

Institution: Middlesex University

Unit of Assessment 20: Social Work and Social Policy

1. Unit context and structure, research and impact strategy

1.1 Overview and mission

A singular and sustained commitment to research that promotes social justice, submits policy to critical scrutiny and promotes the design and delivery of effective and fair public services unites our researchers, bringing together perspectives from a range of disciplines. Since 2014, researchers from Social Policy, Social Work, Criminology, Sociology, Politics, Psychology and Health have built upon this strong, collaborative approach and developed more far-reaching, interdisciplinary research partnerships with policy, practice and service user communities in the UK and internationally. This ensures our research is applied and has policy and practice relevance and impact beyond the academy. We have expanded cross-national, comparative work through a wide range of global research collaborations. A focus on research with strong critical foundations that is contextualised within and contributes to theoretical development and is underpinned with robust and rigorous methodologies gives unity to our cross-disciplinary approach.

We have a well-established, vibrant and inclusive research culture where we pride ourselves with the ways that we prioritise the support and nurturing of ECRs and doctoral students. Our research is funded by a growing range of international, national and local sources and disseminated in the most relevant formats designed for specific contexts and audiences – from large international conferences to the pop-up offices of local activists.

Staff are drawn from two Faculties (Faculty of Professional and Social Sciences and Faculty of Science and Technology) and within them five departments (Department of Psychology within the School of Science and Technology; Departments of Criminology and Sociology and Law and Politics within the School of Law; and Departments of Mental Health and Social Work and Adult, Child (Nursing) and Midwifery within the School of Health and Education). This submission includes 45 Category A staff (41.7 FTE). We co-ordinate our activities through Research Centres and these cluster under three Research Groups which have been strengthened and benefitted from continuity since 2014:

Group 1: Social Justice, Inequality and Migration

Research under this theme includes 13 staff (12.0 FTE) and focuses on identity, inequality and social justice relating to topics of work, family, migration and discrimination with an emphasis on gender, race, and sexuality and migration, within states and globally. Research is conducted in the Social Policy Research Centre.

Group 2: Crime, Conflict and Human Security

This theme involves research by 20 staff (19.5 FTE) comprising criminologists, sociologists, forensic psychologists and international relations specialists on a range of topics including political and state violence, organised crime, terrorism, radicalisation, cybercrime, environmental crime, victimisation, criminal justice, youth justice and offender treatment. Research is conducted in the Centre for Social and Criminological Research and the Centre for Abuse and Trauma Studies.

Group 3: Informing Professional Interventions

Within this theme, we critically examine the relations between research, policy and professional practice across health, justice and social work sectors. Twelve staff (10.2 FTE) are included here.

Research is conducted in the Drug and Alcohol Research Centre, the Centre for Critical Research in Nursing and Midwifery, and the Centre for Transcultural Studies in Health.

1.2 Research and Impact Strategy

Social Policy research has been a long-standing key strength of Middlesex's research profile. In 2014, 58% of the outputs were judged to be 3* or 4*, an improvement on 50% for RAE 2008. Two thirds (67%) of the impact case studies were judged to be 3* or 4* and our Research Environment was given a 3* ranking. We achieved a sector-wide power ranking of 4 and ranked 2nd in the London power rankings and the top modern university.

At the time of the last REF, we aimed to consolidate and build on the progress we had made by promoting a culture of research excellence in tandem with a strong commitment to knowledge exchange and impact. We outlined the following strategic priorities including: a focus on research leadership by promoting and appointing staff; increasing competitive research funding; building capacity and supporting ECRs; developing new emerging areas of research and addressing complex societal challenges; and maintaining doctoral student numbers and completion rates. These have been achieved through the work of our Research Centres.

Building on a University-wide commitment to policy-focused, interdisciplinary research, we have continued to strengthen, consolidate and expand Research Centres and networks. Researchers (both staff and students) may belong to more than one Centre and each Centre extends its membership beyond its Faculty/Department, promoting the cross-fertilisation of ideas, expertise and knowledge and the development interdisciplinary approaches. These Centres support both internal and external collaboration for funding applications and knowledge exchange, provide forums for dissemination activities and offer support, guidance and opportunities to ECRs and doctoral students.

Group 1: Social Justice, Inequality and Migration

The **Social Policy Research Centre (SPRC)** (led by **Kofman** and **Saini**) was established in 1990 and continues to develop prominent, policy relevant interdisciplinary research in the areas of migration, work equality, discrimination, and social justice. The Centre benefits from the contributions of staff from Criminology and Sociology, Law and Politics, Art and Design and Business Studies and collaborations with other UK partners such as the LSE and UCL, in Europe and the Global South.

Since 2014, we have strengthened the Centre with new ECR appointments including **Saini** (race, class, gender), **Kaur** (disabilities), **Gibbs** (gender, vulnerability), **Acik** (gender, migration), and **Overton** (gender, sexuality, youth) and Senior Research Fellow, **Keles** (digital media, diaspora). We have continued to attract substantial funding from research councils, the EU, government departments and major charities and requests for consultancy services from local and international partners. The Centre's significant research on gender and social justice has embraced a more global dimension leading to winning highly competitive major GCRF grants and contributing to the UN Sustainable Development Goals. These projects were set up specifically to enable ECRs to gain valuable experience in major collaborative projects.

The Centre has a strong tradition of developing learning materials for a range of professionals which have direct impacts on international, national and community practice. It promotes partnership work, stakeholder engagement and knowledge exchange and runs high-impact events, including conferences, seminars and consultations. These prioritise the involvement of ECRs and doctoral students. In 2017, the Centre hosted the IMISCOE conference attended by scholars from across Europe. In 2020, it hosted the annual ATGENDER conference (European Association for Gender Research, Education and Documentation) which moved online due to the pandemic and was well attended by more than 300 participants.

Group 2: Crime, Conflict and Human Security

The **Centre for Social and Criminological Research (CSCR)** (led by **Ruggiero**) was established in 1986 as the Centre for Criminology and known globally for its critical criminological approach. Renamed in 2014 to reflect its increasing interdisciplinary focus with staff drawn from Criminology, Sociology, Politics, Law and Psychology, the Centre provides a hub for international and locally based research and continues to attract funding from charities, national and local government and the EU. Within CSCR, we explore a range of topics including organised crime, terrorism, radicalisation, wildlife and environmental crime, cybercrime, criminal justice, youth justice and offender treatment.

Since 2014, ECRs have strengthened the Centre's profile with new research areas: **Clarke** (policing and diversity), **Munk** (cybercrime), **Papadouka** (human trafficking), **Lamsma** (forensic psychiatry), **Cracknell** (probation/prisons), and **Bleakley** (historical criminology). The Prisons Research Group (PRG) was established in 2015 (led by **Ward** and **Cracknell**) as a sub-group of the CSCR to critically examine prison reform issues. It has run three high-profile roundtables with stakeholders from prison, probation and NGOs. Many of our part-time PhD students are practitioners working in the criminal justice system and their doctoral experiences enable them to critically reflect and impact upon policy and practice within their organisations.

The **Centre for Abuse and Trauma Studies (CATS)** is an interdisciplinary centre for research, practice and training which combines criminology and psychology expertise. CATS is a joint Centre with the Psychology UoA4, further cementing strong collaboration. Our staff form part of this Centre and lead projects located within it (e.g. **Horvath**, **Martellozzo**, **DeMarco**, **Porteous**, **Bailey-Rodriguez**). The Centre has captured substantial research funding from the ESRC, EU, police funds and charitable organisations. In addition, CATS has substantive knowledge exchange funding from charitable and social/health services for delivery of training and evaluation of the use of bespoke assessment tools derived from research.

