

Institution: Lancaster University
Unit of Assessment: 31: Theology and Religious Studies
1. Unit context and structure, research and impact strategy

Context

Politics, Philosophy and Religion (PPR) is an interdisciplinary department producing world-leading work on religion and belief in their political, social, and ethical contexts.

Formed in 2010, PPR unites academics across Religious Studies, Philosophy, Politics, and International Relations. Located in Lancaster's Faculty of Arts and Social Sciences (FASS), PPR's research community consists of 13 Professors (2 Distinguished), 17 Senior Lecturers, 15 Lecturers, 8 postdoctoral researchers, and 81 FTE research postgraduates. From August 2013-July 2020, staff in the UOA received 55 external research grants with a total research income exceeding £3.9m; produced over 350 peer reviewed journal articles, over 220 book chapters, 16 special journal issues, 7 handbooks, and 39 monographs; and supervised 57 PhDs to completion. PPR provides leadership for Lancaster's Institute for Social Futures and China Centre, and houses the Richardson Institute for Peace Studies and such large externally funded projects as CREST (Centre for Research and Evidence on Security Threats) and Reproductive Donation. Through these projects, initiatives such as the Faith Debates, and media engagement providing over 25% of Lancaster's total broadcast media output, PPR has completely integrated its research and impact.

Achievement of strategic aims for research during the assessment period

PPR's objective in REF 2014 was to strengthen our leading position in the study of religion, belief, and values in the social-political world. We therefore aimed to: (1) make appointments strategically, in interdisciplinary areas, to expand our coverage of world religions, regions, and ethical issues; (2) strengthen the vitality and interdisciplinarity of our research culture, including by restructuring our seminar programme and introducing a departmental research newsletter and graduate forum; (3) further integrate Early Career Researchers (ECRs) into the research culture; (4) build on our already strong funding record; (5) engage in new postgraduate initiatives and expand distance-learning postgraduate taught (PGT) and postgraduate research (PGR) provision; (6) integrate our research and impact activities more deeply.

We have achieved all these aims, as follows:

(1) Appointments

We made **10** new permanent staff appointments (1 Professor, 9 Lecturers) in strategically chosen areas where religion and belief intersect with politics – e.g., appointments in China studies, the Middle East, religious radicalisation, and religion and international relations. This constitutes an **18%** expansion in staff numbers since January 2014, reflecting Lancaster University's support for PPR's interdisciplinary agenda. We have maintained a strong research base with 91% of our total staff on research or teaching-and-research contracts, against a sector average of 80% in our component disciplines.

(2) Seminar programme and research culture

The department's Research Committee has become a Research and Development Committee (RDC), chaired by the Director of Research, Lacy. The RDC cultivates vitality by facilitating cross-disciplinary research, disseminating funding and research information and opportunities, supporting research grant applications, and adjudicating on, e.g., proposals for projects, centres, and academic visitors. It administers PPR's Research & Development Fund (RDF), allocated competitively to support departmental research activities. PPR's REF Oversight Committee is separate, enabling the RDC to focus on the research culture. One RDC member runs weekly research seminars, representing all our disciplines, with further interdisciplinary slots and roundtables. Termly research newsletters, weekly graduate work-in-progress sessions, and many conferences and events, detailed in **Sec. 3**, demonstrate our vitality.

Unit-level environment template (REF5b)**(3) Integration of early career researchers (ECRs) and research associates (RAs)**

15 Research Associates (RAs) have been employed in PPR since 2014. To embed RAs into our research culture, the RDC has been expanded to 11 members, including 2 ECRs and spanning staff across career stages, and an RA committee has been formed, with one member now also serving as ECR representative on the department's Management Committee. On other new mechanisms for supporting RAs and ECRs, see **Sec. 2**.

(4) Supporting grant applications

The RDC not only allocates pump-priming funds (through the RDF) but also supports staff to identify funding streams and develop grant applications. Since 2019, all grant applications are reviewed by two RDC members, who provide mentoring and guidance.

(5) Postgraduate initiatives are detailed in **Sec. 2**.

(6) Details of integration of research and impact are below.

Two additional strategic aims were identified during the period:

(7) Open research

PPR subscribes to Research England's policy of making academic research available electronically – immediately, free of charge and from most copyright restrictions – by depositing all journal articles and most other outputs in Lancaster's institutional open access repository within 3 months of acceptance. The proportion of our research that is open access has increased from 25% to **60%** since 2014, not including work in private commercial repositories – Academia, ResearchGate, etc. – which all staff use.

(8) Ethical research

PPR has strengthened its systems to approve, monitor, and sustain ethical research. (a) We follow the ethical standards in Lancaster University's Code of Practice and those of research councils and subject-specific professional organisations. (b) Two staff from the UOA (Follis and Kawanami) serve on FASS Research Ethics Committee, Follis as deputy chair, while Wilkinson also chairs the University Research Ethics Committee. (c) The RDC guides colleagues through ethical aspects of research applications, with (d) PGRs mentored in research ethics through the supervisory process.

For further evidence of the achievement of our strategic aims:

	REF 2014	REF 2021	Percentage increase
Staff numbers	39 FTE	46 FTE	18%
Grant income	3.2m	3.9m	22%
Journal articles	239	350	46%
Conferences organised	41	68	65%
PhD completions	42	57	36%
Percentage of our publications in the top 10% most cited (field-weighted) (source: SciVal)	21.7	64	195%

Achievement of strategic aims for impact during the assessment period

In REF 2014 our stated strategic objectives for impact were: to further integrate impact into our research agenda of exploring the socio-political dimensions of religion and belief; to continue to cultivate new kinds of relationship with user communities and innovative forms of public exchange; to build research activities around these exchanges; and to consolidate staffing, funding, and support mechanisms to support these activities. We have accomplished these aims as follows:

Unit-level environment template (REF5b)

Consolidating department-level mechanisms to support impact:

(a) Staffing and career development. Impact is built into mentoring, training, and reward structures, i.e., annual personal development reviews and promotions; engagement has its own category within the Department's workload model; some appointments are made with a view to impact, such as Charles Clarke's Visiting Professorship and that of former diplomat Coombs.

(b) Organisationally, the department has both an Impact lead (Wilkinson) and a Director of Engagement (M. Johnson) who leads an Engagement Committee and is influential in developing Faculty- and University-level approaches to engagement.

(c) Funding for impact activities. This comes chiefly from the RDF, with further support from interdisciplinary structures and projects in PPR – e.g., CREST, the Richardson Institute, Security Lancaster, and Reproductive Donation.

Through these support structures, which are embedded in the University's and Faculty's broader impact systems (noted in **Sec. 3** under 'Infrastructure'), staff have built deepened relationships with beneficiaries into their research activities. The resulting relationships include:

- long- or shorter-term consultant and advisory roles in user agencies: e.g., Aldoughli's reports on sexual violence in Syria for Chatham House and the Institute of Foreign Policy;
- community work: e.g., Naguib is Trustee of the Muslim Women's Council, Bradford, and chairs the Muslim Women's Managed Mosque Initiative;
- participation in and co-organisation of user conferences and workshops: e.g., Marsden's Home Office-funded Disengagement and Desistance events (2017-19);
- organising public engagement events: e.g., the Richardson Institute's Amnesty International Roundtable (2015) and Annual Peace Lectures;
- dissemination activities totalling several hundred interviews with high-profile outlets such as the Guardian, Al-Jazeera, BBC News.

Through these relationships, we are having beneficial impacts in such areas as public policy, including policy on religion in schools, counter-terrorism, and healthcare; public debate, including around religion; and educational practice, including religious studies teaching. Our beneficiaries include parliamentarians and faith bodies, security and medical practitioners, and religious studies teachers. For examples, see: Structure of the Unit; Case Studies; and **Sec. 4**.

Future strategic aims for research and impact

In tune with Lancaster University's 2020 Institutional Strategy and Priorities, and following a 2019 departmental strategic review, our goal is to continue building our world-leading excellence in researching the socio-political dimensions of religion. To achieve this we will:

1. Continue to deepen our interdisciplinarity and the connections amongst our four areas of research, partly by identifying unifying themes – Values and Conflict are under discussion – to unify research, facilitate grant bids, and increase grant capture. We will develop further the conversations between Eastern and Western intellectual traditions, tying in with department-wide discussions of decolonisation and anti-racism. Security and peace will remain another ongoing focus.
2. Develop PDRs (personal development reviews) to provide in-depth research mentoring, and introduce annual individual research reviews.
3. Continue to furnish a supportive and vibrant environment for staff and PhD students, while recruiting PGRs more strategically in line with research priorities. Inter alia, we will renew our digital strategy to draw together staff members' blog and media activity and to extend the reach of our seminar programme. Departmental book launches, and professorial lectures, will become annual.
4. Maintain a vibrant staff base by retaining, developing, and appointing world-leading researchers (with two new Politics appointments already made in late 2020).

