

Institution: University of Cumbria
Unit of Assessment: UOA20: Social Work and Social Policy
<p><u>1. Unit context and structure, research and impact strategy</u></p> <p>1.1 How is Research Structured across the UOA</p> <p><u>1.1.1. Context</u></p> <p>This Unit undertakes research that has a positive impact on society, aims to effect impact on policy, and is underpinned by a shared vision of alleviating social and health inequalities.</p> <p>Drawing on a legacy of allied health research at St Martins College in Lancaster (1964-2007), UoC's research excellence expanded to include applied social sciences alongside distinct areas grounded in its teaching and research in allied health professions and medical sciences. Latterly, this development has been supported by the institutions submission to REF2014, which included:</p> <ul style="list-style-type: none"> • Allied Health Professions (3FTE) - 49% assessed at 3* and above, and 94% at 2* and above. • Sport and Exercise Sciences (6FTE) - 22% submission being 3* and above, and 14% at 4*. <p>This platform has enabled UoC to grow research into related areas, and for REF2021, UoC will be submitting over three times as many staff in health-related UOAs, compared to REF2014.</p> <p>Researchers named in bold are Category A staff with 'significant responsibility for research' (SRR, see UoC REF2021 Code of Practice, 2.10) and those in bold and <i>italics</i> are individuals who left UoC during the REF assessment period. Individuals in plain are non-submitted UoC staff – including staff with 'emerging responsibility for research' (ERR, see UoC REF2021 Code of Practice, 2.12), Research Assistants (RA), Postgraduate Researchers (PGRs) and honorary/retired staff.</p> <p><u>1.1.2. Strategic achievements enhancing research culture and environment</u></p> <p>Since REF2014, and against the five year strategic objectives outlined in the 2014 UOA3 Environment Statement, two principal achievements include the formation of the:</p> <ul style="list-style-type: none"> • 'Institute of Health' in 2018 (IoH) - uniting all of UoCs health and social care programmes and encompassing nursing, social work/care, midwifery, sports science, psychology, medical sciences, and paramedic. • 'Centre for Research in Health and Society' in 2019 (CRiHS) - bringing together research excellence, experience, and resource across several existing units to improve the vitality (through critical mass of researchers, and coherence of research expertise) and sustainability (through coordination of researcher development) of the research environment and culture. The Centre Director (Stuart) and Theme Leads (Miller, Grimwood and Goodwin) additionally ensure quality assurance, research integrity, and effective communication across research active staff in the IoH to increase high quality academic outputs, research income and impact. <p>Capability and capacity has been enhanced through these consolidated structures, and CRiHS has formalised a research environment for all academic staff interested in health and social sciences research.</p>

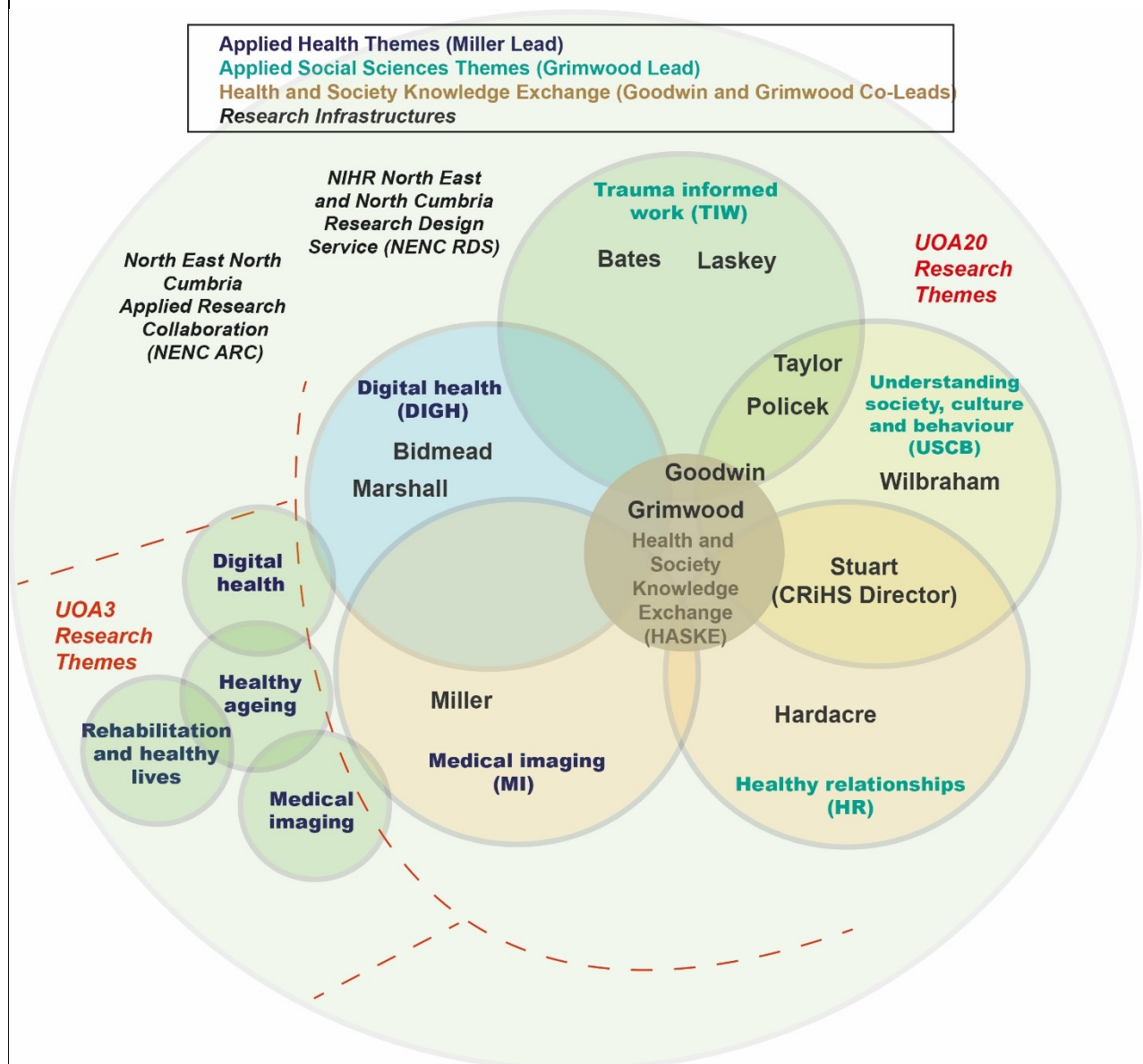
1.1.3. Centre for Research in Health and Society (CRiHS) and Research Themes

CRiHS' vision is: "Positive transformation of health and social outcomes for all through applied scholarship, research and knowledge exchange, leading to excellence in health and social care practice locally, nationally and internationally."

