

Institution: Liverpool John Moores University (LJMU)
Unit of Assessment: UOA 18 Law
<p>1. Unit context and structure, research and impact strategy</p> <p>Unit context and structure</p> <p>This is the second submission in Law from LJMU following our REF2014 submission. Since 2014, we have developed a thriving, creative and intellectually diverse research environment with a significant international presence and a bold and comprehensive research strategy.</p> <p>All researchers from this submission were based in the School of Law until its disaggregation in 2019 into the School of Law (SoL), now part of the Faculty of Business and Law (BLW), and the School of Justice Studies (SJS, including Criminal Justice, Criminology and Policing Studies) in the Faculty of Arts, Professional and Social Studies (APS).</p> <p>The UOA has 38.7 FTE (41 staff by headcount), of whom 33.7 FTE based in the SoL (36 by headcount) and 5 in the SJS (5 by headcount). The UOA comprises two professors (Burke and Panara), one reader (Lui) and 35.7 FTE on lectureship/senior lectureship. All staff are permanent and 5 are part-time (2.7 FTE). The SoL comprises 12 staff (8.7 FTE) who are non-research active legal practitioners who teach mainly on the Legal Practice Course (LPC).</p> <p>Our UOA includes the outputs of 19 researchers: 14 from the SoL and 5 from the SJS. The outputs of 5 Criminal Justice staff who were members of the SoL until 2019 have been entered in the UOA 20 Social Work & Social Policy.</p> <p>The 19 researchers whose outputs are entered in the Law UOA are full members of the Centre for the Study of Law in Theory and Practice (LTAP), which received research centre status in 2019. LTAP also features 22 associate members whose careers we are developing in preparation for the next REF. LTAP constitutes the overarching umbrella for our research, which looks at the law in its theoretical and practical aspects. The Director of LTAP and Law UOA Coordinator is Professor Panara.</p> <p>Full members of LTAP belong to three Areas within the research centre:</p> <ul style="list-style-type: none"> - Public, including Public International Law, Human Rights, International Criminal Law, European Public Law and Animal Law (Bradshaw, Brooman, Cavandoli, Diver, Mariniello, Panara, Phillips, Pulvirenti, Ventrella and Wilson); - Business, including Financial Regulation, Corporate Governance, Banking Regulation, Company and Insolvency Law (Chijioke-Oforji, Lui, Mamutse and Okanigbuan); and - Criminal, including Criminal Justice, Criminology and Criminal Law (Burke, Corteen, Marshall, McManus and Murray). <p>The Areas provide focal points and supportive environments for scholars and facilitate internal and external research cooperation. Each Area has an experienced researcher as Lead: Wilson (Senior Lecturer and Editor-in-Chief of <i>Liverpool Law Review</i>), Area Public; Lui (Reader), Area</p>

Unit-level environment template (REF5b)

Business; **Burke** (Professor), Area Criminal. The Clinical Legal Education Programme Leader, Stalker, leads the Area Practice which will be our priority to develop during the next REF cycle.

The Director and the Area Leads sit on the Steering Group of LTAP alongside a representative of postgraduate research students (**PGRs**, Graham) and an early-career researcher (**ECR**, Snow).

The Steering Group implements the research strategy, monitors the quality of research, attends to issues of equality, diversity and inclusion (**EDI**) and has responsibility for the governance of the centre. The presence of a PGR and an ECR demonstrates the inclusiveness of the centre and ensures support for these stakeholders.

The table below illustrates the development of our research culture since RAE2008.

Evidence of sustainability			
Indicators	RAE2008	REF2014	REF2021
Category A staff (FTE)	No Law submission from LJMU	7	19
Quality profile UOA	NA	2.48	
Number of submitted research outputs	NA	22 (1 monograph)	45 (6 monographs)
PhD holders among Category A staff	NA	6 out of 7 (85%)	19 out of 19 (100%)
Submitted readers and professors	NA	Two readers (out of 3) and 0 professors (out of 1)	One reader (out of 1) and 2 professors (out of 2)
PhD completions	NA	0.5	10 (2 further completions have gone to UOA 20)
Number of enrolled PGRs	NA	12 (July 2013)	17 (July 2020)
Research income	NA	£34,498	£549,000
Key indicators of vitality and vibrancy during the REF2021 cycle			
Chief-Editorships of journals		5	
Editorial board members of journals		9	
Personal invitations to leading conferences and research seminars		20	
Conferences, symposia and seminars hosted		22	

Interdisciplinary and multidisciplinary research

The UOA has a culture of supporting interdisciplinary and multidisciplinary research that permeates the entire REF cycle:

(a) Staff professional development

Some of the research seminars during this REF cycle exposed staff and PGRs to interdisciplinary approaches to research (e.g. in 2015 Professor Richard Susskind, Oxford University, discussed the impact of IT on law and court proceedings; in 2016 Professor Judith Masson, Bristol University, showcased her study of Discharge of Care Orders that, by combining quantitative and qualitative research methods, illustrated the usefulness and potential impact of interdisciplinary work; in 2019 Professor Paulo Lisboa, LJMU's School of Computer Science and Mathematics, spoke about ethical implications of artificial intelligence (AI).

Unit-level environment template (REF5b)

(b) Cross-discipline collaborations

Staff are encouraged to explore synergies with other disciplines. Examples of these are the pedagogical research undertaken by **Brooman** with Rebecca Murphy of the School of Sport and Exercise Sciences and the creation by **Panara** of the Law, Geopolitics & International Relations Network with researchers from History, Policing Studies and International Relations, that led to an externally funded symposium on Brexit in 2017 with experts from Sociology, History, Terrorism Studies, Policing Studies, Law, International Relations, Political Science.

