

Institution: Canterbury Christ Church University (CCCU)
Unit of Assessment: 28. History
<p>1. Unit context and structure, research and impact strategy</p> <p>The Unit has a clearly defined strategy supporting growth in research capacity and fostering a culture of research, generating high-quality outputs, grant income, and strong impact beyond academia. Since 2014, Research and Enterprise Support Funds (RESF) funds (our combined QR and HEIF fund, see REF5a: 4.2) have been used to support research and impact generation activities via staffing, professional development activities, research expenses, targeted study leave and teaching remission, PGR support and development, pilot projects and pump-priming of funding bids. This has led to growth in external grant income and PGR recruitment and completions since 2014, the publication of a suite of high-quality outputs, and generation of significant impact. The Unit comprises 3 Professors, 1 Reader, 1 Principal Lecturer, 8 Senior Lecturers, 2 Lecturers and 1 Principal Research Fellow encompassing research in: History; Archaeology; and American Studies. The Unit is located within the School of Humanities (established in 2015), and research activity is supported by a School-wide Research, Knowledge Exchange and Postgraduate Studies Committee. The creation of the School, the co-location of subject teams in newly-renovated facilities, and the opening of new facilities in the £12M Daphne Oram Building (see REF5a:4.2) have facilitated the open sharing of research approaches, interests and contacts, and assisted in the development of shared research outputs and projects. The Unit's areas of research encompass: medieval and early modern studies; archaeology; twentieth-century history and conflict (including race relations in North America); and regional histories, identities and communities. The Unit has a long and established track record of working with non-academic audiences and users, and its research has proven valuable to charities, civic and community groups, government institutions, history and archaeological societies, local tourism providers, museums and heritage organisations, the media, schools, the general public, policy-makers and politicians, in local, national and international settings.</p> <p>The Unit has built on its achievements since REF 2014 by: growing Archaeology; supporting and enhancing grant applications and producing a greater number of high-quality research outputs through targeted support and rigorous peer review; developing research networks; increasing its numbers of research students; and enabling impact via its proactive engagement with a diverse range of non-academic beneficiaries. The success of these strategies is demonstrated through the successful delivery of key projects and a 73% increase in external research grant income from £270,125 in REF 2014 to £468,206 in REF 2021. Staff within the Unit actively support a culture of research integrity. It adheres closely to the University's Research Governance and Ethics Framework, which ensures that academic research by staff and students is carried out according to appropriate ethical, legal and professional standards. Hicks serves as the Unit's representative on the Faculty Research Ethics Committee, and the School of Humanities' Research, Knowledge Exchange and Postgraduate Studies Committee maintains a watching brief over the conduct of academic research at subject level.</p> <p>In the Unit's submission for REF 2014, the following strategic priorities were identified, building on those from RAE 2008: (1) supporting all staff to have significant responsibility for independent research (SRIR); (2) successfully increasing collaboration in funded research; (3) the strategic use of research leave and remission from teaching; (4) support and development of early career researchers; (5) development of digital online research resources; (6) the development of new</p>

research centres; and (7) development of a legacy project for research already undertaken at Folkestone.

The Unit has achieved these strategic aims in the following ways:

(1) All academic staff within the Unit have significant responsibility for independent research and have been submitted to this REF. RESF funds and grant income are used to support research activities. Professors and Readers actively mentor Senior Lecturers, Lecturers and Research Fellows, supporting them in developing new research projects and initiatives, in bidding for external research funding, and sponsoring them in gaining external recognition for their research and for public engagement activities. The introduction of annual research interviews for all members of academic staff in 2015, at which research plans, external engagement activities and opportunities for local, national and international partnerships are discussed, has enhanced the research and impact focus of the Unit and provides opportunities for formal mentoring. Senior members of staff, for example, have sponsored colleagues for external academic fellowships, enabling Hicks, Hitchcock and Prince to secure election as Fellows of the Royal Historical Society since 2014, whilst Hicks supported Seaman in the development of his successful British Academy-funded small grant.

(2) The Unit has benefited from increasing its collaboration in funded research, knowledge exchange, and community engagement projects. The number and quality of grant applications have grown leading to successful bids, including: Hardy and Williams's HLF-funded *Finding Eanswythe* (2017-20); Seaman's AHRC-funded *Manifestations of Empire: Paleoenvironmental Analysis and the End of Roman Britain* (2017-19); and his British Academy/Leverhulme-funded *Reconstructing a Welsh Medieval Landscape* (2014-16); Hennessey's British Academy/Leverhulme-funded survey of the Ulster Unionist Party (2015-16); and Williams's AHRC-funded *Shifting Sands: Kentish Coastal Heritage and Communities in Transition* (2020-24).

(3) The Unit continued to operate a sabbatical scheme and deployed strategic remission from teaching to facilitate periods of intensive research activity. The use of study leave has led to a high number of significant works, evidenced by the number of publications in REF2 that are double weighted, and the development of project funding applications, including Williams's participation in the British Museum-funded *Amara West* project.

(4) The Unit has continued to invest in its future capacity through the strategic recruitment and support of ECRs via the appointments of seven new lecturers that have expanded and enforced areas of research excellence within the Unit: Rohl (1FTE, 2014; Roman history and archaeology); Ingate (0.5FTE, 2019; replacing Rohl after he transferred to another HEI); Williams (1FTE, 2016; medieval archaeology and Osteoarchaeology); Goodrum (1FTE, 2014, twentieth-century cultural historian); Watts (1FTE, 2016, twentieth-century conflict historian); Legal-Miller (1FTE, 2017, American History and Culture); and Budgen (1FTE, 2019 twentieth-century historian).

