

Institution: University of Kent - Unit of Assessment: 20: Law

A Overview

Kent Law School (KLS) is an outward looking, leading critical law school, producing a wide range of high quality scholarship. Our work draws upon doctrinal and interdisciplinary methodologies, diverse critical, contextual and socio-legal approaches, and a range of theoretical perspectives in order to contribute to a broad range of legal sub-disciplines. The School has three formally constituted, well-established research centres: the Kent Centre for Law Gender and Sexuality; the Centre for Critical International Law, and the Centre for European and Comparative Law, as well as playing a leading role in a fourth: the new Centre for Critical Thought. The Centres form key hubs in a diverse research culture, reflecting a particularly strong reputation in critical approaches and gender and sexuality work, and the influence of our home within the 'UK's European University' (a mission furthered by a strong and active presence on Kent's Brussels campus). The Centres and our broader, formal and informal research networks offer a rich, varied programme of work-in-progress seminars, visiting speakers, workshops, conferences and other research events. In this period, we hosted over 400 speakers at KLS events and 51 research visitors within KLS. KLS also has a multiple award-winning Law Clinic (with its Director awarded an OBE for its work).

KLS has well-developed, highly inclusive research infrastructure, with substantial financial and administrative support for the full range of research activities carried out by academic staff and our large (66.5 FTE) PGR community. Since 2008, investment in research has underpinned a substantial increase in the quantity and quality of scholarship produced and the external funding won to support it, and has strengthened the foundations for still greater excellence in the future. The inclusive nature of our research culture is visible in the fact that we are returning 45 (nearly 90% of eligible) staff, including all nine of our ECRs. This is over 20% more than the number returned in 2008 (which, itself, represented a 50% increase on our return in 2001). The dynamic, international character of KLS is reflected in the diversity of submitted staff; their integration in, and leadership of, a wide range of national and international research networks; and the many hundreds of research presentations given by faculty in at least two dozen countries, across five continents since 2008. The extent of our research engagement can also be seen in the 230 journal articles, 118 book chapters and 30 books that current KLS staff authored in this period.

B Research strategy

a) Strategic aims outlined in RAE2008. Success in achieving the aims specified in 2008 provides a solid foundation for sustaining even greater future excellence. The aims specified were:

- **To sustain research excellence.** Relying on the robust research support mechanisms described below, we have strengthened across all available measures since 2008, including: number of staff returned in this exercise (45 compared to 37), competitive external funding awarded on the basis of peer review (41 grants totalling £2,486,140, as opposed to 20 grants totalling £773,974), 31 promotions (in a process that relies on objective, external evaluation of research quality); and competitive awards, personal fellowships, and research prizes, which each recognise research excellence. For example, Herman and Barker won SLSA awards in 2012 and 2013 respectively, for the outstanding piece of socio-legal scholarship published in the previous year and Graham won the Canadian Law & Society Association best English Article Prize in 2011. While staff turnover has resulted in the departure of six REF-eligible staff and the phased retirement of four more in this period, their loss is more than offset by 18 appointments of both leading international scholars (Fudge, Perry-Kessarlis; Walsh) and newer academics of equal excellence and promise.
- **To ensure full and appropriate external funding for our research.** In 2008, we noted the challenge of attracting external funding for the critical, theoretical scholarship, done by many KLS staff. We nonetheless set the twin objectives of making grant bids a routine activity and translating success in winning small grants into more ambitious applications. Supported by the mechanisms below, success in these objectives is demonstrated by the research expenditure detailed in REF4 (£755,623 in this period), the number of external funding bids made in this

Environment template (REF5)

period (125 compared to 33 reported in 2008), the number of colleagues who applied for funding (40 compared to 22), and the quantity of funding awarded (£2,486,140 compared to £773,974), with grant expenditure from funding already secured thus projected to more than double in the next REF period. Our success has improved across the period. In the last two years for which we have full information: in 2010/11, 60% of external funding applications were successful (68% of money sought awarded) and in 2011/12, 53% were successful (77% of money sought). It is particularly encouraging to note that larger bids have succeeded, with single awards of £924,000 made by the European Research Council and £533,292 by the ESRC.