CRiHS has three overarching research areas, and associated themes – those in **bold** form part of this Unit's submitted research:

- Applied Health Research, **digital health**, **medical imaging**, long-term illness and disease, mental health (**Miller** as Lead)
- Applied Social Science Research – **healthy relationships**, **trauma informed work**, **understanding society**, **culture and behaviour**, communities (**Grimwood** as Lead)
- Health and Society Knowledge Exchange - **HASKE**, undertaking research and evaluation commissions, bidding and tendering, and workforce development. (**Grimwood** and **Goodwin** as Co-Leads)

Fig 1. demonstrates the research themes which are being returned to REF2021 (across UOA20 with UOA3 for comparison), and the focus of this Unit's Category A staff. See Section 1.2 for aims and objectives to grow research excellence across each of CRiHS' themes. Staff in Medical Imaging (MI) and Digital Health (DIGH) are also being returned to UOA3.



One central theme unites all these themes – inequality - and the understanding and alleviation of social and health inequities runs throughout our research and is aligned to our vision. Research themes submitted in this Unit include:

- **Digital Health (DIGH)** - concerned with digital applications, tech solutions, independence and empowerment, rural health, and emerging from the Cumbrian Centre for Health Technologies (2014-2018) (REF5a, 1). The theme works collaboratively with industry and practice to road test technology adoption and new services.
- **Health and Society Knowledge Exchange (HASKE)** - a Health and Social Care Evaluation (HASCE) Unit was formed in 2016 becoming HASKE in 2018 as an entity of CRiHS. Its model and ethos provides a unique fusion of business development and research veracity, building on the strengths of the University's portfolio, utilising existing and new academic expertise in these fields. This is underpinned by focussed activity in tendering, networking, contract/grant capture and delivery of high-quality and consistently excellent research projects.
- **Healthy Relationships (HR)** – including individual, intimate, partner, family dynamics, 'Looking after Children' related issues, attachment, and incorporating research related to the Child, Youth, Family and Community Network (2014-2018) (REF5a, 1).
- **Medical Imaging (MI)** – including sonography, radiography, and ultrasound (submitted in UOA3) and social issues in medical imaging. This theme has emerged from the Social Issues in Medical Imaging Research Group (2015-2018) (REF5a, 1). Research in this theme is concerned with issues of effective medical communication and everyday practice, clinician and patient wellbeing, and effective practitioner education.
- **Trauma Informed Work (TIW)** – developing research of the Interpersonal Violence Research Group (2017-2019) which focuses on violence in relation domestic, partner, family, child to parent settings, adverse childhood experiences, victimisation, sexual exploitation, trafficking, asylum and refugees. This theme includes the Trauma and Abuse Studies Group.
- **Understanding society, culture and behaviour (USCB)** - including social attitudes, behaviours, discrimination, law enforcement and public health. It also encompasses youth programmes, social care, wellbeing and philosophy.

1.1.4. CRiHS Contribution to Research Culture and Environment

The establishment of CRiHS marks a turning point for IoH and a step change in research capability and capacity. CRiHS provides a comprehensive, and centralised, resource for all research active staff in the Institute of Health (IoH) creating:

- A single PGR community (35 in IoH, 24 UOA20) that facilitates extended opportunities for internal/external networking, promotes sharing of skills and training opportunities, and signals to a research 'culture' supporting researcher development for sustainability.
- Recognition to areas of research excellence, empowering academics to pursue research projects via CRiHS and to do so in a collaborative and supportive environment.
- Additional capacity through coordination and leadership, and capability through sharing of knowledge, skills and experience, that plays to individual strengths.
- A focal point for internal research activity through public lectures, seminar series, Work in Progress seminars for new and established researchers, thematic discussions, research and development training sessions and hubs for PhD students.

1.2 Research Strategy 2021-2028

Fig 1. demonstrates those CRiHS themes which have reached sufficient maturity to be submitted to REF2021. As part of the forward research strategy (reviewed in 2024 to end of the assessment period), CRiHS aims to develop all the themes provided in Section 1.1.3, so that by the next REF, there is submitted research across all areas. Those areas which we will focus growth on include long term illness and disease, mental health and communities.

To achieve CRIHS's vision there will be a clear focus on internal capability and external liaison to achieve the following strategic aims for 2019-2024:

- To embed a culture of high quality scholarship and research
- To increase research capability and quality for students, staff, partners
- To seek, develop and maintain meaningful engagement and collaborations with internal and external partnerships
- To develop a strong and positive CRIHS brand and reputation internally and externally
- To increase health and society research and enterprise income
- To maintain a dialogical relationship between research activities and operating environment.

1.3 Enabling Impact

This Unit ensures that impact is integral to research activity. This is underpinned by UoC's strategic intent to *"contribute to the social, cultural and economic well-being and prosperity of our communities"*. CRIHS driving impact agendas within this Unit and UKRI/Research England guidelines and Impact Case Study (ICS) templates are used to help staff understand and articulate research impact beyond academia. Impact training sessions (led by **Stuart**) are delivered to staff. Furthermore, the Director, Theme Leads, and members of the Professoriate provide one-to-one research mentoring to colleagues and explore strategies for generating and evidencing impact, and disseminating this externally. The Research and Knowledge Exchange (RKE) Office provide additional support for impact generation and related training and development (REF5a, 4).