Research focuses on lifespan development, well-being, crime and victimisation and internet child abuse. Since 2014, a series of projects were undertaken on child sexual abuse and protecting young people online and led to significant impacts on policy and practice at national and international levels (see impact case study). CATS runs seminars and training events widely attended by practitioners, researchers and doctoral students. Linked to the Centre, **Horvath** convenes the *Violence Against Women and Girls Research Network* which runs a successful webinar series and prioritises supporting ECRs and PhD students through its mentoring programme, dedicated workshops and training.

Group 3: Informing Professional Interventions

The **Drug and Alcohol Research Centre (DARC)** (led by **Thom**, **Duke** and **Herring**) was established in 2010 to focus on research related to substance use issues, including treatment and service delivery, prevention, workforce development, interfaces with criminal justice, and substance use across the lifespan. We draw on the expertise of researchers from across the University in Criminology, Mental Health, Social Policy, Psychology, Nursing, Tourism and Social Work. Since 2014, **Weaver** joined as Associate Professor, **Gleeson** as Research Fellow, and 7 researchers were appointed to work on funded projects. A programme of mental health research complements the work of DARC led by **Weaver**. The Centre attracts significant grant income for cross-national, comparative research from the EU and for national and local studies from NIHR, NHS England, and Alcohol Change UK.

DARC has created an interdisciplinary network of affiliated staff and prioritised developing research relationships with practice organisations through linked Associate Members. This facilitates co-production approaches and the transfer of research into practice and vice versa. DARC hosts the UK chapter of the *International Society of Substance Use Professionals* which brings together a range of practitioners from the substance use fields to inform, connect and strengthen research, practice and policy-making. ECRs and doctoral students are given

opportunities to work on collaborative research and publications and to present work in prominent public arenas. The Centre has supported placements from international doctoral students from Aarhus University, Denmark and University of Presov, Slovakia and hosted study visits with delegates from Chinese and Swedish treatment services. DARC runs a seminar series and holds an annual conference attended by researchers, practitioners and professionals. Since the pandemic, events moved online and include work-in-progress webinars and expert witness workshops.

Further research within this group examines Social Work policy and practice. A key focus is on professional interventions with children and families which prioritise partnerships with practitioners. Research into *Special Guardianship Orders* was used to develop partnerships with local authorities and voluntary agencies, designed specifically to promote evidence-based professional practice where children have been removed from parents to live with relatives or friends. An evaluation of the *Family Intervention Project* resulted in recommendations about how to prevent children coming into the care system (**Hingley-Jones, Gleeson**).

The **Centre for Critical Research in Nursing and Midwifery** (led by **Traynor** and **Allan**) was launched in 2015 to provide a theoretical and methodological focus for researchers working in this area of social policy and for research capacity building. Its establishment and the appointment of **Allan** was the result of specific investment by the University to develop research and leadership in this area. The work contributes critical policy research approaches, utilising critical ethnography and discourse analysis alongside other methodologies. Our research makes key contributions to national and international policy debates (e.g. NHS workforce, division of healthcare labour, the promotion of 'resilience' in healthcare, and IVF treatment experiences). Core members comprise one Research Fellow and one Research Assistant. All lecturing staff in nursing and midwifery who are undertaking research degrees (11) as well as all post-doctoral researchers (5) are Associate Members of the Centre and receive support, for example in participation in national conferences or awards.

The Centre's funded research applies its focus on critical policy analysis to our working partnership with the local health economy, often taking the form of critical evaluations of implementation of national policy across London. Several monographs have been published by the Centre's leaders (e.g. two books on critical resilience that place it in the forefront of professional and policy debates). The Centre also runs a series of symposia, often in collaboration with international scholars.

The **Research Centre for Transcultural Studies in Health** (led by **Papadopoulos**) is an interdisciplinary centre established in 1995, bringing together health and social care professionals whose research focuses on the study of ethnic and migrant health, health inequalities, the promotion of culturally competent and compassionate services, and the development of smart technologies. The Centre has collaborated with community groups, voluntary organisations and statutory health providers to conduct research on the health and social needs of migrant groups.

The Centre has received funding from European, national and local sources. These include the EU Lifelong Learning Programme, EU Erasmus/Socrates programme, Department of Health, NIHR, National Lottery, Welsh Assembly Government, Macmillan Cancer Relief fund and various London Boroughs. ECRs and doctoral students are supported through the Centre's formal induction programme and a strong emphasis on the development of a mutually supportive team.

1.3 Impact

We have sustained our strong emphasis on impact from 2014. Our approach to impact is integral to and embedded in our strategic priorities and informed by three objectives: 1) to conduct research relevant to practitioners, policy-makers and service users; 2) to define and respond to policy and practice issues, as well as theoretical concerns and debates and; 3) to involve relevant stakeholders and employ co-production approaches where appropriate. Achieving impact is supported in our staff development programme and infrastructure and integrated into our strategy

through the work of Departmental Research Leads and Directors of Research Centres who support staff to develop the impact of their research activity. Building relationships with key users internationally, nationally and locally is pursued through a number of mechanisms:

- Participating in and hosting user events (conferences, seminars, workshops) which are crucial to user engagement and dialogue;
- Participation in users' steering groups/advisory panels and setting these up in our own research projects to facilitate co-production;
- Running specialist training/CPD events targeted at users and making research findings available in a user-friendly form;
- Active engagement in communities of practice networks;
- Developing our DProf /PhD programme through which students provide us with strong links to practice and policy networks.

Our selected impact case studies (ICSs) are: 1) Animals and Society: Introducing Green Criminological Dimensions to Policy; 2) Cultural Competence and Client-centred Care; 3) Drug Interventions for Young People in Criminal Justice Systems; and 4) Improving Children's Digital Experiences and Reducing Exploitation. They demonstrate our approach to impact, the emphasis on research that promotes social justice and improves policy and practice, and the different types of users and beneficiaries of our research. In all cases, the underpinning research has led to demonstrable impacts on the design and shaping of policies and practices.

Impact will continue to be embedded in our research, knowledge exchange and teaching. To sustain impact, our strategy is to focus on established areas and develop new areas through interdisciplinary research clusters. The selected ICSs are all ongoing and provide a strong basis for future impact, but new topics, such as ongoing GCRF research on gender and social justice, UKRI research on migrant workers and COVID-19, and EU research on radicalisation, will generate new streams of impact on policy and practice and interest from a range of users and beneficiaries.

1.4 Open Science

Awareness of issues surrounding Open Research, including Open Access and research data management have increased significantly among our researchers due to workshops and explanatory resources. We have strongly supported initiatives related to Open Science, including ORCID registration and sharing data via the Middlesex University Figshare Repository. Staff are aware of the importance of making research openly available and publishing via Green Open Access routes is expected. Gold open access is encouraged where funds allow. The Middlesex Research Repository staff work closely with colleagues providing assistance with Open Access publishing and data sharing via the repositories.

1.5 Research Integrity

The University has a well-established and comprehensive Code of Practice which outlines high standards of conduct and integrity based on the principles and practices of the *Concordat to Support Research Integrity (2012)* and the *Research Councils' Statement on Safeguarding Good Scientific Practice*. It has a responsibility to ensure that research conducted by its staff and students is carried out in accordance with the appropriate ethical, legal and professional frameworks and adheres to the highest levels of integrity. This is particularly significant for this UoA, where much of our work involves vulnerable and disadvantaged groups.