- **To improve PGR numbers, funding, research culture and completion rates.** In this period, we significantly increased external funding for our PGR programme through winning recognition as an ESRC doctoral training centre, with similar AHRC status also achieved from 2014 (see below). To attract excellent international candidates, we have also increased internal financial support. This has resulted in a more than doubling of students funded from four new entrants in 2008/9 to ten in 2012/13. Finally, our number of completions continues to improve. In the 79 month RAE period, 2000-8, we saw 26 completions; in this shorter, 67 month, REF period, we had 30. The key initiatives, described below, to develop our strong PGR research culture and support timely completions should underpin a further strong upward trajectory in these numbers.
- **To expand dissemination of our research, with particular emphasis on non-academic audiences.** The appointment of a new administrator with specific responsibility for publicity was a key measure, noted in 2008, to ensure that our research reached a wider audience. In 2013, we have extended capacity, appointing an assistant to this post. With this support, this period has seen a step change in the number of media interventions, blogs and twitter posts made by KLS staff (nearly 300 of which are detailed on our webpages). We also stated the aim of increasing access to our research via the Kent Academic Repository and over 1200 publications by current or former KLS staff are either freely available there in full text form, or are listed with a link to request a version from the author. Finally, since 2008, we have collectively agreed a KLS approach to impact, foregrounding long-term collaborative relationships with non-academic partners, and appointing an experienced Research Director to oversee this area (see REF3a).

b) Objectives, including priority development areas. Over the next five years, with the same overarching aim of sustaining and increasing research excellence in all aspects of our work, we will pursue the following specific objectives:

- **Supporting all staff to produce rigorous and intellectually ambitious research, where appropriate supported by external funding,** through the support mechanisms detailed below, with monitoring and support through yearly individual research meetings with the Co-Directors of Research. With a culture of applying for external funding now well entrenched, we will aim to further our success in winning larger grants to support world class, ambitious, extended research projects, drawing on experience developed within KLS and the wider University (see below).
- **Further enhancing KLS's international profile as a leading, critical law school.** This aim will be supported through the full range of research activities discussed elsewhere in the REF5 but one noteworthy, key initiative here is the launch of a new Kent Critical Law book series in 2015, to be published by Hart/Bloomsbury, with ten titles planned over the subsequent five years.
- **Further strengthening and extending a wide range of international and interdisciplinary collaborations.** Since 2008, we have had great success in developing such networks, with our research centres as key hubs and strong support from external funders (e.g. our four current RCUK-funded networks discussed in REF3a). Future collaborations will be strengthened through the co-ordinating role played by the launch of two new research centres (see below). Strong international links will be supported through very generous conference budgets (currently £2,000 p.a. per FTE), leading roles in international networks, and active visitor programmes.
- **Further PGR Development.** We aim to improve recruitment through dedicated postgraduate open days (piloted in 2013) and a thorough redesign of PGR web pages; and further to improve

Environment template (REF5)

completion rates through improved funding (leaving students freer to concentrate on their research) and the robust review, support and training mechanisms described below (C2). We are also actively developing sustained collaborations with other institutions. First, as part of the Consortium for Humanities and the Arts South-East England (CHASE), Kent has won recognition for a new AHRC doctoral training centre from 2014, to fund 230 additional studentships over five years across the seven partner institutions. Second, with Ghent, our Brussels campus jointly organises an annual, one-day workshop featuring presentations by PGRs from both universities and discussions with a leading, external expert in the field. Other new initiatives will continue to respond to student demand: for example, in 2012/13, we introduced PGR 'surgeries', pooling staff expertise in empirical research.

- **Embedding a more systematic approach to maximising impact.** We will also extend 'impact training' by, e.g. in 2013/14, sessions on the relevance of impact to theorists, and the effective management of close research collaborations. A key focus will be the development of training in both social and traditional broadcast media, with a programme of on-site events led by specialists and increased funding for external courses. We will also develop our designated webpages, which highlight the difference that KLS research makes beyond academia and provide links to all KLS media interventions. Finally, we aim further to strengthen our record of commissioned research and involvement of non-academic partners in our projects (see REF 3a).
- **Enhancing infrastructure and administrative support.** Our research success is supported by an excellent administrative team (see D b) below) and we are committed to ongoing training for them. We are currently running a campaign to finance a new building for our Law Clinic (see REF3a) and to host mid-size research events (£3,280,000 of £5,000,000 secured in this period).

c) Key New Initiatives. Our research centres are at the heart of our research culture and a key priority for the next five years is to strengthen existing centres and to support newer groupings to develop. Two particularly significant, specific initiatives include:

- **A planned Centre for Critical Regulation and Governance.** This KLS initiative led by Alessandrini and Cloatre, with 15 colleagues involved, will be a major hub for work in regulation and has already received KLS and Faculty seed funding totalling £5,000. A further request for major KLS investment of £37,000, under current consideration, would fund a major, international launch conference, a series of workshops, a high-profile visitor programme and a well developed website, with the aim of positioning the Centre to apply for collaborative/networking funding from either Leverhulme or the AHRC in the next two years and, ambitiously, major RCUK centre funding in the next ten, securing a strong international profile in this area for KLS.
- **The new trans-faculty Centre for Critical Thought.** Initiated by Drakopoulou, who co-directs it, with three schools providing seed funding, this new Centre was formally approved in June 2013 and already has 40 members from five Schools. To date, activities have included two large workshops, eight guest seminars, and four academic visits. In the next period, we aim to consolidate this success and to develop the Centre's international presence.

