Institution: Teesside University
Unit of Assessment: 22 Social Work and Social Policy

a. Overview

Social Policy at Teesside is distinguished by its strong empirical tradition, particularly in intensive qualitative and ethnographic studies, its contribution to contemporary criminological and sociological theory and its application to social policy problems. Social Policy research sits within the University's *Social Futures Institute* (SoFI) (www.tees.ac.uk/socialfutures), one of five cross-university, interdisciplinary research institutes. Social Policy is central to SoFI's activities and the Institute now hosts a new research centre, the *Teesside Centre for Realist Criminology*. Important research also focuses on social exclusion, work, health and sport. The sustainability and vitality of the research environment for Social Policy is ensured by a clear research strategy with subsidiary strategies for publication, research funding and impact (described below).

b. Research strategy

Reflecting the maturity of the research culture at Teesside, feedback on our performance in RAE2008 and in response to national research policy agendas, our strategic aims for Social Policy research in SoFI have been to:

(a) raise significantly the quality of research outputs (*see REF2 for evidence* of the quality of our publications);
(b) increase research funding from prestigious external bodies, such as research councils and research charities (*see REF4b and section d below for evidence)*;
(c) seek greater impact from our academic research and be better able to demonstrate this impact (*see evidence in REF3a&b*);
(d) build on and develop our areas of research strength, e.g. with a greater investment in criminology (*see below*);
(e) support a thriving and sustainable research culture at Teesside (*see below*).

These aims have developed during the census period and will continue to be the ones we aspire to over the next five years. These strategies for research in SoFI have developed collaboratively, with Social Policy researchers taking the lead. **Crawshaw** directs SoFI (since 2011) and **MacDonald** is its Deputy Director (since 2010). Assisted by Professors and Readers (**Antonopoulos**, **Hall**, **Papanicolaou, Whitehead**, **Winlow**), SoFI has produced distinct strategies - for *research impact* (described under REF3a), *research funding* (see section d, below) and *research publication* - to help us meet our strategic aims. In short, the 'publication strategy' has been one that seeks to drive up the quality of our research outputs by seeking publication in journals that operate with high quality thresholds and/ or in impactful research monograph form. The success of this is evident in the fact that 90% of the outputs we have submitted are either research monographs or articles in leading journals. Professors and Readers have had the main responsibility for carrying these strategies forward both by their own programmes of research and by mentoring and supporting other researchers.

We have strived to meet aim (d) - '*to build on and develop our areas of research strength'*. This has occurred within the context of a shifting staff base. (Staffing policy has been aligned with the aims of the research strategy and is described more under section c). Seven of the ten people we submitted to RAE2008 have since retired, been promoted to management roles that do not allow for research or moved to other universities, meaning that the staff profile – and profile of our research subsequent to new appointments - has changed markedly. This has meant that some of

the themes and strategies proposed in our RAE 2008 Sociology submission have been altered, better to reflect our developing research strengths. Thus, our particular foci and strengths are an outcome of purposeful planning and the pragmatics of staff departures. We have chosen to enter REF2014 as a Social Policy (rather than Sociology) submission because of: our long-standing interest in producing high quality, theoretically informed research that is also strongly applicable to contemporary social issues and problems; the guidance from UoA 22 on what RAE2008 and REF2014 panels consider to be the substantive remit of Social Policy; and the progressive shift in our research during the census period towards a greater emphasis upon criminology.

The foundation of the ***Teesside Centre for Realist Criminology*** in 2013 demonstrates the strength and vitality of criminological research. Directed by **Winlow** and **Hall,** the Centre is committed to a criminological realist approach to the study of crime, violence, social harm and criminal justice. This distinctive, critical criminological approach, based on strong ethnographic research, has been developed over several years by Hall and Winlow through a series of major books, including *Criminal Identities and Consumer Culture* (2008), *Theorizing Crime and Deviance* (2012) and *Re-thinking Social Exclusion* (2013). Active members of this centre, **Antonopoulos**, **Papanicolaou** and **Shen** research illegal markets, 'organised crime' and policing across national borders. Antonopoulos has published widely with world leaders in these fields, particularly about illegal markets in Europe, human trafficking and the criminalisation and victimisation of migrants (see REF3b). He is engaged in on-going research (funded by the European Commission, c. €800k) analysing, firstly, the financing of organised crime and, secondly, online sales of counterfeit pharmaceuticals. Papanicolaou's research is also concerned with illegal markets, crime and policing at the European level (the focus of his monograph, *Transnational policing and sex trafficking in Southeast Europe: policing the imperialist chain*). Shen continues this critical, comparative analysis of criminal markets and policing through research that extends analysis from Europe to China. **Whitehead** has produced leading texts about modernisation and cultural change in the Probation Service, including *Exploring Modern Probation* (2010). He has recently collaborated with Ottawa University in research on faith communities that extends his core interests in criminal and social justice. Finally, **Wattis's** research bridges sociology (e.g. gender and work-life balance) and criminology (e.g. how space/ place differentiate fear of crime and community safety). Her current British Academy project is investigating the impact of the 'Yorkshire Ripper' murders in this respect.