Research integrity is governed through departmental Research Ethics Committee (REC) structures. All staff and students are trained in ethical research practice and supported by the newly developed Research Ethics Review Framework and Middlesex Online Research Ethics (MORE) System, as well as a dedicated Ethics Leads in each Department. This system is

constantly updated to reflect the changing ethical and legislative landscape (e.g. GDPR changes). During the pandemic, researchers were supported with clear University guidance on ethics and how to revise their research plans and conduct fieldwork to comply with national rules and regulations. All researchers must submit their proposals for formal approval prior to the commencement of their studies and to any application for external ethics approval. All applications are reviewed by at least one reviewer, and up to three for those deemed 'high risk'. Applications requiring resubmission receive detailed comments on the required changes to support the re-application and develop applicants' understanding of the requirements of ethical research practice. REC approvals are audited on an annual basis and Leads report to the central University REC which is chaired by a Deputy Dean.

1.6 Future Strategy

The appointment of our new Vice Chancellor provides an opportunity to rethink University strategic aims and to develop alignment between these and our future strategy. The key areas in which the University intends to become internationally recognised include Social Justice, Diversity and Inclusion, Health, Environment and Sustainability and Technological Innovation – these are all areas to which our staff can make vital contributions. Just as the University builds on its strengths and unique characteristics, our specific strategic intentions for research and impact centre on our well-established networks with partners. Our overarching aim is to build diverse and inclusive communities of practice involving researchers, students, professionals, practitioners, and service users at both international and local levels. This will help us in our ambition to co-create research that promotes social justice, submits policy to critical scrutiny and impacts upon the design and delivery of effective and fair public services. In line with UKRI strategies promoting interdisciplinary research, we aim to foster a culture of experimentation and risk-taking in further developing our work. Current issues, such as the long-term impact of COVID-19, are likely to lead to increased funding for research bringing together health, science and social science, for example around collaboration using large-scale data and qualitative research. Black Lives Matter also adds to the need to collaborate across disciplines in relation to research promoting social justice. Our strategic aims are to:

- Facilitate further interdisciplinary collaboration both within arts and social sciences as well with STEM subjects in which the University has world leading Centres such as the Flood Hazard Research Centre (people and the environment) and Interaction Design Centre (human-computer interfaces) and consolidate structures to facilitate dialogue and collaboration between our research in criminology, health, discrimination, and migration and other disciplines in the University.
- Increase and diversify research funding by building on our success regarding global research funding (e.g. GCRF) and bringing in those without experience of conducting research on their topics in the Global South (e.g. health, migration, crime).
- Develop research capacity across all staff and support of ECRs with a view to succession planning by mentoring from senior colleagues, maintaining funding for conference attendance and participation in bespoke training and development.
- Increase the number of doctoral students through 'talent-spotting' of high performing undergraduates and postgraduates and discussions with practitioners who are part of our research networks and build on existing expertise in professional doctorates, where we have an international reputation, to expand their number.
- Continue to expand opportunities for knowledge exchange and developing impact with external and international partners (practitioners, policy makers, and other stakeholders) through Research Centres.

2. People

2.1 Staffing Strategy and Staff Development

The number of staff in this submission is 41.7 FTE. In 2014, we submitted 51.4 FTE. This change reflects the natural career progression of a number of staff and others contributing to new UoAs not previously entered (e.g. Education UoA23). The key aims of our staffing strategy are to: 1) improve the staff profile in relation to subject and methodological expertise; 2) to develop ECRs; and 3) reinforce our current research groups and lay the foundations for developing new areas. The strategy is informed by the *Concordant to Support the Career Development of Researchers*, in particular the principles of promoting inclusive approaches to staff development which enhance individual and collective research capacities; attracting and retaining research leaders and junior staff with high potential; and promoting equality and diversity.

We have invested in ECR appointments including **Acik**, **Bailey-Rodriguez**, **Bleakley**, **Clarke**, **Cracknell**, **Gibbs**, **Gleeson**, **Hawthorne**, **Kaur**, **Lamsma**, **Munk**, **Overton**, **Papadouka**, and **Saini**, as well as appointments at senior levels including **Allan** and **Weaver**. These appointments have enhanced our profile in terms of new areas of research (e.g. **Munk** specialises in cybercrime, **Kaur** researches disabilities) and methodological expertise (e.g. **Saini** and **Papadouka** are quantitative researchers, **Weaver** has expertise in large scale, mixed-methods research). Some of our former PhD students have been appointed to Lectureships (e.g. **Cracknell**, **Overton**). The University holds annual promotion rounds. Since 2014, **Guest** and **Sothcott** were promoted to Senior Lecturer, **Ciclitira**, **Nurse** and **Martellozzo** to Associate Professor, and **Bradshaw** and **Duke** to Professor. Along with the leaders of Research Centres, these promotions have enhanced research leadership.

We have created an inclusive and collegiate culture in developing the research capacity of all colleagues and support, training and mentorship are provided via our Research Centres. The University has an established policy of staff development which encourages research leadership at all levels. Through the annual appraisal process, staff are allocated research time on their work programme and agree plans for research outputs, grant applications, impact and training needs. Senior staff have annually agreed targets for research and/or knowledge exchange income, often delivered in collaboration with ECRs (e.g. **Kofman** with **Acik**). All staff are assigned a senior research mentor to support their research, knowledge exchange and writing activities. Internal peer review of publications and grant applications has continued to improve success rates and build community. Senior staff co-write publications with ECRs to provide them with mentorship in working with journals (e.g. **Bradshaw** with **Overton**). ECRs act as members of PhD supervisory teams, led by more senior researchers. Individual supervisors are appointed on the basis of expertise, but teams are planned with a view to bringing in less experienced staff in order to ensure a sustainable supervision culture. All staff undertake formal supervisory and viva chair training and act as internal reviewers on registration and transfer panels. Involving ECRs brings recent doctoral experiences into teams and ensures that they gain experience of these processes.

Our sabbatical policy allows staff to concentrate on enhancing their research portfolios. During the REF period, eighteen staff (40%) were awarded a period of sabbatical leave. This time enabled staff to complete major sole-authored texts and submit grant applications (e.g. **McDonald**, **Nurse**, **Ward**). Staff development funds are available to support specialist research training and attendance at international and national conferences. Staff who come from practice backgrounds are encouraged to register for PhDs (e.g. **Cracknell** from the probation service).

We have established research-related training and support for staff and doctoral students through the University-wide *Researcher Development Programme*. We also offer more specific training and support through the Faculties and Schools. Within the School of Law (includes staff in Social Policy, Sociology, Criminology, Politics and Law), senior academics (**Duke** and Howard [Law]) convene a series of *Research and Publishing Support Workshops* each term which have covered applying for research funding, writing for journals, developing book proposals, and conducting

reviews. These have been well attended with around 90% of ECRs in the School participating. A lunch-time, *Work-in-Progress Seminar Series* is organised by ECRs from this UoA (**Papadouka, Kaur, Saini, Gibbs, Bleakley**) for all staff and PhD students to present their work and obtain feedback. Staff with expertise in particular research methods (e.g. **Papadouka** on data mining) run training and refresher sessions for staff and students called the *Research Methods Studio*. Writing retreats (entitled '*Shut Up and Write!*') are convened each term which provide staff with dedicated time, space and support for writing projects. During the pandemic, all seminars, training and retreats moved into the online space.