(5) The Unit contributed to the creation of major digital, open-access online resources via its provision of content for the AHRC-funded *Magna Carta Project*, which provided the first clause-by-clause commentary of Magna Carta for more than a century, and Seaman's British Academy-funded *Reconstructing a Welsh Medieval Landscape* dataset.

(6) The Unit established a new centre for research and impact generation. The Centre for Kent History and Heritage (CKHH) was established in 2014 to enhance the Unit's research concentration on regional histories, identities and communities, and to facilitate public history

partnerships and projects. This strategy was supported by the appointment of Sweetinburgh (0.5 FTE; an internationally recognised authority on the history and heritage of medieval Kent) in 2016 as a Principal Research Fellow and Dr Paul Bennett (Director of Canterbury Archaeological Trust) as Visiting Professor. These appointments have enhanced the Unit's engagement with 'locality' and its 'embeddedness in the local community' for which it was commended in REF 2014 (see also REF5a:2.2). The Centre has provided a major mechanism for enabling and achieving impact by the Unit. Since 2016, the Centre has also hosted 26 public lectures, 4 study days, 7 workshops, 3 exhibitions, and 13 conferences in partnership with 19 national, regional and local organisations, including the Canterbury Archaeological Trust, the Canterbury Business Improvement District, English Heritage, the Turner Contemporary in Margate, and the University of Kent. The Centre has also established a postgraduate seminar, a series of postgraduate master-classes held at Canterbury Cathedral Archives and Library, and a postgraduate prize fund as a means of fostering research into Kent's regional history, heritage, archaeology and geography. It has become a major hub for research, and a conduit for the creation of multidisciplinary projects, including *Richborough Gateways* (RESF-funded with involvement from English Heritage and interdisciplinary collaborations between colleagues from History, Archaeology, English Literature and Creative Writing) and the HLF-funded *Finding Eanswythe*.

(7) The Unit successfully secured a legacy project for the HLF-funded *A Town Unearthed: Folkestone before 1500*, documented in REF 2014. Hardy and Williams secured funding of £114,127 from the HLF and other organisations for *Finding Eanswythe: The Life and Afterlife of an Anglo-Saxon Saint (2017-2020)*, a multidisciplinary research and community engagement project.

(8) The Unit successfully fosters interdisciplinary research. Strategic use of RESF funding to support staff with research interests intersect with different disciplines: Hicks initiated a series of annual international panels at the International Medieval Congress on literary, environmental and historical landscapes and seascapes involving archaeologists, English Literature specialists, creative writers, and geographers. RESF funding has also facilitated Prince's role as co-convenor of the University of London's Irish Studies Seminar. This has been central to developing a 'Dealing with the Past consortium', a network of historians and social scientists to deliver projects promised by the Stormont House Agreement and reaffirmed in New Decade, New Approach in January 2020. Interdisciplinary work on Northern Ireland political parties will continue with a project on the cross-community Alliance Party. CKHH has strong local links (such as the Kent Archaeological Society, Canterbury Archaeological Trust, Canterbury Historical and Archaeological Society), with particular strengths in Medieval and Early Modern research. Managed by Co-Directors from History and English, it provides a further mechanism to bring together researchers from across the School. Additionally, collaborative funded projects such as *Finding Eanswythe* saw Hardy and Williams working with colleagues from English Literature, the School of Psychology and Life Sciences, and the School of Creative Arts and Industries.

(9) The Unit continues to progress towards an open access research environment. All academic staff and research students use Research Space, CCCU's institutional repository (see REF5a:2.3). Moreover, the Unit sought to go beyond minimal requirements and members, including Seaman, Williams and Hardy, have published outputs in 'Gold' open access venues. Major open access datasets, such as Seaman's British Academy/Leverhulme-funded *Reconstructing a Welsh Medieval Landscape* (hosted by the Archaeological Data Service) and Wilkinson's *Magna Carta Project* have also been made freely-available online.

2020-25: Future Strategy

Building on achievements in this census period, we will further develop expertise in medieval, early modern studies and prehistoric archaeology, whilst also developing School research priorities focused on sustainability and marginalised communities. The Unit will enhance the professional development opportunities offered to early and mid-career researchers in formulating collaborative research projects and funding applications. Working in collaboration with the University's support infrastructures (see REF5a) the Unit will develop new opportunities for external postgraduate funding, collaboration in research grants, and enhancing external collaborative arrangements for research student training. We will also capitalise on significant infrastructure developments on the Canterbury campus, including state-of-the-art facilities in the Daphne Oram building (opened 2019) and the specialist STEM building (opened 2021) with an investment of £77M for both (see REF5a:4.2) to expand and enhance research capacity and impact activities.

Approach to Impact

The Unit's main strategic foci for impact have been education; heritage interpretation, engagement and understanding; and provision of historical perspectives to inform contemporary policy. This has primarily been achieved by the development and maintenance of strong partnerships and networks, a commitment to community engagement, and externally funded projects with a clear impact agenda.

Schools and education

Impact in this area has been facilitated by Eales serving as a Trustee and Council Member of the Historical Association (HA) from 2014 to 2020, and as its President from May 2011 to May 2014. Hicks and Wilkinson published essays in the HA's secondary education volume *Exploring and Teaching Medieval History* (2018), which was distributed to all secondary schools in England. As part of the impact programme for the AHRC funded *The Magna Carta Project*, Wilkinson worked with the HA's national education officer, Melanie Jones, to develop resources for Key Stage 2. This experience paved the way for Wilkinson's Key Stage 3 resources on Magna Carta, produced in collaboration with CCCU's Outreach Team, of which 2,000 copies (pre-order of 1600) were distributed to 45 Kent schools. During 2019, Wilkinson's research was also utilised for a series of workshops with Kent schools by the CKHH (REF3: ICS28.01). Members of the Unit also regularly address school audiences across the UK. For example, Eales, Ruane and Wilkinson have all addressed teachers at the national HA Annual Conference and Ruane has been involved with the national Churchill Archives for Schools Project. Sibbesson developed a Key Stage 2 educational resource on the Stone Age in response to inquiries for support from teachers, following changes to the National Curriculum in 2014. The freely available resource has been downloaded over 1000 times and its use was commended in the Ofsted report for one of its early adopters. As part of *Finding Eanswythe* (see below) nearly 500 local school children between the ages of 7-11, participated in project workshops combining story-telling, object handling and drama to bring a greater understanding of the history and heritage of their town.