Unit-level environment template (REF5b)

5. Sustain our strong record in impact and engagement, especially in religious education and policy, health, security, and issues of public and political concern. High-impact activities will continue to be identified early, given consistent support, and built into our research agenda.

6. Continue to address equality and diversity, by implementing our 5-year Athena SWAN action plan, diversifying and decolonising the syllabus, addressing women's concentration in relatively junior roles, and tackling racial and ethnic inequalities with targets regarding promotion, grant applications, and workload.

Structure of the unit

PPR's achievements in research and impact are borne out by developments in its four interdisciplinary areas of research. All four unite staff across our several disciplines, reflecting our commitment to studying religion, beliefs, and values together and in their social-political contexts.

Area 1. Religion, values and global society

We study the **dynamics of religious change and secularisation**, new religions and alternative spiritualities, extending into contemporary forms of meaning, value, and belief (Dawson, Knott, Partridge, Woodhead). Contributing projects include: The Faith Debates, which bring research on religion and belief into public conversation; 'Iconic Religion: How Imaginaries of Religious Encounter Structure Urban Space'; and 'iGen: What Matters to Millennials', co-directed from Stanford, on the beliefs, values, and identities of young millennials. Another branch of research in this area concerns religion, meaning, and value in popular culture and music (Partridge, Stone).

A further strand concerns **religion and society in south and south-east Asia** (Black, Jeremiah, Kawanami, Mukherjee, Ram-Prasad). Contributing projects include: 'Communal Rules and Civil Jurisdiction of Non-Ordained Female Renunciants in the Southern Buddhist Tradition'; and 'In Dialogue with the Mahabharata'. This strand connects with our work on social and ideological developments in **modern and modernising contexts**, including Russia, India, and China, where contributing activities include: 'UK/BRIC: Religious Diversity in Modern and Modernising Contexts' and studies of China in the world (Chubb, Hird, Nordin, Zeng), informed by considerations of global political economy (May).

The Institute for Social Futures (ISF) and Lancaster University China Centre (LUCC) feed into this area:

- **ISF**, co-directed by Woodhead, brings together arts, humanities, and social sciences with developments in technology and material science, yielding interdisciplinary future-thinking in which the human is as central as the technological. Together with the Materials Science Institute, ISF won a £1.5m Leverhulme DTC on 'Material Social Futures' (2019). Its average annual grant income is £471k; it involves 32 academics and 27 non-academic partners, mainly from the voluntary and public sector. Through Woodhead, Nordin, and others, PPR has shaped ISF's research agenda and provided core academic direction.
- **LUCC**, directed by Nordin until 2019, tackles global challenges and enhances mutual understanding through multi-disciplinary China expertise. With Nordin's leadership, Chubb and Hird on the directorate, and Mukherjee and Zeng amongst LUCC's expert fellows, PPR is heavily involved in LUCC, helping it to generate c.£1m of research income in its first year.

In connection with this area of our research, our strategic approach to impact is to: build relationships with beneficiaries (e.g., the World Economic Forum Global Advisory Council on Faith, Theos, Modern Church); undertake media engagement; and initiate research-led public debate using innovative forms of public exchange, pioneered by the Westminster Faith Debates. The resulting impacts are in:

(I) Improving religious education

Our case study on Woodhead and Clarke's 2015 and 2018 reports 'A New Settlement: Religion and Belief in Schools', which have created public consensus about the need to change religion teaching in schools, exemplifies a key part of our approach to impact, namely initiating research-led public and policy debate.

Unit-level environment template (REF5b)

(II) Enhancing public understanding of and debate about religion

Again exemplifying part of our impact strategy, i.e., our pro-active approach to media and public engagement, PPR staff have provided over 25% of Lancaster University's total broadcast media output over the census period. Through **489** television and **205** radio interviews from 2015-2019, our research is reframing public debates on religion and politics. PPR members have featured in prominent outlets, including BBC Radio 4's Today, Thinking Allowed, Start the Week; BBC2's Newsnight; and the Economist, Guardian, Times, Telegraph, New Statesman, Washington Post, Al Jazeera, Tablet, Conversation, and Radicalisation Research.org. Our estimated total reach is **190m** ('A New Settlement' alone reached c. 11m).

Area 2. Politics, religion and security

This area has expanded significantly since 2013 through new research centres, collaborations, and appointments (of Aldoughli, Chubb, Consterdine, R. Johnson, Maass, Marsden, Zeng).

Individual and collaborative research topics are on **religion, radicalisation, and global conflicts, violence, and security threats** (Aldoughli, Follis, Germond, Knott, Lacy, Mabon, Marsden, Mukherjee). The Middle East and Arab world are one focus (Aldoughli, Mabon, Marsden, Naguib); others work on political and religious violence more broadly (Lacy, Misra) and in other regions such as China and Russia (e.g., Chubb, Maass, Zeng). Contributing projects include: 'SEPAD: Sectarianism, Proxies and De-Sectarianisation', addressing sectarian difference and conflicts in the Middle East and beyond; and CREST (Centre for Research and Evidence on Security Threats) – a £11.8m national hub for understanding, countering, and mitigating security threats, co-directed by Knott until 2020.

Additional contributions to our religion and security research come from:

- **Security Lancaster**, co-housed between PPR and other departments, a £2.79m cross-disciplinary ESPRC-funded institute in Security and Protection Science. It involves 47 academic staff from across 4 faculties, including Lacy as associate director, and houses a twice-renewed EPSRC-NCSC Academic Centre of Excellence in Cyber Security Research;
- The **Richardson Institute**, the UK's oldest peace and conflict research centre, housed in PPR and directed by Mabon.

Complementing all the above is further research on **religion and politics**: of race (Jeremiah, R. Johnson); counterculture and protest (Partridge); in the EU (Steven); and, more broadly, **values, ideologies, and politics** – e.g., conservatism (Garnett); the influence of ideas on policy (Bishop, Consterdine); alternative development models (Hearn).

In this area, our strategic approach to impact is to partner with and advise security and intelligence agencies, embedding these partnerships into projects through their entire life-cycles. As a result, we are having impact in:

(I) Fostering peace processes and conflict resolution, and mitigating security threats

Reflecting our approach to impact through external partnerships, Security Lancaster, the Richardson Institute, and CREST have partnered with agencies such as UKIC, FBI, and the Home Office to inform counter-terrorism policy and practice at the highest government levels. Our case study on CREST's counter-terrorism work exemplifies this aspect of our approach to impact.

(II) Improving understanding and treatment of religion and religious groups amongst government and public officials and agencies

Examples of our approach of undertaking advisory and consultative work are: the AHRC/ESRC 'Re/Presenting Islam on Campus' project (Lancaster CI Naguib), whose advice informed the 2019 court ruling against the government's Prevent strategy; Woodhead's advisory work with Theos and on Horizon Scanning exercises with the MoD and DfID Porton Down.

Area 3. Global philosophy and religion

PPR brings together comparative and Western philosophy, providing broader, more inclusive philosophical coverage than most UK philosophy units. Research here encompasses **comparative philosophy**, particularly crossing the European, Indian, and Islamic traditions (Black, Naguib, Ram-Prasad), where contributing activities have included a Spalding Symposium on Indian

Unit-level environment template (REF5b)

Religions (2019), Black's co-edited book *Dialogue in Early South Asian Religions*, and Ram-Prasad's monograph *Human Being, Bodily Being*; and **European philosophical and religious traditions** (Stone, Hemming, Hyman, Macleod), under which heading Stone held a Leverhulme Major Research Fellowship on *Birth and Philosophy*, Black and Hyman co-edited *Confronting Secularism*, Hemming co-translated Jünger's classic essay *The Worker*, and Macleod co-edited *A Companion to Mill*. Within **contemporary Anglo-American philosophy** Garvey works on evolutionary theory, Todd aesthetics, and Unwin metaphysics. Linking these strands is a growing focus on the **diversification of philosophy**, with, e.g., Stone co-editing the *Routledge Companion to Feminist Philosophy*, public lectures by Ram-Prasad and packed departmental roundtables on decolonisation.

In this area, our strategic approach to impact is to provide publicly accessible resources and activities, including by partnering with schools to provide a comprehensive programme of religious education resources, supported departmentally with staff time and funding (e.g., £23k for Black's schools programme) alongside organisational and technical assistance. The resulting impacts are in:

(I) Improving religious education

Our case study on Black's schools work supporting GCSE and A-level teaching of Eastern religions exemplifies this part of our approach to impact. Our broader set of open learning resources includes: 'China in a Box'; New Political Minds resources; A-Level teaching resources in Eastern religions, life after death, and women in Hinduism and Buddhism; and two MOOCs with external partners in Quaker Studies and Hindu-Christian Relations.