Internal/external funding, and staff development opportunities, have been utilised to support impact generation. This demonstrates this Unit's commitment to sustainability and longevity of its research benefiting society. As evidence of this approach, research themes have been supported with internal funding to undertake impact work relating impact development including sabbatical leave. One of this Unit's ICS's was supported via QR Strategic Priorities Fund (QR-SPF), and the other utilised a suite of external grants to deliver and evidence impact (Section 3). A further two reserve ICS's utilised internal research funding (leading to external funding), and sabbatical leave has also been utilised to generate impact, for example, **Wilbraham**, who completed a research project working on the impact of weight cutting in combat sport. Further details are provided in Section 3.

1.4 Supporting Interdisciplinary Research

Achieving research outcomes and impact demands interdisciplinary working, and this unit actively encourages this, for example:

- **HASKE** has enabled engagement with stakeholders across the public, private and third sectors, and for a diverse range of expertise to be utilised across a number of disciplines, from psychology (**Taylor**), outdoor studies (Hayes [UOA23]) to social work and philosophy (**Grimwood**).
- **TIW** – expansion of what was the Interpersonal Violence Research Group into a dedicated theme, and with an associated **Trauma, Violence and Abuse Study Group**, has facilitated staff collaboration across UOA's. This development has been seen with an annual seminar series that has had speakers from psychology, criminology, policing, and social work, as well as a symposium event.
- **MI** – has developed innovative cross-disciplinary studies that draw on expertise in social psychology (**Miller**) to enhance the understanding of clinical practice in medical imaging.
- **USCB** - Covid-19 has led to the development of further interdisciplinary research, for example **Wilbraham** is currently engaged in a project about mental health for young people in Cumbria with colleagues from UOA23 and **Stuart** is leading national research into the biopsychosocial impacts of Covid-19, submitted to the Select Committee Inquiry.

- **DH - Marshall's** work on rural health was developed in scope to cover 'wellbeing' and 'sustainability', through collaboration with Murphy (UOA17). Activities have included the Leading Wellbeing Conference (2016); Special Issue of the *Journal of Corporate Citizenship* on Leading Wellbeing in Rural Contexts (2017); a small ESRC feasibility study on Knowledge Management in SMEs: a Comparison by Sector and Place (2018); joint editorship of a book series published by Routledge on *Citizenship and Sustainability of Organizations* (2020).
- **NIHR NENC ARC - Bidmead** as ARC appointed Senior Research Fellow works across the University and with external partners to evidence social and health inequities in North Cumbria. This research is mixed method and interdisciplinary. During the Covid pandemic, this group also worked towards an interdisciplinary online research community through the continuation of the seminar series through Microsoft Teams.

As of July 2020, Six staff within this UOA supervise PhDs with colleagues being submitted in different UOAs, and four staff have published with colleagues in different UOAs. CRiHS proactively facilitates interdisciplinary research through its series of seven 'cross-cutting' themes with leads outside the IoH.

1.5 Supporting an Open Access Environment

Staff are encouraged to submit research into peer reviewed journals that have at least some level of open access, and within this UOA, and the applied and practice-facing nature of the work, this is even more important. Staff are encouraged to share research and open access publications on social media platforms and to engage with news outlets. This ensures the Unit's research interfaces with local/national issues. For example:

- **TIW** – staff in this theme have engaged in TV interviews (**Bates**) for news programmes and documentaries about male victims of domestic violence. Importantly, the feedback and reaction of this media coverage has demonstrated that this work reaches victim/survivors and professionals, also corroborated by increased repository downloads.
- **USCB** – this themes research on gender representation in children's books was seen as part of an article in *The Conversation* (**Wilbraham**), and work on inequity (**Stuart** as Lead) has been the focus of radio and newspaper coverage, and more recently, her national research on Covid-19 featured on the BBC News website.

Beyond this, wider dissemination is also seen to encourage reach of the research beyond academia. This can be seen through public events. For example, in **TIW** regular public lectures have shared their work on domestic violence and abuse, with 60 practitioner delegates including, police and probation officers. In **USCB**, **Stuart** presented her inaugural professorial lecture to an audience of 100 multi-professional practitioners, leaders, managers and academics. **HASKE** regularly hold public events to engage with stakeholders or to present research findings to commissioners and clients (many in the public sector). Recently, this has included Morecambe Bay Hospitals Trust and engagement with public users, commissioners and practitioners.

The CRiHS team also hosted six open access seminars (2018-2020) with audiences of between 10 and 50 per seminar, and a two day open access online conference on educational inequality with an international audience of 55.

1.6 Supporting Research Integrity

Unit staff contribute significantly to the wider research culture that upholds the standards and the research integrity for the University. The central university research ethics panel is multi-disciplinary in nature but has six members of staff from this unit on the panel to represent what is a significant proportion of the internal research applications coming from these areas (REF5a, 3.2).

The CRiHS structure and theme leads additionally ensure research integrity and adherence to the Concordat. This is done through the organisation of CRiHS training workshops (for example, sessions on writing good research proposals run by **Goodwin**), facilitating discussion programmes (for example, the interdisciplinary Work in Progress seminars organised by **Grimwood**) and providing a 'critical friend' role to researchers developing their projects. CRiHS thematic discussion groups enable research integrity to be openly discussed. The UoC additionally provides a centrally delivered 'Research Skills Development Programme', and 'Summer School', open to PGRs as well as staff (REF5a, 3.2). This includes sessions delivered by 10 of this UOA's staff.

2. People

2.1 Staffing Strategy and Staff Development

This Unit's overall staffing strategy and approach to researcher development is as follows:

2.1.1. Be strategic in recruiting staff with research and impact experience and interest to enable further development of the CRiHS themes

This Unit evidences a successful recruitment strategy to broaden research and support impact across the themes. In **USCB**, **Policek** was recruited in 2017, bringing experience of criminology, justice and human rights, achieving Associate Professor in 2017, and a secondment to Head of the Graduate School in 2019. **Stuart** was recruited in 2015 and progressed to Professor and Director of CRiHS in 2019. In **TIW**, **Laskey** studied her BSc and Masters at UoC, and joined the institution as a Research and Teaching Assistant in 2014, progressing to Lecturer in 2018; supporting **Bates** on research within this theme. In **HR**, **Hardacre** joined UoC as Graduate Teaching and Research Assistant in 2014, progressing to Lecturer in 2015 and started a PhD across the assessment period (expected completion 2022). The development of research across **IoH** and **CRiHS** has increased applications to advertised posts.