Heritage interpretation, engagement and understanding

The Heritage Lottery funded *Finding Eanswythe* (Hardy/Williams) was a community-based project which investigated the history and heritage associated with St Eanswythe, an Anglo Saxon Princess and patron saint of Folkestone. Here, the local community worked in collaboration with academics, heritage professionals and other specialists, to ensure the nationally important heritage associated with Eanswythe was better understood, interpreted and cared for. A key aim was to increase understanding and awareness of Folkestone's significant, but largely overlooked, early heritage. Embedded in the project was a significant public engagement programme;

ultimately reaching in excess of 3,500 individuals through over 80 activities and projects including workshops, large public events, talks, walks and excavations. A special focus was placed on young people to promote their understanding of their heritage environment, including substantial engagement with local schools and a 'Young Curators' project. *People Before Us* (a strand of *Finding Eanswythe*) not only facilitated community engagement with heritage, but also demonstrated the health and well-being benefits of slow paced and accessible heritage projects for participants. A graveyard survey, over 15 days, attracted formal and informal participants including: military veterans, students, members from ARRCC (a local wellbeing charity), Kent Refugee Action Network, Porchlight (a Kent charity for the homeless and vulnerable), and many local residents. This emphasis on community engagement with local heritage is also reflected in work with the City of Canterbury's Medieval Pageant (Wilkinson – REF 3: ICS28.01) and the extensive programme of public engagement activities of the Centre for Kent History and Heritage.

Policy impact

The Unit enabled impact nationally and internationally via Hennessey and Prince's roles in advising and influencing policy makers in Northern Ireland (REF3: ICS28.02). Their twin research expertise in constructing fresh accounts of the conflict based on new archival material and studying how the Troubles have been socially remembered makes them well placed to advise politicians and external stakeholders on 'dealing with the past'. This is one of the pillars of the peace process that still remains to be built. An example of influence is their successful advocacy for the importance of historic analysis in addressing legacy issues which changed political policy and thinking within the Democratic Unionist Party (DUP) (REF3: ICS28.02). Additionally, in 2016 Hennessey was appointed to a new Northern Ireland executive commission on Flags, Identity, Culture and Tradition (FICT). Work with FICT, led to the DUP approaching Hennessey to contribute thinking on cultural policy which was ultimately reflected in the UK and Irish Governments' New Decade, New Approach (NDNA) document which restored devolution in Northern Ireland in 2020 (REF3: ICS28.02).

To further enhance the impact of its research in the next REF census period the Unit will *build on existing areas of strengths*, such as Hennessey and Prince's work related to legacy issues in Northern Ireland. As part of the 'Dealing with the Past consortium', a network of historians and social scientists, they will aim to bid for and deliver projects promised by the Stormont House Agreement. We will *identify and support new areas of potential impact*, by identifying beneficiaries for our research and developing projects in partnership with them. This will help to ensure that our research is relevant and of value to potential users. We will encourage staff to consider *impact objectives and evaluation at all stages of the research process*, recognising the potential this has to maximise the impact of our work. *Further support for dissemination* will be provided to enable our staff to reach the most relevant audiences for their research. As part of this, the Unit will increase the use of digital tools and methods in research and will evolve its interdisciplinary work to draw on strengths in visualisation and animation in the Faculty.

2. People

i. Staffing strategy and staff development

During the census period, the Unit has continued to build on its strengths in recruiting staff to replace those who have retired or transferred to other HEIs. Two members of staff retired (Hipkin and Eales); 9 others (Hitchmough, Long, Plath, Rohl, Witham, Wolfson, Lafferty, Grummitt, and Wilkinson) transferred to other universities; and Hardy and Sibbesson left academia. During the period 7 ECRs were appointed to replace departing staff. This has strengthened and focused

research capacity: the number of Archaeologists submitted within the UoA has grown from 1fte to 2.5fte; new full-time appointments have supported the validation of an interdisciplinary BA and MA in Medieval and Early Modern Studies, a BA and PhD in Archaeology, and an MA in Modern History. On the census date the Unit comprises 3 archaeologists (2.5 FTE), 3 medieval historians (2.5 FTE), 2 early modern historians (1.8 FTE) and 9 modern/contemporary historians (9 FTE). All hold permanent contracts.

Building on its achievements in the last research cycle, the Unit maintained its successful strategy of supporting and mentoring new and existing staff to develop and sustain their research careers leading to publications, external grant bids and conference attendance. Research and Enterprise Support Funding (RESF) funds have been allocated for CPD and researcher development, including remission from teaching, the development of training workshops, and support for the set-up of networks and conferences. RESF-funded research leave and participation in conferences and networking events was crucial in supporting Hitchcock to initiate, complete and co-edit *The Routledge History of Poverty, 1500-1800*. All new members of staff serve a nine-months' probation and have senior members of the Unit assigned to be their mentors for research and impact facilitating activities. Early and mid-career scholars are actively encouraged to pursue research and impact-generation alongside more experienced academics where there are obvious research synergies: Williams brought her expertise to Hardy's HLF-funded *Finding Eanswythe* project. All new members of staff receive PGR supervisor development training from the Graduate College, paired with experienced supervisors on doctoral students' panels to learn from them and gain practical supervision skills. This strategy helped 3 members of the Unit obtain Experienced Supervisor status (Hicks, Wolfson, and Prince). ECRs participate in research development training provided at University, Faculty, and School level, and are encouraged to develop their academic citizenship and research profiles through involvement in national and international subject committees and societies. The Unit's support for ECRs is demonstrated by Seaman's successful application to the AHRC Early Career Research Grant scheme.