The School of Health and Education runs annual symposia which draw together researchers and practitioners. Recent topics have included a critical look at the rise of 'co-production' within social work and mental health research and practice, and an examination of the forces shaping policy on social work, teaching and nursing since the 1980s. In the Department of Mental Health and Social Work, early evening seminars and an annual conference are run with contributions from staff, students and external practitioners working in the health and social work fields. The Department of Adult, Child Nursing and Midwifery runs monthly '*Scholars at Work*' symposia which bring together staff and students on topics that straddle practice, education and research.

Staff are supported in their development of research impact through mentorship and advice from the Research Centres, alongside specific training related to developing pathways to impact within their research. This support has enabled staff to extend the impact of their research and to develop the submitted ICSs.

2.2 Research Students

Research students are integral to the vitality and sustainability of our research culture and are embedded in our Research Centres and support structures. During this REF period, the gender balance of postgraduate students has remained relatively stable with a mean of 49% female new starts; 86% of new starts were aged 30 or over and 49% are from BAME/other background. Similarly, the proportion of part-time to full-time students has been relatively stable with a mean of 73% of part-time enrolments. A dedicated Research Degrees Administration Team supports our students throughout their studies from enrolment to awarding their degrees. The Research Degrees Board oversees regulations, standards, support and training and formally monitors student progress. Each Department has a dedicated Research Degrees Coordinator (RDC) who oversees admissions, supervision and progression, ensures that University policy and procedure is implemented and acts as a crucial link between supervisory teams and Faculty-level initiatives. As part of the recruitment and selection process, students must complete a research proposal and are interviewed by the RDC and a potential Director of Studies. Students work with a Director of Studies and one or two supporting supervisors. Progression reports are completed twice per year.

Our staff supervised 89 doctorates to completion with an average of 13 students completing each year (Table 2.1). This figure has remained stable since the last REF. Some students have been supported with University studentships, matched funded studentships (e.g. Alcohol Change UK and RESPOND) and studentships via EU Projects (e.g. RESL.eu), as well as opportunities to work as research assistants. Reflecting our strong links with professional services, five part-time PhD students were funded by the London Probationary Trust and we also act as academic advisors for senior professionals undertaking DProfs. To enable intellectual and professional development, staff receive a fee waiver when registering for a doctoral degree.

Table 2.1: PhD/DProf completions during REF period

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Total
PhD	4	5	7	8	12	7	12	55
DProf	8	4	8	7	5	1	1	34
TOTAL:	12	9	15	15	17	8	13	89

Training for doctoral students and ECRs is provided at the University level through the *Researcher Development Programme*. We complement this with a series of training events convened by Faculties and Schools which provide inductions and discipline-specific research training. The programme consists of sessions focusing on specific skills/resources students will need during their research journeys and future careers and provides them with opportunities to meet other researchers, share ideas and network, particularly appreciated by our high proportion of part-time, working research students. They are delivered by subject specialists on campus as well as online, which in common with other virtual events, has facilitated the participation of our particular profile of student. At University level, students are also supported via research and writing retreats and well-being seminars and we have emphasised and increased the availability of the latter during the pandemic. An annual University-wide *Research Student Summer Conference* is held for students to present their work in oral or poster sessions.

At School level, students are also supported through the provision of training and opportunities to present their work-in-progress. In the School of Law, the *Bi-annual Doctoral Seminar* runs for two days each term. Staff and students from law, politics, social policy, sociology and criminology present their work-in-progress in an inclusive environment. We also convene training sessions on writing, publishing and presenting. Social events, such as historic walks, theatre trips, book clubs and dinners, are also arranged for our students to get to know each other in more informal spaces. PhD students may apply for financial support for conference attendance where papers are accepted.

During the pandemic, the delivery of seminars, workshops and retreats, as well as induction events have moved online, generally increasing participation. A virtual *Research Coffee Club* was established to allow supervisors and students to meet online regularly and share ideas and experiences. Research progression boards considered the impact of the pandemic on academic progress, along with other extenuating circumstances, and devised a form to record difficult circumstances on behalf of students. This allowed supervisors to request extensions for students and to highlight if students had been disadvantaged financially.

We provide doctoral students with dedicated shared office spaces with access to networked computers, as well as laptop loans. The Middlesex University Library is open 24/7 and students have access to specialist librarians to assist with searches and to many other university and research institute libraries in London. During the pandemic, library services continue to be fully accessible online.

The University is at the forefront of developments in Professional Doctorates. The Specialist Validated Pathways (SVP) M/DProf Framework comprises pathways relevant to our UoA including: Health, Environment, Risk, Social Care, and Psychology. Each year, there are 3 expert seminars for students led by industry professionals and academics on the core SVP themes: Leadership, Followership and Transformational Change. A central aim of the SVP DProf researcher is that of impacting sustainable change within organisations. Their training includes an induction programme, review of learning module and a practitioner research module, which runs for one academic year and culminates in a 'transfer' stage, leading to a programme plan approved for either MProf (equal to MPhil) or DProf (equal to PhD). The candidate has two Middlesex University academic advisors. The SVP M/DProf Framework is affiliated to the Work and Learning Research Centre and other Research Centres relevant to candidate pathways. Candidates are encouraged to write up their research impact in journals and present their work at the bi-annual International Conference on Professional and Practice Doctorates. Examples of impacting SVP M/DProf research projects include: service user involvement in mental health nursing; cultural competence in healthcare commissioning; and barriers and opportunities for black NHS nurses' professional development.

2.3 Equality and Diversity

Equality, diversity and inclusion are core University values which shape our policies and practices across teaching, knowledge exchange and research, how we work with colleagues and how we

engage in wider society. Our submission includes 45 people, of whom 60% are female. In terms of age: 29% are between 31-40 years; 16% between 41-50 years; 31% between 51-60 years; and 24% are 61 years or over. None have a disability. Our ethnic and national diversity is reflected in the fact that 58% of our staff are either from BAME (11%) or non-British backgrounds (47%). The international backgrounds of our staff have been important assets in developing our international research partnerships.

Nine (20%) of our submitted staff are full Professors (6 female and 3 male), 10 (22%) are Associate Professors (5 female and 5 male), 11 (24%) are Senior Lecturers/Senior Research Fellows (6 female and 5 male) and 15 (33%) are Lecturers/Research Fellows (10 female and 5 male). In terms of contract type, 71% are on Academic, 9% on Research and 20% on Senior Manager contracts. The majority have full-time appointments (87%), with the staff on part-time appointments having requested this arrangement. The majority have permanent contracts (96%) which offer security and career development for staff and sustainability to our UoA. Wherever possible, staff on fixed-term contracts are made permanent (eg. two researchers in the Centre for Critical Research in Nursing and Midwifery were made permanent in the last 3 years) or they are given extensions and support with further funding.

We have made a point of developing an inclusive, collegiate and supportive culture where staff share their experiences and expertise and assist each other in their research development. Diversity is valued in all its forms as a resource to achieve an outstanding research environment. University Equality Networks (Race, Interfaith, LGBT+, Gender, Disability and Carers) provide supportive and safe spaces for all staff. Our researchers play leading roles in these forums, conducting research on equality and diversity issues and exchanging knowledge within the University (e.g. SPRC researchers ran a workshop on the findings of the EU DIVERCITY project for the LGBT+ Forum). A grassroots group, HAREDIN (**Healthcare Academic Race Equality and Diversity Inclusivity Network**), emerged within the School of Health and Education as a staff response to improve diversity within the University, along with a sister group developed by students, SHAREDIN. They have organised a series of seminars aimed at staff and students, 73% of whom within health are from BAME backgrounds (compared to just over half of the nursing workforce in London, for example).

