

Institution: University of Bristol
Unit of Assessment: 23 Sociology
<p>a. Overview</p> <p>Our submission comes from 18 academic staff (17 FTE) within a new 45 strong School of Sociology, Politics and International Studies. This reconfiguration allows us to consolidate first-rate sociological research whilst driving forward debates in a new interdisciplinary environment. Our defining expertise today lies in ethnicity/migration, theory/culture and gender/inequalities. Over the REF period recognition for our work has grown in the fields of nationalism, multiculturalism, political & social movements, environment & risk, popular culture, families & intimacy, and class. Highlights include: higher grant income including the joint award of £4.3m for research on poverty & social exclusion; more leading publications with 16 monographs & 14 edited volumes; and award winning articles in <i>Sociological Review</i> and <i>Sociological Research Online</i>.</p>
<p>b. Research strategy</p> <p><u>Organisation</u> Research strategy is overseen by the Head of School (Osborne 2009-13, McLennan 2013-) alongside the Research Director (Statham 2009-11, Childs & Dermott 2012-13) who chairs the Research Committee. Research clusters are key to achieving our research goals. Clusters are collective identities which allow staff to place their research activity within the overall identity of the School and provide a supportive environment giving rise to joint endeavours and capacity building. In RAE 2008, our research clusters were listed as ethnicity, multiculturalism and citizenship; social and cultural theory; and gender, work and intersections. Elements of these thematic concentrations remain central although each has also seen significant reconfiguration due to the new School, and reinvigoration with the arrival of new staff. Our current research clusters are as follows:</p> <p><i>Ethnicity, migration and citizenship.</i> The study of ethnicity is Sociology's flagship, reflecting our longstanding commitment to sociological questions of race and racism. This has latterly been updated with internationally recognised contributions to understandings of ethnicity and citizenship, with work on Islam and the place of religion in public affairs especially prominent. This trademark cluster also features emerging expertise in migration.</p> <p><i>Gender and inequalities.</i> This theme reflects the resurgence of research concerned with inequality. The longstanding strength of gender/feminist research at Bristol, centred on our exploration of the significance and impact of material and cultural disadvantage, has been extended into new substantive areas of research (miscarriages of justice, health, and families) and given a much greater interdisciplinary emphasis.</p> <p><i>Sociological and cultural theory.</i> Theoretical work underpins all our research but social theory per se remains a stand-alone theme with particular emphasis on fundamental debates around the future of sociology as a distinctive academic and social enterprise. Our interventions assert the ongoing necessity of sociology for challenging common sense, academic, and political thinking. In cultural analysis, we bridge theory and practice through substantive and textual studies of literature and music, and the production and consumption of cultural form.</p> <p><u>Realisation of RAE2008 aims</u> Sociology has made significant progress against all our objectives.</p> <p><i>Recruit and retain the highest quality staff</i> (see also section c): We have focused on appointing strong junior and mid-level staff (Atkinson, Charsley, Downer, Karlsen, O'Toole, Perrier, Yamashita) who are already receiving national and international recognition for their contributions e.g. Downer has already published in the <i>American Journal of Sociology</i>, Atkinson won the prize for best paper in <i>Sociological Research Online</i> and had his first book, <i>Class, Individualisation and Late Modernity</i> shortlisted for the Philip Abrams prize, and Karlsen's 2011 paper on maternal mortality has been accessed over 10,000 times. Retention of excellent staff is supported through internal promotions (since 2008 – Charsley, Dermott, Fox, Haynes, Naughton, O'Toole). Key publications from this group include: Haynes's <i>Music, Difference and the Residue of Race</i> which featured on <i>Thinking Allowed</i> alongside a commentary by Paul Gilroy; and Dermott's <i>Intimate Fatherhood</i> shortlisted for the Philip Abrams Award ("sets out a new framework for thinking about men's parenting" <i>Fathering</i>). Our most senior staff continue to produce widely acclaimed work. Levitas' authoritative study on <i>Utopia as Method</i> has been described as a "profound and deeply original exploration of the connection between utopian thinking and social theory" (E. O. Wright), and her article on Wells received <i>The Sociological Review</i> prize for outstanding scholarship in 2010. In addition to his REF submission, McLennan published <i>Story of Sociology</i>, welcomed as "a brilliant synthetic essay of theoretical importance in its own right" (Jeffrey Alexander). Modood continues to set the debate on contemporary multiculturalism with recent commentaries on his</p>

work written by leading scholars published in *Critical Social Policy* and *Political Studies*.