C People

1 Staffing Strategy and Staff Development

a) Staffing Policy. Our policy has been to attract those researchers best able to entrench and extend our international reputation as a leading, international, critical law school. Since 2008, we have maintained a strong profile across a wide range of legal sub-disciplines while strengthening research in key areas including regulation; theory; gender, sexuality and law; environmental law; economic law; international law; criminal justice and policing. We have maintained the diverse mix of nationalities, genders and 'academic ages' conducive to a healthy and diverse research culture, and have worked hard to develop the careers of all colleagues, with particular attention to ECRs and our PGR community. Our success on these fronts is evidenced by: the quality of the work submitted in REF2; our ability to attract and retain excellent researchers; a strong record of internal

Environment template (REF5)

promotions (see C b) below); and the high proportion (nearly 90%) of eligible staff submitted to the REF. These same indicators evidence our commitment to the principles of the Concordat to Support the Career Development of Researchers. While we have fostered a culture of informal mentoring and support, our size dictates the need for coextensive formalised mechanisms (see C b) i) and ii) below).

b) Promotion of Equal Opportunities and Good Employment Practices. Despite the departure of three professors (and retirement of four more), we increased the number of professorial staff in the School from 13 to 18 between 2008 and 2013. Eight of these 18 chairs are held by women, who are also well represented at other senior promotion grades. Taking account of only REF-eligible staff (and thus excluding, for example, our clinic solicitor posts): four of five readerships, seven of nine senior lectureships and 11 of 22 lectureships are held by women. This gives us a strong claim to be the most gender-balanced research intensive law school in the UK. Diversity of thought and perspective within the school is supported by an entirely meritocratic hiring policy, resulting in a diverse faculty in terms of sexuality, ethnicity and race, as well as one which is extremely cosmopolitan, with 16 nationalities currently represented, and a good mix of senior, mid and early career researchers. The four professors retiring since 2008 all returned on fractional fixed term contracts, ensuring smooth transition in teaching, research and supervision, and easing succession planning. Excepting these staff, we are returning just one colleague (Casey), who is on a (five-year) fixed-term contract, replacing Albi during her ERC buyout. Kent operates the 'Positive about Disability' (✓✓) Employment Pledge and, in 2013, won the European Commission's 'HR excellence in research' badge, recognising institutional alignment with the principles of the European Charter for Researchers and Code of Conduct for their Recruitment. While the foregoing all offer *prima facie* evidence of good employment practices, good practice is also monitored by colleagues in HR, who sit on all appointments panels, and the University Promotions Committee, which annually reviews promotions data with particular attention to gender differentials. It is equally scrutinised within KLS as part of our annual planning process and furthered by the following mechanisms to support the career development of all staff, with specific additional mechanisms to support ECRs.

i) Well-entrenched mechanisms to support the research careers of all staff include equal and transparent workloads, with our Work Allocation Model ('WAM') providing that, for all submitted staff, 90 of a 300 credit workload are research credits, with additional credits available for writing funding bids and teaching buyouts. Generous financial support for research is provided through individual conference budgets (£2,000 p.a. for full time staff), with further discretionary KLS funding available (£42,043 awarded to support 71 projects since 2008); and a competitive Faculty Fund (KLS staff awarded £17,917 during this period). Study leave eligibility is one term in seven. It is rare to be asked to defer requested leave (47 of 51 applications approved in this period), however colleagues can choose to build up eligibility to take longer periods. Requests for additional time out of teaching are also actively supported: since 2008, buyout requests have been approved for nine colleagues (funded by the AHRC, ERC, ESRC, EUI, Amsterdam University, and Venning Trust) as well as for enterprise roles (see REF3a). Active promotions support is overseen by an experienced academic, with substantial time carved out for this work. Since 2008, in a robust promotions process undertaken at University level and informed by external, objective peer review of research quality, six colleagues have been promoted to chairs, nine to readerships and 16 to senior lectureships (with some promoted twice in this period). Finally, formal mentoring is provided alongside ad hoc discussions of general research plans, book proposals, funding, and publication outlets. Colleagues annually have both an appraisal to discuss overall performance and a 'research audit' meeting with the Co-Directors of Research to discuss strategic research plans.

