Institution: Anglia Ruskin University
Unit of Assessment: 18

1. Unit Context and Structure, Research and Impact Strategy

Context and Structure

Since our REF2014 submission, the Law School has pursued an ambitious strategy underpinned by a move from traditional research groupings towards **profession- and community-facing research.** We established three research clusters to develop our core strengths in public and private law, and to align directly with the university priority area of **safe and inclusive communities**. These research clusters are:

(1) *Law and Society*
(2) *Digital Economy and Arbitration Law*
(3) *Criminal Justice*.

We began the process of organising our research within these clusters in early 2014 and culminating with the establishment, in 2019, of the **Centre for Access to Justice and Inclusion** (CAJI), led by Zammit Borda. The establishment of CAJI has given our unit a focal point, enabling researchers within the three clusters to focus especially on the challenges of access to justice and inclusion in their respective areas. Since its establishment, the university has invested over £20,000p.a. in CAJI. The decision to build critical mass around CAJI and these research clusters was taken to reflect the core strengths of our unit, to focus resources, to respond to regional needs and to encourage research that responds to the needs of our community. This furthered the 2018 move of the unit from the more theoretically-focused Faculty of Arts, Laws and Social Sciences to a **professions-facing** Faculty of Business and Law (FBL), reflecting the unit having gained greater critical mass and expertise in practice-based research. Since then, our unit has been located within FBL, with 87.5% of our research staff from the School of Economics, Finance and Law and 12.5% from the School of Management. This structure has fostered greater interdisciplinarity, with CAJI providing multiple channels for communication and collaboration between researchers in the two Schools and beyond.

Fig. 1. Illustration of how CAJI brings together our research clusters
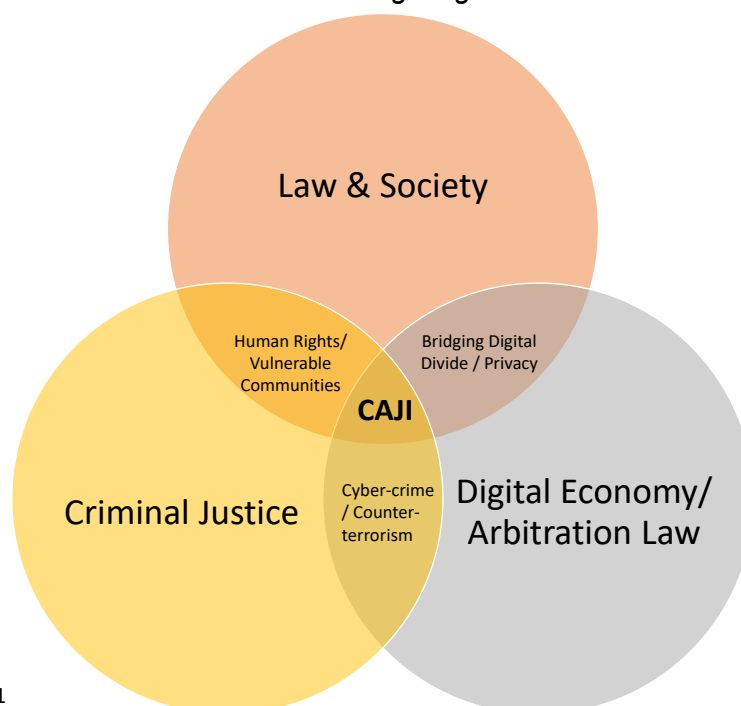

Fig. 1

Our **Law and Society** researchers address contemporary social issues in human rights and vulnerable communities, family law, Sharia law and the regulation of sports. This research ranges from the impact of Brexit on the welfare rights of EU Roma migrants in the United Kingdom, to parents' rights over their children's religious upbringing in the context of the UK government's PREVENT strategy, and issues of family law and the legal regulation of intimate relationships.

Our **Digital Economy and Arbitration Law** researchers have engaged with the pressing legal and regulatory implications of developments in the areas of International Arbitration, as well as Information and Communication Technologies, including strategies for bridging the digital divide, the regulation of online behavioural advertising on Facebook and other social networking sites, digital copyright reform, and fundamental questions relating to authority and authorisation in international investment dispute settlement.

Our **Criminal Justice** researchers have engaged with the global challenges of international counterterrorism and the prosecution of members of Islamic State for international crimes against the Yazidis. This research strand has also focused on issues of criminal procedure, such as the role of precedent in international criminal courts and tribunals and the impact of scientific evidence, such as DNA evidence, on the criminal trial.

We have embarked on an ambitious recruitment drive to attract research talent in the three research clusters. Of the eight staff returned in this cycle, six were appointed in the census period. This strategy of focusing recruitment to areas of research strengths was accompanied by **strengthening research leadership** and sustaining **a supportive research environment** within which researchers at different stages of their career can thrive. As a result, in the census period, we have grown the breadth and depth of our research activities considerably and this has led to an increase in the number of research outputs published since 2014. Even though we are a small unit, over the census period, our researchers have published on average 10 outputs per researcher (or **over 80 outputs in total**).

Many of the research projects undertaken by our researchers are interdisciplinary and have a strong profession and community focus. Both Kariyawasam's work in copyright reform in China and Zammit Borda's work with the Yazidi community has informed the unit's impact case studies in these areas.