(II) Enriching the public conversation in philosophy

Also illustrating our publicly-oriented approach, PPR hosts a branch of the Royal Institute of Philosophy which runs events for the public including, since 2013, 8 talks, 6 workshops, and now free introductory philosophy courses. From 2017, the branch's funding was doubled, recognising its effectiveness at engaging the public. Staff in this area regularly contribute to high-profile public debates, e.g., Ram-Prasad and Stone at the Hay-on-Wye WhereTheLightGetsIn Philosophy festival.

Area 4. Contemporary ethical debates

This area of PPR's research has grown considerably since 2013 through new funded projects, detailed below, and appointments – Fellowes, M. Johnson, and N. Williams, plus 8 post-doctoral research associates. We anticipate increasing involvement of this group of researchers with Lancaster's Health Innovation Campus, established in 2020, to which social and policy dimensions will be central.

This research area encompasses **bioethics and medical law** (Appleby, Cavaliere, Manson, Wilkinson, G. Williams, N. Williams). This includes the £600k Wellcome project 'Reproductive Donation: Donation and Transfer of Human Reproductive Materials' (PI Wilkinson), covering ethical issues around *in vitro* gametogenesis, mitochondrial replacement, ectogenesis, and uterus transplants. Another focus of activity surrounds the Society for Applied Philosophy, in which Manson and G. Williams have played steering roles since 2013, shaping the conversation in applied ethics.

Our related work on **health, well-being, and policy** (Clark, Consterdine, Cooper, Fellowes, Geyer, Manson, G. Williams) includes 'I.Family - Determinants of eating behaviour in European children, adolescents and their parents', which involved 17 partners from 12 European countries, and 'Military Lives and Transformative Experiences: Exploring Narratives and Aged Veterans' Well-Being'. Another overlapping strand considers **equality and inequality**, under such parameters as class (M. Johnson), race and caste (Jeremiah, R. Johnson), and gender (Cavaliere, Kawanami, Misra, Naquib, Ram-Prasad, Stone).

In regard to this area our strategic approach to impact is to establish and build collaborations with relevant partners and providers (e.g., the Nuffield Council on Bioethics, Medical Research Council,

Unit-level environment template (REF5b)

Labour Party), including co-organising conferences and other events. The resulting impacts include:

(I) Improving health care and medical provision

Exemplifying our approach of collaborating with policy-makers and practitioners, our case study on the Reproductive Donation group shows how, through consultancy (e.g., for Womb Transplant UK) and direct engagement with clinicians and medical teams and their umbrella organisations (e.g., the British Transplantation Society), these researchers beneficially influenced policy, discussion, and clinical practice in reproductive medicine.

(II) Improving public services and well-being

Another example of our collaborative approach – in this case with the Labour Party – is M. Johnson's work co-writing research-led op-eds and reports, e.g., the Labour Party report *The Health Case for Universal Basic Income* (2019), informing the Party's Manifesto commitment to trial UBI. Additionally, M. Johnson's research provided content for the *VOTE NHS 2017* General Election video, viewed 3 million times.

2. People**Staffing strategy and staff development**

PPR's staffing strategy is (1) to sustain our interdisciplinary research culture through strategically focussed appointments in relevant fields, as noted earlier, with 10 permanent such appointments in the period (including 1 Professor), plus 15 RAs; (2) to advance staff career progression and development using mentoring, probation, appraisal, training, and research time.

The success of this twofold strategy is shown by **17** PPR staff promotions since 2013, including 4 to Professor (Cooper, Dawson, Mabon, Nordin) – making PPR's professoriate 46% female – and 2 to Distinguished Professor (Ram-Prasad, Woodhead); and our increases in staff numbers, grant income, publication, citation rates, and conferences organised, as **Sec. 1** documented.

All staff have annual Performance Development Reviews (PDRs) with senior colleagues; these are central to our staff development strategy. PDRs provide individual advice on career trajectories, publication, and grant applications; assess research plans and training needs; discuss flexible working requirements; and review performance against individuals' self-defined objectives. 79% of our staff find PDRs either moderately or extremely helpful (according to a survey for Athena SWAN). Staff are encouraged to seek further wellbeing support through Lancaster's Employee Assistance Programme, Staff Wellbeing platform and Five Ways to Wellbeing framework and, departmentally, through the Head of Department and Director of EDI (Equality, Diversity, and Inclusion).

On appointment, Early Career Researchers (ECRs) receive a senior mentor, with career planning and review meetings to ensure completion of 3-year probation. Probationary goals are set for each individual with meetings at 3, 6, 12, 24, and 36 months. ECRs receive appropriate training (often gaining a Certificate of Academic Practice, i.e., a lecturing qualification) and are mentored by senior staff to prepare at least one grant application during probation.

In addition, ECRs (i) receive preferential allocation of University, Faculty, and departmental research funds – e.g., the RDF (Research & Development Fund) has funded research visits to the Mill archive in Oxford for Macleod and to the anti-fascist archives in Northampton for Marsden (both then ECRs) and enabled Black (then an ECR) to present papers in Delhi, since published. ECRs are (ii) prioritised for FASS conference travel funds and FASS Research Fund and (iii) integrated into PPR's research culture: for example, Aldoughli and R. Johnson have been on the RDC (Research and Development Committee); Maass is ECR representative on the PPR Management Committee; N. Williams is a core member of the Reproductive Donation research group.

Unit-level environment template (REF5b)

Post-doctoral researchers (RAs) have PDRs and mentors, and receive advice from their PIs. RAs make key contributions to our research culture by: co-organising events, e.g., the conference ‘Does Philosophy of Psychiatry need Metaphysics?’; publishing with permanent staff, e.g., co-editing *Regulating Reproductive Donation* (CUP, 2016); performing significant roles in funded projects, e.g., as CREST’s Communications Director. One RA received the 2015 Karl Jaspers prize for the best philosophy of psychiatry article; three progressed to Leverhulme ECR Fellowships; another reported on the far right to the government’s Commission for Countering Extremism.

In these several ways – including bringing ECRs into PPR’s Management Committee and RDC, forming a dedicated RA committee to identify issues specific to RAs, and building RAs into our research culture – the UOA is implementing the revised [Concordat to Support the Career Development of Researchers](#), reflecting Lancaster’s [HR Excellence in Research award](#) (2011, 2013, 2016).

Promotion applications are reviewed by the department’s Promotions Committee which operates supportively, providing one-to-one guidance and mentoring, and assisting in interpreting promotion criteria with respect to disciplinary profiles. Regular University events that address promotion and career development are detailed in Lancaster’s institutional environment statement.

Our RDC works supportively with all staff to develop grant applications, as noted in **Sec. 1**. 81% of staff feel supported in applying for grants, with no gender difference (source: Athena SWAN).

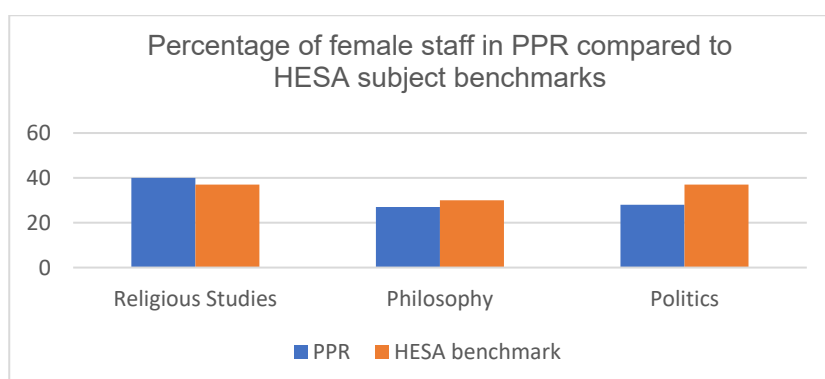
All staff receive research time as follows: (i) PPR’s workload model ensures 30% minimum research time for all staff on standard teaching-and-research contracts, enhanced for ECRs, who receive a 20% teaching and administration reduction in year 1 and 10% in year 2. (ii) All staff teach in their specialisations at third-year level and above. (iii) Staff may apply to take one term in eight sabbatical leave; in total staff have taken **341** months of sabbatical leave in the period. (iv) Impact activities are rewarded with proportionate relief from other commitments. (v) All staff have annual £1k personal research accounts. (vi) On further departmental, faculty, and university research funds, see **Sec. 3** on infrastructure.