(c) Intersection publications

We published outputs at the intersection between Law and Literature (**Diver**), Law and ethical implications of AI (**Lui**), and published our research in journals from other disciplines, including Political Science (**Panara, Wilson**), Public Administration (**Panara**) and Education (**Brooman**).

Research integrity

A culture of research integrity underpins our activities. All proposals from staff and PGRs with ethical implications are referred for approval to the University Research Ethics Committee. The SoL promotes rigorous research conducted to the highest standards. Internal peer-review by senior colleagues is recommended before submitting outputs, particularly for ECRs and mid-career researchers. QR funding is allocated on a competitive basis following a rigorous peer-review conducted by a college of professors.

Open research environment

During this REF cycle we introduced and fostered a culture of open access (**OA**). Staff received training on OA. There was a substantial rise in the number of items deposited in the OA institutional repository over the assessment period: from 0 items in 2014 to 27 in 2015, rising to 39 in 2019 and 81 in 2020. The considerable number of items that are not peer reviewed journal articles demonstrates staff going above and beyond REF guidelines. For example, the 81 deposited items in 2020 include 1 book, 9 chapters, 1 conference paper, 1 infographic and 3 blog posts. PGRs are required to deposit their theses as soon as possible after graduation. All theses completed during this REF have been deposited. Gold OA deals from publishers (e.g. Springer, Sage, Wiley) are utilised and 9 papers have been made OA through Springer.

Strategic aims for research

During this REF we made substantial progress against all aspects of our REF2014 research strategy:

- We developed the research career of staff as exemplified by the higher percentage of

Category A staff with a PhD and the higher number of senior researchers among Category A staff.

- We maintained our focus on external research income, as demonstrated by the nearly 16-fold growth of our external funding.
- We favoured interdisciplinary and collaborative research, as illustrated by successful collaborations with staff from other disciplines, including the LJMU's Centre for the Study of Crime, Criminalisation and Social Exclusion in the SJS (**Burke, Corteen and Murray**) and the LJMU's Centre for Public Health in the Faculty of Education, Health and Community (**Mariniello**).
- We expanded our cohort of research students while ensuring high completion rates, enhancing the student experience and maximising students' intellectual contribution to the UOA. Completions increased 20-fold and the number of enrolled PGRs has grown substantially with no PGRs withdrawing during this cycle. Additionally, during this REF cycle for the first time the SoL had two GTAs (Scott and Usher) and two PGRs on LJMU scholarships (Halewood, Lamb). PGRs presented papers at annual Faculty Research Days (Moorhead, O'Leary, Scott), engaged in the 3-minute thesis competition (French, Pimor) and presented their research at Library's research cafés (Graham), at SoL's events (French, Hale-Ross, Halewood, Lamb, Shaukat, Scott) and at annual LJMU's Research Days (Graham). Law PGR students edit our peer reviewed and OA journal publishing student research (*LJMU Student Law Review*).

Our 2021-2026 strategy aims to achieve research excellence. This will be delivered through the pursuit of the following strategic aims:

- We will develop a fourth Area within LTAP, **Practice**, to include research into clinical legal education, access to justice and the legal professions. In light of the changes to the Law curriculum arising from the Solicitors Qualifying Examination, this Area will become prominent within our UOA. To this purpose, during the initial part of 2020 we planned the expansion of our Legal Advice Centre from 1.0 to 4.0 FTE and the investment of ca. £2m for the lease and the outfit of suitable premises.
- We will internationalise our profile by (a) supporting research collaborations with overseas researchers through QR funding; (b) applying for external funding specifically to support overseas visiting researchers; (c) engaging in PhD dual awards; and (d) organising international events and conferences, beginning with the Annual Conference of the Academic Association of Contemporary European Studies (**UACES**), awarded to LJMU in May 2019.
- We will elevate the sustainability of our research environment through the appointment by the end of the 2020-21 academic year of two new professors and one reader in the SoL (posts approved in the first half of 2020). As a result, during the next REF cycle the number of professors within the UOA will double from the current two to four and the number

of readers from the current one to two.

- We will continue to increase our external funding by:
 - (a) encouraging collaborations with leading research groups in the UK and overseas;
 - (b) seizing funding opportunities from local and national authorities; and
 - (c) engaging in Management Knowledge Transfer Partnerships (mKTPs).
- We will continue to support staff research by investing in the UOA; for example, through the appointment of Research assistants (RAs) and GTAs. The resources to fund these appointments shall come primarily from QR funding and the surplus generated through transnational education (TNE).
- We will support our PGRs through bursaries and scholarships funded through QR funding, international collaborations and our non-pay budget. The forthcoming senior appointments will create additional supervision capacity and facilitate the continuing growth of our PGR community. We will encourage our best masters students to undertake PGR study and will use the LJMU's alumni discount to promote this transition.
- From 2021-22 the SoL will introduce teaching timetables that will allow each staff member to have a research day every week. It will also create a teaching relief scheme giving staff the opportunity to dedicate to research during an entire semester every three years.

Impact strategy

During this REF cycle we achieved all the objectives set out in our REF2014 impact strategy. Our plans included the following:

(a) Academic-practitioners 2-way communication channels and participation in influential 'think-tanks'/networks.

An example of our achievements is the ICS1 submitted in REF3: *From Veteranality to Criminological Artivism*: understanding the veteran-offender through transformative criminological research.

(b) Work in partnership with public authorities.

E.g., the ICS2 submitted in REF3: *Shaping resettlement policy and practice: a case study partnership*.

(c) Knowledge transfer to the public through the media.