Representing long-standing interests of SoFI, we have scholars each of whom has produced research of international standing. Building on longitudinal, qualitative work on-going since the late 1990s (with Shildrick, who left in September 2013), **MacDonald** has pursued research about youth, worklessness, poverty and social exclusion. These *Teesside Studies of Youth Transitions and Social Exclusion* have been funded by the ESRC, JRF and the Webb Memorial Trust. The most recent monograph – *Poverty and Insecurity: Life in Low-pay, No-pay Britain* – won the biennial 2013 *British Academy/ Policy Press Peter Townsend Prize.* Fuller details of MacDonald's research and its impact are presented in REF3b. Also researching in the area of work and labour markets, **Lloyd** joined Teesside in 2013 and is at the beginning of his research career. His PhD – an ethnographic exploration of work and identity in a call-centre – was published as a research monograph in 2013. Continuing SoFI's established interest in health and social exclusion, **Crawshaw's** research focuses on public health, the politics of behavioural change and men's health as an issue in health inequalities research. As co-investigator on a recent EPSRC project, he developed and evaluated an exercise intervention to improve health for men in a deprived area of North East England. **Dixon** is a researcher with a developing track record of publication on sociological aspects of leisure, sport and disability. His PhD, completed in 2011, was published in 2013 as *Consuming Football in Late Modern Life***.**

This brief overview indicates the strengths of Social Policy research at Teesside during the census period and illustrates how we have met our research strategy aim d. Next we describe how we have met aim ***(e); to support a thriving and sustainable research culture at Teesside.***

One of the practical ways that SoFI supports research is via the strategic allocation of dedicated time for research activities within academic workloads. This is implemented through SoFI membership. All academic and research staff are invited to apply on an annual basis, for membership at different levels, from 'new researcher' to 'internationally excellent'. These are judged against published criteria for each level. Applications include a review of research productivity over the previous year plus a plan for the forthcoming year. All the Social Policy researchers submitted here have been awarded substantial research time during the census period. This system allows for career progression so that 'new researchers' can be supported to produce outputs and plans that can take them to the next, higher level ('national excellence') and so on. Particular beneficiaries of support for 'new researchers' are **Dixon**, **Shen** and **Wattis**. This system is the principal one through which academic targets for research are monitored and maintained.

Another key way that SoFI has helped develop the research culture is by the provision of mentoring. SoFI has invested in an 'Entrepreneurial Leadership Programme' for Professors. Intensive workshops and year long, one-to-one coaching sessions enabled Professors better to understand and practice research leadership. Professors offer termly, open-door 'mentoring clinics' for staff. In addition, all SoFI members also have a dedicated 'research mentor' to provide advice and guidance about all aspects of research (e.g. writing for journals, framing research bids, research ethics) in twice termly meetings. One further aspect of SoFI support is funding to participate in external academic networks (e.g. via research presentations at conferences, seminars etc.; see section e for evidence of the success of this).

Overall, this SoFI research strategy has proved successful in ensuring that researchers receive dedicated support for their research (through time allowances, mentoring, conference and other support) which, together with explicit strategies for publication, impact and funding, enables the continued vitality and sustainability of the research culture of SoFI.

c. People, including:

   i.   Staffing strategy and staff development

Staffing policy is integrated with SoFI's research strategy. When colleagues leave the University, policy has been to re-appoint in all instances - on permanent contracts wherever possible (and all entrants are on such contracts) - and to use such appointments to bolster our strategic research strengths. **Hall** and **Papanicolaou** have both been appointed in this way since 2008, boosting our expertise in criminology; SoFI plans to replace Shildrick (who left late in 2013) with an appointment, at Professorial level, specialising in social exclusion. In addition, the University has used QR funding to invest in new posts to support Social Policy research. For instance, Grimshaw, soon to be replaced, was SoFI Research Fellow in Social Policy until her departure late in 2013 and **Winlow** was appointed as Professor of Criminology, further to develop this area. Furthermore, the University operates a rigorous, active and non-quota based scheme for the conferment of Readership/ Professorship open to all staff on the basis of merit (**Whitehead** was conferred as Reader in 2010; **Papanicolaou** as Reader in 2013; **Antonopoulos** as Reader in Criminology in 2011 and then Professor in 2013).