We play a leading role in formulating research and impact strategies more widely within the University at CCCU. Eales served as Faculty Director of Research from 2011 to 2019. Hennessey was Director of Research for the School of Humanities (2015 to 2020), and Hicks is Director of Postgraduate studies (2017 to 2020), leading on research student provision. Hennessey and Hicks sit on the Faculty of Arts and Humanities' Research Committee. Each member of staff has an annual appraisal carried out by the Head of School or senior member of staff with line management responsibility. Annual research interviews are carried out by the School Director of Research, at which research plans are discussed, annual objectives are reviewed from the previous year and set for the coming year. This allows for the effective identification of personal development needs, enabling the appropriate training to be planned and implemented. Researcher development initiatives are run at School, Faculty, and University level. For the current research cycle these included: bid-writing master classes; workshops on small grants, first steps in publishing, and open access publishing; and training on PGR supervision and media awareness. RESF funds were deployed to support bespoke training requirements identified through annual research interviews. For example, Seaman undertook training in radiocarbon dating that directly contributed to two successful applications to the National Environmental Isotope Facility.

CCCU has a clear and transparent annual process for academic promotions. Wilkinson was promoted to Professor (2014); Sibbesson (2015), Goodrum (2015), Hitchcock (2015), Wolfson

(2015), Rohl (2016), Watts (2017), Williams (2020) to Senior Lecturer; and Hicks to Reader (2019), following internal and, in the case of Readers and Professors, external scrutiny processes.

All staff are allocated hours for research and impact activities within CCCU's annual workload planning profiling (REF5a: 3.1). The expectation is staff spend one day a week on research. The Unit operated a transparent system of research/impact leave during the census period, whereby staff were eligible to apply for semester-long periods of study leave. Applications were judged on their merits and strategic fit by members of the School Research Committee. Research leaves are usually timed within any given academic year so that they fit in with individuals' personal research timetables to facilitate the completion of publications and projects or the initiation of new ones. Strategic remission from teaching is deployed to facilitate periods of research intensive activity. Study leave and teaching remission are facilitated through RESF funds, grant income, and smart programme design. These strategies have contributed directly to the Unit's growth in external grant income and the publication of quality outputs, including double-weighted monographs and major peer-reviewed articles: e.g. teaching remission was used to support the development of Hardy's HLF-funded *Finding Eanswythe* and Hennessey's British Academy/Leverhulme-funded survey of the Ulster Unionist Party. Study leave supported the completion of monographs by Long (*The CIA and the Soviet Bloc*), Ruane (*Churchill and the Bomb in War and Cold War*) and Bulaitis (*Maurice Thorez: A Biography*), as well as articles by Seaman, Sibbesson, Prince, Hicks, Wolfson, Grummitt, and Dalton.

The Centre for Kent History and Heritage (CKHH) appointed Dr Paul Bennett (2016-present) as a Visiting Professor with expertise in public-facing history, heritage-consultancy, and archaeology. The Centre is home to a Visiting Research Fellow, Dr Gillian Draper, and to a further 8 Associate Fellows: Dr Jane Andrews; Dr Elizabeth Edwards; Dr Lorraine Flisher; Dr Doreen Rosman; Dr Valerie Newall; Mary-Jane Pamphilon; Dr Susan Pitman; and Dr John Williams. All Visiting and Associate Fellows collaborate in the Centre's research and public engagement initiatives.

ii. Research students

The Unit has seen significant growth in PGT and PGR provision and support since 2014, including the validation of a PhD in Archaeology and MAs in Medieval and Early Modern and Modern History. The Unit successfully secured external and internal funding for PhDs, and PGT and PGR registrations and completions increased. 29 students have completed Master's degrees by Research and doctoral completions have increased from 7 to 10. A Director of Postgraduate Studies was created in 2017 and University-level support for research students was enhanced through the newly constituted Graduate College, its Researcher Development Programme of training activities and expended study space for research students (REF5a: 3.3). The enhanced progression, development, and retention of research students was supported through a series of new initiatives instigated by the School Director of Postgraduate Studies, including: a monthly critical reading group, external peer mentoring and a programme of workshops.

Many PGRs are supervised by interdisciplinary teams. Hicks, Goodrum and Wilkinson, for instance, served on supervisory teams in English Literature, Archaeology or Media. The research specialisms play a useful role in attracting postgraduate students, especially in medieval history and archaeology, with 16 registered doctoral research students, 1 MPhil student and 6 MA by Research students during the current cycle supervised by panels comprised of medievalists. To recruit research students the Graduate College issues an open call for applications within and beyond the institution. The Unit has successfully made strategic use of its MA by Research and its taught MAs as tools to train and assist in the recruitment of prospective new doctoral research

students. Each year, doctoral candidates apply for three years' full funding (fees and maintenance) as part of the University's competitive and externally advertised doctoral scholarship scheme. Scholarships have targeted PhD studies to particular areas of focus. Between 2014 and 2020, 8 doctoral students (Connell, Kersey, Armstrong, Van Tongeren, Hawker-Yates, Irwin, Duffy, Burrows; 4 male and 4 female) received full university scholarships. The Unit has also made strategic use of internally funded fee-waivers for PhD students. The Unit has been successful in securing funding from external bodies as part of collaborative programmes of research: eg Rohl secured match-funding from Historic Scotland for a collaborative PhD focused on the Antonine Wall, whilst Williams was successful in developing a 4-year AHRC-funded collaborative doctoral award in partnership with Museum of London Archaeology.