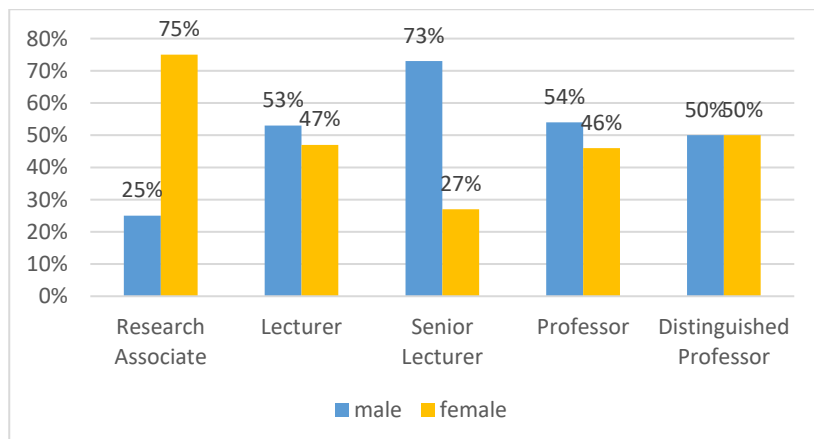
As documented in **Sec. 1**, impact and staff development are aligned, with impact built into PPR’s mentoring, training, and workload structures; targeted investment in posts that produce impact, e.g., those of Clarke and Coombs; leadership roles and structures for impact amongst academic staff; and support for staff impact activities, in terms of time and financial and administrative support.

Equality and diversity

PPR’s commitment to EDI (Equality, Diversity and Inclusion), reflected in our curricula, research agendas, and departmental culture, is recognised by an Athena SWAN Bronze award (2019).

Gender of PPR academic staff:



Gender and staff seniority in PPR:

We are working hard to address both (i) staff gender balance – since 2016, 29% of PPR job applicants, 45% of interviewees, and 60% of appointees have been female – and (ii) women’s concentration in junior roles – encouragingly, since 2015 over 30% of PPR’s promotion applications, and 50% of successful cases, have been from women.

To address both gender balance and seniority, a 5-year action plan tackling women’s concentration in junior roles was part of PPR’s successful 2019 Athena SWAN Bronze application. We plan:

- to more pro-actively seek higher-grade job applications from women and BAME candidates;
- to review all staff CVs annually at PDRs;
- for the HoD actively to encourage relevant staff to seek promotion;
- to have balanced gender representation on the departmental promotions committee;
- to establish an informal careers mentoring programme, independent of PDRs.

Implementation is underway, monitored by the department’s Equality, Diversity, and Inclusion (EDI) committee, which has emerged from the Athena SWAN committee.

Through these actions PPR aims to augment Lancaster’s institutional efforts to reduce its gender pay gap and to complement such institution-level measures as gender-balanced appointment panels, unconscious bias training, and checking job specifications and advertisements for gender bias.

Further actions arising from Athena SWAN include: ensuring that every year some visiting speakers address gender and race; 2019 and 2020 roundtables on Diversifying and Decolonising the Curriculum; department-wide meetings to clarify recruitment practices; and training events, e.g., on Trans Issues, Unconscious Bias. Several staff are active in initiatives to diversify academia: Hearn is Lancaster UCU Equality Officer; Stone is assistant editor of the Diversity Reading List, an online resource for diversifying philosophy.

59% of post-2014 grant applications from within PPR, and 71% of successful applications, came from women, including 90% of the grants awarded as PI. Thus, women in PPR are more likely to submit applications, with a higher proportion of successful applications.

Our REF processes are gender-equitable: In REF 2014, we submitted 66% of eligible female and 65% of eligible male staff. For REF 2021, we ensured conformity with Lancaster University’s approved code of practice on staff selection, taking account of EDI considerations in establishing our outputs profile. PPR’s REF 2021 Committee was 40% female, co-chaired by Woodhead and Stone.

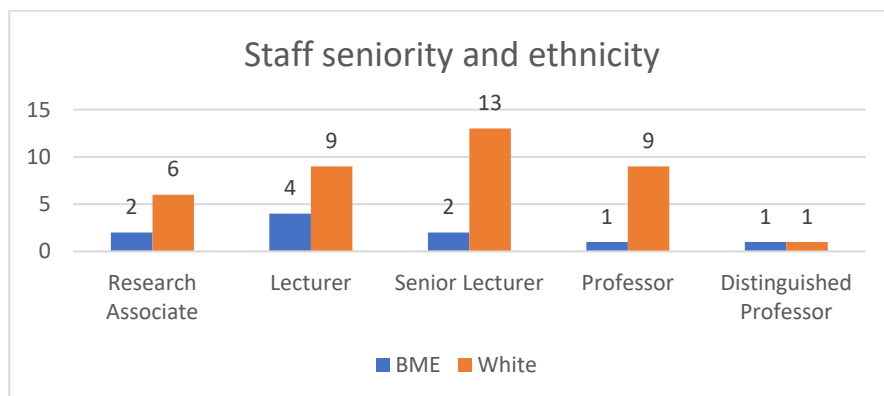
PPR adopts standard Lancaster University policy on maternity/adoption leave cover and flexible working. Since 2014, four requests for reduced FTE were made in the department, all approved. From 2019, visiting speakers were rescheduled to facilitate attendance from those with caring responsibilities. We ensure equal gender balance among visiting speakers and PGRs

Unit-level environment template (REF5b)

presenting work-in-progress. Reasonable adjustments have been made for four of five staff members with declared disabilities or ill-health conditions.

We are affiliated with the Disability Confident scheme and Stonewall Global Diversity, and are active in university-level conversations around inclusivity for trans people.

Race and ethnicity. Reflecting our global expertise, 20% of PPR academic staff are BAME, ahead of the sector average of 15%. However, our BAME staff are concentrated at lower levels of seniority:



To address this, our EDI committee is formulating targets and an action plan. PPR staff are active in departmental and university conversations around racism: Ram-Prasad chairs the University's Strategic Race Advisory Group, on which Naguib and Hearn also serve, Hearn likewise being active in Lancaster's Race Equality Network. We are thereby helping Lancaster to progress towards signing the Race Equality Charter by early 2021.

Research students

PPR has a substantial, growing, and thriving community of **81** FTE research students working on topics surrounding ethical and political aspects of religion, belief, and values. Our interdisciplinarity provides a unique and stimulating research environment for our research postgraduates (PGRs). The following shows our success:

	2014	2020	% increase
Numbers of PGR students	51 FTE	81 FTE	58%
Total completions	42	57	36%
PGR completion rate (full-time)	83%	93%	12%
PGR completion rate (part-time)	60%	86%	43%
Percentage of PGRs funded	30%	38%	26%

Funding: Despite the increasingly competitive funding environment, a steadily rising number of our PGRs are AHRC- and ESRC-funded through North-West Doctoral Training Partnerships, rising from 10% of our funded cohort in 2014 to 17% by 2019. Around 4 of our PGRs annually receive full funding from FASS, awarded competitively; some PGRs are funded through associated projects, e.g., 3 by CREST. We work hard to secure PGR funding from other sources, so that UK funders in the period have included the British Council, Christ Church Oxford, Liberal Judaism, and the Wellcome Trust. Many overseas students are funded from their home countries, e.g., the Turkish

Unit-level environment template (REF5b)

Embassy, Algerian Consulate, Punjab Higher Education Commission, Royal Thai Embassy, and Indonesia Endowment Fund for Education.

Other notable indicators are:

- Internationality. On average over the period, 37% of our PGRs have come from outside the UK, drawn from 28 countries altogether – evidence of our international reputation and appeal.
- Interdisciplinarity. Besides PPR's internal interdisciplinarity, with many of our PGRs supervised across Philosophy, Politics, and Religious Studies, we co-supervise PGRs with (amongst others) Law, English, Sociology, Gender and Women's Studies, and Management.
- Equality and diversity. Since 2013, 33% of PGR applicants and 40% of new PGR registrations have been female, in line with national benchmarks in our disciplines. 43% of our PGRs are BAME. We have achieved an equal gender distribution of PGR funding: by 2019, 50% of funded PPR PGRs were female.

All the above, especially the increased number of total completions amongst PGRs, testifies to the success of our PGR support mechanisms:

1. Research training:

Each new PGR undertakes a Training Needs analysis with supervisors on registration, which is updated through annual review panels, and provides ongoing advice on progress and career development. Each panel involves three academic staff (at most one supervisor per panel) to help PGRs communicate clearly with non-specialists. PGRs take modules within the FASS Research Training Programme, directed from within PPR by Germond: modules cover research methods, thesis writing, research design, data collection, etc., plus subject specific modules. Further courses are offered within Doctoral Training Partnerships and Institutes such as ISF. Students without prior research training take the PPR MA module in Theory and Methods for Postgraduate Study. PGRs can apply to the RDF for specialist training, e.g., one PGR undertook a Difficult Language Training Course in Jordan.