The success of our researchers during the census period, plus a meritocratic system of conferment to Reader/ Professor and an ambitious staffing policy that seeks to replace staff with those of equal standing, means that the Social Policy group is now relatively senior, including four Professors and two Readers. This is testament to how the research culture at Teesside promotes staff progression. This is also evident in systems for SoFI membership/ time allowances wherein all

researchers (regardless of career stage, permanent/ temporary employment status or disrupted academic career) are encouraged to achieve SoFI membership and to benefit from the research allowances and research culture it provides. In other words, SoFI and University systems aim to provide a ladder of opportunity which ensures suitable opportunities for research achievement and for future research leadership and management in SoFI. This, in turn, ensures the continued vitality and sustainability of Social Policy research at Teesside. Wattis provides an example of this working in practice. In 2008 she was an early career researcher; by 2013 she had become an active member of the Teesside Centre for Realist Criminology, holds her own British Academy research grant and has been nominated to take part in a North East universities research development programme, 'Leading and Managing Research Excellence'.

SoFI has well-established regulations and procedures for research governance. All research projects require approval from the University Research Ethics Committee. Furthermore, in 2006 drawing on BSA and BPS statements, SoFI adopted clear guidelines on authorship, including procedures for dispute resolution. In addition to formal signing off by the Graduate Research School (GRS) and Vice-Chancellor's Executive of the University, all out-going research bids are peer reviewed for quality within SoFI. SoFI's mentoring system also helps to ensure that research standards are maintained by providing close advice on best practice in research.

Since its launch in 2008, the University centrally has taken actions to embed the *Concordat to Support the Career Development of Researchers* into policy and practice. Partly in recognition of success in this respect, the University received the European Commission's *HR Excellence in Research* award in 2013. In addition, the University holds *Investors in People* 'Gold accreditation', a key element of which is the equal treatment of research and academic staff. Recruitment of research staff is overseen by a standard, transparent process (incorporating the requirement that *fixed-term* research appointments must be explicitly justified). The University monitors the cessation of fixed-term contracts, moving contract researchers to permanent posts wherever possible. All new researchers undertake an 'Initial Development Plan' where they are assigned a mentor, discuss research goals for the forthcoming two year period and identify career development and training needs. Progress towards these goals is reviewed at least annually. Researchers benefit from the University's 'Initial and Continuing Professional Development Programme' (a wide range of workshops including project management, effective communication and managing / leading change). In addition, GRS provides a programme of training specifically for researchers and research students (e.g. on research integrity, writing and presenting skills, the use of bibliographic tools). Finally, guidance from the University's Careers Service is available to researchers and for two years after they leave.

ii.   Research students

During the census period, our research strategy has placed greater emphasis on recruiting full-time research students (rather than part-time, self-funded students). We have gained funding from a range of external sources, including the *Foundation for Sociology of Health and Illness* and Stockton Primary Care Trust. Additionally, the University has embarked on a strategy of rolling investment in doctoral studentships (with over 30 awarded so far). Currently SoFI (and the University) are still in the process of this move towards a concentration on full-time students. Completion rates are improving but greater numbers of full-time students and swifter rates of completion are to be expected in coming years.

In order to improve PhD completion rates, the University has implemented more rigorous recruitment and progression procedures. Social Policy researchers have played an active role in this, through the governance of research student recruitment and annual progression. For instance, all students now undertake an annual, formal, face-to-face 'progression review meeting' involving an oral presentation and scrutiny and questioning by independent, senior SoFI

researchers. All students are supervised by teams (usually of three staff - with more and less experienced members, thus allowing staff development for the latter) who are experts in the research field and who have either successfully supervised to completion previously and/ or completed formal University training in research supervision. All REF entrants (bar Lloyd who has only recently been appointed) are currently PhD supervisors.

Training for research students (PGRs) is provided centrally, through GRS, and locally via SoFI. The GRS offers the central support system for research students. All PGRs take a three part, core training programme in research skills. Each part is designed to fit the early, mid and late stages of their doctoral degree. The three stages are keyed to the particular issues that arise ('Initial Training'; 'Continuing Training'; 'Completion Training'). The programme is offered flexibly for full- and part-time students. Enrolment involves a 'Training Needs Analysis' (TNA). The Research Governance and Training Manager in GRS meets with new students to go over their TNA, developing one-to-one relationships to ensure that all students are aware of all relevant training opportunities. The TNA then forms part of a 'Research Student Training Plan' which accompanies each student throughout, functioning as a record of their training experience.