Attract external funds to the Ethnicity Centre. The Centre for Ethnicity and Citizenship (CEC) is led by Modood and has been consistently successful in its applications for major British and European funding. Within the REF period the Centre completed research on the £1m Leverhulme programme on migration & citizenship (co-PI Modood). The Centre has gained new funding in respect of: the British (Modood) and Hungarian (Fox) elements of 'ACCEPT' funded under the EU 7th framework programme; the FP7 EURISLAM project examining the incorporation of Islam in European Member States (Statham); an ESRC/AHRC project on Muslim participation in governance (O'Toole/Modood); and ESRC research on East European migrant workers in the UK (Fox).

Establish a new Research Centre. Our Research Centres institutionalise globally recognised research expertise and address specific intellectually driven research questions. They are provided with ring-fenced administrative and financial support which maximises their potential to produce authoritative and distinctive research that redefines concepts and theories. A new Gender Centre was established in 2013, recognising this area of research strength within Sociology (Bradley, Charsley, Dermott, Perrier, Yamashita) and staff's leadership roles in the Faculty and University Research Theme on Gender (currently Dermott, previously Bradley). Importantly, this initiative paves the way for deeper levels of cross-School collaboration on questions of representation, feminist theory, and masculinities.

Build on collaborations with other departments. We are engaged in research enterprises with colleagues in 'close' disciplines. Within the School collaborations involve staff from Politics and International Relations in relation to the Global Insecurities Centre (Downer) and the new Gender Research Centre (see above). Across the Faculty, Dermott and Levitas work with colleagues from Policy Studies on the measurement of poverty and social exclusion, and Perrier is working with Geographers on contemporary femininities and relationality. Naughton (who has a joint appointment with Law) conducts cross-disciplinary work on miscarriages of justice which emerges from a sociological engagement with zemiology. Key personnel also contribute their theoretical expertise to larger, interdisciplinary projects. Marshall is working with colleagues in Music and Drama on historical ideas of celebrity. Downer and Osborne are heavily involved in the newly formed Cabot Institute which fuses modelling from engineering and the natural sciences with understandings of interconnections between social, environmental and engineered systems to examine global risk and uncertainty. McLennan as Director of the Institute for Advanced Studies (2008-11) led the major University vehicle for innovative interdisciplinary thinking ensuring that it was both intellectually dynamic and responsive to social science initiatives.

Develop public interest in sociological issues of the day. Our engagement with the idea of 'public sociology' has involved organising high profile events. Under the auspices of the ESRC Festival of Social Sciences, Dermott, Fox, Modood & O'Toole have received funding for events on living with poverty, everyday racism, the nature of Britishness, and Muslim engagement in local democracy. O'Toole was an invited panellist on the first *Westminster Faith* debate on 'Religion in Superdiverse Societies'. Staff also liaise with and produce work for policy makers and government agencies e.g. Charsley's commission to report on 'sham marriages' by the Home Office (2010). Naughton's work on miscarriages of justice has a highly visible public and political presence, and he has acted as consultant to The Ministry of Justice and House of Commons, and the Shadow Attorney General in South Australia. The ground breaking *Innocence Project* he established - the first to examine cases of potential wrongful convictions in the UK - was awarded the Bristol Law Annual Pro Bono Award in 2012 (see also impact case study). The new post of Impact Director is designed to promote greater awareness among staff of how best to ensure their research is genuinely transformative.

Future vision Our plan is to buttress and extend our recognition as a nationally and internationally recognised centre for conceptually and empirically rigorous sociological research. Drawing on the new possibilities offered in our enriched interdisciplinary environment we will continue to produce scholarly work that is socially relevant and problem-oriented. *Expertise:* further develop research clusters to advance work in priority areas and support linkages across areas of research excellence. *Interdisciplinarity:* expand these activities drawing on the unique School configuration to develop more ambitious cross-disciplinary research. *Income:* diversify sources of research funding within the UK and engage in more large-scale collaborative funding (see also section d). *Profile:* expand our range of professional activities across all staff members, increase

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internationalisation through focused collaborations, and enhance levels of community engagement.

Priority areas for development With current areas of expertise well established, the next priority is to develop our existing strengths and forge new linkages between major research themes.

Deepening methodological expertise. In line with the International Benchmarking Exercise of UK Sociology, which emphasised the importance of closer alignment with international state of the art standards, we will build strengths in methods right across the discipline. In addition to our current prowess (especially in relation to qualitative and quantitative secondary analysis), we will develop further links with the University ESRC Research Centre on Multi-Level Modelling, and build on our successful accreditation as a Q-step Centre for quantitative methods teaching. We have already appointed Karlsen (2013) to supplement our existing quantitative skills base and whose substantive work links directly with our ethnicity and inequalities research clusters.

Economic sociology. Sociological contributions to contemporary understandings of austerity and poverty are important; work and class have long standing centrality to the discipline as a whole, and there is an ESRC focus on economic performance and sustainable growth with a particular focus on the new dynamics of work. Bristol is well placed to further current research on inequalities in this direction. The University of Bristol Research Network on Class and Power is an interdisciplinary group with a shared interest in studying the inequalities, differences and domination flowing from social class. Anchored in Sociology (led by Atkinson who was appointed to a permanent position in 2013) the network provides a forum for dialogue and forwards the distinct 'Bristol brand' of research on social class focusing on economic power and disadvantage.