2.1.2. Support staff progression and promotion, linked to excellent research and impact, to further leverage researcher development

This Unit has also supported existing staff in their career progression:

- **TIW - Bates** has progressed from Lecturer to Principal Lecturer, and **Taylor** from Lecturer to Principal Lecturer, and more recently as the Head of Learning and Teaching in the IoH.
- **MI - Miller** achieved Associate Professor in 2018 and became 0.1FTE Co-Theme Lead for the Applied Health Research area in CRiHS in 2019.
- **DIGH - Bidmead** joined UoC in 2014 as Research Fellow becoming a Senior Lecturer in Digital Health (2019) and Senior Research Fellow within the NIHR North East and North Cumbria Applied Research Collaboration (NENC ARC) (2019).
- **USCB - Grimwood** became the Academic Lead for HASKE in 2016, and in 2018 achieved Associate Professor. In addition, in 2019 he became 0.2FTE Theme Lead for the Applied Social Science Research area, and in 2020 was seconded 0.2FTE as Head of Graduate School.

Of the Units Category A staff, all but one member of staff (**Bidmead**) is on a Permanent Contract, and this is indicative of the Unit's sustainability and commitment to ensuring continuity of staff and of individual research areas. **Bidmead** was previously on a permanent contract but her promotion to Senior Research Fellow as part of the NENC ARC is fixed term, linked to NIHR funding for this programme.

Unit staff have full representation on the University's Research and Knowledge Exchange Committee, and the continuity (and in many cases promotion) since 2014 of ten Unit staff evidences a successful strategy for staff development and retention. Staff are additionally rewarded through internal reward/award schemes such as the Vice Chancellor's awards including for excellence in research which has been won by **Stuart** in 2016 and **Goodwin** in 2015. This Unit has increased REF-eligible outputs by 235% across the assessment period.

The Unit uses research activity and alignment of PhD proposals to support staff in impact generation:

- **TIW - Laskey's** PhD supports the work of **Bates** through developing work with marginalised victims groups. Her research builds on existing work regards to prevalence and severity of men's experiences of domestic abuse from women (Impact2002), by working with victims from the LGBTQ+ community.
- **HR - Hardacre's** PhD supports the work of **Stuart** in support of a reserve ICS. Where **Stuart** documents the importance of empowerment and agency **Hardacre** adds the nuance of the importance of practitioner authenticity in supporting empowerment and agency.

2.1.3. Offer a range of research development activities throughout the year and open to all, to support staff early in their research careers.

CRiHS ensures that ECR's and postdoctoral researchers are effectively integrated into the research culture. This is supported through wider development work (e.g., doctoral summer schools, development workshops), and in interdisciplinary research that's occurring in UOA20 (Section 1.4). Staff are also supported with academic writing retreats (facilitated by the Professoriate), student socials (regular CRiHS PhD student socials to support academic and career development), and PGR led writing events (e.g., "shut up and write sessions" run every week). For example, **Laskey**, under the mentorship of **Bates** has published research across the assessment period, serves on the Research Degree Sub-Committee and has contributed to the Research Skills Development Programme and Summer School for doctoral teaching. This is in addition to studying for her own PhD. She has also contributed to non-PhD collaborative work with other Unit staff (e.g., contributing a chapter to 'Intimate Partner Violence: New Perspectives in Research and Practice' a Routledge book edited by **Bates** and **Taylor**).

Grimwood and **Goodwin** work with ECRs supporting their work in HASKE, and provide their researchers with access to the Unit's research events as well as providing mentorship and co-authorship of reports and publications. **Hardacre** has been supported by **Stuart**, with a number of co-authored outputs produced across the assessment period. She is also developing collaborations outside this UOA with colleagues both internally (e.g., Stephens in Professional Services) and externally starting to work with the National Institute for Health Research (NIHR). CRiHS have 'Work in Progress' seminars, theme discussions, tender workshops and guest lectures to support staff developing research ideas.

2.1.4. Utilise the Performance and Professional Development Review (PPDR) process, Mentorship Research Pathways, Research and Scholarly Leave (RASA) and Research Plans to encourage all staff to engage in research.

All staff within IoH now write Research and Scholarly Activity plans (RASA) with their line managers. These are collated by the CRiHS Director and wider team, enabling staff development activities to be effectively planned and for research opportunities to be distributed in a targeted way. CRiHS structures utilise the PPDR process (REF5a, 3.1) to support staff to progress in their careers, with successes outlined above (1 Associate Professor/Professor in 2014 compared 5 in 2021). Staff within this unit are encouraged to sign up to research mentorship, and four unit staff are research mentors. In addition to this scheme, there are volunteer and internship opportunities to support students and external partners to develop their research capabilities.

Four of the staff within this unit are based within Psychology who are also supported by two dedicated technicians (equivalent of 1 FTE). The requirement of technical support forms part of the professional body requirements (British Psychological Society), and their role includes supporting both students and staff with research.

2.1.5. Utilise a network of visiting and honorary staff, and Professors of Practice to embed work with industry and practice

UOA20 utilises Research Fellows, Honorary Professors, Researchers and Professors of Practice to stimulate and facilitate exchange between academia and other organisations.

- In support across all the themes, Professor Dave Dagnan (Honorary Professor) is a member of the CRiHS steering group and supports access to NHS patients; and Dr Asan Akpan (Honorary Professor) and Dr Leon Juncker are members of the CRiHS steering group, and support NIHR research grant applications. This is of particular importance given the NIHR's move towards funding social care projects, and the potential this offers for future research.
- In **DIGH**, Betton (Visiting Research Fellow, Director of mHabitat) successfully tendered with **Marshall** and **Bidmead** to deliver the PGC Digital Health; Doughty (Visiting Professor, International Centre for Usable Home Technology) provided keynotes at digital health conferences; and Flashman (Associate Lecturer, President of the Digital Health Council of the Royal Society of Medicine) has collaborated on NW Coast Academic Health Sciences Network funded projects and taught on the PGC Digital Health.
- In **MI**, Dr Heather Williams (Professor of Practice) has supported the development of a UoC Centre of Excellence in Radiography.