A specialist doctoral training programme is provided for Social Policy students, through SoFI. The basis of this training is provided by Master levels modules in Social Research Methods. Subsequent to successful completion of these modules, students consult with their supervisors to determine specialist doctoral training. Throughout, there is a strong emphasis on 'employability' which includes, for instance, opportunities for full-time PhD students to engage in mentored teaching underpinned by formal teacher training, and the requirement to present research progress as part of annual monitoring. Additionally, they must present to the *SoFI Research Seminar Series* at least once during the life of the PhD. This is a well-established programme of fortnightly seminars across the academic year delivered by SoFI researchers, invited speakers and PhD students. Research students are also actively encouraged to present at academic conferences (for which a dedicated research fund has been established by SoFI). Research students are based together in a large, open-plan office space - the 'village' – in the Clarendon Building (where SoFI itself is housed). This co-location of research students and academic researchers encourages a strong sense of post-graduate community and facilitates their engagement in the wider research culture. PhD students are represented on SoFI's Research Committee and also have their own dedicated Post-graduate Forum for discussion of common issues and problems.

d. Income, infrastructure and facilities

Our RAE 2008 submission was commended for the high level of funding won by researchers. This has been maintained. A substantial proportion of RAE 2008 income came, however, in the form of contracted evaluation work which in some cases was not easily translatable into the highest quality academic outputs. Nevertheless, SoFI has continued in its support of the research needs of 'user groups' in the region, which has been one route to research impact (see REF3a). This can provide excellent examples of bringing academic research to bear in the interests of public and voluntary sector bodies (see REF 3b). Alongside this drive to serve research users and ensure impact, attracting *high(er) quality research funding* has been one of the prime goals of SoFI's 'funding strategy' (see section b). Thus, one of the criteria for SoFI membership for senior researchers is that they make bids to prestigious grant-giving bodies such as RCUK and leading research charities. Subsequently, the University and SoFI plough a large proportion of research grant overheads back into the funding of time allowances. This funding strategy is a key plank in SoFI's efforts to ensure a sustainable research culture at Teesside. It has helped us to achieve research income that betters our performance in RAE 2008 in terms of annual income and high quality income. Over this shorter census period income is up by over £30,000 per year and total income is £1.9m compared with £2.2m in 2008. There is also a 68% increase in funding from higher quality

sources (e.g. ESRC, EPSRC, Nuffield Foundation, JRF). Our 'funding strategy' has already led to considerable success. Just some examples can be highlighted.

Crawshaw, with the University's *Health and Social Care Institute*, won funding (£250k) from EPSRC to develop and evaluate a physical exercise intervention to improve health and quality of life in areas of socio-economic deprivation. **Antonopoulos** won €800k from the EC to investigate the 'Financing of Organised Crime' and 'Online Sales of Counterfeit Pharmaceuticals' (with most expenditure and research outputs forthcoming). Developing her research career, **Wattis** won her first grant (British Academy) to investigate the effect on fear of crime of the 'Yorkshire Ripper' murders. **MacDonald** (with Shildrick) has won funds from JRF (£220k) for two projects about poverty and social exclusion (see REF3b). The most recent was one of five funded from 630 applications to JRF. Researchers have a good track record of translating funding into important outputs (e.g. MacDonald's JRF research has led to a prize-winning research monograph and articles in *Critical Social Policy*, *Sociology of Health and Illness* and *The Sociological Review)*. In addition, colleagues have significant research bids pending decision. For example, **Hall** and **Winlow** are awaiting the outcome of their £700k+ ESRC bid to investigate the social and subjective repercussions of the privatisation of public space and **MacDonald** is CI on an ESRC proposal (led by Leeds University, £1.9m) examining 'the new dynamics of welfare, poverty and the environment'.

As described earlier, the University's central Graduate Research School supports SoFI in meeting the needs of researchers and research students. Overall, GRS provides an expert focal point for the support of staff at all stages of the research funding process and it monitors the use and impact of research. It runs regular networking and training events for SoFI and also, with the University Library, works to develop TeesRep, our institutional repository of peer-reviewed research and e-theses. Staff are mandated to locate all research outputs with TeesRep. TeesRep evidences the University's commitment to providing open access to our research outputs. This not only benefits the academic community but helps in developing the wider impact of our research. GRS also oversees the University's *International Visiting Academics Scheme*, which provides substantial, competitive funding to allow for international research collaborations (see section e).

