)
- **Darke** Leverhulme Research Fellowship, Self-Governing Brazilian Prison Communities (2021)

Infrastructure and facilities

Particular effort has been made at the level of the School and CSD to support the development of ECRs and others with equality-related circumstances, directing resources through:

- Developing researcher funds: In 2019 researchers across the School were invited to bid for up to £5000 to consolidate and develop their research capacity. **Atkinson Sheppard** and **Van Der Westhuizen** both received awards to support their work in this way.
- Writing retreats: Internal and external sessions have been provided to encourage staff to write and work on outputs in a supportive group atmosphere. Internal sessions have been made accessible to all staff, while intensive residential structured writing retreats delivered at the Abbey Sutton Courtney in Abingdon have been targeted at early career researchers. **Bennallick** and **Stephansen** have both attended the residential retreat.
- School research funds: Staff can bid for up to £500 to supplement fieldwork, pursue collaborations with external partners or organise a research event. For example, **Bennallick** was funded to organize a Prisoner Learning Academic Network seminar involving a mix of 52 practitioners and academics.

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

Outstanding campus-based facilities for research meetings, seminars, workshops and conferences are also nearby, including our historic Regent Street Cinema (often described as the 'birthplace of British cinema'), which was restored in 2015 with support from the Quintin Hogg Trust, Heritage Lottery Fund and Garfield Weston Foundation, and which can be booked by staff for special events and screenings. Our central London location also means that researchers have access to some of the best research resources in the world within walking distance, including the British Library, Senate House, Wellcome Library and London Metropolitan Archives.

CSD has a dedicated state-of-the-art seminar room, The Westminster Forum, which is used for many of the UoA's research activities, such as its regular seminar series. The two PhD rooms, which can accommodate up to 10 PhD students each, ensure access to up-to-date computer equipment and electronic resources. In addition, CSD sustains and supports a dynamic research culture with over 200 events since 2014, including a large number of 'sold out' high-profile events. For example, the international research symposium on Tackling Right-Wing Populism: Theoretical, Political and Activist Responses in 2019 (organized by **Pitcher**) was full to capacity.

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

Our burgeoning research capacity and impact is demonstrated through a wide range of contributions to academic and policy-making communities, both nationally and internationally.

International Research Collaborations and Exchanges

We have very strong international collaborative links reflecting the reach and relevance of our work across the globe. **Aresti** has been invited to share his expertise on convict criminology at the Federal University of Mato Grosso do Sul Europe, University of Sao Paulo Brazil and University of Padua, Italy. **Cetin** and **Jenkins** have worked with Kocaeli University in Turkey as part of a British Academy Fellowship surveying the London Alevi community and their communities of origin in Turkey. They are also currently working with Anadolu University in Turkey, Masaryk University in Czechia and Friedrich Alexander University in Germany on a project exploring Education, Mobility, Lifelong-Learning and Training. **Darke** has worked with the University of Sao Paulo, Brazil and Cornell University in the US developing ground-breaking research on Latin American prisons. **Gerard** is a member of the US-based Homicide Research Working Group and has worked with academics from the University of South Florida. **Eldridge** has developed work on night time studies with academics from the University of Montpellier, New University in Lisbon and TU Berlin where he was invited to launch a seminar series in 2017. **Gillies** is collaborating with academics from the University of Helsinki and University of Stockholm on a comparative project exploring wellbeing policies in schools. She is also an international partner to the Cross-sectoral Policies and Educational Practices research group (CRISP) at the University of Helsinki. **Pitcher** has worked with a colleague from Tulane University, New Orleans, to organize an international research symposium on Tackling Right-Wing Populism: Theoretical, Political and Activist Responses, with invited contributions from leading UK and international researchers. **White** is a co-investigator on an ESRC-funded project with colleagues from Leeds University and researchers in Italy, USA and Australia exploring practices of trans pregnancy. **Sitkin** is a member of the European working group on Organisational Crime and Border Criminologies. **Ahmed's** work on Islamophobia and the war on terror is recognised through her honorary position as a Research Associate at Salzburg University, Austria. **Stephansen** is a Visiting Researcher at the Department of Information Science and Media Studies at the University of Bergen, Norway.