ii) Specific mechanisms to support ECRs. Our commitment to, and success in, supporting the research of nascent researchers is demonstrated by the fact that we are returning all nine of our eligible ECRs in this exercise. In addition to enjoying the general policies set out above, ECRs benefit from a 50% workload reduction in their first year of appointment, falling to 25% in their second year, automatic full research credits and no major administrative burdens. Probation procedures, overseen by the University, ensure that all probationary staff have a supervisor and clear, jointly agreed, regularly reviewed goals. Frequent workshops of particular relevance to

ECRs include, for example: 'how to get published in journals' and 'how to maximise research impact', with annual sessions on 'available sources of external funding in law' including specific discussion of funding schemes for ECRs. These supplement further initiatives at University level, including an ECR Network. Unpromoted staff are also closely involved in the running of KLS, sitting on all major committees, including Research and Promotions Committees and the REF Group that oversaw this submission. School board meetings are organised by a KLS chairing committee and, in 2012/13, both meetings were chaired by unpromoted staff. As well as being vital to our democratic culture, these measures ensure sustainability of governance across academic generations.

c) Personal Research Fellowships. A number of staff won competitively awarded, prestigious personal research fellowships in this period. In 2012, Albi won a £924,000 European Research Council Independent Starting Grant to fund a five year programme on 'The Role and Future of National Constitutions in European and Global Governance'. This highly competitive scheme (11% success rate) supports 'frontier research' by leading international scholars. Grabham was awarded a £163,137 ESRC 'Future Research Leaders' grant for a three year project on 'Balancing Precarious Work and Care'. Other staff held prestigious, funded, competitively awarded fellowships including the Canadian SSHRC Bora Laskin National Fellowship in Human Rights (CAN \$55,000, Fudge), a Government of Ireland Senior Research Fellowship (€42,000, Walsh); Braudel Fellowships at the European University Institute (Fudge, Sheldon), Linköping (Fudge) and Amsterdam University (Messineo), and other visiting professorships and research fellowships at 14 institutions across eight countries.

d) Ensuring Integrity in Research. Kent has a robust Code of Ethical Practice for Research and a Research Ethics Officer, who guides, advises and trains researchers on good practice, ethical review and regulatory requirements. KLS's Research Ethics Committee (chaired by an ethicist) reports to the University Committee, which acts as a forum for sharing best practice. Our commitment to ethical publication practices is visible in our early advocacy of open access publishing, via the Kent Academic Repository and the launch, in 2011, of our open access journal: *feminists@law*, which is strongly committed to ensuring the universal availability of its contents.

2 Research Students

Our large, vibrant community of 76 (66.5 FTEs) PGRs conduct research in a wide range of areas, with a particular focus on critical and theoretical perspectives, gender and sexuality, critical international law and international commercial law. PGRs make a vital contribution to KLS and are represented on all key committees. They participate in staff research seminars, have their own speaker series (with a ring-fenced budget of £15,000) and attend a weekly reading group. The following key initiatives since 2008 recognise the strength and vitality of existing provision and further strengthen foundations for future development. First, this period saw ESRC accreditation of the South East Doctoral Training Centre (DTC) in 2010, which has funded four KLS PGRs to date, and gives us a platform for active participation in the national ESRC Postgraduate Framework. With six partners, Kent has also recently won AHRC Block Grant Partnership funding, which, from 2014, will fund an inter-institutional funded training programme for law and the humanities, with workshops, seminars and an annual conference, in addition to 230 studentships over five years to be shared among the participating institutions. This will further bolster a strong upward trajectory in the funding of our PGRs. Since 2008, a total of 36 KLS PGRs have been supported by a range of sources, including the ESRC (four); University (14) and KLS scholarships (11); and other external funders, with KLS actively supporting successful bids to the Christensen Foundation; Commonwealth fund; Soroptimist International; various other national governments; and Kent Police. In addition, four Larry Grant Trust bursaries and three fee waivers were awarded.

We have also worked hard since 2008 to improve recruitment, training and completions. As a result, we have seen a steady rise in MPhil/PhD applications from 186 in 2008/9 to 243 in 2013/14. This translated into 21 high quality, new registrations in 2012/13 (with ten funded from the above sources). PhD completions have risen from an average of two p.a. in 1996-2003, to six p.a. from 2008-2013. This improvement is underpinned by rigorous training, provided through a compulsory

Environment template (REF5)

20-week 'Research Methods in Law' module; the weekly KLS PG Study Group; a compulsory one-day workshop, where students identify training needs; workshops aimed at professional development; reading groups; and KLS seminars. A critical, interdisciplinary approach forms a core intellectual theme throughout. Supervision is spread as evenly as possible across the School and is generously credited in workload allocation. The 45 returned staff are, between them, supervising 70 research students, with ECRs enlisted as second supervisors to build experience. Monthly supervisory meetings and robust reviews (at six weeks, nine months and thereafter annually) serve to identify any problems or training needs. PGR representatives sit on all major KLS committees.