In addition, Social Policy research has been supported by three SoFI research associates and three research fellows, each with dedicated research support functions, including assisting with research proposals and projects, and the administration of SoFI strategies. SoFI is also well supported by dedicated research technicians and by central Library and Information Services. Teesside University has a long-history of research-informed teaching in our areas of Social Policy. All entrants lead or teach on core modules in our undergraduate and post-graduate programmes. Teesside was the one of the first universities in the country to establish a BA Criminology degree, in 1993, and the first to launch a social science Youth Studies programme, in 1999. As a consequence the University library is unusually well stocked with relevant journals and up-to-date texts in our key fields of research.

e. Collaboration and contribution to the discipline or research base

SoFI's research environment and research strategy have enabled Social Policy researchers to make wide-ranging and significant contributions to the discipline and specialist fields of study. *For reasons of space only very abridged examples of this activity are given.*

External research collaborations and networks, advisory groups, learned societies and prizes. Colleagues have developed extensive national and international collaborations to further their research. For instance, **Antonopoulos**, who won the *European Society of Criminology Young Criminologist Award* in 2009, has collaborated extensively with colleagues internationally writing

peer reviewed journal articles and edited texts (one of which was nominated for the 2009 *Division of International Criminology of the American Society of Criminology Distinguished Book Award)* and organising the influential 'Cross-border Crime Colloquium Board' which brings together European experts on international organised crime. Since 2012, he has also been an International Research Fellow with the *World Engagement Institute (*a US-based, NGO concerned with sustainable development and poverty reduction). With the support of the University's *International Visiting Academics Scheme*), **Shen** has collaborated with academics in China (Nanjing University of Finance and Economics and Nanjing Normal University) and in the US (John Jay College of Criminal Justice and Fordham University, New York) to research organised crime. **MacDonald** was conferred into the *Academy of Social Sciences* in 2010, partly in recognition of his work with research users. During the census period, he has been an expert academic advisor to the Work Foundation, the Big Lottery, Reed in Partnership and for the JRF on two of their major programmes of research during this period (on 'the dynamics of poverty and place', and 'the future of the UK labour market').

Organising conferences that develop the discipline and its fields. **Winlow** was lead organiser of the *National Deviancy Conference* at York in 2012 (attracting 250 delegates from the UK and overseas). This conference will be organised by the *Teesside Centre for Realist Criminology* in 2014. **MacDonald** co-organised the *Journal of Youth Studies* '*New Agendas in Youth and Young Adulthood'* conference, Glasgow 2012 (200 delegates from 30 countries). **Antonopoulos** has been on the organising committees for several international criminology and policing conferences during this period, including the *Cross-cross Border Crime Colloquia* in 2009, 2011, 2012 and the *40th Annual Conference of the European Group for the Study of Deviance and Social Control* (Cyprus). SoFI has organised its own conferences, on: law, policy and practice in respect of children and young people; young people, class and place; and social justice and social exclusion (the latter supported by the Social Policy Association). Each has been heavily oversubscribed and has led to special issues of journals and/ or edited collections. In addition to standard conference papers, and in recognition of the influence of Teesside research, colleagues have been invited to give **key note and plenary lectures at international conferences** in the UK and overseas (e.g. Belgium, Germany, France, Italy, Serbia, Greece, Canada, China, Singapore). **MacDonald**, for instance, has given over 25 plenary/ key note lectures during the period at international conferences for academics and policy/ practice audiences about youth, worklessness and/ or social exclusion. Colleagues have also held **international and national Visiting Professorships** at the universities of Ottawa, York, Amsterdam and Nanjing and **externally examined PhDs** internationally (e.g. Trinity College Ireland, Flinders University Australia, Ghent University Belgium, Catholic University of Milan and University of Trento, Italy) as well as at over a dozen UK universities.

Work for prestigious journals. As well as serving on the editorial boards of over a dozen journals, colleagues have been editors/ deputy editors of: *Journal of Youth Studies, Critical Public Health, International Journal of Sociology and Anthropology* and *Trends in Organised Crime* and have guest edited special issues of *Sociological Research On-line, Journal of Youth Studies, Trends in Organised Crime* and *Crime, Media, Culture.*

Finally, we have contributed to the discipline by **peer reviewing of proposals and end of award reports for the following funding bodies:** the ESRC, AHRC, NIHR, British Academy, Nuffield Foundation, Leverhulme Trust, the Ministry of Justice, Big Lottery Foundation, European Commission FP7, the Greek government's *Thalis* and *Archimedes* research programmes, the Canadian Social Science and Human Research Council, Research Grants Council Hong Kong and the Portuguese Social Science Research Council.