Clear arrangements exist for ensuring equality of opportunity within our UoA, including for parental leave, remote working, religious observance, flexible working to accommodate family, health or other circumstances and a commitment to reintegrate staff on their return to work from parental leave or from an absence due to illness or disability. These are supported by clear policies and well-entrenched in our culture. Family-friendly policies are reflected in our staff development and events programmes, where we always ensure that scheduling accommodates those with caring responsibilities. All support measures for research – study and sabbatical leave, training, conference participation, internal funding schemes and support with grant applications – are transparent and accessible to everyone through open calls. Previous allocations are also considered to ensure that an equitable distribution is maintained. We advertise and interview for all leadership roles to ensure equality of opportunity and key positions are allocated based on ability and motivation. All departments operate with standard workload models in which annual research allowances are allocated transparently, based on past performance and credible work plans.

Our support and training for PhD students has been designed to create an inclusive community. Supervisors and Departmental PhD Co-ordinators provide mechanisms through which students can raise concerns about their studies as well as their general well-being. University procedures are in place to avoid students being disadvantaged as result of ill-health or other circumstances which may disrupt their studies. Students are able to apply for an extension to their studies of up to 12 months and for an interruption to their studies of up to 12 months.

All staff and students are supported by an extensive range of well-being services and support including occupational health and counselling, as well as yoga, meditation, sports, and social activities. During the pandemic, staff and students in our UoA were well supported with equipment

to work from home and flexible working approaches for colleagues with children and other caring responsibilities.

Equality, Diversity and Inclusion in our REF submission

It was our priority that a commitment to equality, diversity and inclusion would be reflected in all stages of the development of our REF submission. Drafts of this Environment Statement have been circulated to all UoA colleagues, the majority of whom have commented. The selection of outputs was conducted by a REF UoA Working Group composed of nine volunteer members (four female), three at professorial level (**Traynor, Duke, Kofman**), four mid-career researchers (**Weaver, Hough, Keles, Martellozzo**) and two ECRs (**Bleakley, Bailey-Rodriguez**). The selection process was fully transparent with staff nominating their top-5 publications based on REF quality criteria. These were each peer reviewed and rated by two members of the Working Group who agreed a rating. The selection process then followed: 1) inclusion of all staff's first (best) nominated output; 2) inclusion of other highest ranking outputs (up to a maximum of 5 per staff member) based on the ratings. The selected outputs broadly reflect the demographic profile of our staff in the UoA discussed above with outputs by women at 58% and by BAME staff at 9%. The four impact case studies were chosen after consultation with internal and external assessors based on the strength of their documented impact and underlying research base. Each case study illustrates collaboration involving staff at different career levels (e.g. EPPIC involves **Thom and Duke** (Professors), **Herring** (Senior Research Fellow) and **Gleeson** (Research Fellow), three of the case studies are led by women and one by a BAME colleague. The conduct of our Working Group and its processes were overseen by the University REF Equality and Diversity Panel.

3. Income, infrastructure and facilities

3.1 Income

Our strategy is to attract income from a range of funders to cover our diverse range of interests from the more theoretical investigations through to applied research. During this REF period, we have increased our research funding from GBP**4,969,269** (2008-2013) to GBP**5,893,901** (2014-2020), an increase of nearly GBP**925,000**. Table 3.1 shows diversity in funding sources and reflects our growing international research collaborations and reach, especially through EU funding and the policy-oriented nature of our research through UK government bodies.

Table 3.1: Research funding by source

Source	GBP
EU Government bodies	2,773,316
UK Government bodies	1,646,182
UK based charities	742,440
OST Research Councils	371,157
EU Other	198,975
Other overseas	145,795
UK Industry	24,377
Other	1,317
Total funding:	5,893,901

Types and amounts of funding vary from substantial sums awarded to international team projects to smaller sums from a variety of sources. Some examples of funded activities include:

Social Policy Research Centre

The urgent policy themes of migration, equality, rights and employment have been examined in various funded projects including *DIVERCITY* (2015-2017, **Kofman, Howard [Law], Harding**, GBP37,787), an EU project mapping homophobia and transphobia and policy responses; and *EVI-MED* (2016-2017, **Blitz, D'Angelo, Kofman, Montagna**, GBP161,445), an ESRC-DFID funded project exploring migration reception processes. A focus on working conditions characterise the EU project, *Job Quality and Industrial Relations in Personal and Household Sector* (2018-2020, **Kofman, Howard [Law]**, GBP27,169). A large, cross-national project examined school leaving among young people, *RESL.eu – Reducing Early School Leaving in the EU*, (2013-2018, **D'Angelo, Ryan**, GBP876,625).

Research on families, children and the home have been explored through funded projects at local, national and international levels, including an examination of the family support needs of the Jewish population in Barnet (2017, **Kofman**, GBP48,666); *The impact on children of the Family Migration Rules*, Office of the Children's Commissioner, with JCWI, (2015, **Wray [Law] and Kofman**), and *Families on the Move, Progress of the World's Women*, UN Women (2019-2020, **Kofman**).

Smaller projects on gender and social justice have led to winning highly competitive major GCRF grants. For example, **Bradshaw's** British Academy small grant, *Bridging the Humanitarian-Development Divide* (2014–2015, GBP4616); *Evidence Synthesis Award* for the ESRC/DFID Joint Poverty Alleviation Fund (2014–2015, GBP29,102); and her work on the *ADEPT project* funded under RCUK-CONFAP Research Partnership scheme (2015-2016, GBP43,321), provided the foundation for her appointment as thematic lead on *Gender and Intersectionality* for the *Gender Responsive Resilience and Intersectionality in Policy and Practice (GRRIPP)* – UKRI-GCRF Collective Programme award (2019–2023, GBP68,250; GBP5,100,000 total grant).

Similarly, **Kofman's** earlier work on gender and migration, *Investigating the Sustainable Livelihood Generation for Craftswomen in Azad Kashmir (Pakistan)*, (2016-2018, with **Raina [Art and Design]**, GBP85,206) and *The Responsible Deal: protection of Syrian refugees* (funded by Wellcome Trust, Volkswagen Stiftung and Riksbankens Jubileumsfond through the Europe and Global Challenges Initiative and held by LSE), laid the foundations to **Kofman** being appointed as the Co-Director of the Migration and Displacement Stream and member of the Executive Group of the Gender, Justice and Security, UKRI GCRF Hub (2019-2024, GBP1,200,000, total grant GBP15,200,000).

Centre for Criminological and Social Research

A number of large, cross-national projects have been undertaken. The EU *TIE* project focused on tackling illegal economies (2013-2015, **Ruggiero**, GBP12,887) and the EU Horizon 2020 *TAKEDOWN* project focused on organised crime, terrorism and the development of security solutions for practitioners (2016-2019, **Ruggiero**, GBP219,313) with 18 EU partners, including the Middlesex team.

Work on smaller grants has led to larger, more complex funded projects. For example, **McDonald** gained a British Academy small grant in 2018 to undertake explorations of radicalisation which led to his recent Horizon 2020 project on *Analysing and Preventing Extremism (PARTICIPATION)* (2020-2023, EUR244,000). **Nurse** gained funding from the League Against Cruel Sports (2015, GBP29,000) to explore violence and animals which led to a larger project funded by Defra (2018-2020, GBP71,621) to examine Dangerous Dogs and Dog Ownership (see impact case study). **Trebilcock** and **Weaver** were co-investigators on two linked evaluations of the *National Offender Personality Disorder (OPD) Pathway Programmes* (for males and females) led by Bristol University and funded by National Offender Management Service and NHS England (2014-16; 2017-2019, GBP72,750).