Gender. Gender is a University Research Theme and an embedded topic of research concentration within Sociology. The creation of the new Gender Centre will ensure a higher profile for current work and a solid platform for advancing debates in this area through engaging with other disciplinary perspectives including the editing of an interdisciplinary gender journal in the next five years. Sociology's developing critical mass in one strand of this area – families and relationships – will provide a base for stronger links with researchers working on similar topics within the University, across the newly formed 'GW4' group of universities (Bristol, Cardiff, Exeter and Bath), and internationally. For example, Bristol's recently formalised partnership with the highly ranked Kyoto University involves Dermott leading on the key 'intimacy and gender' strand.

Migration and citizenship. With explicit interest from the ESRC in making better use of datasets and existing work on migration under the auspices of the 'vibrant and fair society' research priority, there is scope for extending our work which has developed a track record over this review period. Migration is also an opportunity for growth because it connects academics working on nationalism, participation, and cultural hybridisation within the Centre for Ethnicity and Citizenship. The establishment of the University-wide International Migration Research Network with colleagues from Philosophy, Politics, and Social Policy indicates our developing interdisciplinary ambitions in this area, focusing on migration as a multidirectional phenomenon and area of discourse and knowledge production. Our work on citizenship has significant opportunities for furthering grassroots collaborations with communities and reflects our aim to do more to take sociological research 'out' into the wider world. The new AHRC funded online public forum for dissemination of research into faith and public policy 'Public Spirit' (O'Toole) is a notable step in this direction.

c. People, including:

i. Staffing strategy and staff development

Staffing policy Our strategy is to hire global talent who will reinforce and expand our research expertise while also contributing to our teaching programmes. This is complemented with a retention policy that nurtures research talent and promotes research excellence in-house. Sociology at Bristol has a sustainable, well-balanced, staff structure with experienced and Professorial staff alongside junior staff: four Professors (Levitas, McLennan, Modood, Osborne); two Readers (Dermott, Naughton); seven Senior Lecturers (Charsley, Fox, Haynes, Karlsen, Marshall, O'Toole, Surridge); four Lecturers (Atkinson, Downer, Perrier, Yamashita). We also include Khattab who has a Marie Curie Intra-European Fellowship. All staff are research-active and well published hence all eligible staff are entered into this research assessment; all staff also teach with enthusiasm. Since RAE 2008 we have witnessed a number of retirements at senior level (Bradley, Fenton, Flanagan, Skultans, West). However all five continue to be extremely active on the research front; publishing, conducting research, and teaching graduate students: Bradley,

Flanagan and Skultans have been awarded University Senior Research Fellowships in recognition of their ongoing research contributions and Bradley and Fenton have sustained their engagement with central sociological themes through new editions of their 'Key Concepts' books on *Gender* and *Ethnicity* respectively. Internal promotions signify our strength in nurturing research talent (there are no quotas for promotion at any level) with six non-professorial staff promoted since 2008: two to Reader (Dermott, Naughton) and four to Senior Lecturer (Charsley, Fox, Haynes, O'Toole). One of our Lecturers (Atkinson) was previously a British Academy postdoctoral researcher within Sociology. New appointments since 2008 reflect our strategy of reinforcing existing areas of substantive renown; in ethnicity (Charsley, Karlsen, O'Toole), inequalities (Atkinson, Charsley, Karlsen, Perrier), and applied social theory (Atkinson, Downer). Notably the majority of these strategic appointments have strengthened more than one of our research areas. In relation to ethnicity we have gained Charsley's focus on migration and O'Toole's specialism in civic participation of minority groups, along with Karlsen's expertise on health inequalities among ethnic and religious minorities. Our long established expertise on gender has been extended with a specific strength in families (Charsley, Perrier) and the addition of Yamashita (previously in the Centre for East Asian Studies) has allowed for a new focus on family and care in SE Asia. Critical engagement with wider issues of inequality has been extended in relation to class and economic inequality (Atkinson, Perrier). In social theory two new scholars offer exciting conceptual thinking through a focus on detailed empirical case studies: Atkinson's original reinterpretation of Bourdieu is tested out on studies of work and family, whilst Downer's research refigures ideas of risk and trust through analysis of high-tech industry.