The Graduate College runs the University's Researcher Development Programme, to which Unit staff and external experts (such as Dr Paul Dryburgh, principal medieval records specialist at The National Archives) contribute a range of sessions in key research approaches, skills (e.g. palaeography), and academic writing. Every PGR student completes an annual 'Training Needs Analysis and Development Plan', reflecting on their current skills, identifying gaps in their knowledge, and recognising/planning areas for future development in discussion with their supervisory panel. These plans are reviewed and refreshed each year to meet the changing needs of postgraduate students. In addition, PGRs are encouraged to attend the monthly reading group run by Hicks and Prince and seminar for research students and staff of the CKHH. Staff also run specialist events for research student professional development: Hicks ran a workshop on aspects of publishing in 2018 and Wilkinson organised a master class in 2019 led by Professor Rekha Pande, Head of the Centre for Women's Studies at Hyderabad University, India. PGRs are offered opportunities to present their research to one another, and to hear external academic speakers at different stages in their careers at the long-standing History research seminar. It is a measure of the vitality of the CCCU History seminar that in 2017, it received a grant of £250 from the Royal Historical Society to fund visits from two ECR scholars from other institutions during which they presented papers at the seminar and led the postgraduate reading group.

All students in receipt of CCCU doctoral scholarships receive an annual grant of £500 towards research expenses. In addition, PGRs who are not the recipients of University scholarships are able to apply to Faculty funds for research grants each academic year. All research students working on Kent history and archaeology topics are eligible to apply to the CKHH's Ian Coulson Memorial Postgraduate Award fund, which since its inception in 2016 has awarded 14 grants ranging from £500 to £3,500. Furthermore, PGRs are actively encouraged to seek external funding for archival research trips, conference attendance and conference organisation. During the census period, PGRs have secured small grants from the Royal Historical Society (Armstrong, 2016, 2017; Billaud, 2014, 2017), the Jewish Historical Society of England (Irwin, 2017), and the European Association of Jewish Studies (Irwin, 2018).

PGRs are prepared for their postdoctoral careers by being actively mentored to address conferences and research seminars at other institutions across Europe. Research students have delivered papers at international conferences held at the Universities of Cambridge, Dublin, Belfast, Glasgow, Leeds, London, Swansea, York, Bucharest, Krakow, Rome, Notre Dame (Indiana) and St Mary's College (Minneapolis), among others. Staff have mentored research students in organising and hosting their own international conferences. In 2017, Wilkinson mentored Armstrong and Kersey when they organised 'Family and Power in the Middle Ages', and

in 2019, Hicks mentored Liebelt when she organised 'Negotiating Power in the Early Middle Ages', as part of the Northern/Early Medieval Interdisciplinary Conference Series.

The quality of the PGR provision within the Unit is demonstrated by its strong track-record of graduates successfully entering research positions: Armstrong secured a four-year post-doctoral position at Heidelberg University; Kersey secured a permanent position in research and innovation support at CCCU; and Hannon holds a senior role in the AOC Archaeology Group. PGRs have also published in peer-reviewed edited books and journals.

iii. Equality and diversity

The staff gender balance for the Unit's Faculty of Arts & Humanities, submitted REF 2021, has increased since 2014. In REF 2014 the staff ratio was 57.5% male/42% female; staff with Significant Responsibility for Independent Research (SRIR) submitted to REF 2021 is now 54.3% male/45.7% female. CCCU has been an Athena SWAN Charter Member since 2015, and attained an institutional bronze award in November 2016. Staff within the Unit formed part of a School of Humanities submission for an Athena SWAN Bronze award granted in April 2020. Goodrum, Grummitt, Hicks, Legal-Miller and Sweetinburgh, and Duffy (a postgraduate representative) all served on the School team. Since REF 2014 new staff appointments in the Unit have improved its gender balance and employment of staff with protected characteristics. In REF 2014, the male/female ratio was 1:2.5; for REF 2021, it is 1:2. In REF 2014 the Unit's White/BAME ratio was 1:13, the ratio is now 1:8 (above the sector average of less than 1% for university-based History staff, according to the Royal Historical Society's 2018 survey). The Unit is also informing national discussions on inclusivity. In 2019, Ledwidge delivered the keynote lecture on 'BME Early Career Researchers' at the 3rd BME Early Career Conference at the University of East London.

All staff involved in the recruitment panels for colleagues and research students have received University training in equal opportunities, diversity and inclusion, and unconscious bias, as have all staff with line management, appraisal and supervisory responsibilities. All staff are eligible to request flexible working once they have a minimum of 26 weeks' continuous service, in line with University policy. It reflects the Unit's commitment to equality, diversity and inclusion that career pathways for fixed-term staff mirror those of full-time staff. Eight fixed-term ECR appointments were made permanent during the current cycle – Rohl, Goodrum, Hitchcock, Lafferty, Legal-Miller, Sibbesson, Wolfson and Williams. 18 members of staff have benefitted from at least one sabbatical semester since 2014. The Unit also adheres to University policy in helping staff who have returned from long-term illness, via meetings, Occupational Health assessments, phased returns to work and reduced teaching, research and administrative workloads. The University and Unit are committed to supporting staff with disabilities, and participate in the Disability Confident Scheme encouraging people with disabilities to apply to work here. In line with UK equality legislation, the University positively and proactively makes reasonable adjustments to ensure members of staff and students with disabilities have the same access to everything needed to do their jobs and undertake research as non-disabled people. Specialist equipment, for instance, has been purchased for Unit staff via the University's central fund for reasonable adjustments and via the government's access to work scheme. The Unit's approach to supporting the wellbeing of its staff and research students is informed by the University's central Mental Health and Wellbeing Framework, which aims to 'create a mentally healthy environment and a compassionate, empowering, cohesive and inclusive community'. Specialist staff development training is offered to staff on mental health awareness and supporting colleagues and students experiencing mental health difficulties. Hicks represents the Unit in CCCU Mental Health Framework discussions.