Finally, our success in developing the research careers of our PGRs can be seen in their strong record of professional success. This is visible in their record in placing substantial articles in excellent refereed journals and in publishing their PhDs as high quality monographs (for example, a monograph based on Harding's Kent PhD won the 2011 SLSA book prize; another, by Jivraj, received excellent anonymous readers' reviews and is returned in REF2). Further, 14 Kent PGRs registered during this period have been appointed to salaried academic posts at Birkbeck, Carleton, Birmingham, Hull, Kingston, Keele, Kent, Leicester, Nicosia, QUB; Reading, SOAS and Surrey. Others have taken up a range of significant senior roles beyond academia.

D Income, Infrastructure and Facilities

a) Research Funding. It can be challenging to attract external funding for the critical, theoretical research done by many KLS staff. In 2008, we reported the appointment of senior researchers with funding experience, to help secure the financial support necessary for future excellence. This has paid dividends. Drawing on their expertise, since 2008, we have further embedded a culture of grant getting and increased the support we offer for applications. We have been aided by a number of key initiatives at University level (see fourth bullet below) and, since 2008, can point to improved funding performance (and the excellent research which has drawn on such funding) as evidence of the success of this infrastructure. In addition to encouraging a large proportion of colleagues to apply to a broad range of funders (40 staff made 125 applications in this period), KLS now attracts the larger grants that provide a solid foundation for ambitious, world class research. In this period, over half of submitted staff won external funding, and grants were awarded by an extremely wide range of research councils, charities, Government departments, and professional bodies, including: the AHRC, British Academy, Christensen Foundation, DFID, ESRC, ERC, EPSRC (for RCUK), EU, European University Institute, HIVOS: the Humanist Institute for Development Cooperation, Joseph Rowntree, JLS, Leverhulme, Migration Foundation, Ministry of Justice, MLR, Samuel Sebba Trust, SLS, SLSA, Wellcome, Unbound Philanthropy, and UKCLE. Success in winning grants demonstrates the effectiveness of our policies for supporting bids. These include:

- **Generous credit for funding bids in the Work Allocation Model (WAM)** ensures time is available to draft applications (with generous incentives for ECRs and first funding bids). A total of 252 WAM credits (well over a full annual teaching load) has been awarded for writing grant applications since 2008/9, when this system was introduced, with 14 staff benefitting, and 15 of the applications thus supported proving successful.
- **Strong administrative support** is provided by the Research Support Administrator, who publicises details of external funding, targets particular colleagues for relevant schemes, and will discuss, advise and help draft bids, as well as taking responsibility for providing costings. An estimated 75% of her time is dedicated to this work.
- **Effective sharing of expertise in applying for funding**, with one Co-Director of Research (Sheldon) responsible for supporting and providing feedback on bids (often reading several drafts). Sheldon has extensive experience with a wide range of funders and is a peer review college member for the AHRC and ESRC. Further support is offered by five other colleagues who are RCUK peer review college members and those who undertake ERC grant reviews.
- **Central University Support** has been enhanced by significant investment in central Research Services, where three highly qualified, dedicated funding officers (one with specific

responsibility for KLS) now supplement 19 other staff. Research Services provide advice and training in developing, costing, negotiating and managing research grants and, more broadly in supporting the University's research culture. Specific University initiatives include:

- *The award winning 'Grants Factory'*, offering a structured programme of fortnightly events, including Application Development Workshops (organised in roughly the order in which an application is produced); and events which concentrate on a particular funder. The Grants Factory is now supplemented by an *ECR Network*, with its own series of events.
- *A system of internal peer review* (in operation since 2011), provides feedback from two experienced colleagues (one from outside KLS) prior to submission of all substantial funding applications. A growing number of successful applications (including Bedford, Cloatre, Vigneron) bear witness to the benefits of this system. Applications are also honed through mock interview panels, with Albi's major, successful ERC bid benefitting from this process.
- *Strategic research funding*. A budget of £70,000 p.a. has been available at Faculty level since 2012 to offer competitively awarded grants of up to £5,000 to fund buyouts to work on large, complex grants; to support collaborative, cross-faculty activities; and/or to foster truly outstanding research outputs (sixteen grants awarded to KLS staff in this period). A further University-wide fund is also available to support the development of large, complex and interdisciplinary projects.
- *A comprehensive information service* supports the above initiatives. This utilises traditional and new media, such as surgeries in Schools, visits, newsletters, e-mail updates, Twitter, and a ground-breaking blog, 'Fundamentals'.