Research Strategy – Looking Back

1. Develop our Early Career Researchers (ECRs) and support existing staff to complete doctorates.

In REF2014, we undertook to develop our ECRs and to support existing staff to complete Doctorates. We have achieved this objective by supporting the adoption of **a new ARU Charter for ECRs** (discussed below in Section 2). This was accompanied by a significant investment of resources for training, mentoring and supporting ECRs. We have supported staff completing doctorates (e.g. Mandelbaum). 12.5% of researchers submitting in our unit are ECRs.

2. Increase external funding for our research by 10% per annum.

We also undertook to increase external funding for our research by 10% per annum. We achieved this funding target, **growing our overall external income generated from £38,067 2014 to £73,034 in the census period**. Moreover, in 2018/19, the university invested £37,500 of QR funds in the unit to drive forward priority initiatives and projects. This was higher than in previous years (2016 and 2017 where QR investment was circa £29,000) and reflected an increase in support for research activity (mini sabbaticals and independent research projects) both for ECRs and more senior staff. This money was also invested to promote innovative and interdisciplinary research and to help with bid-writing activities. By supporting staff in these ways, we have diversified our external research funding streams to include EU and UK sources such

as the Marie Curie Fellowships scheme, the Arts & Humanities Research Council, Economic & Social Research Council, the British Academy, Leverhulme Trust, and the University Association for Contemporary European Studies (UACES).

3. Strengthen external research networks (UK and international).

We have strengthened our external research networks (UK and international) by working to enhance the external profile and networks of our staff. We achieved this goal by providing training on networking and investing QR funds in network-building events. In 2015-17, Kariyawasam signed AHRC **collaboration agreements with Peking University Law School (Beijing) and Xi'an Jiatong University Law School (Xi'an)**, Tier 1 research institutions in China, to develop a new regulatory model for fair use terms, completing a review of Chinese domestic laws and international trade treaty terms on fair use exceptions (see the related impact case study). In 2018-19, working within the Roma Research Group, Dagilytė developed **interdisciplinary collaborations with non-governmental organisations and human rights advice organisations** (e.g. the Rosmini Centre, Wisbech) to map the current state of Roma rights in Europe and to develop future research agendas for strengthening such rights.

4. Recruit more research students (increase by 10% per annum) and expand the supervisory pool (at least five more staff qualified to act as first supervisors by 2018).

In line with our REF2014 strategy, we embarked on an ambitious drive to recruit more research students and expand the supervisory pool. We have sought to attract and recruit highly motivated doctoral students, interested in conducting research in areas of our unit's research strengths, by offering a mix of academic researcher-designed PhD projects and Vice Chancellor Doctoral studentships.

As a result, we have **increased our doctoral student body from 21 doctoral students in 2007-13 to 51 doctoral students in the census period**. This drive was accompanied by an ambitious strategy to attract research talent. As noted, of the eight staff returned in this cycle, **six were appointed in the census period**, **all of whom have received supervisor training and have served as first supervisors**.

5. Support staff leadership of research and practitioner networks.

Finally, in 2014, we undertook to support staff leadership of research and practitioner networks. By investing in our people and training staff, **several members of the unit have been appointed to key research leadership positions**. Zammit Borda, who in the REF2014 cycle was submitted as an ECR, has progressed to hold the role of REF Research Co-Convenor and Director of the Centre for Access to Justice and Inclusion. Kariyawasam holds the role of REF Research Co-Convenor and (formerly) Faculty Director of Research. Mandelbaum holds the role of Chair of the Faculty Research Ethics Panel. Keglevic-Steffek has served as PGR Student Co-ordinator within the School of Economics, Finance and Law.

In terms of supporting practitioner networks, Zammit Borda's research on the Yazidis led to his appointment as Research Leader for the Yazidi Justice Network, a practitioner network comprising the Bar Human Rights Committee, the International Bar Association - Human Rights Initiative and Accountability Unit. The main aim of this network is to seek justice and accountability for the Yazidis.

Research Strategy – Looking Forward

In the next REF period, through the Centre for Access to Justice and Inclusion, we will strengthen and enhance access to justice locally and globally, by:

1. Growing the number of high-quality research outputs, aiming for a 10% per annum increase in our world-leading and internationally excellent research

2. Continuing to diversify income streams and grow research income (by 10% per annum)
3. Continuing to enhance the development of our ECRs through training workshops focussed on publications, profile-building, funding applications, and PGR supervision, to support and nurture their career development (see also our specific ECR development package outlined in Section 2)
4. Strengthening our community of post-graduate researchers by 5% per annum
5. Building and developing stronger and more productive relationships with collaborators and stakeholders.

In 2017, the university invested £276,600 in a multi-award-winning Law Clinic, providing free legal advice to vulnerable groups in Chelmsford, Cambridge and Peterborough and enhancing local community access to justice and inclusion. As part of our future research strategy, CAJI researchers will work closely with our Law Clinic to leverage future research pathways to impact, connect research and practice, and promote profession and community focused research. As a basis for developing funding proposals, this has already begun, with CAJI researchers engaging with the Law Clinic to identify access to justice challenges and changes in legal needs brought about by the Covid-19 pandemic.