3. Income, infrastructure and facilities

Unit staff are strongly encouraged and supported to seek external funding and benefits in kind to generate income for research and impact activities. The Unit recorded research funding of £270,125 in REF 2014, a further £374,719 of external research grants and £114,127 of knowledge exchange income were awarded to projects during the current cycle. Colleagues have been encouraged to partner up with institutions as a research strategy. The largest single award was £252,606 from the AHRC to Seaman (PI) for his major project - *Manifestations of Empire: Palaeoenvironmental Analysis and the End of Roman Britain* (2017-19). Members of the Unit have also obtained funding awards from the: British Academy/Leverhulme Trust (Small Grant Scheme) for the *Ulster Unionist Party Membership Survey*; Heritage Lottery Fund *Finding Eanswythe*; National Environmental Isotope Facility (funded through NERC); Roger De Haan Trust; Society of Antiquaries of London; Historic Scotland; Cambrian Archaeological Association; Institute for Bioarchaeology at the British Museum; Marc Fitch Fund; Royal Historical Society; TORCH Mellon Fund; Society for Renaissance Studies; Scouloudi Foundation (Institute of Historical Research); Canterbury Historical and Archaeological Society; Women's History Network; William and Edith Oldham Charitable Trust; Monmouthshire Antiquarian Society; Vale of Glamorgan Council; Society for Medieval Archaeology; and Kent Archaeological Society.

Wilkinson continued in her role as Co-I on the AHRC-funded Magna Carta Project (2012-15), a collaboration with Professor Nicholas Vincent (UEA), Professor David Carpenter (King's College London) and Professor Paul Brand (All Souls, Oxford). Hardy was PI on the major community archaeology, public history and heritage project, *Finding Eanswythe*, which secured a grant of £93,500 from the Heritage Lottery Fund, together with additional financial support from the Roger De Haan Charitable Trust, Folkestone Town Council, Kent County Council, Rochester Bridge Trust, and *A Town Unearthed's* Legacy Fund. Hennessey was PI on the British Academy/Leverhulme Small Grant scheme for the *Ulster Unionist Party Membership Survey* and Co-I on the ESRC-funded project on *Dissident Irish Republican Organisations*. Seaman was PI on the British Academy/Leverhulme Small Grant scheme for *Reconstructing a Welsh Medieval Landscape*.

All applications are supported by the University's Research and Innovation Funding Unit (RIFU). Successful grant holders actively advise and mentor ECRs and all applications undergo internal and external peer review and scrutiny prior to submission. RIFU issues regular funding bulletins and shares models of good practice across the institution. Strategic use has been made of RESF funding devolved to the Unit to support capacity building and grant writing activities, including funding for: pilot projects; pump-priming and match-funding; conference/workshop attendance; research assistance; equipment, software and resources; and strategic remission from teaching. For example, RESF-funded teaching remission facilitated development of Williams's successful application for an AHRC-funded collaborative doctoral award, whilst match-funding of external small grants supported Seaman's excavations at Mount St Albans which fed into a major published article. Wilkinson and Sweetinburgh also used RESF funds to pump-prime the Centre for Kent History and Heritage's (CKHH) first public Medieval Canterbury Weekend in 2016 and to support the Centre's public Medieval Faversham Exhibition in the summer of 2018. The Centre for Kent History and Heritage's events act as fundraisers for the postgraduate Ian Coulson Memorial Prize Fund, which has also benefited from a donation of £4,250 from the Kent History Federation.

In 2014 the members of the Unit were distributed across the Canterbury campus, but in 2016 the newly formed School of Humanities co-located to the refurbished Thorne and Fynden building in

Unit-level environment template (REF5b)

the centre of the campus. Thorne and Fynden provide individual offices with high-spec computing facilities. They also provide study spaces for postgraduates, meeting rooms, specialist study facilities, and resource collections. Offices are co-located in the same part of the campus as the Daphne Oram building which has strengthened capacity having already been used to house exhibitions run by CKHH. The Unit's archaeologists have access to laboratory space on the campus, including the new STEM Building (see REF5a: 4.2). Researchers within the Unit have access to a wide range of print and electronic resources hosted by the University's Library and Learning Resources service. Research students and staff also benefit from the expertise of a dedicated Humanities librarian. The Library subscribes to a wide range of journals and of specialist online resources. Staff also regularly utilise the resources of the Kent History and Library Centre in Maidstone, which holds the archive of Canterbury diocese and the largest surviving collection of historical material for the ancient county of Kent. Thanks to Canterbury's excellent travel connections with London, members of the Unit make regular visits to the British Library, the National Archives of the United Kingdom, the library of the Society of Antiquaries of London, and the research institutes of the University of London's School for Advanced Study. The University and Unit also maintain software licenses for programmes that are used extensively in archaeological research, including: ArcGIS, Adobe Suite, Lastools, SPSS, Surfer, TerraSurveyor and Agisoft PhotoScan. These resources were crucial in the delivery of key projects including Rohl's Historic Scotland-funded PhD on the Antonine Wall and research (funded by the Cambrian Archaeological Association and RESF) that led to Seaman's co-authored article on 'Hillforts and Power', published in the *European Archaeological Journal*.