CRiHS and the IoH have created a more sustainable research community with formalised structures increasing capacity and extending capability. CRiHS events, including visiting lectures, workshops, and staff presentations, are open to level 6 and level 7 students, in addition to staff, creating a community of researchers.

2.2 Research Students

The Unit's evidences high quality training and supervision. This has developed a pipeline of active researchers who are fully integrated, supported to publish, and prepared for further research activity (4 registered in 2014 compared to 24 in 2021). PGR development through support from supervisors, access to Graduate School opportunities, and engagement with CRiHS. Regular CRiHS PGR coffee meetings are hosted to ensure PGR's are part of a thriving environment and able to make the most of opportunities. Across the assessment period, 9 of the units PhD students have progressed from UG to PhD, and 6 of these have joined UoC as Lecturers. See Section 2.1.1, 2.1.2 for further details of staff PGR development to active researchers.

PGRs are supported to publish and present research. In **TIW**, 5 PGRs have published with supervisors and are further encouraged to engage in the wider practice-based areas to allow their research to inform practice. As examples, **Laskey** (staff PGR) has engaged with OutREACH in Cumbria and presented at a national LGBTQ+ event, PGR Ewin disseminates his findings through police committees and national steering groups. In **MI**, **Miller** has published five international peer-reviewed papers with UG and PG students.

PGRs acquire skills that prepare individuals for careers in, and beyond academia. This includes PGRs progressing to academic institutions (Glasgow University, Open university), to roles in practice (Advance HE, Cumbria Partnership NHS Foundation Trust) as well as contributing towards UoC's taught post graduate programmes (PGCert Sustainable Leadership).

PGRs are encouraged to engage in a wide range of networks. This includes steering groups (e.g. The Collaborative Action Research Network and Action Research Network of the Americas), and to networks where work is presented on an international scale (in academia) as well as directly to practitioners (including organisations working with adolescents, mainstream and specialist educational providers and activist networks). This research has influenced changes in school nursing, school mental health, and wider health and educational sectors. **Hardacre** (staff PGR) has recently taken lead of the Practitioner Action Research and Creative Methods Hub - a cross-

curricular research network that fosters a community of practitioner-researchers inside and outside the university and helps to forge connections between this community and relevant networks and associations.

The collaboration with PGRs in this UOA has led to the development of a wider supportive research culture that informs engagement with active research, dissemination, and external collaborations, preparing candidates for careers in academic or practice.

This Unit provides all PGRs with opportunities to contribute to the vitality of the unit. CRiHS facilitates PGR annual reviews where research in progress is presented and formalised as part of the end of year review process. All candidates are invited and supported to present their research at the Research Summer School, and in some cases, specific feedback has been requested from the group on PhD development. Our PhD completions over the REF period stand at 3.00 FTE (REF5a, 4.1 Table 3, for overall increase in completions). Staff within this Unit also support PGR wellbeing, for example, **Wilbraham** is Chair of the Postgraduate Health and Wellbeing Steering Group. PGRs are encouraged to also achieve work-life balance. A high-level commentary on EDI data for this Unit's PGRs has been provided below.

Table 1. EDI Data for UOA20 PGRs

Key consideration	Unit Considerations/Actions
36% <39; 29% 40-49; 32% 50-59.	This represents an even balance. An older demographic reflects the fact that many of Unit PGRs are studying alongside practice. This creates a diverse research environment with a range of skills and experiences. It is broadly reflective of the staff pool (though higher % of PGRs <39), see Table 2.
54% female and 46% male	Relatively even gender split for PGRs, though 87% of Unit staff are female. Supervisors have completed unconscious bias training (UBT) to mitigate.
11% BAME	Positive figure. 0% of unit staff are BAME. Supervisors have completed UBT.
29% declared disability	Broadly reflective of institutional figures for staff and students. Unit staff made aware of institutional structures to support health and wellbeing, including signposting to Disability Officers.
11% LGB	More representative compared to staff pool, which is positive. Supervisors have completed UBT.
85% part-time	Ensure that part-time PGRs engage with Unit activities, and if in practice, their experiences contribute to Unit vitality.

2.3 Equality, Diversity and Inclusion (EDI)

The UOA adheres to centralised policies regarding EDI (REF5a, 3.3). These policies are applied in this Unit in the following ways:

- Flexible working arrangements are available for all staff, and are utilised by three of this Unit's staff.
- All staff within this UOA utilise the PPDR process to request staff development or discuss wellbeing issues
- Staff from under-represented groups are given additional encouragement and support to become research active
- This Unit includes two Athena Swan Leads

Staff are encouraged to engage in EDI activities that also support transition from awareness to advocacy for example, **Wilbraham** is a TUC Health Advocate, UoC Lead for the Healthy University Network Lead and Better health at work scheme. **Laskey** is a member of the Health and Wellbeing Steering Group and the LGBTQ+ network. **Policek** is a Member of the LGBTQ+ network, and is Chairperson of HIV Scotland. These interests are reflected in a number of this Unit's outputs (REF2).

More broadly, the Unit utilised data from the Equality Impact Assessment exercise on output distribution and eligible staff to identify EDI actions (see REF Code of Practice, 1.8 for schedule). Throughout submission preparation, Unit leads have worked directly with the UoC EDI Officer to understand and interpret the data and identify mitigating actions. These actions have then been raised with the CRiHS Director, IoH Director and the DVC (Health, Environment and Innovation), also forming part of our institutional approach to responding to this data (REF5a, 3.3). A summary of these considerations and actions are provided below. PNS refers to 'prefer not to say'.