Our achievements in this field are demonstrated by many interviews and commentary for national and international press agencies and media networks, including Sky News, BBC News website, BBC Newsbeat website, Channel 4 News, Daily Express, The Sun, The Guardian, TRT World (Turkey), RT (Russia), TV Indus News (Pakistan), radio station KGO (San Francisco, US) and the Kurdish satellite television (**Burke, Lui, Panara, Phillips, Wilson** and Lowe, who left LJMU in 2017), as well as articles in The Conversation (**Pimor, Wilson** and Lowe) and blog posts in The Alan Turing Institute (**Lui**) and in the openDemocracy websites (**Phillips**).

Our objectives during the next cycle are as follows:

- Cultivating and expanding our current collaborations with local agencies, law firms, companies and other stakeholders, particularly in the professional and business services sector in the Liverpool City Region, to facilitate knowledge exchange processes. We have, for example, already started work to promote EDI in the admissions policies of secondary schools in Liverpool (Stalker) and planned mKTPs to support local companies (**Lui**).
- Expanding the range of public authorities and organisations that benefit from our research to include UK parliament and government, as well as international stakeholders (international organisations and courts). We have already undertaken the training of staff in the European Court of Human Rights in relation to the promotion of human rights standards in the area of deprivation of liberty (**Mariniello**).
- Continuing to engage in wide-ranging knowledge transfer through the media. The SoL will facilitate this through the LJMU's Corporate Communications department and the appointment of a member of staff to the role of liaison with the media.

These objectives will be achieved by prioritising the allocation of funding to research activities that are conducive to impact; by continuing to reward impact for career advancement purposes; through a staffing strategy that takes into account impact and potential impact of research when making new appointments; and by encouraging and facilitating the creation of suitable 2-way communication channels between our researchers and the stakeholders of our research (e.g., giving evidence to parliamentary select committees; participation in important working groups within the locality, including the Professional and Business Services Board of the LEP and the local Access to Justice Committee).

2. People

Staffing strategy

Our staffing strategy during this REF cycle was driven by our research vision and desire to increase the number of researchers and enhance the quality of our research, as well as to retain our best scholars.

Our policy has been to recruit ECRs with PhDs or nearly completed PhDs and promising research profiles emerging from publications and publication plans (e.g., **Chijioke-Oforji** 2019, **Okanigbuan**, **Phillips** and **Pulvirenti** all 2018).

We also appointed mid-career academics with a strong research record (e.g., **Mariniello** 2020, **McManus** 2019, **Cavandoli**, **Diver** and **Ventrella** all 2018, **Mamutse** 2017, **Marshall** 2016 and **Corteen** 2015). Our approach has been successful as demonstrated by the fact that 12 out of the 19 Category A FTE submitted in this REF were recruited during this cycle.

At the same time, we developed the research profiles of staff in post before 2014, with the result

that 4 Category A staff not returned in the REF2014 are returned in this REF.

To ensure that our selection processes are rigorous and selective, at least one professor is always involved in the appointment of new staff. For professorial appointments, interview panels comprise the PVC Research & Knowledge Exchange and one professor from another university. Additionally, before the chair appointment can be confirmed, independent references are obtained from at least two other external professors.

For the purposes of promotion, staff, including part-time staff, are guided towards the relevant promotion threshold by their line manager at the point in the annual cycle when University criteria are circulated and through the annual individual Personal Development & Performance Review (PDPR) process. All staff interested in seeking promotion are encouraged to seek guidance from the Director of the SoL. The University runs sessions where the promotion criteria are explained and guidance is offered. The effectiveness of these mechanisms, as well as the progress of the UOA in terms of its research profile, emerges from the considerable number, if compared to the overall size of the UOA, of internal promotions and appointments to senior research roles (4). **Panara** was bestowed a personal chair in 2017; **Burke** obtained a readership in 2016 and professorial appointment in 2017; **Lui** was promoted to readership in 2018.

The UOA retained most of its talent during this REF cycle and lost only a small number of researchers who moved to research posts elsewhere (Askew, MMU; Clough, Northumbria University; Singh, Liverpool University) or left academia (Davies; Sankey), while others took up promotions elsewhere (Carline, Leicester University).

The demographic profile of the UOA is encouraging and sustainable. We have a balanced combination of Category A staff in senior positions (3), mid-career academics (12) and ECRs (4). None of the 19 Category A staff whose outputs are part of this submission is close to retirement.

The sustainability of our research environment received a boost during this REF cycle through the appointment of senior academics as external members and advisors of LTAP. These include Professor András Jakab (Salzburg University), Professor Martin Nettesheim (Tubingen University), Professor Matteo Nicolini (Verona University) and Professor Elizabeth Smart (Sheffield Hallam University).

Staff development

Research is an element in the UOA's standard PDPR process which examines specific training needs. The UOA Coordinator discusses research plans, monitors progress, offers advice and gives information to colleagues on a regular basis. Senior researchers and Area Leads of LTAP provide advice for staff at any stage in their career. Staff are also encouraged to complete annual research plans which are discussed in meetings with the UOA Coordinator.

The SoL supports its researchers through a substantial annual research allowance of minimum 154 and maximum 634 hours (38.4% of overall workload) depending on the quantity and quality

of the research outputs, as well as on impact and income generation. The SoL acknowledges in the workload the supervision of PGR students, journal editorships and time for staff PhD study. Six Category A staff completed their PhD during this REF cycle while working at LJMU (two by publication).