2. Careers:

PGRs receive career advice primarily through the supervisory and annual review processes, supplemented by Faculty and University level events and FASS careers consultants.

3. Graduate teaching assistantships (GTAs):

Most PGRs are offered the opportunity to hold GTA positions, which are awarded competitively, providing practice in pursuing academic careers. From 2017, Politics GTAs received a formal career programme comprising induction, weekly all-GTAs management meetings, teaching observations, mentoring, and training; this was extended to Philosophy and Religious Studies GTAs in 2019. All GTAs participate in the University's Learning and Teaching in Higher Education programme and contribute to PPR governance via an elected representative.

4. Internships:

Offered by the Richardson Institute, these allow PGRs to collaborate on research projects with external partners. One PGR obtained an ESRC Policy Internship with the Home Office, another a post as Policy School Tutor for the Cabinet Office.

5. Infrastructure:

All PGRs in the department have networked office space, shared by 2-4 students and accessible 24 hours; there is a termly PPR postgraduate newsletter; PGRs can access a total pool of £31k conference travel funds from department and faculty combined, with two applications per year permitted. Some PGRs have won funds from the RDF, often to enable conference participation.

6. Research culture:

Besides numerous departmental and faculty events noted elsewhere, we hold an annual PGR conference and PGRs take part in work-in-progress sessions and run their own reading groups on, e.g., Heidegger; philosophy of psychiatry; pragmatism; Whitehead. PGRs co-organise events in

Unit-level environment template (REF5b)

the department, e.g., the 2019 conference 'Sectarianism, Proxies and De-Sectarianisation Across the Middle East', and have worked as editorial assistants for journals edited within the UOA, i.e., *Global Discourse* and the *Hegel Bulletin*.

In 2017-18, May, (then) PGR Director, reviewed these training arrangements, interviewing c. 60 PGRs and supervisors. Besides finding overall satisfaction amongst PGRs, May's recommendations, since implemented, were to:

- Provide better advice on writing strong PhD proposals and tailoring projects to supervisory capacity; this is now included on our webpages;
- Pursue PhD studentships more pro-actively; we have incorporated grant proposal writing into our foundational PGT Methods course;
- Improve induction events for PGRs; we have formalised these and enhanced their academic content;
- Listen better to PGRs; we now have an advisory PGR group which feeds into departmental meetings and liaises with the PGR convenor;
- Improve the functioning of annual PGR review panels; this is achieved through now-standard preparatory liaison amongst panel staff;
- Better incorporate PGRs into PPR's research culture; (1) from Oct 2018, we established weekly PGR work-in-progress sessions; (2) to encourage PGR attendance at visiting speakers, we have moved these to midday.

The success of these arrangements is shown by our PGRs' strong employment and publication records:

Employment: post-2013 graduates have become lecturers in, inter alia, Theology, Lincoln University; Global Health, University of Edinburgh; British Imperial History, University of Copenhagen; Assistant Professor in Biblical Studies, Arizona Christian University. Others have become RAs: three Leverhulme Early Career Research Fellows (in Theology at Edinburgh and Philosophy at Bristol and Manchester), a Wellcome Research Fellow (Lancaster) and a Senior Research Associate in Security Studies (Copenhagen).

Publications: all PGRs are encouraged to publish and several PGRs/ex-PGRs have authored books, e.g., *The Ethics of Choosing Children* (Palgrave 2017), *The Critical Study of Non-Religion* (Bloomsbury 2020), *Transnational LGBT Activism and UK-Based NGOs* (Palgrave 2020), and co-edited books, e.g., *New Atheism: Critical Perspectives and Contemporary Debates* (Springer 2017), *Securitisation in the Non-West* (Routledge 2019).

Amongst other achievements, recent PhDs have: founded *The Religious Studies Project* podcast; won *International Affairs'* annual early career prize; won the Political Studies Association Barker Prize for the best PhD thesis in political philosophy.

3. Income, infrastructure and facilities

Income

PPR is extremely successful in attracting research funding for projects on religion, values, and belief in the social-political world, with awarded grant values coming into the UOA research income totalling **£3.9m** in the period, a **22%** increase on our pre-2014 grant income. With **55** projects funded by over **23** different bodies, our grant acquisition has been solid, averaging around £550k annually.

We have accomplished this by (1) using our interdisciplinarity to facilitate large-scale collaborative and high-impact bids crossing Religious Studies, Philosophy, and Politics; (2) providing seedcorn funding and robust, supportive internal review of grant bids; (3) drawing together staff across all levels of seniority to pool experience and expertise; (4) ensuring gender balance, with 71% of recent successful grant applications from women.

Unit-level environment template (REF5b)

The following table demonstrates the diversity of funders and research areas in which we have won grants over the period, and the large scale of many cross-UOA projects in which PPR staff are involved (figures refer to awarded values, with Lancaster share indicated for cross-institutional awards):

Project	Funder	Staff member	Scope	Income
CREST	UK Intelligence Communities/ ESRC	CI and Co-Director <u>Knott</u>	National hub for understanding, countering and mitigating security threats	£11.8m
Security Lancaster	EPSRC	Associate Director <u>Lacy</u>	Cross-disciplinary institute in Security and Protection Science	£2.79m
Institute for Social Futures	Leverhulme	Co-Director <u>Woodhead</u>	Cross-disciplinary doctoral training centre on Material Social Futures	£1.5m
CASS T: Corpus Approaches to Social Science	ESRC	CIs <u>Germond</u> , <u>Ram-Prasad</u>	Bringing corpus approach in linguistics to social science issues	£798k
Reproductive Donation: Donation and Transfer of Human Reproductive Materials	Wellcome Senior Investigator Award in Ethics and Society	Lancaster PI <u>Wilkinson</u>	Law, policy, and ethics of the donation and transfer of human reproductive materials	Lancaster share £600k, total £1m
I.Family - Determinants of Eating Behaviour in European Children, Adolescents and their Parents	EU-FP7	Lancaster PI <u>G. Williams</u>	Why young people in Europe eat as they do and its health effects	Lancaster share EU €580k, total €9m
SEPAD: Sectarianism, Proxies and De-Sectarianisation	Carnegie Corporation	PI <u>Mabon</u>	Sectarian difference in the Middle East and beyond	\$700k
iGen: What Matters to Millennials	Knight Foundation	Lancaster CI <u>Woodhead</u>	Concerns and identities of the post-internet generation	£400k

Other significant projects include:

- 'Iconic Religion: How Imaginaries of Religious Encounter Structure Urban Space', HERA Cultural Encounters Programme, CI Knott, Lancaster share €247k;
- 'In Dialogue with the Mahabharata', AHRC, CIs Black and Ram-Prasad, c.£112k;

Unit-level environment template (REF5b)

- 'Re/presenting Islam on Campus', AHRC/ESRC, CI Naguib, Lancaster share c.£45k.
- Several staff have also secured highly competitive individual research grants, detailed in **Sec. 4**.

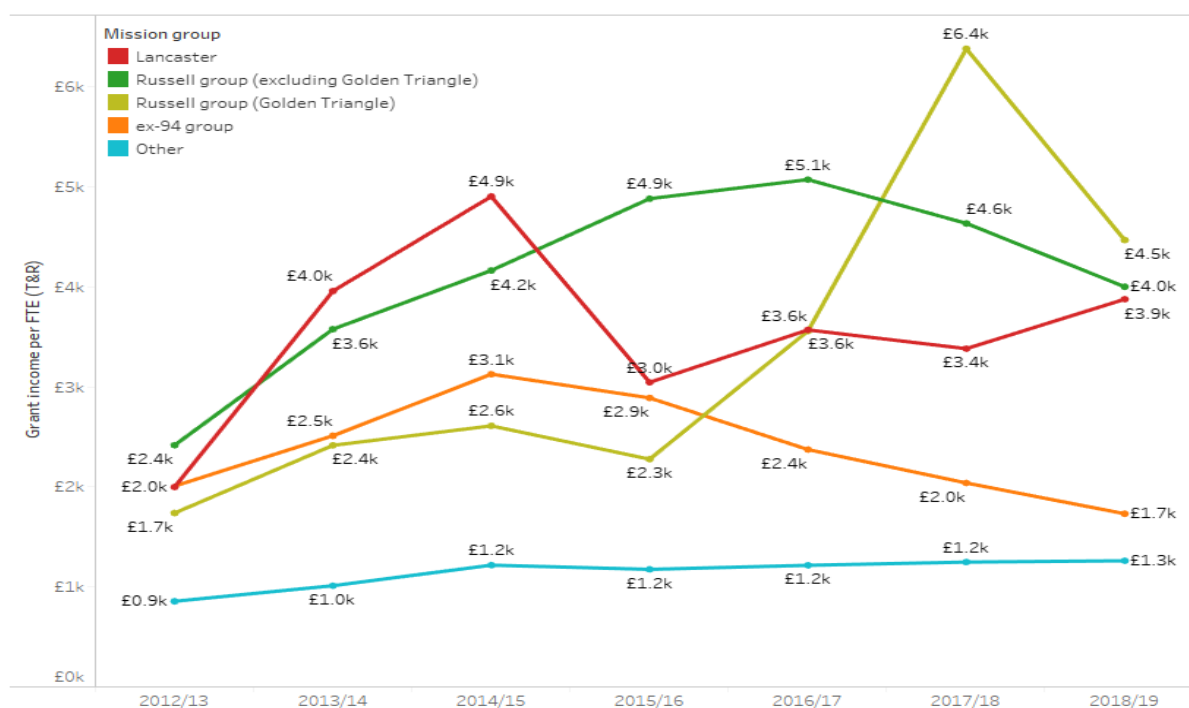
Altogether, the above projects have funded 15 RAs during the period: 2 in Politics and Religion, funded by CREST; 1 in Sociology of Religion, funded by Iconic Religion; 8 in Bioethics, 7 funded by Reproductive Donation and 1 by Wellcome; and 1 in Human Values, funded by iGen.