Maximising the Impact of Our Research in Our Community

In the census period, researchers within our unit have been supported in their research and impact activities through **strategic investments of QR funds and professional development** (**our 'QR funding model' covering mini-sabbaticals, independent research grants, and impact research grants** - see Section 3 below). Senior members of staff have led mentoring and training activities, and all research-active staff have received **impact training,** including by external providers **RAND Europe**). In addition, a **Research Impact Co-ordinator** was employed by the University to support colleagues within the unit, focusing on maximising the impact of their research. This has enabled our researchers **to develop and strengthen the impact of our research for this REF cycle such as** investing QR funds to enhance the impact of our research in the areas of influencing policy development across the international digital divide (Kariyawasam) and international criminal justice and the Yazidis (Zammit Borda), underpinning our two impact case studies. Also, we have put in place **strategies to continue to grow our impact going forward** by making available QR funds and training to colleagues undertaking promising research to **develop the skills necessary for future impact case studies and to think strategically about pathways to impact.** Dagilytė's research into United Kingdom welfare benefit reforms has been aided by QR funding support for a research assistant, awarded under the independent project sub-budget and impact funding in 2016. In 2017, Dagilytė received conference funding for presenting at the young researcher's symposium in Helsinki and to expand her professional network by attending the Westminster Policy Forum and Parliamentary Researchers conference in 2019.

In the next five years, we will further strengthen the impact and reach of our research by:

1. Strategically investing QR funds to grow our existing areas of impact strength and maximise the impact of our research for the communities that we serve
2. Mainstreaming activities that facilitate impact, including promoting public engagement and knowledge exchange
3. Strengthening our profession and community focused research by developing the Law Clinic, both as an anchor for practice-relevant research on inclusion and access to justice, and as a pathway to impact for CAJI's underpinning research
4. Harnessing institutional and faculty-level opportunities and making strategic use of available University resources such as training and support for impact, open access funds and repositories (such as ARU's research data repository *Figshare*), to enhance impact.

Interdisciplinary Research

Fostering greater interdisciplinary research has been an important objective of the unit, and the **strategic decision to relocate and integrate the unit into the Faculty of Business and Law** has allowed for closer interdisciplinary collaborations to emerge. We have also made strategic use of QR funds to achieve this aim. We have invested QR funds to promote collaborative projects and sandpit events. Kariyawasam (Law) has worked alongside Giovannetti (Economics, returned to UoA17) to design a distributed digital copyright hub that will facilitate the licensing of copyright for creative artists. Within our unit, interdisciplinarity is considered a priority for applications for internal research funding, such as pump-priming. This is also the case with respect to our Vice Chancellor's studentship scheme and the innovative projects for which prospective PhD students are invited to apply. For instance, Zammit Borda (Law) and Guha (Sociology) have worked together to offer a PhD in reproductive violence, that crosses the disciplines of law and sociology (feminist theory).

Open Access

Since 2014, we have progressed into an open research environment to maximise the dissemination of our research findings and data. Our members benefit from the University-wide annual £100,000 Open Access Fund for gold open access, with members of the unit successfully applying for this fund (e.g., Serby, Zammit Borda). **This has enabled research which would otherwise have been locked behind publisher paywalls to be freely and readily available from the date of publication.** We also provide the facility for green open access on the Anglia Ruskin Online Repository (ARRO). All staff are expected to submit their research outputs to ARRO, which is accessible to staff, postgraduate research (PGR) students and the wider research community. All our PGR students are also encouraged to use this online repository from an early stage, and it is a requirement that Doctoral Theses be deposited there. We use our Symplectic Current Research Information System, which is integrated with ARRO, to help monitor research outputs and open access compliance.

Research Integrity and Ethics

We have a robust system around ethics and research integrity in the unit, in line with the Concordat to Support Research Integrity (revised in July 2018). The university provides mandatory training and support mechanisms to all our researchers, which are overseen by ARU's Research and Innovation Development Office (RIDO), and the Research Ethics and Integrity Manager. All staff and research students must complete the Epigeum Online Ethics training courses. Staff must also complete the Epigeum Research Integrity course which supports research-active colleagues in their decision-making process throughout the life cycle of their research projects. Within the unit, all ECRs have been assigned a mentor, who can advise, amongst others, on research integrity and ethics. Moreover, the chair of the Faculty Research Ethics Panel, Mandelbaum, is a member of CAJI and is available to advise the unit on issues of research ethics with respect to specific projects.

All research proposals are subject to scrutiny and several rounds of peer review, conducted both internally within the unit and externally by the Faculty Research and Innovation Committee. These peer reviews include assessments of methodological approaches and data collection procedures, to **instil a culture of reproducibility**, and to provide a critique of data analysis approaches in a structured way. Indeed, enabling the reproducibility of research is keenly supported and encouraged by our unit.

All our funding proposals are submitted to ethics panels, which provide support with a view to determining the design of the research and whether the proposed data sets can be delivered by the methodologies described. Our **ethical clearance process** is overseen by Faculty- and University-level Ethics Committees, to scrutinise the research and ethical implications of all our research proposals. In addition to staff, all postgraduate and undergraduate research students

are required to undertake compulsory ethics training and complete questionnaires on their research which are submitted for clearance to the Faculty's Ethics Committee. It is notable that, in view of our reputation for high ethical standards, the chair of the Faculty Research Ethics Panel has consistently been a member of our unit (currently Mandelbaum).