During this REF cycle we held three comprehensive reviews of research quality in 2018, 2019 and 2020. These were carried out by external and internal reviewers who provided constructive feedback and advice to staff in relation to outputs and research plans. The SoL runs a mentoring scheme for ECRs. Senior researchers support junior colleagues enthusiastically. A considerable number of early and mid-career researchers (eight in 2018-19 and five in 2019-20) participated in the University-funded REF Uplift Scheme led by professors and readers from the SoL. Each participant received up to £2k to conduct their research, attended monthly training sessions and received regular feedback. Many of those colleagues achieved significant responsibility for independent research status (**SRIR**), in accordance with LJMU's Code of Practice for REF2021 (**Cavandoli, Chijioke-Oforji, Okanigbuan, Pulvirenti, Ventrella**). **Chijioke-Oforji** said: "The REF-Uplift scheme provided a golden opportunity to pursue my research ideas with outstanding mentorship and support."

Collaborations between more and less experienced colleagues take place in our UOA. In May 2020, for example, **Brooman** encouraged a colleague new to research (Forster) to write a paper in the field of Animal Law, published in 2019 in *The UK Journal of Animal Law*, a leading journal in that area of studies.

During this REF cycle the UOA Law employed five part-time fixed-term RAs to support flagship projects led by **Lui** on AI and banking regulation (2017 and 2018) and **Murray** on veterans in the criminal justice system (2015-19).

The University is committed to the Concordat to Support the Career Development of Researchers (Concordat). During the first year of appointment, new starters and ECRs in the SoL are not given administrative roles and during the first three years their workload is protected through a generous role development allowance (394 hours, nearly 1/4 of the overall workload).

The University's Leadership & Development Foundation provides a range of research-related training, skill development and networking opportunities for staff at all levels of experience, capability and FTE status as part of the Award-Winning ACTivator programme. This delivers bespoke training on a variety of topics including funding, ethics, research supervision, getting published. From 2016 to 2020 31 staff in the UOA have attended 19 ACTivator workshops, the most popular topics being grant support and writing retreats. Training in PGR supervision is mandatory for new staff and staff new to supervision.

These training opportunities have increased our supervision capacity as reflected in the growth of our PGR community. They have also contributed to the increase in the external income generated by the UOA. **Murray** commented: “As an ECR at LJMU I found the ACTivator programme invaluable. The link between attending a course and progress in my own research was clear. Since then, I have been successful in securing funding 3 times.”

Aligned with the Concordat, we are committed to the development of research staff on fixed-term contracts (5 during this REF cycle). They undergo induction and annual appraisal processes and have access to the same training and development resources as others. Two research staff have gone on to obtain substantive posts shortly after leaving the SoL. Chatterjee, who worked as a RA in 2018, is currently a full-time Assistant Professor at Techno India University. Since 2020 McGowan, another former RA, has held a permanent and full-time post as a lecturer in the SJS at LJMU.

We have established a culture of regular exchanges with external public bodies and staff regularly undertake roles in external organisations. **Diver**, for example, uses her expertise on Social Housing and Welfare State Legislation as a member of the Board of Directors of APEX Housing, a charity and social housing provider in Northern Ireland. In May 2020 she was asked to become a trustee of CascaidR, a social care law charity in England. The SoL supports memberships conducive to knowledge exchange opportunities. For example, as part of his collaboration with the UK Centre for Animal Law, **Brooman** co-authored the report *Brexit – Getting the Best Deal for Animals* (January 2018), which was sent to high-level politicians including the then Secretary of State for Environment Michael Gove. The UOA also funded activities, including **Phillips’** travels to Turkey in 2018 to join a human rights group monitoring the elections in Istanbul and a criminal trial against a Kurdish politician as part of his research on the rights of the Kurdish minority, and **Lui’s** meeting in London with the Alan Turing Institute as part of her research into AI in banking.

Impact is one of the elements included in the annual evaluations of staff performance, both in the PDPR and in the annual determination of the research allowance. We enable and support staff to achieve impact through this allowance and the prioritisation of funding to research proposals that reflect our impact strategy.

Research students

The UOA has a thriving, integrated PGR culture. Our PGR numbers are excellent for a UOA of our size, as reflected in the ratio 17 (current PGR population):19 (Category A staff). Our stronger research profile following our submission in the REF2014 facilitated the recruitment of excellent applicants.

Unit-level environment template (REF5b)

During this REF cycle the UOA Law had two fully LJMU-funded PhD scholarships (Halewood, 2016-19; Lamb, 2017-20) and two GTAs (Usher, 2015-17, now a Lecturer at Buckingham University; Scott, 2015-18). Suitably qualified PGRs taught at undergraduate level as sessional members of staff (Lamb) or on fixed-term contracts (Hale-Ross, 2014-15; Graham and Halewood, 2019-20) and at master's level as guest lecturers (Lamb and Shaukat, 2018-). Two international students, Alshamsi from the UAE and Eltweri from Libya, received financial support from their respective embassies.

PGRs are supervised by teams of academics and currently 12 members of the UOA are involved in supervision as Director of Studies or 2nd/3rd Supervisor. Staff are encouraged to supervise PGRs. Staff who do not currently supervise are involved as independent panel members on students' progress review panels and as internal examiners. Six of our current students are jointly supervised by members of this UOA with members of other UOAs at LJMU (11, 17, 20 and 34), reflecting our interdisciplinary approach to supervision and the interdisciplinary nature of our students' research (e.g., Graham's thesis on electronic personhood and AI is jointly supervised by **Lui** and a member of staff from Computer Science).

Our PGRs attend the Doctoral Academy Training Programme and training opportunities created by the UOA, including research seminars, writing retreats and research away-days. We encourage our PGRs to present their work at research seminars and external conferences and provide funding for travel. APS, since 2016, and BLW, since 2019, created funds for PGR student travel and professional development (£27.5k in total pa). The positive impact of our initiatives is demonstrated by the PRES 2017, where 100% of respondents stated that their research skills in applying appropriate research methodologies had developed since they had started the PhD journey (10% above sector average), whilst 83% commented positively on receiving training to develop their skills (6% above sector average).