b) Infrastructure and Facilities. KLS's robust and democratic infrastructure has been central to our success in fostering a vital, sustainable research environment. Research is overseen by two Co-Directors of Research (CDRs), with a separate Director of Postgraduate Research (DPGR). Each post is occupied by an experienced academic (Bedford, Sheldon, Drakopoulou respectively) who receives substantial WAM credit to release time for the role. The DPGR and one CDR are *ex officio* Deputy Heads of School, demonstrating recognition of the strategic importance of these roles. Staff research is monitored regularly by CDRs, who conduct annual individual research audit meetings with staff. These inform REF planning, allocation of WAM credits and study leave approvals, as well as offering advice and support regarding general research plans, publishing possibilities and available sources of funding. KLS's Research Committee includes a PGR representative and staff at all levels, ensuring that research policy is sensitive to the needs of researchers at different career stages. In this way, KLS has not only successfully maintained a supportive and stimulating research environment (proactively offering support where needed) but has been able to strengthen its research culture and commitment to the production of truly excellent, intellectually rigorous and ambitious research.

Heavy investment over the last decade has expanded our significant dedicated administrative support team, with at least 3.7 FTE of KLS administrative time supporting research activities. Key staff include: a highly-skilled, legally trained Research Support Administrator (RSA) (Grade 7, 0.5 FTE), who advises on external funding, assists with drafting bids and provides conference support; designated administrative support for this post and the Research Directors (Grade 5, increasing from 0.5 to 1 FTE from October 2013); a Postgraduate Officer (Grade 7, 0.6 FTE devoted to PGRs), and two Postgraduate Assistant posts (Grades 5 and 3 respectively, each 0.5 FTE for PGRs); a full-time IT Support Officer, estimated to spend 0.2 FTE of his time on research support; a post with time devoted partly to publicity, including supporting dissemination of research findings (Grade 7) is also estimated to offer 0.2 FTE research support; and from October 2013, will be supported by a new assistant post (Grade 5, also estimated to devote 0.2 FTE to research). Further support for research, funding bids and dissemination activities is provided by Library staff, the Research Services and the Media Office (see c, below, and REF3b).

c) Library/IT Provision. Library provision continues to be enhanced, with the Templeman Library soon to benefit from an £27,000,000 extension and redevelopment, serving further to improve access and services for library users. Currently the library provides access to approximately one million items in all formats and full-text access to over 300,000 electronic books and 41,689

Environment template (REF5)

journals (40,630 online). Significant further investments in this period have added *State Papers Online* and the *Making of Modern Law* to our holdings, all available from staff offices, student terminals, and off-campus. Staff have access to a full range of research facilities and IT tools, and computers are regularly upgraded. *Lawlinks*, KLS's highly regarded guide and portal to electronic legal information, continues to develop to support the work of legal researchers worldwide and, along with the rest of the University's website, has recently been upgraded to a new template that enhances functionality. Information Services are also responsible for developing and maintaining the University's open access academic repository (KAR), which showcases the outputs of Kent researchers, and provide ongoing funding and support for KLS's new, open access journal, *feminists@law*. Our experienced Law Librarian (0.8 FTE) is supported by an assistant (1 FTE).

d) Infrastructure supporting PGRs. Both the University and KLS have invested heavily in supporting our PGR community since 2008. Key initiatives include:

- **The University Graduate School**, created in 2008, to lead and champion strategic development of graduate education and research at Kent. The School offers training and career development in line with the Researcher Development Framework, using Vitae *Every Researcher Counts* resources. It offers Postgraduate Experience Awards to fund student-led events that have an external and/or interdisciplinary focus and coordinates an annual research festival as a forum for students to present papers and posters, as well as to attend career development lectures. Finally, it supports *The GradPost* magazine, which is written and edited by postgraduate students.
- **Excellent dedicated facilities**, including a fully-equipped postgraduate common room; a postgraduate computer room, housing eight networked desktop PCs and a printer, with paper provided by KLS; photocopying and scanning facilities; full access to the well-stocked law library, and a printer credit allowance (£30 p.a.) for the library. All studentship holders and other PGRs involved in teaching have office space with networked PCs and printers.
- **Financial support for PGR activities:** PGRs enjoy an individual budget of £450 (Graduate Teaching Assistants) or £350 (others) to support research-related activities. A separate PGR Research Fund offers additional financial support (e.g. to pay for specialist training or additional conference costs) and, since 2008, this fund has supported 28 PGRs to the sum of over £11,300. A further discretionary fund was created in 2012, allowing PGRs to apply for up to £700 to meet the costs of field work. KLS students regularly attend and present papers at international conferences, including the Law and Society Association, Law Culture and Humanities and Critical Legal Conferences (e.g. in 2012, six PGRs attended the latter, in Stockholm). A new innovation in 2011 was the ring-fencing of £15,000 to fund speakers or other events requested by PGRs.