2. People

Staffing Strategy and Staff Development

In line with our strategy to develop critical mass in our three research clusters of the eight staff returned in this cycle, six were appointed in the census period. Our staffing strategy has reflected **the teaching-intensive, research-active nature of our university**. In the next five years, we will continue to focus on a balanced recruitment between research and practice, and where research informs practice. Recognising that not everyone can excel in all areas, we will recruit a mix of staff with applied, as well as theoretical, research strengths in our key areas of expertise. As part of this strategy, we will also aim to recruit, retain and nurture talented ECRs, supporting their career development within the institution (through the unit's ECR development package discussed below).

All staff with significant research responsibility are allocated at least one day of protected research time per week in their annual Academic Workload Balancing Model (AWBM). In line with ARU's institutional strategy 'Designing Our Future, 2017-2026', workload models are adjusted to enable our most productive researchers to focus on research and impact-related activities related to our three core research clusters. Also, as detailed below, our Faculty offers all staff significant staff development support.

Within the ambit of CAJI, and drawing on broader institutional support, such as that provided by RIDO, we have provided training, support and mentoring for staff to develop their promotion applications and applications for research sabbaticals. **Our staff within the unit have been highly successful in winning competitive institutional research sabbaticals**. Awards of up to £10,000 are made on a competitive basis, to support researchers in undertaking a significant amount of high-quality research for a period of up to 15 weeks. During the census period, **four researchers within the unit were awarded research sabbaticals to support their research**: Kariyawasam (2017/8, to develop a funding bid); Dagilytė (2017/8, to develop outputs and a funding bid); Zammit Borda (2018/9, to finalise a monograph); and Mandelbaum (2019/20, to develop outputs and a funding bid). In addition, Serby (2014/5) was awarded a sabbatical to support completion of his doctorate.

Additionally, the unit has invested QR funding to offer staff mini sabbaticals, which provide an extra layer of flexibility over and above the University sabbatical funding, through enabling staff to focus on research only for one semester. This scheme has been used by some staff (e.g. Kariyawasam, Dagilytė) to develop funding bids or complete journal articles.

Early Career Researchers

ECRs have a specific package to protect their time for research and reflected also in ARU's institutional environment statement at Section 3.9. As a unit, 12.5% of our staff are ECRs, who contribute significantly to the research environment across the unit and the University. We have taken measures to raise awareness and mentor each of our ECRs to make full use of **the support that is available to them through our ECR Charter** and develop their careers by:
- making available an individual research account, with £2,000 available to spend over a five-year period
- providing ringfenced time to undertake research, with circa 30% of their time protected in years 1 or 2 of their career, and a further 30% in one of years 3, 4 or 5
- offering access to QR funds across all staff (but with applications from ECRs prioritised)

- offering continuing professional development and training opportunities organised at the school, faculty and institutional level
- appointing ECRs onto research governance committees (eg. on Research and Innovation Committees at University and Faculty level, on the Advisory Board of the Centre for Access to Justice and Inclusion, and on various other committees within the University)
- supporting and encouraging ECRs to develop their networks, sabbatical applications, applications for studentship funding, and to apply for external funding
- providing specific provision to ensure involvement of ECRs on PhD supervisory teams and also as internal examiners of PhD vivas.

Senior academics mentor ECRs through university probation mechanisms, and there is **a strong culture of collaboration between early-career and established researchers.** ECRs (and mid-career staff) are offered guidance and support on how research profiles may be developed to enhance career prospects. Staff members are also given opportunities to build their CVs and experience by, for instance, taking on key research-related roles. Thus, Zammit Borda, who in REF2014 was submitted as an ECR, was able to progress his career and be appointed as Director of CAJI in 2019.

This emphasis on staff development is also evident when colleagues depart the unit; they have gone on to join other highly ranked universities (e.g. Open University (Gilbert); Aston University (Otabor-Olubor); University of Essex (Sallavaci); Royal Holloway, University of London (Valladares Pacheco de Oliveira)). In many cases, we have continued to collaborate with these colleagues on co-authored papers and funding proposals.

As regards career development, researchers within the unit benefit from **a robust appraisal structure**. As part of this process, our researchers annually prepare an Individual Research Report (IRR), which documents outputs in preparation, submission, and publication stages, as well as details of external funding applications and impact activity. IRRs from all staff in the unit are reviewed on a biannual basis and **this review serves to identify development needs and to inform specific researcher-development training.**

Staff development is further sustained through the Staff Researcher Development Programme (facilitated by RIDO) which, aligned with the Vitae Researcher Development Framework, offers workshops, events and online courses designed and delivered by external expert facilitators and internal academic and professional colleagues. A Research Mentoring Scheme for Aspiring Readers and Professors further supports colleagues' career ambitions, and a Professorial Review process enables colleagues to progress through professorial career scales. **Pathways to promotion are clear and transparent** and colleagues are supported by a mentorship scheme whereby senior colleagues help with career planning and promotion applications.

Research Students

All our PGR students are supported through the ARU Doctoral School. At the start of their programme, PGRs attend **a sector-leading induction programme**, which covers key graduate capitals to help our PGR students attain the very best outcomes during and after their study. The programme focuses on, for example, strategic publishing, developing as a leader, entrepreneurship, harnessing research creativity and career development and public engagement.