PGRs can apply for part-time RA positions. Lamb, for example, worked as an RA for **Lui** in 2016-17. PGRs are hired to assist in conference organisation, offering them important networking opportunities, e.g., in July 2017 Lamb helped organise a 2-day symposium on Brexit externally funded by UACES; French played a role in securing the organisation of the UACES conference at LJMU. Our staff are proactive in supporting PGRs, for example, by giving them mock vivas.

Many of our PGRs go on to successful academic careers. Examples include Gosling, LJMU; Hale-Ross, Leeds Beckett University; and O'Leary, Chester University. To help with employability, UOA staff collaborate with PGRs on joint publications. For example, **Lui** co-authored a journal article with Lamb; **Panara** co-authored with French an entry for the Encyclopaedia of Public International Law (OUP). Supervisors regularly comment on draft articles and conference papers and

advise on publication procedures.

Our PGRs benefit from dedicated spaces in the Redmonds Building and in the John Foster Building, the same buildings occupied by most academics from the SoL and the SJS, ensuring that they can have daily contact with them and occupy a strong position in our research culture. PGRs also benefit from bookable quiet study space in the Library. PGRs in the Business Area of LTAP (Ebikake, Graham, Kadzirange, Saeed and Worme) hold regular meetings during which they practise their presentation skills and give feedback to each other. All respondents to the 2017 PRES acknowledged the availability of outstanding resources including in particular the working space and the online and library facilities (+19% above sector average).

Equality & diversity

The UOA embraces the University's comprehensive policy on equality, diversity & inclusion (EDI). The University's EDI Team has networks for all groups of staff representing key equality strands and runs workshops and training events. All appointments and promotions are performed through gender balanced panels. Academic appointments and promotions to readerships and chairs are routinely monitored through an equality impact assessment and reported in terms of EDI.

The UOA features a balanced male/female ratio among staff both in terms of headcount (whereby 53.7% of staff are female and 46.3% male) and of FTE (whereby 52.4% of staff are female and 47.6% male). A similar ratio exists among staff submitted as Category A, 10 such staff being female (52.6%) and 9 male (47.4%).

BAME colleagues are circa 1/5 of our staff base. This figure includes a senior researcher. A similar percentage of colleagues submitted as Category A staff are BAME (21%). Additionally, about a quarter of our staff, including a senior researcher, are originally from countries other than the UK, which encourages research with international focus and facilitates contacts with researchers and groups from other countries.

The productivity of Category A staff varies marginally between groups, with males more productive than females (2.55 submitted outputs on average against 2.1). BAME researchers have been the most productive with an average of 2.5 outputs compared to 2.26 from other colleagues, followed by researchers not originally from the UK (2.37) and UK researchers (2.27). ECRs have entered 1.25 outputs on average.

Women and BAME colleagues perform leadership roles in LTAP. Of the four Areas within the research centre, two are led by women, one of whom is BAME. Female colleagues (**Lui** and **Stalk-**

er) attended the University's Female Professors & Readers Forum, where they have received mentoring from senior LJMU academics, and the Aurora Programme (**Bradshaw, Lui, Sankey, Stalker and Stirk**). An example of the impact of these confidence-boosting and informative opportunities is **Lui's** promotion to readership in 2018.

Policies are applied equally to part-time and full-time staff. Teaching load and the research allowances apply to part-time staff pro rata. Staff returning from maternity leave, as well as other extended leave for reasons relating to ill-health or family commitments, are supported in their return to research through the allocation of a generous research allowance and limited teaching responsibilities during the initial period or through a phased return to work. Two members of staff at the SoL work on compressed hours in response to their special needs deriving from disability or childcare commitments. One of them, due to their disability, received a single occupancy office. One member of staff returned to work after a long period of sickness and we supported them through a substantial research allowance to facilitate their return (394 hours, 1/4 of the overall workload).

There are two PGR Coordinators in the SoL (a man and a woman), which ensures a gender balanced approach to recruitment and administration of doctoral studies. Interviews for PGR studentships are conducted by gender balanced panels. Our current PGR community comprises 17 students (11 males, 6 females) of whom 7 are BAME. Females are significantly underrepresented among PGRs compared to undergraduates (currently ca. 70%) and PGTs (ca. 60%), whilst there is a good presence of BAME (42.8%) compared to undergraduates (ca. 20%).

The SoL is currently planning an application for an Athena Swan award and is actively involved in the Race Equality Charter application of the University. This will create even more focus on gender and race equality in the near future.

3. Income, infrastructure and facilities

Income

The total income of the UOA increased from £34,498 during the REF2014 to £549,000 during this REF cycle. The wide range of these sources of funding evidences the high quality of our research. Our income includes funding from some of the most competitive and prestigious bodies, including the ESRC (**Burke, 2014-15**), two Small Research Grants of the British Academy/Leverhulme Trust (**Panara, 2016-17; Pillay, who left LJMU in 2019, 2018**) and two from the AHRC (**Pillay, 2018; Mariniello, 2020**), but also the European Commission (**Burke, 2012-15**), as well as other organisations and charities including The Great British Sasakawa Foundation (**Marshall, 2019**), the Royal British Legion, In-

terserve Justice, Forces in Mind Trust, Foundation for Art and Creative Technology Liverpool: FACT, Phoenix Futures and the Probation Institute (**Murray**, 2017-21), Local Solutions (**McManus**, March 2020). Not only our staff but also our PGRs have submitted successful funding bids, e.g., Lamb was awarded a NORTIA £2.3k bursary for a 2-month research period at University College Dublin.