Figures 1 and 2 are indicative of our overall success in securing funding, showing how our levels of (1) ESRC and (2) charitable funding, across all our disciplines, compare favourably to those across the sector.

Figure 1:

Research grant income (£000) per academic fte (T&R) for Lancaster HESA cost centres associated with Lancaster's submission to UoA: Theology and Religious Studies - (128) Politics & international studies, (141) Philosophy, (142) Theology & religious studies

Funding category: Research councils
Fundors: ESRC

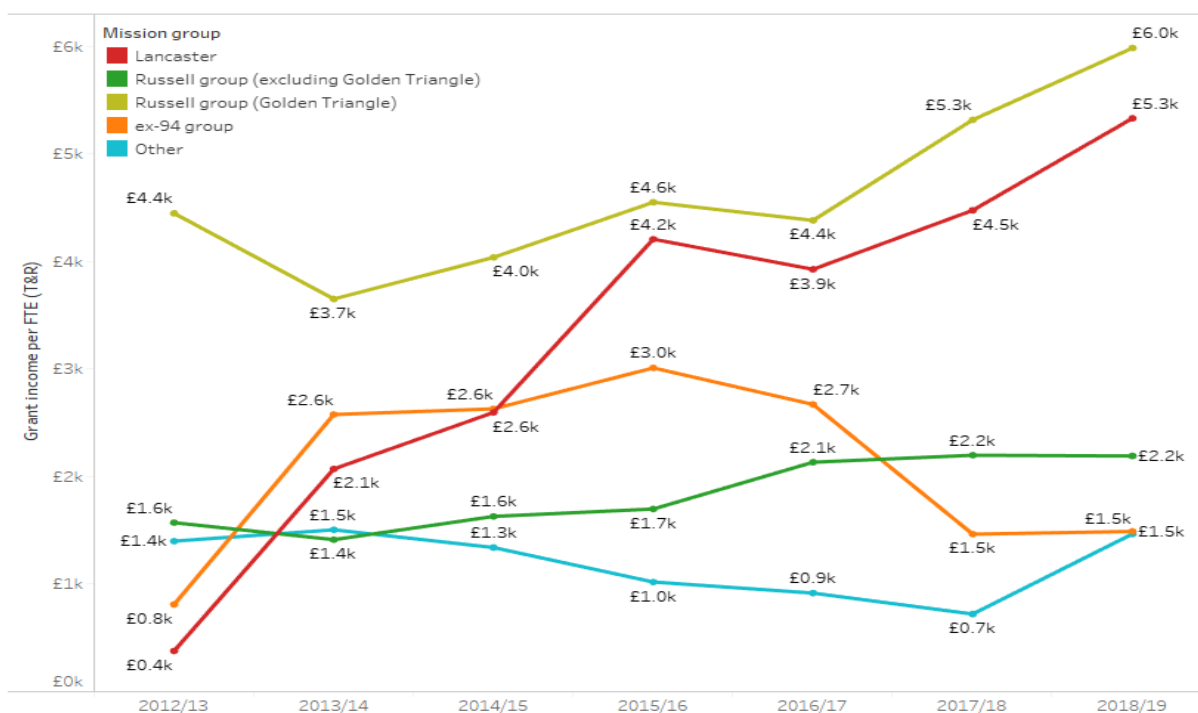


Unit-level environment template (REF5b)**Figure 2:**

Research grant income (£000) per academic fte (T&R) for Lancaster HESA cost centres associated with Lancaster's submission to UoA: Theology and Religious Studies - (128) Politics & international studies, (141) Philosophy, (142) Theology & religious studies

Funding category: UK charities

Funders: All

**Infrastructure**

PPR's areas of research and impact, and the interdisciplinary research structures that PPR contains and contributes to, were explained in **Sec. 1**. All have received significant investment, especially in staffing and appointments.

Regarding funding, all staff have a Personal Research Allowance of £1k annually, which is complemented by several competitive Faculty research funds:

- the Research fund: up to £2.5k per person annually for: conference travel or organisation; specialist research assistance; impact activities; research equipment;
- the Strategic Internationalisation fund: £4k annually for activities fostering research links with other universities;
- the Conference Travel Fund, which prioritises ECRs.

FASS's 4-member research development team offers comprehensive research support, identifying funding opportunities, supporting proposal development, and giving post-award support and training.

The RDF (Research & Development Fund), administered by the RDC, provides seedcorn and small research grant funding. Its annual budget has ranged from £3-8k over the period: for example, in 2015-16, £7,790 was awarded to 11 successful applications. Since 2014, projects funded have included a PGR-run workshop 'Philosophy and Psychopathy' and a musicology research assistant for Stone's Value of Popular Music. Overall, the RDF prioritises interdisciplinarity, potential for future grant applications, ECR career development, and contribution to research culture.

Much of our research infrastructure consists of events: weekly visiting speakers (rolling budget: c.£10k, from ESRC and AHRC); regular staff and PGR work-in-progress sessions; the Royal Institute of Philosophy branch (budget: £3k annually; recent workshops have included 'Work in Utopia', 'J. S. Mill', and 'Phenomenology and Mental Disorder'); plus over **30** additional conferences at Lancaster in the period.

Unit-level environment template (REF5b)

The interdisciplinary structures located in or across PPR also host events, e.g., the Richardson Institute's monthly seminars and regular film screenings, the Institute for Social Futures' 'Global Futures' public lectures (with audiences as large as 500).

Furthermore, staff: participate in Faculty- and University-wide clusters (e.g., the Migrancy Research Group, co-director Follis); contribute to joint initiatives (e.g., a 2019 roundtable with Prof. Terry Eagleton on Forgiveness); and collaborate with, *inter alia*, Law via Reproductive Donation, Software Engineering via Security Lancaster, and Linguistics via Corpus Approaches to Social Sciences.

Another area of our scholarly infrastructure is our critical mass of language skills – including, besides French and German, modern and classical Arabic, Japanese, Mandarin, and Sanskrit.

Since 2013, 18 visiting academics have enriched our research infrastructure, including:

- Ms. Zuzana Spicova (Charles University, Prague), author of articles on the Mahabharata;
- Prof. Sana' Sargali (Professor of Constitutional Law, An-Najah University, Palestine);
- Dr Marcus Moberg (Abo Akademi/Turku), author of *Church, Market, and Media* (2017);
- Prof. Daniel DeNicola (Gettysburg College), whose *Understanding Ignorance* (2017) was largely written at Lancaster;
- Dr. Stefania Palmisano (Torino), author of *Exploring New Monastic Communities* (2015);
- Prof. Alison Scott-Baumann (Professor of Society and Belief, SOAS).

Infrastructure supporting impact at the University level is detailed in the institutional-level statement. In 2019, the University won an ESRC Impact Accelerator Account (c. £1m, 2019-23), to which PPR staff have applied (e.g., £15k to Wilkinson and N. Williams on uterus transplantation; £15k to Marsden for a project designing online tools for global change).

At Faculty level, Impact and Knowledge Exchange grants have funded £45k of PPR projects since 2013, including Jeremiah's projects on Christianity and Citizenship in India and Christian-Muslim encounters. Post-2014, FASS has appointed an Impact Development Manager, Impact Support Officer and Engagement and Partnership Manager, who have given PPR academics expert advice and helped us build, capture, track and monitor our impact, as do the FASS and University press teams.