After completing induction, all PGR students are allocated two supervisors, with the potential for third or further advisory expertise support. Within this remit, students are expected to meet monthly with their primary supervisors (during the Covid pandemic, this became fortnightly), and with their full supervisory teams quarterly. Annual monitoring reviews are undertaken independently to the supervisory team to provide open and non-biased discussion on research progression. These annual monitoring sessions ensure doctoral research remains on track and has led to timely completion. Doctoral students within the unit are supported through an online

platform and **structured Researcher Development Programme**, requiring completion of several compulsory courses pertinent to timely progression.

We have been proactive in ensuring that the unit's PGR students are fully integrated in our research culture, including being affiliated with CAJI (PGR students are able to participate in all CAJI activities) and presenting at research group seminars. We have made strategic use of research funding to empower our PGR students and enhance the PGR research environment. Since 2014, we have appointed, on a rotating basis, our **doctoral students to the position of PGR Student Support officers** with a budget to organise a stimulating calendar of events for PGR students (over £14,500 invested since 2014). **This position has helped promote "ownership" of the research environment to the students themselves**, build and develop the skills and experience of the post-holders, while also sustaining a vibrant PGR research culture in the unit. We have used QR money to support a sustained series of **monthly Guest Lectures and Networking Events**, within the areas of research strength of the unit, for staff members, PGR and PGT students. These sessions were organised and hosted by CAJI and the invited speakers were members of the House of Lords, Directors of International Organisations, civil society leaders etc. Since the Covid pandemic started in March 2020, these have all been successfully delivered online to the wider public. A diverse range of topics were covered, including human rights in contemporary society; human rights in international commercial law; cybercrime and the Commonwealth of nations; theory of state; the challenges of practicing as a barrister in the international arena; and the problem of the definition of genocide.

We organise **Annual Research Seminars** and other social events for our PGR students. And the unit has offered PGR students **a conference travel fund** to promote PGR students' participation at relevant academic conferences, both nationally and internationally (> £2,200 p.a. since 2014). Participation in such events has enabled our PGR students **to enhance their reputations, disseminate their research,** and has enabled them to develop contacts with the wider community. Overall, the integration of PGR students in our unit's research environment and CAJI **has facilitated their development as researchers as evidenced in their Annual Monitoring Reviews**.

Moreover, in the census period, we have also been successful in securing funding for **three highly competitive Vice Chancellor doctoral studentships** during 2015-17, which enabled three talented PGR students to commence PhDs in areas of research strength within the unit (with an overall value of £30,000).

As a result of these structures, we have seen a step increase in PhD completions, **from 8 in the previous REF cycle to 20 completions in this period**. At the time of writing, the unit has a total of 24 registered PhD students. In 2019-20, we also awarded **one Professional Doctorate in Law** (though this programme has now closed because of a clear preference for PhD law programmes).

The collaborative culture between researchers in the unit extends also to doctoral students, **resulting in significant outputs and/or successful research funding bids.** For instance, in 2019, a PGR student (Kadir) collaborated with Murray (now departed) to publish an article on 'Resource Nationalism in the Law and Policies of Indonesia: A Contest of State, Foreign Investors, and Indigenous Peoples' in the Asian Journal of International Law. A PGR student (Hosen) was recruited as a Research Assistant on a grant awarded by the BA/Leverhulme Small Research Grant (2019, £9,903), to work on a project, led by Zammit Borda, on the Impact of Delayed Prosecutions in Fighting Impunity in Bangladesh.

Finally, the unit is **extremely successful in using the undergraduate research internship schemes**, funded by the university, to promote successful research collaborations between staff members and UG students. Students selected for this scheme work alongside academics on research projects, helping to develop research grants and academic outputs. In the census period, **five supervisors successfully received funding** (some multiple times), **leading to the recruitment of 16 student interns**. This experience has enabled students to develop their skills

and has given rise to a pipeline towards research degrees, with a number of these students going on to pursue a postgraduate degree at ARU or beyond.

Equality, Diversity, and Inclusion

As a unit, we are strongly committed to promoting the values of equality, diversity and inclusion in our research activities, **providing a supportive environment where everyone is treated with courtesy, dignity and respect.** We receive strong institutional support in this area, given that our institution received an Athena SWAN Bronze award in 2015 and renewed in 2018. EDI values are high priorities in recruitment and career development. Decisions concerning the recruitment and career progress of employees, and the admission, academic progress and support of students, follow strict HR policy and are made solely on the basis of previously published objective criteria. Furthermore, the University operates in the Jobs Interview Guarantee Programme (JIGS) and all our staff participating in recruitment panels receive specific training on EDI. Moreover, all staff of our unit have completed the 'Diversity in the workplace' course. Our unit also engages closely with staff inclusivity networks who provide support and guidance to colleagues: Women's; LGBT; BME; Disabled; and Part-time and Flexible working.

To promote inclusion in the workplace, **we support staff who wish to utilise the University's flexible working policy.** This means, for instance, that research events and meetings are typically scheduled later in the morning or in the early afternoon to facilitate participation from those with caring responsibilities. For instance, we made sure to schedule all our monthly Guest Lectures and Networking Events, discussed above, for the early afternoon.

We are supportive of, and provide continued investment in, staff with disabilities, and those returning after long-term sick leave or parental leave. In this context, **we regularly run awareness-raising campaigns within the unit to ensure all staff are aware of the University returner scheme.** This scheme makes available £4,000 worth of support, which can be used to engage teaching cover, a research assistant, attend a conference, training / refresher courses or other relevant support. This enables returners within the unit to re-engage in research activity within a shorter period than would otherwise have been possible. In the census period, one of our researchers made use of the returner scheme, on her return from maternity leave.