Three members of staff received prestigious research fellowships. **Panara** received a Fellowship for Experienced Researchers from the Alexander von Humboldt Foundation for a sabbatical period of 18 months at Tubingen University in 2014-15; in March 2020 **Mariniello** was awarded the same Fellowship to spend one year at the Humboldt University of Berlin; **Lui** had a Max Planck Institute's Research Fellowship for three months in 2015 at the Max Planck Institute for Comparative and International Private Law in Hamburg. All these sabbaticals led to the completion of monographs (**Panara**, Springer, 2015; **Lui**, Routledge, 2016) or will lead to the completion of a monograph (**Mariniello**).

Symposia and conferences have been supported through external funding. UACES funded a 2-day international symposium on Brexit (**Panara** 2017) and in May 2020 the Society of Legal Scholars awarded **Lui** and **Mamutse** £3k for a 1-day conference on Corporate Governance & Insolvency Law.

Infrastructure & Facilities

Excellent physical infrastructure and research resources have enhanced our ability to develop as a research community. In 2012 the entire SoL moved into a dedicated floor in the newly built Redmonds Building. During this entire REF cycle prior to COVID-19 staff benefited from being based on the same floor, facilitating the circulation of ideas across the SoL/UOA and leading to joint research outputs and funding applications. All staff have a dedicated workspace in a multi-occupancy office comprising maximum 5 staff and 10 staff have a single occupancy office. Staff who require a quiet space to study can book it in the Library including during weekends.

The UOA operates in the context of BLW and APS. It benefits from the support of a full-time research funding coordinator in APS and of a 0.2 FTE research funding coordinator in BLW. The 0.2 FTE BLW research funding coordinator is a new post that was created in 2020 as part of our investments to enhance our research environment. The two coordinators provide guidance to staff on research grant applications and funding bodies and help bring together researchers with similar interests for major funding initiatives. They also advise on first drafts of applications. The Finance Department of the University helps staff with costing projects while the new digital Grants and Projects (GaP) system facilitates the submission process. A rigorous internal peer review process takes place in both Faculties: typically, two experienced researchers review and give ad-

vice on funding applications before submission. This support for staff has been instrumental in increasing research income during this REF and securing funding from highly selective schemes.

BLW's allocation of QR funding to individual and group research within the SoL was substantial: £47,029 during the entire REF cycle, facilitating a number of achievements including part of the research underpinning our two impact case studies. The University also allocates every year funding from the Global Challenges Research Fund (GCRF). In 2019 **Lui**, **Chijioke-Oforji** and **Okanigbuan** obtained £8,920 from this scheme to work with partners in Nigeria, including the University of Lagos and Igbenidion University on a project on access to digital financial payment services for women and minority groups in rural areas of Nigeria, which is likely to generate impact for the next REF. All staff receive an annual allowance of ca. £1k to support conference attendance and networking activities.

The SoL organised several writing retreats for staff, including one virtual writing retreat during COVID-19, some specifically for ECRs in the context of the REF Uplift Scheme and others for all staff and PGRs. These led to high-quality publications and facilitated the timely completion of PhD theses by a number of PGRs. The UOA also organises regular research away-days during which staff, particularly ECRs and PGRs, present their work in progress receiving constructive advice and feedback. The away-days were also instrumental to the development of the SoL's research strategy which originated from the group work conducted by ca. 20 colleagues during one away-day in 2015.

The UOA supports our extensive programme of research events in LTAP through the non-pay budget. For example, in 2016 Professor Joanne Conaghan, Chair of the REF2021 Law Sub-Panel, delivered a well-attended training session for staff and PGRs on 3* and 4* research. In 2018 **Cavandoli** and Pimor received funding for a symposium celebrating the 70th anniversary of the Universal Declaration of Human Rights. **Wilson** organised two symposia on UK Constitutional Law in 2015 and 2016 and one interdisciplinary seminar on Catalunya's secession referendum in 2017. **Lui** organised two international conferences, both externally funded; the first in 2017 funded by the SLS on Corporate Governance, and the second in 2018 funded by The Honourable Society of the Inner Temple on FinTech, AI and the Law. The Criminal Area of LTAP is home to the Criminal Justice seminar series with external speakers and attended by staff, students, practitioners and open to the general public. It also hosts the Merseyside Probation Practitioners forum which is held four times a year. We also organise seminars in collaboration with other institutions, including The North West British Society of Criminology Seminar in 2016, which was a collaborative endeavour of our UOA (**Murray**), Liverpool University, the International Criminological Research Unit, The Howard League and FACT Liverpool.

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

(a) Research collaboration across the University and beyond

To ensure the vitality and sustainability of our research culture, the UOA is proactive in hosting and supporting a diverse range of collaborations with research institutes, universities and organisations across the globe. There are examples of this from all the Areas of LTAP.

Area Public:

Panara is a member of the International Research Network of the Jean Monnet Centre of Excellence PRRIDE at Tübingen University. This collaboration led, inter alia, to the presentation of a paper at a conference at Tübingen University in 2017 and to a chapter in a collection edited by Professor Gabriele Abels and Jan Battke featuring some of the leading scholars in the field of federal and regional studies (Edward Elgar: 2019).

In February 2020 **Mariniello** secured one AHRC £451,994 grant in collaboration with Queen's Belfast University, Dublin Trinity College and Al Quds University (September 2020-August 2022). The project shall assess the humanitarian vulnerabilities of the Palestinian Bedouin at risk of displacement in an area of the West Bank allocated for the expansion of Israeli settlements.

In 2016-17 **Diver** wrote the UK country report on cross-border proceedings in Family Law matters, a project coordinated by the T.M.C. Asser Institute, The Hague, and Utrecht University, The Netherlands, and funded by the European Commission's Justice Programme (€5M).