E Collaboration or contribution to the discipline or research base

KLS has long played an active and enthusiastic role in the development of legal studies, particularly in the areas of our key strengths. We have made significant contributions to the work of professional bodies, to the international academic community and to a range of bodies beyond academia (see REF 3a and 3b case studies). Our contribution can be seen in the following:

a) Collaboration in a wide range of international, interdisciplinary projects and networks.

Many of the projects described above and in REF3 include significant international and interdisciplinary elements: for example, both Grabham's project on care and precarious work and Bedford's project on gambling regulation involve working with senior sociologists and international partners. Further, many of our research networks rely heavily on the involvement of non-lawyers: this is the case, for example, for four current externally-funded networks led by Cloatre (*Technoscience, Law and Society*, AHRC), Jivraj (*Decolonising Sexualities*, AHRC), Vigneron (*Protection of Cultural World Heritage Sites*, AHRC) and Enright (*The Private Law of Public Protest*, ESRC). Other significant networks include *The Anglo-Nordic Legal Theory Network*, led by Drakopoulou (with Professor Margaret Davies, Flinders, and colleagues from Umeå, Sweden), which was partly funded through Leverhulme; Fudge's role as a theme co-ordinator for the Inter-University Research Centre on Globalization and Work (CRIMT); and Albi's role as an expert in the

European Commission's Gender Equality Network. Combined, the above networks hosted 14 workshops in this period.

The nature of KLS, as an outward looking, international school, is also evident in less formalised networks and relationships with a broad range of academics in the UK and beyond. This can be seen in the large number of international visitors who have enriched our research environment (49 since 2008), sometimes supported by external funding. For example, the visits of leading feminist lawyers, Professors Margaret Davies (Sept 2011-Mar 2012) and Judy Fudge (Jan-June 2013), were each generously supported by competitively awarded funding from Leverhulme (with Fudge's fellowship leading her to choose to remain permanently in Kent, accepting a chair here in 2013). In other cases, KLS has provided funding. A large number of international invitations to present our research overseas have equally allowed for vital cross-fertilisation of ideas. Since 2008, KLS staff have accepted over 200 invitations to present our work in over two dozen different countries across five continents, in addition to the many hundreds of papers that we have presented at domestic and international conferences during this period (including 39 funded keynote lectures).

b) Shaping the discipline through editorial work and conference organisation. In particular:

- **Editorial involvement in leading texts.** Howarth is consultant editor of two volumes of the authoritative *Halsbury's Laws of England (Water and Waterways; Environmental Quality and Public Health)* and Vigneron made a significant contribution to the Dictionary of Cultural Heritage. KLS staff also edit significant book series, including the *Onati International Series in the Sociology of Law* (Hunter) and the *Social Justice* series for Routledge (Cooper and Bedford), as well as having edited 12 academic books since 2008. Four staff are on the editorial board of the exciting new Counterpress initiative, which aims to provide critical legal and other scholars with a radical alternative to traditional book publishing. Reflecting our strong commitment to research led teaching, staff have also produced a significant number of important law textbooks (nine in this period), drawing on research and, in some cases, opening new fields of study.

- **Significant journal editorial work.** *Feminist Legal Studies*, which has published many world class authors, was launched and edited for twenty years from Kent, with several KLS staff serving on its new national editorial board. It has been succeeded at Kent by the online journal, *feminists@law*. Further, since 2008, KLS staff have served on editorial boards of over 30 journals, demonstrating breadth of expertise, international academic standing, and interdisciplinary reach. These include a range of generalist, socio-legal and critical law journals (*Social & Legal Studies*, *L and Critique*, *Int Jo of L in Context*, *Can Jo of L and Society*, *L Culture and the Humanities*, *Jo of Comparative L*, *Eur L Jo*, *Social Politics*, *L and History Rev*); a range of titles in Law and Gender (*Fem LS*, *feminists@law*, *Gender*, *Work and Organization*, *Fem Theory*, *Aus Fem L Jo*; *Studies on Women and Gender Abstracts*); *Environmental Law (Env Liability; Jo of Water L; Jo of Env L; Env L and Management)*; *International and Human Rights Law (Int Jo of Human Rights; Jap Yearbook of Int L, Int Jo of Discrim and the L, Documents on British Foreign and Security Policy)*; *Labour Law (Int J of Comp Labour L and Ind Rels; Aus Jo of Labour L)* and *Consumer Law (Jo of Consumer Policy; Yearbook of Consumer L; SSRN Consumer L Jo; Consumer L Jo (Nigeria); Consumer L Jo (Brazil))*. KLS staff provided reviews for over 40 journals and book publishers in this period, with Ramsay winning the *Journal of Consumer Law* 'Outstanding Reviewer Award' (2013).