Furthermore, as a unit, we are strongly committed to supporting researchers with disabilities and helping them to progress regardless of their disability, in line with the ARU Disability in the Workplace policy. Our research environments and offices are DDA compliant and where researchers need support because of a disability this is provided (e.g. we have provided specialist works stations to staff). Within the unit, **we also promote disability awareness in the workplace and have in place several policies aimed at supporting staff with disabilities.** These mechanisms include staff training for awareness of disability and special learning needs and digital resources. ARU is an accredited Disability Confident Employer, and we have organised awareness-raising activities within the unit for all our researchers to be aware of ARU's pledges to the Mindful Employer Scheme, committing to support people with mental health problems in the workplace, and to the Time to Change Scheme, helping to change the way we all think and act about mental health. Finally, to disseminate our research outputs, researchers within our unit make use of accessibility guidelines and accessible templates available through our Digital Asset Management system.

Equality, diversity, and inclusion have featured strongly in the preparation of this REF submission. We have ensured all staff have been supported in preparing REF returnable outputs through specific training with external academics, internal feedback, and regular updates on REF preparations in team meetings. Considering our commitment to EDI values, **our unit's Research Committee is balanced as far as possible in terms of gender (50%) and includes a mix of participation from experienced academics and ECRs, including academics with BAME status,** to reflect the demographic diversity of the unit. The Co-Convenors for this unit have also been appointed from different career stages, with Kariyawasam a Professor and

Zammit Borda a Senior Lecturer. Both have also undertaken dedicated Equality and Diversity training delivered by the Head of Research Excellence and Enhancement, RIDO. All outputs selected for inclusion in this REF cycle have been submitted to a process of Quality Review, in accordance with the University's REF Code of Practice, and **were reviewed by a panel of, at least, two internal reviewers and one external reviewer, and balanced as far as possible in terms of gender, status and background ethnicity.**

3. Income, Infrastructure and Facilities

Income

In our forward strategy for REF2014, we undertook to increase external funding for our research by 10% per annum. To achieve this goal, as noted in Section 1, **we first made the strategic decision to consolidate our research expertise across three research clusters in 2014, and in 2018, we joined the Faculty of Business & Law,** a move which has enabled the unit to develop more interdisciplinary grant applications (e.g. law, economics and business) for submission to a broader range of research funders. The Centre for Access to Justice and Inclusion, established in 2019, has also strengthened the unit's grant capture environment by, for instance, **facilitating the establishment of interdisciplinary collaborations and research teams** (e.g. bringing together criminal justice with digital economy researchers in looking at internet courts, or law and society and criminal justice in looking at corruption), **providing training and support, and ensuring peer review, vetting and quality control of funding applications.** This has led to an increase in the unit's external funding from £38,067 in 2014 to £73,034 in the census period.

The unit has used QR funding strategically to support researchers at every stage of the process of grant capture: from horizon scanning and identifying funding sources (e.g. staff from the Research and Innovation Development Office (RIDO) being resourced to work individually with staff to develop bids, including Dagilytė, Kariyawasam, Zammit Borda), to bid-writing, and post-award management (e.g. Kariyawasam with the AHRC Newton). The unit was also able to strategically create a QR Funding Model which directly or indirectly supported income generation over the period under review. This included budgets for independent project research (£12,000 p.a.), mini sabbaticals (£6,000 p.a.), and impact generation (£4,000 p.a.). Although the resources invested under the direction of our research strategy have been modest in terms of quantum, the results have been far more than the amount invested in terms of successful funding bids. Also, we have supported ECRs, enabling them to learn to build a funding profile and track record, to attract HEI and non-HEI collaborators and stakeholders. We have done this by facilitating participation in regular research conferences, developing collaborations and networks, and annual bid-writing retreats (both at the unit and Faculty level). This approach has led to an increase in research bidding activity within the UoA. In parallel with this approach, QR funds have been used to support more senior colleagues to develop larger grant applications (e.g. Kariyawasam).

As a result of this approach, the unit has had notable successes in generating external income. In 2015-17, **Kariyawasam was awarded a £62,208 research grant.** He won funding from the **Arts & Humanities Research Council (Newton Fund)**, **the Ningbo Bureau of Science and Technology, and the University of Nottingham, Ningbo China** to compare fair use of copyright in the digital domain provisions in Chinese domestic law along with several other countries, and also to look at provisions in some international trade agreements where China is prominent. In 2018-19, **Dagilytė was awarded £923 funding by the UACES Small Event Grants** to lead an international research symposium on Roma rights in Europe. This symposium was organised in collaboration with the Roma Research Group (a cross-disciplinary forum). And, in 2019-20, **Zammit Borda was awarded £9,903 for a British Academy / Leverhulme grant** for a project in transitional justice in Bangladesh. Going forward, and having regard to the institution's teaching intensive, research active nature, external grant capture will remain one of the unit's key focuses for future growth and development.