Centre for Abuse and Trauma Studies

Since 2014, CATS researchers have been successful in obtaining funding from European and UK sources to examine children's online safety and the prevention of child sexual abuse. A large EU project was conducted into online child safety (2014-2017 ISEC, GBP547,747). **Horvath** and **Martellozzo** conducted research on the effects of online pornography on young people for the Children's Commissioner/NSPCC (2015, GBP74,934). The Children's Commissioner commissioned **Horvath** to undertake an evidence assessment of intrafamilial child sexual abuse and a review of the impact of pornography on young people (2014, GBP44,855). **Martellozzo** and **DeMarco** conducted research for the Internet Watch Foundation (2016, GBP50,000) on the removal of illegal content online relating to young people and the Centre for Expertise on Child Sexual Abuse commissioned them to develop a typology of child sexual abuse offending to address gaps in knowledge and inconsistent approaches (2018, GBP213,976).

Drug and Alcohol Research Centre

DARC was awarded 3 major EU grants for cross-national, comparative research on: stakeholders in addiction policy (*ALICE-RAP – Addictions Lifestyles in Contemporary Europe*) FP7, (2011-2016, **Thom** and **Duke**, GBP151,398); Standardising Measurement of Alcohol-related Troubles (RAHRA), EAHC, (2014-2016, **Thom**, GBP37,871); and co-ordinated *Exchanging Prevention Practices on Polydrug Use among Youth in Criminal Justice Systems (EPPIC)*, 2017-2020, 3rd Health Programme (Chafea) (**Duke** and **Thom**, GBP511,852 total grant) (see impact case study).

Several projects were funded by Alcohol Change UK: Identification and Brief Advice interventions in non-medical settings (2013-2015, **Thom** and **Herring**, GBP54,520); evidence review on interventions in BAME communities (2019, **Gleeson** and **Thom**, GBP19,677); and treatment pathways for Polish communities (2017-2019, **Herring** and **Gleeson**, GBP103,477).

Weaver has been a co-investigator on large NIHR grants in partnership with King's College, UCL, and Imperial College. This includes evaluations of contingency management (CM) in drug treatment settings (2009-2016, GBP2.5M total grant) and a number of mental health interventions: *Evaluation of a Social Network Intervention for Severe Mental Illness (ODDESSI)* (2017-2022, GBP257,320); *Characteristics and needs of long-stay patients in high and medium secure forensic-psychiatric care* (2013-2016, GBP83,398); and *Evaluation of the Enablement Programme in Barnet, Enfield & Haringey Mental Health NHS Trust* (2016-2018, GBP34,556).

Centre for Critical Research in Nursing and Midwifery

The Centre's main funders are Health Education England (HEE) and CapitalNurse, an HEE funded initiative to promote recruitment and retention of nurses within the capital. The Centre was commissioned by London HEE to evaluate the pilot of a new nursing role (2016, **Traynor**, GBP67,360) and investigate education in clinical practice (GBP78,364). Between 2015 and 2017, in collaboration with the University of Surrey, a study was funded by the Burdett Trust for Nursing on the delegation of clinical work to support workers, evaluating a tool developed by **Allan's** previous research (GBP8000). The Centre undertook a national evaluation of the Department of Health's 'Compassion in Practice Vision and Strategy' (2018, **Allan**, GBP20,000). Other work included a mixed-methods study into the role of nurses in Clinical Commissioning Groups (2015, **Allan**, GBP8,000) and an evaluation of the CapitalNurse programme which addressed employment issues for the NHS in London (2019-20, **Allan**, GBP19,500).

Research Centre for Transcultural Studies in Health

The Centre has received European funding for various aspects of its IENE programme (Intercultural Education of Nurses in Europe), including GBP17,000 by EU LdV Partnerships (2013-15) to produce tools for Intercultural Education of Nurses in Europe (IENE3) and GBP222,214 for a project on strengthening health care professionals' capacity to deliver culturally competent and compassionate care (IENE4). The Centre was also funded by EU ERASMUS+

(2015-2017) KA2 Strategic Partnership for a project on promotion of intercultural communication and patient safety (IENE5) within healthcare teams (GBP181,635). In 2017, the Centre became a collaborator in a large, joint European (Horizon 2020) and Japanese (Ministry of Internal Affairs and Communication) funded project into the development of 'culturally competent', artificially intelligent, socially-assistive humanoid robots (total grant GBP2,318,000; GBP225,092 to Middlesex), contributing theoretical underpinnings, definitions of cultural competence and relevant content that formed the basis for programming the robot (see impact case study).

3.2 Infrastructure

Our Research Centres are at the heart of our research infrastructure. They provide the framework and opportunities for team working and mentoring and mutual support of ECRs. They bring together a range of expertise around subjects and methodologies and create the space to develop interdisciplinary exchange and collaboration. They also provide vibrant arenas for dissemination, co-production and knowledge exchange activities with non-academic users of our research in policy and practice settings.

Funded research is supported by the central Research and Knowledge Transfer Office (RKTO) through three main teams involved in assisting with grant development, knowledge exchange, collaborative research and impact achievement. Support with funding applications is also provided at School level by the Research, KT and Ethics Committees and through our Research Centres. All funding applications are internally reviewed and signed off by Heads of Schools. In some cases, preparatory work has been funded in advance, through internal grants to allow projects to be scaled up. With our increasing focus on collaboration and interdisciplinarity in research bids, the RKTO and the Research Centres assist in seeking partners beyond colleagues' personal networks. Collaborations between senior and junior researchers are developed to provide opportunities for ECRs to participate in funded research projects.

Each Faculty has a Deputy Dean for Research and Knowledge Exchange and each Department has a Research Lead who has responsibility for research activities and research processes in their area. There are also dedicated Faculty Events Coordinators for research activities and events.

Alongside competitive external funding, our researchers benefit from the University's policy of focused investment. The University invests approximately GBP500,000 per annum to support research and knowledge exchange in social policy, social work, health, criminology and sociology (contributions from REF, HEIF funds and overheads from research and knowledge transfer income). During this REF period, this enabled the appointment of 8 researchers on fixed-term contracts to assist with projects, publications and dissemination activities. It has also allowed for the development of an internal seedcorn funding scheme where all staff can apply for funding (up to GBP5000) for supporting research (e.g. exploratory or scoping studies), developing impact/knowledge exchange (e.g. workshops and training), and dissemination events (e.g. roundtables, seminars and conferences). In its four years of operation, it has funded 46 projects to support staff in this UoA.

3.3 Facilities

Since the mid-2000s, the University has invested over GBP250,000,000 in developing the Hendon campus where we are located, providing an environment highly conducive to research. This included a GBP2,100,000 refurbishment of the Williams Building where social policy, politics, criminology, sociology and nursing staff are located and a GBP680,000 renovation of a building to house the Centre for Abuse and Trauma Studies. Over the REF period, the University has invested GBP12,600,000 in facilities and equipment to support research. The campus provides state-of-the-art facilities for our growing programme of events and conferences including a video-conferencing suite, networked lecture theatres and dedicated meeting/event spaces.

The state-of-the-art Sheppard Library provides access to over 150,000 serial titles via Library Search, in addition to over 350,000 print and electronic books. The Library also offers researchers

a free service to source materials not held in the collection. Librarians provide expert subject support and termly training sessions on citation searching and RefWorks. The Library's Research Support Services Team manages the Eprints Research Repository which supports discovery of research by Middlesex authors and holds well over 20,000 items.