- **Significant conferences hosted since 2008.** Alongside the more than 200 seminars, workshops and other events hosted within KLS, the School hosted two *Critical Law Society* conferences (2011 and 2013). A distinctive feature of KLS, the conferences are supported by academics but organised by undergraduate students, forming a vital bridge for involving students in KLS's research life. Each brought 200-400 students, academics and a wide range of legal practitioners, judges, other professionals, activists and NGO workers to Kent.

d) Other Significant Professional Contributions. KLS staff have made a substantial contribution to professional bodies and learned societies. In particular, we would note:

- Cooper's service on the steering group of the research network of the Equality and Diversity

Environment template (REF5)

Forum (2010-date) and membership of funding panels for the ESRC and Leverhulme.

- Fudge's induction as a fellow of the Royal Society of Canada (2013), in recognition of her contribution to labour law scholarship.
- Hunter's chairing of the SLSA (2011-present), and her appointment as an Academician of the Academy of Social Sciences in 2012 in recognition of her contribution to social science.
- Messineo's appointment as an international expert peer reviewer by ANVUR (the Italian national agency which oversees research quality of the academic output of those seeking promotion).
- Ramsay's elected membership, since 2003, of the American Law Institute.
- Samuel's membership of the international jury for the French LABEX project, advising on the distribution of €39 billion of French Agence Nationale de Recherche funding (2011).

KLS staff have also acted as peer reviewers for at least a dozen research funders, across the world (including ERC; ESRC; AHRC; Australian Research Council; National Research Council Canada; SSHRC, Canada; Wellcome; Killam Awards, Canada; Australian Academy of Social Sciences; Da Vinci Grants, the Netherlands; Swiss National Science Foundation; Swiss Agency for Development and Cooperation) and six staff sit on RCUK peer review colleges.

e) PGRs: building the next generation of researchers. The extent of our contribution here is demonstrated not merely by how we nurture and support our ECRs but also by the large number of our PGRs who have become salaried academics (C2 above). In addition to our participation in the ESRC (and, from 2014, AHRC) doctoral training activities described above and Fudge's ongoing coordinating role in CRIMT, supporting the work of around 150 Canadian PGRs (see E a) above), KLS has led on a range of collaborative training and discipline-building initiatives, including:

- **The Postgraduate and Early Career Academics Network of Scholars (PECANS)** was initially led from Kent and funded by the AHRC (2004-9) and the ESRC (2009-11) to support PGRs and ECRs in law, gender and sexuality. Since 2011, activities have been coordinated by a committee of PGRs and ECRs, maintaining a strong Kent presence (three of nine members are current or former KLS PGRs) and an Advisory Panel that includes one KLS academic and two former KLS PGRs. PECANS runs workshops and sponsors visiting PGR/ECR fellowships at Kent and Keele, as two leading centres for such work. Other activities include maintaining databases of potential doctoral supervisors and existing research projects and an e-mail list, with a strong membership (currently 119, with more joining regularly), serving to enhance networking opportunities.
- **KLS Research Centres** contribute substantially to the research training of our students, through a range of subject-specific seminars, workshops, visitor programmes and guest lectures as well as specific PGR events. PGRs are also involved in academic event planning (including workshops and lectures involving external speakers) and in research centre governance. Significant recent initiatives aimed at PGRs include: international postgraduate workshops on comparative law at Kent (co-organised by the Kent Centre for European and Comparative Law and the British Association of Comparative Law in 2010 and 2012, with around 20 attendees from across Europe at each); the Centre for Critical International Law's annual workshop on "Career Pathways in International Law" (typically attracting around 40 attendees); and the cross-faculty Centre for Critical Thought's series of staff/postgraduate seminars and workshops.
- **Restructuring our LLM programmes with an emphasis on research**, with the aim of fostering nascent researchers and increasing PGR applications. This has included encouraging publication and at least ten excellent journal articles in UK and non-UK journals have been derived from our PGT students' work since 2008, with papers appearing *inter alia* in the *Journal of Water Law*, *Medical Law International*, and the *International Journal of Law in Context*.

Details of our extensive international research activities, including our major research centres, externally funded networks, frequent research events, significant research projects, varied impact activities and numerous media interventions, can be found on <http://www.kent.ac.uk/law/research/>, where there are also details of the mechanisms through which research is supported within KLS.