Infrastructure

The unit has various structures in place to provide support for the generation of research income, **from the identification of possible sources through to the post-award stage.** Our researchers work closely with the Research and Innovation Funding Development (RIFD) team within the Research and Innovation Development Office (RIDO) to identify available sources of funding. **Our researchers are each allocated a Funding Manager**, with whom they form individual relationships, working together to identify funding sources commensurate with the stage of their careers. Funding managers also provide support through horizon scanning and identification of funding opportunities through, for example, Research Professional, and provision of writing support for large and interdisciplinary research bids.

We then **provide support for our researchers with the development of grant applications at both the unit and Faculty level.** All funding proposals are subject to scrutiny and several rounds of peer reviews, conducted both internally, within the unit, and externally, by the Faculty Research and Innovation Committee. Within RIDO, a Post Award Innovation and Knowledge Exchange Grants Manager and a Post-Award Research Grants Manager support researchers once funding has been won. As a result of this robust and supportive system, we have seen **a broadening of the range of funders targeted by our researchers,** which have included: Marie Sklodowska Curie research fund, AHRC, British Academy, ESRC, and the UACES.

Moreover, our unit is embedded within the Faculty of Business and Law, which offers a robust infrastructure to support research and income generation. The Deputy Dean (Research and Innovation) manages a Director of Business Development and a bid-focused research fellow who support researchers within the unit from the outset and throughout the bid-writing process. This team works closely with researchers within the unit to develop networks and linkages with organisations to support knowledge transfer and public engagement. Faculty-embedded RIDO Research & Innovation Funding Development Managers assist throughout the pre-award process by identifying and disseminating funding opportunities, offering guidance on eligibility and funder requirements (e.g. Kariyawasam's successful bid to the AHRC Newton fund) and reviewing research proposals, which includes costing and advice on risk assessment. RIFD Managers also organise a variety of different events and training courses, ranging from bid writing to costing and identifying funding opportunities.

Facilities

Since REF2014, ARU has invested significantly in the infrastructure and facilities available to the unit. In 2017, the University invested £276,600 **for the establishment of a purpose-built multi-award-winning Law Clinic in Cambridge and Chelmsford**. The Law Clinic won the Excellence in Pro Bono award at the Cambridgeshire and District Law Society's annual awards (March 2019) and it was Highly Commended in the LawWorks National Student Pro Bono Awards (May 2019). It was shortlisted for the Law Society's Excellence in Pro Bono Award (August 2019), and it was Highly Commended (out of 280 clinics nationally) in the LawWorks Pro Bono Awards (December 2019). We have consciously made use of the Law Clinic to build collaborations across the city of Cambridge and beyond. In this respect, the Law Clinic has enabled us to develop a direct channel of communication and collaboration between members of the UoA, student advisors, pro bono lawyers and the local community. For instance, through the work of the Law Clinic, the unit has fostered channels of communication with over 24 national, regional and local firms of solicitors and barristers. Through restructuring its operations in dealing with the Covid-19 pandemic, the Clinic has been able to continue to see clients on a virtual basis throughout the pandemic. The ability of the clinic to respond to Covid-19 has been the basis of research bids through CAJI. At the time of writing, the clinic has seen a total of 1,780 clients and offered in the region of £200,000 of legal advice. PGR students, together with other law students, have been able to volunteer to provide pro bono support and gain valuable professional experience within this Clinic. As well as providing an important support and service for our students and local community, in line with our future research vision, the Law Clinic will

serve as an anchor for **practice-relevant research on access to justice and inclusion**, and as a pathway to impact for CAJI's underpinning research.

We have developed additional facilities for PGR students within the unit, who have **purpose-built and dedicated PGR workspaces**. PGR students make use of collaborative, Team-Based Learning classrooms, which offer **a state-of-the-art environment for research staff, PGR students, PGT and UG students** to pursue their research and studies.

4. Collaboration and Contribution to the Research Base, Economy and Society

Collaborations

Academics in the unit have strong, well-established collaborations with Universities, NGOs, professional bodies, and international organisations. These collaborations have been assisted by a research strategy within the unit, developed and refined over the census period, to actively fund research in our prioritised research clusters of law and society, digital economy/arbitration, and criminal justice. For example, with funding both from QR and the AHRC for his work on the open society in the digital realm, Kariyawasam collaborated **with Tier 1 research institutions in China**, Peking University Law School (Beijing) and Xi'an Jiaotong University Law School (Xi'an), to develop a new regulatory model for fair use terms in China. As part of this project, Kariyawasam successfully supervised PhD researchers (3 at Peking University Law School and 3 at Xi'an Jiatong University Law School) and co-produced a range of outputs, including innovative semi-structured surveys using social media and face-to-face interviews with Chinese business and judiciary. He received funding of £2,000 from the University's UG research internship scheme to fund two students to complete literature reviews on copyright law for the project, allowing for the development of UG research skills in cutting-edge research. Some of this project's work has influenced one of the unit's impact case studies. The methodology developed from this grant has provided a framework for future split-site PhD supervision and management for future projects. Moreover, Kariyawasam also has **well-established links with the World Economic Forum**, where he served as an expert member of the E-15 Digital Economy Group, advising trade missions, the WTO secretariat, business and academia on changes to the WTO rules on the Digital Economy.