Table 2. EDI Data for Unit Staffing and Output Selection

Category	%	Considerations	Proposed Actions
Age			
30-39	16	Continuing challenge of staff <30 achieving SRR in a teaching-led institution. Reflective of the time staff work in applied practice settings before moving into academia. 18% of outputs attributable to staff 30-39.	Development of a strategy to engage staff earlier in their careers in researcher development.
40-49	42		
50-59	42		
>=60	0		
Gender			
Female	83	Reflects institutional breakdown and NHS workforce (75% female). High prevalence in IoH senior roles (86% female) compares favourably to females working at consultant level in the NHS (32%). Output pool matches staff breakdown.	Ensure support available for all staff in the Institute of Health to engage in research activities. 50% of the Associate Professor/Professor appointments within this UOA are female.
Male	17		
Orientation			
LGB+	0	No LGB+ representation.	Institutional EDI initiatives should be promoted more widely. CRiHS Director to deliver specific EDI sessions as part of skills and training.
Heterosexual	92		
*PNTS	8		
Religion			
Religious	8	No specific considerations.	Cross reference with institutional support and existing networks, and promote more widely.
Non-Religious	75		
PNTS	17		
Ethnicity			
White	100	No BAME representation. 5% colleagues are BME institutionally.	Recommend to IoH Director that positive action statement included in job advertisements.
BAME			
Unknown	0		
Disability			
Declared	33	No specific considerations. Output pool matches staff breakdown.	Positive figures, demonstrating that staff are made aware of support and are able to research productively.
None Declared	67		
Information Refused	0		
Contract			
Full Time (FT)	75	Slightly lower on PT staff. Output pool slightly lower for PT staff (18%).	CRiHS is addressing these by ensuring all staff complete a research plan, approved by their line manager; empowering PT staff to utilise research leave. 100% of this Unit's submitted staff are on permanent contracts.
Part Time (PT)	25		

3. Income, infrastructure and facilities**3.1 Research income**

This UOA has returned (to HESA) research income of **£1,216,137**. For a new UOA submission, this represents a significant achievement across the assessment period.

HASKE has been a major driver of income, with **£867,620** related to this research area (**Grimwood** and **Goodwin**). This success has been underpinned by a strategy which has sought to secure commissions through high-quality tendering, networking and incrementally building expertise, reputation and credibility, with a range of stakeholders.

Table 3. HASKE Research Income returned to HESA

Grants > £20,000 provided below		
Health Education North West	£48,580	Evaluation of Innovation Fund Education Programmes
Bay Health and Care Partners	£248,799	Evaluation of the Morecambe Bay Better Care Together Primary and Acute and System vanguard.
Health Education England	£24,701	Evaluation of their learning and development programme
Northern Cancer Alliance	£50,000	Evaluation of their 'Vague Symptoms Pathway'.
North West Ambulance Service	£54,167	Evaluation of their integrated urgent care model
Northern England Strategic Clinical Networks	£20,108	SCOPE project study protocol.
Health Education England	£20,500	Forerunner Collaborative evaluation
Health Education England	£45,589	Forerunner Learning Environments Evaluation
Health Education England	£20,745	Population Centric Workforce
Health Education England	£20,032	AHP Project
HEFCE/OFS	£31,216	Cumbria Collaborative Outreach Programme Evaluation

In **DIGH**, **£249,883** has been returned, and the strategy has utilised this staff's expertise in telemedicine, telehealth and rural health, as well as our Cumbrian context (which is rural dispersed, with health challenges) to deliver a number of specific commissions for health bodies, often working with partners and technology adopters in healthcare settings.

Table 4. DIGH Research Income returned to HESA

Grants > £20,000 provided below		
North West Coast Academic Health Science Network	£25,000	Telehealth Adoption
North East and North Cumbria Academic Health Science Network	£33,000	Research on digital falls
Academic Health Science Network for North East and North Cumbria	£115,000	Cumbria Rural Health Forum

In **USCB**, the strategy has focused on delivery of a major ERASMUS+ programme as well as a number of smaller commissions for bodies such as the Foyer Federation.

Table 5. USCB Research Income returned to HESA

Grants provided below		
ERASMUS+	£70,685	Marginalisation and Co-created Education Programme
Foyer Federation	£9,900	Systematic review of strengths based literature.
LEAP Confronting Conflict	£4,583	Developing a Theory of Change for a Gang Desistance Programme in London.

In **MI**, a number of grants have been returned in UOA3 (College of Radiographers Industry Partnership Scheme, £10,000) and in **TIW**, staff have worked with Greater Manchester Police and Portsmouth City Council as part of the Up2U programme for people who use domestically abusive and unhealthy behaviours in their relationships. Further income across the other themes included commissions or funding from the Degree Apprenticeship Development Fund, North West Coast Connected Cities, the NHS, Warrington Teaching Schools Alliance, Kendal Brewery Arts, Office for Students and other third sector organisations. **£98,634** has been returned across **USCB**, **MI** and **TIW**.

Since 2018, this unit has also utilised new infrastructures to support income generation, the **NIHR North East and North Cumbria Research Design Service** (NENC RDS, 2018-2023) and **North East North Cumbria Applied Research Collaboration** (NENC ARC, 2019-2024). Both of these initiatives have generated income (up to July 2020) to this Unit of:

- £7,678 (**NENC RDS**) (not returned as HESA research income)
- £46,364 (**NENC ARC**), including a PhD studentship (2019-2022) (returned as UO3 HESA research income).

Into the next assessment cycle, this Unit's strategy for generating research income will:

- Continue to build and capitalise on success related to HASKE, and to involve an increasing number of staff in delivery of commissions to enhance capability of Unit staff.
- Utilise the NENC RDS to support staff to secure research income aligned to the CRiHS themes and purpose, including developing capability and reputation in the **TIW** and **HR** themes.
- Utilise the NENC ARC to create new opportunities for staff to engage in externally funded research and acquire skills and experience to seek further income (this has started to be achieved with £173,000 awarded in October 2020).
- Utilise infrastructures related to CRiHS to improve tendering and building skills, ensure coordination of activity/applications, and create equitable opportunities for staff to be involved.

3.2 Other Unit income and infrastructure for researcher development

Funding for PhDs has been received from organisations including Cumbria Police, College of Policing, the NENC ARC as well as this Unit's QR allocation. Across all Unit themes, the **RDS**, **NENC** and **NENC ARC** provide infrastructure support. UoC was selected in 2018 to host the RDS NENC, and engagement in NIHR programmes is a key lever of capability across CRiHS and IoH. **Stuart** is part of the executive group for this service, and their representative (Hayes) is also a part of the CRiHS steering group.