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

Interdisciplinarity and cross-sector collaboration are at the core of our practice and strategy. At national and international levels, we continue to conduct joint research with many universities and with local and central government, charitable trusts, and third sector organisations. The following examples are a representative, but not comprehensive, snapshot of our contribution to the research base, economy and society during the REF period:

4.1 Research collaborations, networks and partnerships

We have led or participated in 51 international and 42 national collaborations. Involvement varies depending on the project (e.g. leader, partner, expert advisor). Indicators of success include a range of successfully completed projects and dissemination in a variety of formats and impact.

Global collaborative projects: Gender, Justice and Security, UKRI GCRF Hub; Gender Responsive Resilience and Intersectionality in Policy and Practice UKRI-GCRF Collective Programme.

EC collaborative projects (selected): Addiction Lifestyles in Contemporary Europe (ALICE-RAP); Standardizing measurement of alcohol related troubles (RARHA); Exchanging Prevention Practices on Polydrug Use among Youth in CJS (EPPIC); Mapping LGBT-phobia (DIVERCITY); Reducing Early School Leaving (RESL.eu); EU online child safety; Involvement in Terrorist and Organised Crime Networks (TAKEDOWN); Preventing Extremism (PARTICIPATION); Culturally Competent and Compassionate Care (IENE4); Culturally Aware Robots (CARESSES).

Collaborative funded research (selected): Bristol University (Ministry of Justice): National Offender Personality Disorder Pathway Programme (**Trebilcock, Weaver**); La Trobe University (Australian Research Council): youth drinking (**Herring**), Stirling University and Edinburgh University (Scottish Government): *Prevention of Drug Deaths post-COVID-19* (**Thom**); University of Strathclyde (Mental Health Foundation): Older people, mental health, and suicide (**Gleeson**); Northumbria University: Violence to Animals (Nurse); KCL, Imperial College, UCL and Nottingham University: NIHR funded collaborations (**Weaver**); LSE: Integration of Syrian Refugees (**Kofman**).

Collaborative unfunded research (selected): Vrije University, Young Adults Sentencing Reform (**Ward**); University of New South Wales, Drug policy ideologies in UK and Australia (**Duke**); University of New England: New paths for historical criminology (**Bleakley**); Urban Creativity Research Network (**Hansen**); University of Montreal: LGBTQI migration (**Gleeson**); City University: Democracy and Business (**Hawthorne**); Mashad University, Iran: Reproductive health (**Allan**).

In recognition of the quality of the research undertaken by the SPRC, the Centre was invited by IMISCOE (International Migration, Integration and Social Cohesion in Europe) in 2014 to become an institutional member. This is the largest network of institutions conducting migration research (55 universities across Europe, Australia and Canada) and offers opportunities to participate in its conferences and PhD workshops and provides funding for open access publications. Since 2017, a journal article, book chapter and book have been funded for SPRC staff.

4.2 Engagement with key research users and diverse communities and publics

Our researchers have developed strong, reciprocal relationships with various research users and audiences to co-create impact. These collaborations with practitioners, policy makers and other

stakeholders have enriched our research culture by providing key insights into the implementation of evidence into policy and practice and in turn how policy and practice influence research questions and designs. Beyond the four ICSs submitted, staff provide advice, expertise and consultancy on the development of policy and practice at various levels, based on their research findings. This work will continue to be developed into the next REF assessment period. Key examples include:

- **Bradshaw** is a regular expert advisor to the UN on gender, inclusion and human rights (UN Sustainable Development Solutions Network, UN Office for Disaster Risk Reduction, UN Research Institute for Social Development). This work will continue under her recent GCRF collaboration.
- **McDonald** leads workshops on radicalisation with Prevent and Counter-Terrorism Police and for schoolteachers involved in safeguarding. This work continues with the EU PARTICIPATION project.
- **Kaur** is an expert member of the Digital Skills and Inclusion Research Working Group for the Department for Digital, Culture, Media and Sport and involved in developing a 'Digital engagement – what works' toolkit.
- **Aybak** contributes to the Genocide Awareness Programme organised by the German Federal Agency for Civic Education and trains Kurdish activists and politicians in public advocacy in the Houses of Commons and Lords.
- **Hingley-Jones** works with social workers, voluntary organisations and range of service users to improve professional practice around guardianship.
- **Ward's** research on youth sentence reviews engages youth offending services and informed the development of youth court provision.
- **Bleakley** provides consultancy to the Institute for Criminal Justice Training Reform (USA) on global police training standards to improve police practice.
- **Allan's** work with Fertility Network UK and HEE (Health Education England) includes service users and practitioners as collaborators and engages patients as co-authors.
- **Hough's** research on ecocide and climate change is cited in high level publications by NATO, UK Parliament Defence Committee, and the International Law Commission. He has briefed diplomats of the Commonwealth Secretariat on climate change policy and the National Farmers Union on pesticide policy.

Our researchers regularly provide expert oral and written advice and evidence to Parliamentary Committees and government commissions to inform the development of policy. Examples include: Education Select Committee (**Horvath**); Specialist Advisor to House of Lords Select Committee on Alcohol Strategy (**Thom**); Health and Social Care Committee (**Duke**); Public Accounts Committee on Improving the Prison Estate (**Cracknell**); Commission on Race and Ethnic Disparities (**Saini**).

Our researchers also sit in official advisory capacities to numerous committees, groups and networks across a range of policy and practice areas in which they share their research skills, knowledge and expertise. Examples include:

Ciclitira	British Psychoanalytic Council Task Force for LGBT+ issues
Porteous	Youth Justice Board Victims Advisory Group
Weaver	BEH Mental Health Trust Enablement Board
Martellozzo	Police Foundation/ UK Council for Child Internet Safety (UKCCIS)
Nurse	Wild Animal Welfare Committee
Allan	UCH London Nurses Charity
McDonald	EU Radicalisation Awareness Network & EU Expert Network on Terrorism
DeMarco	National Volunteer Police Cadet Programme

Horvath	Safe Choices Programme, Children's Society
Duke	Department of Health Advisory Group, drug recovery wings in prisons
Thom	WHO Expert Group, Alcohol brief interventions for primary care

Raising public awareness about our research findings and engaging wider publics in research debates are important elements of our strategy. We do this through strategic engagement with the media, creating podcasts and films, writing accessible blogs, social media activity and special events for the wider public.

Our researchers made over 80 national and international television and radio appearances. We contributed over 100 commentaries to newspapers and magazines. We provided commentary on a diverse range of issues including terrorist attacks, racism, online exploitation, dangerous dogs, migration, state crisis in Turkey, climate change, pesticides, unpaid carers, cybercrime, pornography, substance use and young people, corporate fraud, and domestic tension during the COVID-19 lockdown.

Our staff contributed to 45 blogs to online outlets with reach beyond the academy including The Conversation, LSE Impact Blog, Foundation of Nursing Studies, WHO Global Health Network, The Informer (RUSI), European Society for Prevention Research, and Discover Society. We have contributed 12 blogs to MDX Minds (the University's blogsite). The majority (75%) of staff are active on twitter and other social media and use these platforms to engage diverse publics, debate topics and share research findings.