At departmental level, our infrastructure supporting impact – in strategy, funding, staffing, and organisation – was detailed in **Sec. 1**.

Estates and facilities

The UOA employs 8 support staff, one an IT specialist; 6 of these staff support research as part of their duties. All staff have individual offices and up-to-date networked IT equipment. Information Systems Services includes a Faculty IT team who provide round-the-clock support and help with PPR projects such as distance learning PGT programmes.

Lancaster University Library holds 68,520 items in PPR, including 24,957 in religion, plus 4,272 e-books. 1,732 e-journal subscriptions pertain to PPR (a 20% increase since 2013) as are two specialist collections, the Quaker and Socialist collections. 555 of those e-journals are open access. Besides all major databases and journal collections the library subscribes to several specific collections relevant to PPR, e.g., China Academic and Equinox journals.

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

PPR supports many forms of **research collaboration** on religion and belief in relation to political conflicts and ethical debates. The many funded projects based in the department, e.g., 'Iconic Religion', 'In Dialogue with the Mahabharata', and I.Family, are hubs of such collaboration. The funding secured for these projects reflects our supportive environment in terms of, e.g., seed-corn funding, peer support for grant bids, etc.

Staff play leading roles in research networks: for example, Black is Secretary of the Spalding Symposium on Indian Religions, Kawanami is Secretary of the UK Association for Buddhist Studies, organising its annual conferences, Knott is President of the European Association for the Study of Religion (2020-22), and Naguib co-chairs the British Association for Islamic Studies.

Unit-level environment template (REF5b)

Staff have organised at least **30** conferences at Lancaster and **38** more conferences elsewhere since 2014, some overseas – in Canada, China, Germany, India, Italy, Myanmar, and the U.S. Topics have ranged from ‘The Dialogical Indian’ to ‘The Ethics and Regulation of Uterus Transplantation’ to ‘The Belt and Road Initiative’. PPR staff co-established the annual International Conference on Cultural Political Economy (2015-); the inaugural conference at Lancaster drew 90 participants from 20 countries with 69 papers.

Staff have developed **relationships with key research beneficiaries:**

(1) Many staff serve as **advisors and consultants** to user organisations and individuals, e.g.: Chubb has advised the Brookings Institute, U.S. Naval War College, and the China Matters Sydney-based think tank on China’s maritime policy; Clark was a consultant for the Chartered Institute of Personnel and Development, authoring their report on Ethical Decision-Making; Follis was consulted for the Council of Europe 2014 report on ‘The “Left-to-Die” Boat’, and her EC-funded study of gendered trafficking, presented to the European Parliament in 2016, led to the EU Asylum, Migration and Integration Fund commissioning more support for trafficking victims; Knott is Chair of Governors of INFORM; Germond’s and Lacy’s white paper on maritime cyber-security remains an authoritative resource for those responsible for the Navy’s future; Manson is on the UK Biobank Ethics Advisory Committee and was on the Medical Research Council’s Ethics, Regulation and Public Involvement Committee); Naguib advises the Oxfam Islamic Charitable Board, Ram-Prasad was advisor to the Archbishop of Canterbury, and Woodhead advised the Special Assistant to President Obama.

(2) We **embed engagement with users into research projects:** For example, the project ‘Sectarianism, Proxies and De-Sectarianisation’ (SEPAD) included the following pathways to impact: events at the Work Foundation and Houses of Parliament; an interactive website with podcasts, hosting regular exchanges with journalists; direct engagement with UK politicians through an elite roundtable, a report launch in parliament, and a private workshop, plus speeches at the UN and European Parliament. As a result, SEPAD met its target of engaging at least 60 international policymakers.

(3) This **engagement feeds back into our research:** e.g., Clark’s co-operation with the Royal British Legion has informed his research on well-being and military veterans; Consterdine’s fellowship for the Institute for Employment Studies, and work on projects for the DfEE, DWP, and Metropolitan Police, has fed into her research on immigration; and M. Johnson’s co-operation with the Murri Mura Aboriginal Australian community organization has informed his research into deprivation which, reciprocally, has fed back into impact, as his three related British Academy-funded knowledge exchange workshops led to the creation of an art and materials centre in Ashington, UK, enhanced service provision for disabled people in Westfjords, Iceland, and a services guide for Irish Traveller communities.

(4) We regularly **co-organise user events and workshops**, such as the London conference ‘Implementing an Opt-Out Organ Donation Policy in England: Philosophical and Policy Questions’, which united academics, NGO representatives, and such policy makers as the Director of Ethics at the Department of Health. Other examples are the Faith Debates and CREST’s stakeholder workshops and conferences – for one, a joint academic/practitioner workshop with the Swedish Prison and Probation service on countering violent extremism amongst prisoners.

(5) All staff undertake **public engagement:** key examples include: annual events run through PPR’s Royal Institute of Philosophy branch; the department’s Politics/IR Outreach programme, including schools modules on Prevent and Widening Participation; Naguib’s regular participation in Islamic Studies and Islam in Europe summer schools in Turkey and Bosnia.

As also detailed in **Sec. 1**, through our collaborations, staff are making the following **wider contributions to society** in the UK and beyond:

Unit-level environment template (REF5b)**(I) Improving religious education in the UK and overseas:**

Besides our UK-focused work as illustrated in our case studies, overseas the Sakyadhita Thilashin Sathin-daik Buddhist nunnery school co-founded by [Kawanami](#) in 1998 remains the foremost institution in Myanmar for educating Buddhist nuns. In 2016, [Kawanami](#) co-organised the first national conference for Myanmar nuns, attended by 300 delegates plus government officials such as Myanmar's Minister of Religious Affairs.

(II) Enhancing public understanding of religion:

To give just two examples, [Naguib](#) spoke on women in Islam on *Women's Hour*, on Moses on BBC R4, and was consulted for the much-viewed BBC1 documentary 'Islam, Women and Me'; within the Iconic Religion project, [Knott](#) co-organised the travelling public exhibition 'The Urban Sacred' shown in Bochum, Berlin, London, and Amsterdam (2016) and [digitally](#), with accompanying workshops involving local faith community members and civil society organisations. This contributed to cultural enhancement and generated guides on local iconic landmarks for religion schoolteachers.

(III) Furthering peace processes:

The Richardson Institute internship programme, founded in 2012, enables c. 50 undergraduates annually, mainly from PPR, to research peace and conflict issues with partner organisations including Theos, [International Alert](#), and [Radicalisation Research](#). Some interns produce reports with these partners, e.g., on Daesh in Africa and the Middle East. Relevant public-facing events include Annual Peace Lectures, workshops (e.g., on Radicalisation in the Middle East), and film screenings.

(IV) Influencing policy on the Middle East:

For example [Mabon's](#) extensive work engaging with parliamentarians (Commons and Lords) and senior policy-makers from the Foreign and Commonwealth Office (FCO) and MOD; he was Academic Advisor on a report by the House of Lords International Relations Committee, 'The Middle East: Time for a New Realism?', which was debated in Parliament; he undertook research with the Foreign Policy Centre; and he presented at All Party Human Rights Group discussions on human rights in Saudi Arabia and Bahrain and at the Labour Party's 2016 conference.

(V) Enhancing public discussion of politics and religion:

PPR academics undertake extensive media work. [Garnett](#) has made over 150 media contributions to, e.g., BBC2, BBC4, BBC News 24, Sky News, CNN, and ABC. [R. Johnson](#) has given 88 media interviews; his Brexit research was circulated to all MPs, several of whom used it to help shape party policy on Brexit. [Mabon's](#) 236 media interviews have reached over 70m people – the highest media profile of any FASS staff member. [Misra](#) has appeared 40+ times on, e.g., France 24, CNBC Arabia, Newsweek, and First Post, and [Naguib](#) has been interviewed on women-led mosques on BBC News, the Guardian, and 15 BBC Radio stations. Collectively, PPR staff members' *Conversation* pieces have reached just over **2 million** readers.

(VI) Improving health care provision:

An example is I.Family, and its predecessor project IDEFICS: the largest child cohort study of obesity across Europe, which established reference values for various markers of children's health and development. Project conferences were attended by EU officials and members of national governments, with press releases covered in many national media, e.g., *Spiegel*, *Zeit*, *Süddeutsche Zeitung*, *Der Standaard* (reach c.100k).