The RDS NENC is one of ten regional services that make up the national NIHR Research Design Service. As part of a national service, the service adheres to the RDS Charter. Its aim is to increase the number and quality of applications for applied health and social care research that benefits patients and the public. Based at Fusehill Street campus, Carlisle, the RDS NENC provides staff in this Unit with local access to:

- Research design and methodological advice to researchers who are developing applications for national peer-reviewed funding;
- support for successful applicants;
- advice (free of charge) via face-to-face by telephone and email, and video conferencing.

The **NENC ARC** is a partnership that brings together six regional universities, the NHS, health and social care providers, local authorities, the voluntary sector, community groups, members of the public and others. The ARC's aim is to ensure 'better care for all people in all places'. In order to achieve this, the partnership:

- Promotes applied and impactful research
- Supports public involvement and community engagement in research
- Utilises knowledge implementation science to scale projects
- Foster collaboration between universities, practice organisations and charities
- Funds senior research fellows, PhD studies and research projects
- Provides capability development to partners across the ARC.

UoC's involvement in the **NENC ARC** was secured 2019, with **Stuart** on the executive group and Public Involvement and Community Engagement lead. Though outside the assessment period, £173k of income was confirmed via this group (October 2020), for research projects working with a range of HEI and practice-based partners. In October 2020 we will welcome two new PhD students funded under this scheme, focused on trauma-informed social care, and evaluation methods in social care interventions.

3.3 Research income in support of impact activities

This unit has utilised research (and other types of income) to generate impact.

- In **DIGH**, income has directly supported UOA20 Impact2001 (**Marshall, Bidmead**), including funding for Teleswallowing (Blackpool NHS Foundation Trust, £15,000), Telehealth Adoption (North West Coast Academic Health Science Network, £25,000), Fetal Telemedicine (Newcastle NHS Trust, £6,272), Renal Telemedicine (£6,000, North West Coast Academic Health Science Network), and case study development Patient Knows Best Ltd (£10,275). Bidmead also received an internal allocation from QR Strategic Priorities Fund in support of her work on this ICS.
- In **USCB**, **Stuart's** funding from the Foyer Federation (£9,900) directly contributed to her work around asset approach to theory of change, the subject of a reserve ICS.
- In **MI**, **Miller** received a research grant from the College of Radiographers Industry Partnership Scheme (£10,000) to study readiness and resilience in graduate radiographers, the subject of an additional reserve ICS. This grant was also underpinned by a small internally funded study.
- In **TIW**, **Bates** and **Taylor** received an internal allocation from QR Strategic Priorities Fund in support of work related to Impact2002.

3.4 Campus investments, infrastructure and staff resources

In support of all this Unit's research themes, the £9 million Sentamu building at Lancaster campus, part funded by the Lancashire Enterprise Partnership (LEP), was opened in September 2017 by LEP chairman Edwin Booth. The building, which includes eight teaching rooms, a lecture theatre and student facilities, will help support the creation of more than 700 new health and social care jobs in the region by 2024. The building has also been used for a number of research lectures and events, including in **MI** and a Diagnostic Radiography Curriculum Development and Workforce Recovery conference (July 2019) which presented findings **Miller's** funded study as well as collaboration with partners evaluating and developing the radiography curriculum.

In **MI**, a Health Education England grant (£395,000) was awarded to UoC for an 'Ultrasound Academy' centred on the university and working in partnership with two NHS trusts - Morecambe Bay NHS Trust and The Countess of Chester NHS Foundation Trust. The award will be used to create two dedicated training rooms located in both trusts that will house state-of-the-art ultrasound scanners. A subsequent extension bid was granted for £194,000, of which £38,141 will be ring-fenced for research, including an evaluation (**Miller**, 0.2FTE (19/20) and RA 0.1FTE (19/20) conference fees, and open access publications.

UoC has access to a range of strategic partnerships that bring additional resource to IoH and CRiHS. These include, for example use of extensive secondary data sets held by Edukit and Healthwatch enabling richer research to be undertaken by our staff. Partnerships with the local Integrated Care System and Clinical Commissioning Groups both provide access to a wider range of research participants (staff and patients) and means to disseminate research findings strategically. The NIHR RDS also enhances our capabilities with support to write tenders, statistical support and access to Public Involvement and Community Engagement groups. This Unit also supported by institutional structures, such as MS Teams and Impact software to support research infrastructure (REF5a, 4.3).

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

Developing links with external organisations, research users and beneficiaries is a key aspect of staff development and this is embedded within the CRiHS strategy and developmental activities. Staff in this UOA are supported (through RASA time and internal funding) to establish effective research collaborations, networks and practice partnerships, and staff increasingly hold esteemed positions on strategic boards and networks further enhancing knowledge exchange, often as a result of their research activity.

4.1 Our research is grounded in practice, purpose and application.

UOA staff have been involved in research collaborations, networks and partnerships, many of which extend beyond academia. This is a strength of our applied research within the Unit.

- The **TIW** theme includes **Bates'** work around male victims of domestic violence with impact in organisations that support these groups in both England (ManKind Initiative), Scotland (Abused Men in Scotland in Edinburgh) and Northern Ireland (Men's Advisory Project Belfast). A recent 2020 publication on the use of Domestic Violence Protection Notices/Orders published by PGR Ewin, **Bates** and **Taylor** has been seen to have an impact in practice through feedback from police and other DV practitioners. **Taylor** is a Committee Member of Carlisle Key, and **Bates**, a Trustee of male victim's charity ManKind Initiative. **Bates'** research has featured in the Huffington Post, and the Daily Telegraph with interviews on BBC Inside Out, Channel 4 News, and Channel 5 News. This led to her contribution to a 2020 documentary about male victims of domestic violence on Channel 5. Her research also recognised within the UK top 100 breakthroughs by the Made at Uni campaign in 2018.
- In **HR**, **Stuart** convened the North West Young Researchers Support Group and established the National Youth Agency Young Researchers Accredited Programme and is on the board of trustees for the youth grant making charity - the Francis C. Scott Charitable Trust. Her work on wellbeing development has been adopted by leading national youth work charities (Brathay Trust), Cumbria Health and Wellbeing Coaches, teachers and youth workers. Erasmus+ funded research led to the Equalities Literacy Model which is used to enable practitioners to contextualise the lives of young people, and the Wellbeing, Education Learning and Development model for services that support young people. These have been co-created with 10 academics and 60 HEI students from the narratives of 200 young people. They have been disseminated to over 300 teachers, social workers and youth workers via national and international conferences in each country and are widely in practice. **Stuart's** research has been featured in the News and Star, and NW Evening Mail, BBC Radio Cumbria (x3), and Faculti.