Moreover, Zammit Borda's **collaboration with the Yazidi NGO, the Sinjar Foundation for Human Development,** provided the legal framework for this NGO to advocate for the recognition of the crime of genocide against the Yazidis at the UK Parliament and the UN Human Rights Council in 2016. And taking this work forward, Zammit Borda in the criminal justice cluster, received funding from QR in the region of £3,000 as part of impact development to **collaborate** further by hosting a conference held at ARU in February 2020, involving Baroness Nicholson of Winterbourne and the AMAR Foundation on the issue of raising greater awareness of the crime of genocide against the Yazidis. This work has informed one of the impact case studies for the unit and underpins research for access to justice and inclusion within CAJI.

Home, who retired in 2017 and is now an Emeritus Professor within the unit, **collaborated with the Japanese International Co-operation Research Institute** (a leading promoter of land readjustment) **and the Thabo Mbeki Leadership Institute** (on training programmes). His research, which was supported by QR Impact funding in the law and society cluster, has been used in two book collections sponsored by the World Bank under its Rule of Law in Africa project.

Building on her previous work in the area of European solidarity, vulnerable EU citizens and their rights to welfare benefits, Dagilytė, in the Law and Society cluster, received QR impact funding of £640 as part of the unit's research strategy to fund development of impact case studies for the next REF cycle which allowed her to work with non-governmental, organisations and human rights advice organisations in her research on migrant rights, and has provided research-

informed training to **Roma Support Group and Advice on Individual Rights in Europe (AIRE) Centre (London) and at the Roma Community Care (Derby).**

Contributions

Contribution to grant review panels: **Staff within our unit have been appointed to grant review panels and pools of reviewers.** For instance, Zammit Borda is a member of the Review Committee for the Newton Prize, and a member of the Peer Review College for the UK Research and Innovation (UKRI) Future Leaders Fellowships programme.

Professional memberships: In view of our strong emphasis on practice, several research-active members within the unit are also qualified solicitors or barristers either in the UK or in international jurisdictions (Kariyawasam, Serby, Zammit Borda). Noble is an Academic Associate of the Chartered Institute of Personnel and Development. These professional memberships have **enabled our researchers to draw on both their academic and professional experiences in developing practice-based research** and have enhanced their ability to serve as experts in their respective fields. For instance, in May 2019, Kariyawasam was invited by the International Forecasters Organisation to present the results of his research on market competition and dominance on the internet at the Predictive Analytics Conference at the University of Cambridge. And in October 2020, Dagilytė was **engaged by Democracy Reporting International to prepare a country report** on the Rule of Law in Lithuania, which was subsequently presented to members of the Lithuanian Parliament.

Contributions to journal editorship and preparation: **Researchers within the unit regularly peer review articles for journals across multiple disciplines.** Serby is a Member of the Advisory Board, International Sports Law Journal. Zammit Borda was a Member of the Board of Editors of the Commonwealth Judicial Journal (2012-2018). Kariyawasam is on the editorial board of the Journal for Innovation in the Digital Economy (2014-present). In 2016, the university founded its own student law journal, the Ruskin Law Review, which is a biannual publication, that publishes research extracts from the best student dissertations, and student articles through competitive selection by an editorial board consisting of both students and staff, funded by QR money.

Conferences and invited presentations: In the period under review, our researchers have **organised and hosted three international conferences** and acted as convenors of sessions. For instance, Serby organised a conference focusing on the future of the 'legal autonomy' of sport (2016). The conference was attended by leading academics in the area who, at the same time, had experience as practitioners in engaging directly with stakeholders in resolving disputes, sporting or otherwise. Kariyawasam organised a public conference in Beijing (2016) and workshop (2017) funded by the AHRC on revision of China's copyright laws which attracted a wide range of members of industry, lawyers, academics, and judges, including from China's Supreme People's Court. Zammit Borda organised a stakeholder conference on the subject of 'The Yazidis and the Crime of Genocide: Seeking Recognition and Accountability' (2020). This conference, which addressed ways in which to secure accountability for the crimes committed against the Yazidis, was attended by over 25 key stakeholders, including Members of the UK Parliament, public officials, representatives from the United Nations International, Impartial and Independent Mechanism (Syria), representatives of the Yazidi community and Yazidi NGOs.

Moreover, QR funding has been strategically used to support conference and networking sessions that promote collaborations and network building. In the census period, several of our researchers have been invited to present their research at national and international conferences. For instance, in 2020, Dagilytė presented on the issue of Brexit and East European agricultural workers in the UK at the Social Dynamics: Inequalities, Integration, Mobility and Migration conference in Budapest. And Kariyawasam presented at the International Summit on China's One Belt One Road policy at the University of Oxford in 2017 and at the University of Edinburgh in 2018 and 2019.

Finally, our unit works closely with the University's Press Office, in developing press releases about research projects and encouraging our academics to write articles for *The Conversation* and other outlets to communicate our research to broader society. Research produced within the unit has received significant press coverage and our researchers regularly provide content for *The Conversation* (Dagilytė, Zammit Borda). Dagilytė's article on the impact of a delay on the settled status scheme for EU citizens was read 18,097 times, and Zammit Borda's article on prosecuting Islamic State fighters was read 25,359 on *The Conversation*. Other coverage of our research includes articles in Reuters, Forbes, Newsweek Europe, the *Guardian*, *The Times*, the *Daily Mail* and the *Daily Express*. It also includes many interviews on radio (BBC Radio 4, BBC World Service, and local radio) and television (Russia Today). And our researchers have regularly supported external facing events as part of the Festival of Ideas (Dagilytė, Hill), which also provide excellent platforms for communicating our research to wider society.