The Centre for Kent History and Heritage provides a thriving focus for staff and research students, as well as regional and local history organisations. The CKHH plays a major role in the Unit's impact activities. In addition to the activities highlighted in section 1, Sweetinburgh publishes a highly successful 1,000-1,500-word weekly blog on the Centre's research and public engagement partnerships and activities, receiving over 500,000 page visits since it was initiated in September 2015.

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

The Unit has significantly expanded its involvement in research collaborations, networks and partnerships since 2014 and all staff within the Unit make an active contribution to academic citizenship within their specialist areas. This has supported the achievement of significant impact and led to the development of successful research grants, collaborations, and publications. For example, Seaman is a Committee member and Hon. Treasurer of the Medieval Settlement Research Group, a Council Member of the Royal Archaeological Institute, and also an invited participant in the: AHRC-funded *Royal Residences Network: 500-800 AD*; British Academy-funded *Rethinking the Medieval Frontier research network*; and the AHRC-funded *Early Christian Churches and Landscapes (ECCLES) research network*. These networks were central to the development of funded collaborations which led to major co-authored/edited outputs, including the 'Hillforts and Power' article and the *Living off the Land* edited volume. Hicks is a member of an AHRC-funded research network on *Archaeology and the Norman Conquest*, contributing to the development of a forthcoming monograph on the *Landscapes of the Normans*. Since 2016, Goodrum has acted as co-convenor of The Oxford Research Centre in the Humanities (TORCH) network on 'Comics: The Politics of Form'. This has led to publication of a series of outputs, including his chapter in *Documenting Trauma in Comics* (Palgrave) and the development of a research resource for the comic genre.

Pathways to research impact have been strengthened through the development of relationships with key users and beneficiaries of research expertise within the Unit: e.g. Hennessey and Prince play leading roles as members of Arkiv, a non-partisan group dedicated to providing historical clarification about The Troubles, involving academics from the Universities of Ulster and Oxford. Prince co-authored (with McBride of Oxford University) a report on the *Stormont House Agreement* for Ireland's Department for Foreign Affairs and the Northern Ireland Office (2016) and (with Hennessey) on *Delivering a History Commission* for the Secretary of State for Northern Ireland (2014).

The Unit's research capacity has been strengthened through members' involvement in external peer review of grant applications. Wilkinson (2012-15), Eales (2009-2018), and Seaman (2019-present) have served on the Peer Review College of the AHRC, with Eales serving as a strategic reviewer (2013-2018). Wilkinson was a member of the Stenton Fund Committee of the British Academy since 2018, and Seaman serves on the Research Grant Sub-Committee of the Medieval Settlement Research Group. These roles have enhanced skills and expertise in developing and writing successful grant applications, which have permeated the wider Unit through systems of peer mentoring, researcher development training, and internal peer-review of applications. Similarly, expertise in academic publishing and capacity for formative internal peer-review of publications has been strengthened through wide engagement in peer-reviewing for high-profile journals.

External recognition of the Unit's commitment to excellence is illustrated by members' fellowships and awards. Seaman is an Associate Member of the Chartered Institute for Archaeologists and was elected as a Fellow of the Society of Antiquaries of London in 2019. Goodrum was the 2016 winner of the Whedon Studies Association Award for his edited collection *Firefly Revisited*. Hennessey was the 2015 winner of Brian Farrell Political Studies Best Book in Politics for his co-authored *Democratic Unionist Party: Protest to Power* (short-listed for the 2015 Paddy Power Best Book in Politics award). The quality of the Unit's work is recognised by the fact that since 2015, 7 staff across the Unit have been rewarded for undertaking research and for achieving significant impact via the Faculty of Arts and Humanities (peer-reviewed) Research and Knowledge Exchange Awards.

Members of the Unit have reviewed manuscripts and book proposals for high-profile publishers including: Ashgate; Bloomsbury Academic; Boydell; Cambridge University Press; Palgrave Macmillan; and Routledge, and play notable roles in the editorship of journals and book series. Wilkinson was co-editor of Routledge's *Queens of England* series and joint General Editor of The Pipe Roll Society. Hicks is a subject specialist board member for *Bloomsbury Medieval Studies*, and co-editor of the *Places and Spaces: Medieval to Modern* series for ARC Humanities Press. She serves as a Trustee of the R. Allen Brown Memorial Trust, which oversees the annual *Battle Conference on Anglo-Norman Studies* and is on the editorial board of *Anglo-Norman Studies*. Eales was a member of the editorial board for *History*, Grummitt served on the board for the *Fifteenth Century Series*, and Hardy on the editorial board for the *Journal of Community Archaeology*. The modern historians serve on the editorial boards for *Studies in Comics*, *The Journal of Graphic Novels and Comics*, and *Contemporary British History*. This activity has built the profiles of ECRs, fostered research networks and new collaborations (such as Goodrum as Co-convenor, Oxford Comics Network) and strengthened expertise and research capacity within the Unit, which fed directly into the programmes of mentoring and researcher development considered in Section 2.