- In **USCB**, **Policek** is a Trustee of Recovering Justice and Chair of HIV Scotland, and on the Academic Advisory group for Community Justice Scotland. **Hardacre** is on the steering group for the international Collaborative Action Research Network.
- In **HASKE**, **Grimwood** and **Goodwin** regularly contribute to policy and strategic-level discussions, as well as wider methodological debates in health and social care evaluation. Examples of this include: development of the Morecambe Bay New Care Model vanguard (presented as best practice for qualitative research by NHS England); work with the Northern Cancer Alliance on improved diagnosis and awareness raising (used by the national ACE research team at Oxford); and evaluation of the Maternity Safety Training Fund (where their cultural analysis was presented to the Department of Health). **Grimwood** sits on the research advisory board for Hello Future and for FutureU, two collaborative outreach organisations funded by the Office for Students.
- In **DIGH**, staff have engaged in collaborative research with the NENC Clinical Research Network and **Marshall** was an Elected Council member and Director of the Association of University Research Industry Links (2014-2015). She is an invited Member of the ESRC Innovation Caucus. **Marshall's** ESRC funded project - 'Knowledge Absorption and Innovation in SMEs: A Pilot Study by Place and Economic Sector' led to presentation at the International University-Industry Interaction Conference (2020). **Marshall** also delivered at guest lecture at University of Daugavpils (Latvia) about knowledge exchange and working with partners (2019).

On behalf of the University, **Stuart** leads research social and health inequalities, particularly in the era of COVID-19. Significant national research is indicating the reach and impact of COVID-19 and its control measures are inequitable leading to the need for an equitable rather than equal support programme.

The **NIHR NENC ARC** has dramatically expanded our research partnerships since 2020 and we now have research collaborations with all North East Universities and a range of practice organisations (**Stuart**, and Christie, Hayes).

4.2 Disseminating research to key beneficiaries is of central importance.

This coalesces around the alleviation of inequalities, and across this UOA, staff are renowned international speakers in the discipline and many of these presentations reach key research users.

- In **TIW**, **Bates** has been an invited keynote speaker for the Male Psychology conference 2019 and the ManKind Initiative annual conference for several years (2016-2020). She was also the conference chair for Domestic Abuse Conference: Protecting and supporting victims at the University of Salford in 2017. In 2019, **Policek** was invited as speaker and chair of the Atlantic Initiative in Bosnia supported by the government of Norway to work on a range of initiative to tackle gender violence in support of Bosnia's integration into NATO and the European Union.
- In **HR**, **Stuart** has been an invited key note speaker at numerous event since 2014 including nationally at the Foyer Federation National Conference at Aston University in 2016 and the Great North's Children's research community conference in Newcastle in 2019. She has been invited to speak internationally at the Queensland University of Technology (2016), the See Change Conference in Toronto (2018) and at Central University New York (2020).
- In **DIGH**, **Marshall** was invited speaker at AHSN-NENC Telehealth Conference (2015), and Forum for Rural Research on Health and Wellbeing at Keele (2017).
- In **HASKE**, **Grimwood** provided the invited keynote address for 29th Annual Conference of Réseau Européen de Formation Universitaire en Travail Social (REFUTS) at the University of Luxembourg (2018).

4.3 Social work and social policy are complex and hybrid areas of research demanding interdisciplinary research.

Unit staff all contribute to wider UoC research with interdisciplinary collaborations across the IoH and other institutes. This interdisciplinarity is fostered by seeking engagement of all staff in CRiHS themes and building developmental phased opportunities for practical collaborations. For example, **Marshall** has presented research at International Digital Health and Care Congress, Kings Fund, and was invited as an expert observer and contributor to the All Party Parliamentary Group on Rural Health (2018), and co-led the 'Leading Wellbeing in Rural Contexts' (2016) Conference, Ambleside, with members from Education, Cumbria Constabulary, North Cumbria Hospital NHS Trust, Brathay Trust with Peck, Bendell and Murphy (UOA17). This event also contributed to the *Journal of Corporate Citizenship* Special Issue: 'Leading Wellbeing in Rural Contexts', with guest editors: **Marshall** and Murphy (UOA17). Stuart organised the UoC Wellbeing Conferences 2014-17 working with staff across IoH, and three of UoC's other Institutes.

4.4 Staff in the UOA are active journal editors and reviewers across the themes:

- In **TIW**, **Bates** is Reviewer for *Aggressive Behaviour, Violence and Victims, Journal of Interpersonal Violence, Partner Abuse* and **Taylor** reviews for *Criminal Justice and Behaviour; Journal of Managerial Psychology; Health and Place; Journal of Organisational Behaviour*.
- In **HR Hardacre** is reviewer for the *Caribbean Journal of Education* and **Stuart** is the Reviewer in Chief for the *Social Publishing Foundation*, and a reviewer and board member for *Educational Action Research*.
- In **UCSU Policek** reviews for *Criminology & Public Policy; European Journal of Criminology; Theoretical Criminology; Sociology; International Journal of Transitional Justice*. **Laskey** peer reviews the *Journal of Interpersonal Violence; Journal of Aggression, Conflict and Peace Research; International Journal of Offender Therapy and Comparative Criminology*.
- In **HASKE, Grimwood** is reviewer for the *Journal of Cultural Research, Journal of Applied Hermeneutics, Journal of Integrated Care, Open Philosophy, and The European Legacy*.

Conclusion

UoC's contribution to social work and social policy is driven by CRiHS within IoH. The Unit's research, impact and engagement has become a strategic focus for the institution; coalesced around inequalities and including a wide range of overlapping themes to reflect the breadth and depth of staff experience. CRiHS has achieved significant change in its inaugural year leveraging staff engagement in research, research partnerships and income. Into the next assessment period, we will focus effort on increasing the number of staff with significant responsibility for research, expanding our funding through national grants, and focussing on ECR development to accelerate a sustainable and high level of activity, income, networks and impact.