Research Networks and Collaborations

We have generated influential cross-disciplinary research networks and collaborations, drawing in academics, policy makers and practitioners from a variety of disciplines and sectors since 2014. **Aresti** and **Darke** are founder members of the British Convict Criminology Network, an organisation led by former convicts with the aim of researching and critiquing current representations of crime and prisons. **Darke's** work on Brazilian prisons has also been widely cited by the Ministry of Justice and he is affiliated to the Brazil Institute at Kings College London. **Bennallick** is the founder and Chair of the Prisoner Learning Academic Network, an international network of 150 academics interested in prison education. She also set up PUPiL (Prison University Partnerships in Learning), a national network of more than 200 educators and practitioners working in educational partnerships. Since April 2020 she has been working with DWRM consultants on methods of increasing digital access for prisoners and ex-prisoners. **Van de Westhuizen** is advising the Child Exploitation and Online Protection (CEOP), a Command of the National Crime Agency, on writing guidance for schools and colleges on 'sexting'. **Gerard** has worked with the National Crime Agency, the West Midlands Probation Services and is currently collaborating with the West Midlands and Coventry Police. **Atkinson-Sheppard** is a member of the Eurogang Network, a group of international academics and practitioners who specialise in gangs and organised crime. **Sitkin** has been a Trustee for the 'Habeas Corpus Project' which has sought to challenge the unlawful immigration detention of individuals in the UK by offering pro-bono legal representation.

Falconer is on the executive committee for the Feminist and Women's Studies Association (FWSA) for the UK and Ireland and is the Co-Convenor of the BSA Gender Study Research Group. **Eldridge** organized a conference at Westminster on Tourism and the Night, involving

participants from Canada, Australia, Spain, Portugal, Italy, France, Germany, Bulgaria, Belgium, and Hungary. **Ahmed** also co-hosted an event at the University with the Encompass Trust: 'Palestine 50 years on'. Further collaborative events organised within the Unit include, for example, a two-day conference on migration in 2017. The International Editor for Channel 4 News, Lindsey Hilsum, chaired one of the conference's key debates entitled 'The Migration crisis, the migrants, and Europe's response' and Maurice Wren, CEO of Refugee Council, and Gonzalo Vargas Llosa, UNHCR representative to the UK, were among the panellists. Other speakers included Jean Lambert, Green MEP, Roger Casale, Founder and Director of News Europeans, Parminder Bahra, Executive Producer of the *Wall Street Journal Europe, the Middle East and Africa* and Harriet Grant from the *Guardian*.

Impact Collaborations

The Unit prioritises the funding of events that involve collaboration with non-HE actors, and staff are actively encouraged and enabled to feed their research expertise into policy and practice. For example, **Aresti** is part of a team of delegated experts invited to National Offender Management Service, Ministry of Justice and other statutory service related events to advise/inform on resettlement practices, discrimination and employment of 'ex-offenders' and the stigma of criminal convictions. He was also involved in a collaborative project with Goldsmiths and the Prison Education Trust exploring UK universities' admission policies on former prisoners with the aim of informing and influencing policy change with regards to the disclosure of criminal convictions and the admissions process. **Atkinson-Shepard** was invited by the United Nations Office on Drugs and Crime to develop teaching material to further global approaches of understanding gender and organised crime, and she is currently acting as a consultant to Essex County Council in designing research on the exploitation of children in 'county lines' drug trafficking. **Jenkins** and **Cetin's** project on Education, Mobility, Lifelong-Learning and Training has been judged to be the best model of an applied research project in Turkey by the Turkish Ministry of European Union Affairs and was the subject of a documentary made by Turkish National TV station TRT. **Van de Westhuizen** is working with the London Grid for Learning (a community of schools and local authorities) to develop a teaching and training resource based on her research on 'sexting'.

Members of the UoA have also been supported and encouraged to engage in a variety of advisory and knowledge exchange activities and have made an important contribution to the development of organisational policies and practice. For example, **White** has participated in Gender Identity Development Service (GIDS) Family Days in London, Exeter and Leeds for the NHS Child and Adolescent Gender Identity Service and has provided CPD training to over 100 obstetricians and gynaecologists. They have also addressed the Parliamentary LGBT Staff Network at Portcullis House on non-binary gender and workplace inclusion and authored Non-Binary Staff and Student Guidance for higher education institutions. They have also acted as a consultant for Amnesty International. **Gillies** has acted as consultant for Family Action (a major charity providing support services to families facing financial hardship, mental health problems, social isolation, learning disabilities, domestic abuse, or substance and alcohol problems), Islington Community NHS Child and Adolescent Mental Health Services, Social and Sustainable Capital (a social investment fund manager) and her work has been presented at a seminar organised by the Association of Directors of Children's Services. She was invited to give oral evidence in February 2018 to the Education Parliamentary Select Committee inquiry on alternative provision based on her book *Pushed to the Edge: Inclusion and Behaviour Support in Schools*. She has also made two submissions to the Parliamentary Science & Technology select committee in collaboration with leading academics from the Universities of Sheffield, Southampton, Birkbeck and Kent. The second submission to the committee's inquiry into the evidence-base for early years intervention was represented in an oral evidence session and was widely cited in the subsequent report.