Many of our researchers have developed innovative and creative ways to engage publics beyond the academy. **Acik's** work, *Conversations on Radicalisation*, led to a gallery installation for the ESRC Festival of Science, a set of postcards and video for young people. Using photo essays, **Hansen** has developed showcases for the general public on 'Against Racism' and 'Social Impacts of COVID-19'. **Bleakley** is working as an historical consultant with producers from Audible to create podcasts on victims of corruption related to his current book. **Guest's** research influenced the development of the *Echoes of Holloway Exhibition* (Islington Museum) and workshops for the general public. The DARC regularly hosts a showing of the annual 'Recovery Street Film Festival' which brings together academics, practitioners, service users, and the general public. **Traynor** and **Allan** organised the NHS 70th anniversary event, *Nurses' Tales: a day of reckoning, discussion and debate*, which involved former NHS and trade union leaders, patient activists and resulted in a co-produced publication. Their Research Centre released a series of briefings on urgent policy topics for nursing and the NHS. These included critical analysis of the Nursing Associate role (2016), the impact of the junior doctors' strike on nursing (2016) and the scrapping of bursaries for student nurses (2017).

4.3 Journal editorship/editorial board membership

Twelve colleagues are Editors-in Chief/Editors of journals or book series: Traynor: *Health: an interdisciplinary journal for the social study of health, illness and medicine*; **Horvath**: *Journal of Sexual Aggression*; **Porteous**: *Safer Communities*; Kofman and Keles: *Work, Employment and Society*; **Duke** and **Herring**: *Drugs: education, prevention and policy*; **Hansen**: *Nuart Journal* and *Visual Studies*; **McDonald**: Series Editor, *Social Movements*, Routledge; **Nurse**: Series editor for *Palgrave Studies in Green Criminology*; **Thom**: Series editor: *Critical perspectives in the regulation of pleasure*, Emerald; **Bradshaw**: Editor, *Gender and Natural Hazards Encyclopedia*, OUP.

Eleven members serve on editorial/advisory boards of 16 journals/book series: British Journal of Criminology, Critical Criminology, Journal of White Collar and Corporate Crime, 'Diritto e Giustizia Minorile', Justice, Power and Resistance, International Journal of Law (**Ruggiero**); Safer Communities (Sothcott and Cracknell); Hypatia (**Christou**); Social Movement Studies (McDonald), Women's Studies International Forum (**Horvath**); Psychology of Women and Equalities Review, Annual Review of Critical Psychology (**Ciclitira**); International Journal of Environmental Research and Public Health (**Thom**); Global Security: Health, Science, Policy (**Hough**); Diasporas and

Transnationalism, Edinburgh University Press (**Christou**); Journal of International Wildlife Law and Policy (**Nurse**).

Our members regularly review papers for over 88 different journals and book proposals for over 20 publishers.

4.4 Participation on grants committees/refereeing research proposals

Our colleagues contribute to various national and international grants committees: ESRC Peer Review College (**Bradshaw, Thom, Kofman**); ESRC UK in a Changing Europe Senior Fellowships Panel; Norwegian Research Council (**Kofman**); Alcohol Research UK (**Thom**); European Union Research Executive Agency (McDonald); Belgian Science Policy Office (**Duke**).

Our members regularly review grant applications from over 24 national and international funding bodies including ESRC, MRC, AHRC, NIHR, UKRI Fellowships, Leverhulme, British Academy, Nuffield Foundation, EU Horizon 2020, SSHRC (Canada), Australian Research Council, Home Office, Ministry of Justice, Department of Health, Public Health England, Royal Society of New Zealand, German Research Foundation, Austrian Science Fund, Centre for Expertise on Child Sexual Abuse, and NSPCC.

4.5 Fellowships/Honorary and Visiting Professorships

Kofman was made Fellow of the Academy of Social Sciences in 2020. **McDonald** held the Jacques Leclercq Professorship, Université Catholique de Louvain, Belgium (2015–2016). Traynor was awarded a Fellowship of the Royal College of Nursing for his research contribution in 2019.

Our members held a number of visiting professorships/fellowships: Bielefeld University, Germany (**Kofman**); Institute of Global Affairs, LSE (**Kofman, Keles**); University of Loughborough (**Christou**); University of Bergamo (**Montagna**); Aix-Marseille University (**Ruggiero**); UCL, KCL and Imperial (**Weaver**); Aarhus University; LSHTM; and UWS (**Thom**); Savitribai Phule Pune University and Centre d'Analyse et d'Intervention Sociologiques (**McDonald**); University of New England (**Nurse**); Institut for Sundhedstjenesteforskning, University of Southern Denmark (**Traynor**).

4.6 Awards/prizes

Our staff have been given prestigious awards for their research: **Ruggiero** was honoured with a Lifetime Achievement Award by the American Society of Criminology (2016) and received the American Society of Criminology Outstanding Book Award (2019); **Weaver** won the European Monitoring Centre for Drugs and Drug Addiction Scientific Paper Award (2015). Chitongo (DPro student) won the Mary Seacole award for her research into maternal mortality of BAME women.

4.7 Contributions to national and international committees/associations

Contributions were made to various national and international committees and associations: Divisions of International Criminology and Critical Criminology of the American Society of Criminology (**Ruggiero**); Development Studies Association (**Hawthorne**); Chair of Scientific Committee, RCN Research Society (**Traynor**); Co-Convenor of BSA Race & Ethnicity Study Group (**Saini**); Psychology of Women and Equalities Section, British Psychological Society (**Ciclitira**); Council for At-Risk Academics (**Martellozzo**); International Visual Sociology Association (**Hansen**); Research Advisory Group, Howard League of Penal Reform (**Trebilcock**); Steering Group, British Society Green Criminology Network (**Nurse**); Steering Group, Australia and New Zealand Historical Criminology Network (**Bleakley**); Steering Committee, Centre for Peace and Human Security, American University of Kurdistan (**Keles**); International expert member of SSHRC (Canada) (**Kofman**).

4.8 Invited keynotes/lectures and conference presentations

During the REF period, our staff gave 322 presentations overseas, 414 in the UK and 183 invited keynote plenaries/lectures. These included the following:

Bradshaw	Keynote, UN Economic Commission for Latin America, Santiago de Chile, 2019
DeMarco	Keynote, Slovenian National Police and Safeguarding Conference, Ljubljana, 2019
Duke	Expert Lecture, United Nations Office on Drugs and Crime, Vienna, 2018
Hansen	Keynote, Urban Creativity Conference, Lisbon, 2018
Herring	Keynote, Drug and Alcohol Network Launch, Queens University, Belfast, 2015
Horvath	Keynote, Royal Institute of Technology, Stockholm, 2019
Hough	Keynote, Kobe University, Japan, 2018
Keles	Keynote, University of Nawroz, Kurdistan-Iraq, 2019
Kofman	Invited panellist, T20 Buenos Aires, 2018
Martellozzo	Roundtable Debate, European Commission, Luxembourg, 2018
McDonald	Keynote, East-Asia Sociology Association, Tokyo, 2019
Porteous	Expert Lecture, DCAF, Geneva Centre on Security Sector Governance, Tunis, 2018
Ruggiero	Expert Lecture, Tackling Illegal Economies, European Commission, Brussels, 2015
Thom	Expert Lecture, Commission on Narcotic Drugs, UNICRI/UNODC, Vienna, 2020
Traynor	Keynote, University College Copenhagen Launch, Copenhagen, 2018

4.9 Co-operation and collaborative arrangements for PGR training/examination

Through IMISCOE, the SPRC provides training for PhD students (e.g. summer schools in Barcelona (2018) and Lisbon (2019)). One of our students obtained a bursary to attend the summer school at Princeton. Since 2014, our staff have acted as external examiners for 55 doctoral candidates at various universities in the UK and abroad.