Area Business:

Chijioke-Oforji is an external member of the City University Digital Trade Research Group which led to a paper for the *International Trade Regulation Journal*. **Okanigbuan** published joint articles in the *Journal of Corporate Law Studies* (2019) and in the *Journal of Law and Society* (2020) with scholars from Russell Group universities, including Professors Andrew Keay and Joan Loughrey (Leeds University), Professor Terry McNulty and Abigail Stewart (Liverpool University).

Area Criminal:

Burke collaborated with Gwen Robinson (Sheffield University) and Matthew Millings (LJMU) on a successful ESRC funded project (£180k, 2014-15) on the implementation of the Transforming Rehabilitation agenda in one Community Rehabilitation Contract area. Since 2013 **Burke** also co-organises with the Centre for Gender, Community and Social Justice at Cambridge University the Bill McWilliams lecture series about contemporary probation practice. Since 2020 **McManus** is the UK and Western Europe Lead for the Global Law Enforcement and Public Health project on the future of policing and public health globally.

The UOA also encourages interdisciplinary collaborations with other research groups at LJMU.

Murray, for example, leads the Reimagining the Veteran research group in the Centre for the Study of Crime, Criminalisation and Social Exclusion. **Mariniello** collaborates with researchers from the Public Health Institute on a GCRF funded project on the health, penal and judicial measures taken to mitigate COVID-19 in Malawian and Zimbabwean prisons (£24.4k). **Burke** co-

authored outputs with Millings, Ragonese and Taylor, all based in the SJS and entered in UOA 20.

(b) Contribution to academic discipline

Staff peer reviewed research proposals on behalf of important funding bodies in the UK and overseas. For example, **Panara** reviewed funding bids for the British Academy/Leverhulme Trust and the Netherlands Organisations for Scientific Research (NWO), whilst **Ventrella** reviewed proposals for the ESRC.

Staff served as editors and/or are editorial and advisory board members of law journals. **Burke**, for example, was Editor of the *Probation Journal* from 2007 to 2016 and since 2009 has been a member of the Editorial Board of the *European Journal of Probation*. **Wilson** is Chief Editor of the *Liverpool Law Review* (Springer). **Panara** is a member of the Scientific Board of the *Revista General de Derecho Público Comparado* and regularly referees papers for the same journal. **Brooman** is on the Editorial Board of two of the most important Animal Law journals, the *Journal of Animal Ethics* (Oxford Centre for Animal Ethics) and the *UK Journal for Animal Law* (UK Centre for Animal Law). In 2020 **Diver**, Stalker and **Wilson** founded the *LJMU Student Law Journal* that they lead as Chief Editors supported by a team of 14 Law PGRs. **Murray** guest-edited a special edition of *Illness, Crisis & Loss* (2019).

Members of the UOA acted as referees for articles in peer reviewed journals from the UK and overseas, including:

- *The British Journal of Criminology, Criminology and Criminal Justice* and *The Howard Journal of Crime and Justice* (**Burke**);
- *Journal of Financial Regulation and Compliance* and *Liverpool Law Review* (**Lui**);
- *Nordic Journal of International Law, Journal of International Criminal Justice, International Criminal Law Review, European Journal of International Law, Melbourne Journal of International Law* and *New Journal of European Criminal Law* (**Mariniello**);
- *Sexual Abuse: A Journal of Research and Treatment, Journal of Interpersonal Violence, Policing: A Journal of Policy and Practice* and *International Journal of Police Science and Management* (**McManus**);
- *European Public Law, Maastricht Journal of European and Comparative Law, European Yearbook of Constitutional Law, Italian Review of Regional Science, Revista General de Derecho Público Comparado* and *Liverpool Law Review* (**Panara**);
- *Journal of International Law, Ethics & International Affairs, International Politics, International Law Research, International Journal of Climate Change* and *Health and Human Rights Journal* (**Wilson**).

In 2017 **Lui** received the Outstanding Reviewer Award from the *Journal of Financial Regulation*

and Compliance.

Staff also reviewed book proposals for distinguished publishers, including OUP (**Mariniello** and **Panara**), Hart Publishing (**Mariniello**) and Routledge (**Mariniello** and **Panara**).

Staff regularly act as external examiners of PGRs at universities in the UK and overseas. These include: **Burke** (Manchester University, 2020; Middlesex University, 2020); **Lui** (Deakin University, Australia, 2017; University of South Wales, 2020); **Mariniello** (Urbino University, Italy, 2017; Bolton University, 2017); **Panara** (University of Modena and Reggio Emilia, Italy, 2015 and 2017; Hull University, 2016 and 2020); and **Wilson** (Liverpool University, 2015; Lancaster University, 2017; Hull University, 2018).

Following a competitive application process, in 2019 the SoL was successful in its bid to host the annual conference of UACES. This is the most important interdisciplinary conference in the field European Studies.

In 2017 **Brooman** organised at LJMU the first conference on Animal Law held in the UK and in 2019 he organised a second Animal Law conference at LJMU which with 139 attendees and 39 papers was the largest ever held globally.

(c) Recognition of staff research and expertise

Staff hold leading positions in professional subject associations and learned societies, including SLSA (**Lui**), Howard League for Penal Reform (**Burke**, 2010-) and Royal British Legion (**Murray**). **Burke** is a Fellow of the Probation Institute (2015-). This honour is awarded to individuals who 'have made an outstanding contribution to probation or community justice and are recognised experts in their field'. Since 2015 **Brooman** has been a Fellow by invitation of the Oxford Centre for Animal Ethics in recognition of his contribution to this field.