Interdisciplinarity: Since our core research agenda is interdisciplinary, all the department's research infrastructure, support, and provision foster interdisciplinary research. This includes cross-disciplinary appointments (e.g., [Marsden's](#) appointment in Radicalisation and Protest in a Digital Age), the integrated seminar programme, the make-up of the Research and Development Committee, and the integration of PGRs from PPR's several disciplines. Exemplars of our interdisciplinary research include CREST, Reproductive Donation, iGen, and I.Family, plus academic direction of the Institute for Social Futures and Lancaster University China Centre.

Unit-level environment template (REF5b)

PPR's **responsiveness** to national research and impact priorities is indicated, for example, by: SEPAD's work addressing sectarian identities in the Middle East; Consterdine's talks and presentations on immigration policy to, amongst others, the Fabian Society, European Parliament, and European Commission; and Woodhead's policy work advocating reform of Religious Studies teaching.

The following indicates staff members' **influence on and recognition by the broader research community** across religion, values, and politics; this also shows how the unit is contributing to the sustainability of its component disciplines: (Co-operative and collaborative arrangements for PGR training were in **Sec. 2.**)

Many staff perform significant **editorial roles**.

They edit book series: *Dialogue in South Asian Traditions* (Routledge; co-ed. Black and Ram-Prasad); *Routledge Studies in Conflict, Security and Technology* (Lacy); *Bloomsbury Studies in Religion and Popular Music and Studies in Popular Music* (Equinox; Partridge); *Bloomsbury Research Handbooks in Asian Philosophy* (co-ed. Ram-Prasad); *Breaking Feminist Waves* (19 vols., Palgrave; co-ed. Stone); and the AHRC/ESRC *Religion and Society* series (22 vols., Ashgate; co-ed. Woodhead).

Some staff have carried out editorial projects such as editing the *Bloomsbury Handbook of Religion and Popular Music* and *The Occult World* (Partridge), serving as General Editor on Mysticism and Spirituality for the *Oxford Research Encyclopedia for Religion* (Ram-Prasad) and Associate Editor of the *Encyclopaedia of the Qur'ān* (Naguib), co-editing the *Routledge Companion to Feminist Philosophy*, a special issue of the *British Journal for the History of Philosophy* and a forthcoming *Oxford Handbook on Women in Nineteenth-Century Philosophy* (Stone), and co-editing two special issues of *Bioethics* (Wilkinson).

Several staff have edited or co-edited journals, e.g., *Global Discourse* (M. Johnson), *American Journal of Islam and Society* (Naguib), and the *Hegel Bulletin* and *Hypatia: A Journal of Feminist Philosophy* – the best-known feminist philosophy journal, internationally (Stone).

Staff serve on numerous journal editorial boards including those of *Religion*, *Religions of South Asia*, *Religions*, *Religion State and Society*, *Public Sociology*, *Journal of Sociology*, *Open Theology*, *Religion and Gender*, *South Asian Diaspora*, *Journal of South Asia*, *Religion Compass*, *Fieldwork in Religion*, *Quaker Studies*, and the *Journal of Contemporary Religion*.

PPR staff sit on many **national and international advisory boards**. For select examples:

Kawanami is on the doctrinal commission at the Centre for Buddhist Studies, Ghent, and the board of the Khyentse Buddhist Foundation; Knott has advised the Danish Research Council on the Critical Analysis of Religious Diversity Network, the Norwegian Research Council on Cultural Conflict 2.0: Religion, Media and Locality, and the UKRI Connected Communities programme; Naguib is on the committee of the British Board of Scholars and Imams, a national initiative to unite Islamic scholars across alignments; Ram-Prasad advised on an Equality and Human Rights Commission project on Caste in the United Kingdom and on the Working Papers of the India-China Centre at the New School, NY; and Woodhead's many advisory roles have included roles for the Pew-Templeton Global Religious Futures Project and the NWO Research Council 'Religion in Society' Programme, besides others in Oslo, Uppsala, and Ottawa.

All PPR staff are involved with external **research evaluation**. For example: Knott has advised the University of Göttingen research cluster on 'The Making and Unmaking of the Religious', undertaken a research review of the Centre for Religious Studies at the University of Groningen, and is on the National Stakeholder Group of Horizon 2020 'Dialogue about Radicalization and Equality'; Marsden is on the steering committee of the European Consortium for Political Research and the Standing Group on Political Violence; Partridge is on the Strategic Review Group of Woodbrooke Quaker Study Centre, Birmingham; Ram-Prasad is on the Academic Advisory Council of the Oxford Centre for Hindu Studies, is a founding Fellow of the Lokahi Foundation, and is on the Distinguished Academic Board of the Dharma Association of North America; Woodhead is on the boards of the Religion and Politics National Cluster of Excellence at the University of Münster, the Centre for the Advanced Study of Religion in Oslo, and the U.S. Religion News

Unit-level environment template (REF5b)

Service; she was a delegate, chair and speaker at the WEF in Davos, 2013, and is on the Global Advisory Council on Faith.

We recognise that **peer review and evaluation** sustain scholarly infrastructure. Accordingly, staff have reviewed collectively for over 300 journals and for presses such as Oxford and Cambridge University Press, Palgrave Macmillan, Routledge, I.B. Tauris, Blackwell, Ashgate, Chicago University Press, etc. **Research councils** and funding bodies for which staff have evaluated include the British Council, European Research Council, European Science Foundation, Canadian Research Council, Icelandic Research Fund, Irish Research Council, National Science Centre in Poland, Deutsche Akademische Austausch Dienst, Australian Research Council, Academy of Finland, Institut D'Études Avancées de Paris, and the Volkswagen Stiftung. This supplements evaluative roles across many AHRC and ESRC funding schemes, including the Royal Society.

Several staff have held prestigious **funded fellowships**: Cooper, a £92k British Academy Mid-Career Fellowship 'Evaluating the DSM', yielding a monograph and 3 journal articles; Knott, a £473k UKRI Global Uncertainties Leadership Fellowship on 'The Role of Ideology, Belief and Commitment in Motivations, Justifications and Catalysts for Action'; Stone, a £68k Leverhulme Major Research Fellowship 'Birth and Philosophy', yielding the monograph *Being Born* (OUP 2019). Since 2012, the UOA has hosted two British Academy Postdoctoral Fellows (Chubb, M. Johnson), a Leverhulme Early Career Fellow (N. Williams), a Security Lancaster Fellow (Follis), and a Wellcome Trust Post-Doctoral Research Fellow (Fellowes).

Other staff have held **visiting fellowships**, e.g., at the LSE Middle East Centre, Women in International Security (Washington DC), and Kroc Institute (Notre Dame) (Aldoughli); Beijing Foreign Studies University and Minzu University Beijing (Kawanami); and the Stanford Center for Advanced Study in Social and Behavioral Sciences (Woodhead); plus **visiting professorships**: e.g., at the Department for the Study of Religion, University of Toronto (Kawanami); at Ruhr-Universität Bochum (G. Williams); and at the Max Planck Institute for the History of Science in Berlin, the University of Münster, and the Dept. of Religious Studies at Stanford University (Woodhead, who also holds an Honorary Research Fellowship in Education at Oxford).

Keynotes: Staff have given more than **120** keynote lectures in the UK and countries including Australia, Austria, Bulgaria, Brazil, Canada, China, Denmark, Eire, Finland, France, Germany, India, Iran, Israel, Italy, Japan, the Netherlands, Spain, Sweden, and the U.S. Examples include keynote addresses to the Association for Sociology of Religion (U.S.), European Association for the Study of Religion, Mind-Life Contemplative Conference (U.S.), Religious Diversity conference (Delhi), two-week Vienna summer school in Philosophy and Psychiatry, and two plenary addresses to Joint Sessions of the Aristotelian Society and Mind Association (the main UK annual philosophy conference). Stone's work was the subject of an international philosophy conference in Padua, Italy.

Public lectures: Staff have given over **150** public talks and lectures at regional, national, and international venues including the Battle of Ideas (Barbican), ICA, Cambridge Festival of Ideas, Hay-on-Wye festival, the inaugural Critical Religion Group lecture (Stirling), the inaugural Birkbeck Women in Philosophy lecture, the Cadbury lectures (Birmingham), the Hans Blumenberg lecture (Münster), Garfield lecture (Stanford), Croall and Gunning lectures (Edinburgh).

Amongst **distinctions and prizes** won by our staff: M. Johnson received a Rising Star Engagement Award from the British Academy; Knott received an honorary doctorate from the University of Helsinki; Ram-Prasad was elected a Fellow of the British Academy and his *Divine Self, Human Self* won the Best Book award 2011-15 from the Society for Hindu Christian Studies; Stone's *The Value of Popular Music* won an Outstanding Publication Award from the Society for Music Theory; and Woodhead received honorary doctorates from Agder University Norway, the MF Norwegian School of Theology, and University of Zurich, and an MBE for services to higher education in 2013.