The Unit also hosts international conferences that led to the development of collaborations and publication of major edited volumes. In addition to those organised via CKHH (see Section 1), these include conferences on: Premodern Queenship and Diplomacy (Wilkinson and Wolfson); The British Churches, 1603-1707 (Eales); Rebellion in Medieval Europe (Dalton and Wilkinson); Agriculture in Medieval Wales (Seaman and Rhiannon Comeau – UCL); and, Moving Images: Comics and Travel (Goodrum). Across the Atlantic seaboard, Legal-Miller co-convened the transatlantic roundtable on 'Religion and Race' at Howard University, Washington DC, USA, in 2017. In all, members of the Unit delivered more than 100 conference and research seminar presentations of throughout the UK, Europe, and North America, including: Austria, France, Germany, Italy, Norway, the Republic of Ireland and the USA. These have enhanced the Unit's international profile, as evidenced by invitations to deliver notable keynotes, including: Goodrum's address to the Historians in the German Association of American Studies (Tutzing, 2018); Hicks' 2018 address to the Senior Historians conference at Wolfson College, Oxford; her 2019 address to the international 'Conquest and Construction: Architecture and Landscapes in the Medieval Mediterranean' Symposium at Birkbeck, University of London; Legal-Miller's 2018 lecture to the UCL Americas Research Network Annual Conference, London; and Seaman's 2019 address to the International Congress on Medieval Hilltop Settlement in Roquebrune-sur-Argens, Provence.

The awarding of Research Fellowships pay testament to the high esteem of the Unit and has facilitated periods of intensive research and access to the specialist collections and resources. Fellowships held by members of the Unit during the census period include: Ruane, who was made a By-Fellow of Churchill College, Cambridge in 2018, in recognition of his work of Sir Winston Churchill and modern British history; and Hitchcock who secured a Folger Shakespeare Library Short Term Fellowship in 2018. Hicks and Williams held Visiting Fellows in History and Archaeology at Southampton University, which have contributed to the completion of key projects including Hicks' co-edited volume on *Journeying along Medieval Routes in Europe and the Middle East* and Williams's British Museum-funded Amara West project.

The Unit has worked in partnership with regional and national heritage organisations. For example, working in collaboration with Canterbury City Council, Eales, Hicks and Wilkinson are founding members, and Eales and Wilkinson are co-chairs of the Friends of Canterbury Castle, a new (since 2019) cross-city group working with residents, businesses, Canterbury Archaeological Trust and Canterbury City Council to conserve, reinterpret, re-open and create a sustainable future for Canterbury's medieval royal castle. Hicks and Seaman also successfully lobbied and worked with English Heritage on social media to change their organisational policy of using the phrase 'the Dark Ages' to describe the Early Middle Ages. Watts has acted as historical advisor to the National Trust, producing a report on the significance of Lydden Spout Battery, Dover, and to Whitstable Maritime (ongoing) and the Chilham Research Group (Great War remembrance, 2017). Wider contributions by members of the Unit to economy and society are seen in Ruane's role as historical advisor on the UK and European premiere of American playwright Steven Dietz's Vietnam-themed play, *The Last of the Boys*, performed at the Southwark Playhouse in 2016. In 2019, Ruane also addressed the Foreign and Commonwealth Office in London on 'Anthony Eden and the 1954 Indochina Crisis'. Goodrum's expertise in horror, gothic writing and comic books was used by the producers of Horrorfest, an interactive scripted and partially ad-libbed comedy horror production through radio broadcast by Canterbury Community and Student Radio. Williams and Hardy's ongoing work in Folkestone (2017-) engaged upwards of 3,500 people - notably from hard-to-reach groups - with the town's neglected history and heritage. It fed into local government thinking related to the Folkestone and Hythe District Heritage Strategy and Kent County Council

Conservation Team, and impacted Diocesan decision-making on the ongoing management and representation of its heritage asset. Hicks's monograph on the *Short History of the Normans* led to her invitation to join the international scientific council for a forthcoming exhibition (2021-22) at the Reiss-Engelhorn-Museen in Mannheim on 'The Normans: A Story of Mobility, Conquest and Innovation.' Duffy, a research student, is a member of the Cranfield Recovery and Identification of Conflict Casualties team. Bulaitis's research into the Kentish Tithe Wars resonated across Kent, leading to him delivering 14 invited public lectures, including to a branch of the National Farmers' Union.

One of the ways that the Unit engages with diverse communities and publics through its research is via engagement with the media. For example, Ruane has contributed to TV documentaries for: Japanese state television, Channel 5, C-Span, and the History Channel. He has also contributed to *The One Show* on BBC1, *BBC Southeast Today* and Channel 5's *Inside Balmoral*. Wilkinson contributed a segment on Eleanor de Montfort to BBC Radio 4's *Woman's Hour* and spoke to BBC1's *Inside Out*, BBC Radio Lincolnshire and BBC Radio Kent, all in 2015. Grummitt appeared on BBC2's *The Real White Queen* (2017). Watts has appeared on Channel 4's *Britain at Low Tide*, speaking about the history of Richborough Port 7 (2018), while Bulaitis featured in BBC1's documentary on *The Sunshine Corner Coalfields* (2014). Prince's research on the Troubles in Northern Ireland has been broadcast on BBC Radio 4's documentary series *Breakdown* (2019).

The Unit contributed to the sustainability of the discipline by supporting emerging scholars elsewhere. Unit staff have acted as external examiners for PhDs (at the Universities of Birmingham, Cork, Essex, Exeter, Leicester, London, Oxford, Reading, University of Wales Trinity St David, University of East Anglia), MPhils, and Masters by Research. Seaman co-supervises a DPhil at Kellogg College, Oxford University and is also an external for MLitt programmes at Glasgow University. Sibbesson served as external examiner for taught postgraduate heritage modules at the University of Hull. Wilkinson also acted as an external academic promotion assessor at Cardiff University. As President of the national Historical Association, Eales was a member of the Advisory Committee which revised the QAA Benchmarks for History (2014). She was a reviewer for the Queen's Anniversary Awards for Higher Education Institutions in 2017, overseen by the Royal Anniversary Trust.