International Keynote Presentations and Invited Talks

Staff have delivered various international keynote addresses and invited presentations. For example, **Darke** has presented at various conferences across Latin America, including at the Federal University of Rio Grande do Sul, 2016 ('Abolishing prisons inside out'), Federal

University of Goiás, 2016 ('Alternative models of incarceration'), and Mato Grosso do Sul Magistrates Association, 2014 ('Recoverers helping Recoverers'). With **Aresti** he has delivered more than 50 invited talks across South America. **Eldridge** delivered the keynote paper for the three-day conference 'Stadt Nach Acht' ('Night-time Economies and Re-Configuring the Night and Day') at TU Berlin, November 2016, and also a plenary on 'Nightlife, Integration and In/Exclusion' at the EUGEO Conference in Brussels. **Stephanson** addressed a Participation in Qualitative Research conference at the University of Essen, Germany 2017. **Gillies** has given keynotes and invited talks in France, Germany, Sweden and Chile. **Pitcher** has addressed events in Berlin, Helsinki, Reykjavik and New York.

Awards and Prizes

The esteemed nature of our work is evidenced through a number of prizes and awards. For example, **Cetin** and **Jenkins** won the British Education Research Association Prize in 2014. **Cetin** received the highly prestigious British Journal of Sociology Early Career Prize in 2017. In the same year **Gillies** won an award for outstanding scholarship from *Sociological Review*, one of the world's foremost journals for sociological inquiry. **Pitcher** was also shortlisted for the SAGE prize for Innovation/Excellence.

Key Publication and Research Roles

Darke and **Aresti** are on the advisory body of the *Prison Service Journal*. **Darke** is co-editor of *Carceral Communities*, a key text on Latin American criminal justice containing contributions from the Inter-American Commissioner on Human Rights and Harvard Law Professor, James Cavallaro, and the globally-renowned French theorist, Loic Wacquant. Stephansen is consultant editor for *Routledge Encyclopaedia of Citizen Media*. **Gillies** is on the editorial board of the *British Journal of Sociology of Education* and has co-edited a themed section in the *Journal of Social Policy and Society on Adverse Childhood Experiences (ACEs)* featuring pieces from the Early Intervention Foundation, the Academy of Medical Sciences and leading international academics. **Gillies** has also produced a special section in the journal *Families, Relationships and Society* (2015) and special issues of *Sociological Research Online* (2017) and *Family Issues* (2018). Staff also regularly act as referees for a wide range of research publications and funders including for UKRI, the Leverhulme Trust, British Academy, the Wellcome Trust, the European Commission as well as various national funding bodies (e.g. the Czech Science Foundation)

Media Engagement

Members of the UoA are widely called upon to participate and are cited in media publications and public discussions. For example, **Eldridge** was featured on the BBC Radio 4 programme 'Thinking Allowed' in November 2018 discussing his work on the night time economy. **Pitcher** also appeared on 'Thinking Allowed' in 2014 and his work has been featured extensively in national and international news media, including Germany's Deutschlandfunk and Australia's ABC Radio National. Most recently he has acted as a consultant for and has appeared in the BBC Radio 4 series *Albion*. He has also written for numerous blogs and websites, including *The Guardian's* Comment is Free section. **Gillies** work has been widely cited in the print media, including the *Guardian*, *Financial Times*, *New York Times* and *Times Educational Supplement*. **Darke's** work is widely drawn on in the media both nationally and internationally, for example in the *International Journalist* and *Guardian*. He has also written a piece for the *Independent* discussing the Brazilian prison system. **Cetin** and **Jenkins** acted as consultants for the Channel 4 TV series *Kingsland*, advising on the representation of Kurdish/Turkish communities.