Okanigbuan is a graduate member of The Chartered Governance Institute and in October 2019 was invited to speak to the students of the Institute. In recognition of his contribution in the field of Comparative Public Law, in 2016 **Panara** was nominated by Dr Yseult Marique (German University of Administrative Sciences, Speyer, and Essex University) to mentor 20 ECRs from across Europe in the context of the British Academy-funded research network 'European Legal Identity'.

Staff have presented their research at leading international conferences, including UACES, Council for European Studies, SLSA, SLS, International Society of Family Law, British Society of Criminology, European Society of Criminology and American Society of Criminology. They have also received invitations as keynote speakers or to present their research in the UK and overseas. **Burke**, for example, delivered keynote speeches at the International Symposium of Probation, hosted by the French Prison Administration (2018), to mark the 60th anniversary of probation in France, and at the closing conference of the EU-funded COST action 'Bridging research, policy

and practice' (Brussels, 2016). **Lui** delivered keynote speeches at the Annual International Conference on 'Law, Economics and Politics' at Cambridge University in 2016 and at the PROTAX Conference 'New methods to prevent, investigate and mitigate corruption and tax crimes in the EU' organised by the EU Research Commission Agency (Brussels, 2019). **Murray** delivered two keynote speeches on veteranality at events hosted by FACT (2017) and by No Offence in collaboration with FACT (2015). **McManus** was the keynote speaker at the National Police Chiefs Council and Multi-Agency Safeguarding Hub conference (2019) and was an invited speaker at the Mayor's Office for Policing and Crime (MOPAC) conference opened by the London Mayor Sadiq Khan (2019). **Panara** received invitations to speak on subsidiarity and multi-level governance at conferences at Dubrovnik University (2015), Salford University (British Academy event, 2016), Tübingen University (2017), Budapest University (2017) and Ljubljana University (2017).

Staff also delivered research seminars on invitation at universities in the UK and overseas. **Mariniello** delivered lectures for the PhD students in Global Studies at Urbino University, Italy (2018); **Wilson** and **Lui** gave staff and PGR student seminars at Verona University in 2019 and 2020 respectively; **Panara** at Tübingen University in 2014 and 2015 and at Aberdeen University in 2016. **Burke** spoke at Sheffield Hallam University (2016), Nottingham University (2017) and Strathclyde University (2018).

(d) Visiting appointments and Fellowships

Marshall is a Visiting Scholar at the Institute of Criminology, University of Cambridge (2016-) and a Fellow of The African Institute for Crime, Policy and Governance Research (2016-). The SoL hosted two overseas visitors: Professor Matteo Nicolini (Verona University) in 2019 and 2020, and Professor Sarah Buhler (University of Saskatchewan, Canada) in 2019. These collaborations led to successful external funding applications (€20k, Spanish Ministry of Education, **Panara** and Nicolini inter alia, 2019) and joint research outputs (Stalker and Buhler, forthcoming book chapter, 2020). The fellowships of **Lui** (Max Planck Institute, Hamburg), **Panara** and **Mariniello** (Alexander von Humboldt Foundation) have been mentioned previously.

(e) Research engagement with external organisations and practitioner groups

Staff from LTAP have provided legal and policy advice to various professional bodies and play a wide variety of advisory roles in external organisations.

Area Public:

Mariniello collaborated with the European Court of Human Rights and provided training for judges and legal officers in Strasbourg (2017). He also acted as an Assistant Counsel and Member of the Legal Team representing Gaza Victims in the 'Palestine Situation' before the International

Criminal Court (2019) and delivered pro bono legal advice in International Criminal Law, including the drafting of a legal memo for the Palestinian Centre for Human Rights (2018). Staff also engage with parliament and other legislative assemblies. **Wilson** provided written evidence to the House of Commons Public Administration & Constitutional Affairs Select Committee Inquiry on the role of Parliament in the Constitution which was accepted and published on the Committee's website (2018). In 2015 **Diver** delivered two seminars, one on UK adoption legislation and one on the Bedroom Tax, as part of the Knowledge Exchange Seminar Series of the Northern Ireland Assembly. The second fed into the Welfare Reform in Northern Ireland.

Area Business:

Chijioke-Oforji is a Research Affiliate of the SovereignNet Research Group at The Fletcher School of Law and Diplomacy, Tufts University, Massachusetts, US. The SovereignNet team advises the International Forum of sovereign wealth funds (SWFs) on the Santiago Principles and SWF regulatory governance.

Area Criminal:

Burke organises a series of events at LJMU in conjunction with the Merseyside branch of NAPO (National Association of Probation Officers) aimed at bringing together academics and practitioners in order to promote a dialogue between the two groups. In 2012-15 he was an Investigator on the 'Reducing Reoffending' project funded by the European Commission (€80k). This project was a collaboration between LJMU, Knowsley Borough Council and researchers from The Hague (Netherlands) and Turin (Italy). Since 2009 **Burke** has been a member of CREDOS, an international network of researchers and practitioners interested in the effective development of offender supervision. This collaboration led to the publication of the edited collection *Evidence-Based Skills in Criminal Justice* (Policy Press/Bristol University Press: 2018). **Mc Manus** produced over 40 knowledge transfer reports to the National Crime Agency (NCA) and the Serious Crime and Analytical Section (SCAS). Some resulted in amendments to NCA and SCAS practice, such as, the amended algorithm which uses crime scene behaviours and pre-conviction data to narrow down suspect parameters. The results were presented to FBI and Interpol. **Murray** was an expert advisor on the South Yorkshire Armed Forces Covenant Project in collaboration with Sheffield Hallam University (2017). She is a research partner for The Probation Institute Veterans Research and works closely with the Advisory Group of the Institute (2019-21).