All our research appointments have been made on permanent contracts with the express aim of pursuing long-term research excellence, developing new scholars for the future and developing collaborative research projects. In order to recruit the highest quality staff all Lectureships are appointed at minimum point 34 of the national pay spine and the Research Director sits on all appointment panels. Fixed term contracts are used for staff on funded research projects and we aim to employ these staff members on successive grants; something which is increasingly possible within the new, larger School and with more externally funded grants (e.g. Jones' employment on Muslim community and political participation grants held by O'Toole). Future appointments will reflect our strategic priority areas for development (see section b) and our interdisciplinary ambitions. These will include: a lectureship position in *methods* to enhance our methodological expertise and align our research methodologies with international standards; a senior appointment in political sociology with a substantive focus on *migration* to strengthen expertise at senior level and lead on large grants; a senior appointment in *gender* to further develop critical mass and look towards establishing a greater international profile in this area.

In total we have been awarded 15 external and University personal research fellowships since 2008. Our professorial staff have been successful in competitive personal research fellowships from Leverhulme (Levitas on utopian method and McLennan on postsecularism) and the AHRC (Modood on secularism and the accommodation of Muslims) which have allowed them to cement world-leading reputations and pursue new avenues of research. University Research Fellowships enable staff to carry out a major research project for 12 months free of teaching and administration; these are competitive across the whole University and Sociology staff have been extremely successful in winning these awards (since 2008 – Charsley, Dermott, Levitas, Marshall, O'Toole, Osborne). Early career staff have been similarly successful over the REF period with six British Academy, ESRC and Marie Curie postdoctoral fellowships awarded.

Equality of opportunity The gender split for permanent staff is 50/50, with more men than women at senior levels only because of recent retirements. The staff body covers a broad range of nationalities (American, Australian, British, French, Irish, Japanese) reflecting our ability – and desire – to recruit the best staff internationally as well as nationally. We offer research leave of 1 semester/year in 5 and encourage and support staff applications for University Research Fellowships which buy out staff from teaching for one academic year: all staff in post throughout the REF period have had leave. Study leave applications are considered by the Research Director alongside the Head of School to ensure equity. Staff who have had a period of maternity leave are offered 10 paid 'keeping in touch' days in order to ensure they are up to date with research and administrative changes when they return. Workload allocations are transparent and made available to all staff and ensure that part-time working is explicitly recognised; part-time and full-time staff

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have the same entitlements to study leave and staff research support funds.

Mechanisms to ensure research quality The University Concordat strategy was awarded the HR Excellence in Research badge by the EU Commission in October 2010. In line with this agreement staff are supported to be excellent researchers and encouraged to engage in furthering their career through specific research focused training (e.g. writing grant proposals, media engagement, policy impact). For two years new appointments get reduced teaching and administrative workloads in order to allow time to build their research careers; this has been associated with increased funding success by junior members of staff. Mentoring and peer review have been key to improving – and sustaining – research quality carried out within a supportive and collegiate atmosphere. In addition to a formal induction by the Research Director and Head of School new lecturers choose a mentor to support their career development. Postdoctoral researchers build their academic portfolio through appropriate lecturing and seminar teaching, normally in their specialist area. Annual staff reviews (by the Head of School) give detailed attention to individuals' research profiles, achievements and trajectory; these are supplemented by a yearly meeting with the Research Director on specific research plans. Every member of staff submits a research proforma on an annual basis outlining existing and projected publications, research grants, and impact indicators. This allows for the collection of systematic information on each individual and Sociology as a whole. We have in place a number of practical measures to ensure high quality performance. All research proposals are reviewed by the Research Director and additional member of the Research committee with constructive comments offered on draft submissions. Staff have the opportunity to have their research read and receive informal feedback from a colleague in a relevant field. Reading groups offer comments on early drafts of work; the Sociology group meets once a month with staff taking it in turn to lead the session around their own current research focus; sub-discipline and cross-discipline reading groups (e.g. gender, migration) also provide valuable input. The research grant incentive scheme rewards applications with extra research and conference funds, research assistance and enhanced study leave opportunities. To maintain ethical standards a dedicated part-time member of support staff works alongside the Ethics Officer and Committee to review research proposals; an online ethical guidance tool is available.

ii. Research students

We have a vibrant research student culture; maintaining and developing this is a major priority reflecting the important contribution our students make to the intellectual vitality of our research environment as a whole. All staff in post before 2013 have supervised PhD students within the REF period. Sociology staff have supervised 34 students to successful doctorates (some on a joint basis across disciplines) with a further 24 currently registered.

Training We have in place support mechanisms to ensure doctoral candidates produce the best work they can and are prepared for future academic careers or jobs using their sociological and methodological skills in applied contexts. All PhD students have two supervisors and have monthly (School) and annual (Faculty) monitoring. Postgraduate research training in Sociology takes place in the context of the ESRC recognized South West Doctoral Training Centre (SWDTC) (with the Universities of Exeter and Bath). This has revolutionised the postgraduate research training experience, offering a critical mass of scholarship across the South West region of 770 academics and 1600 students. The inaugural SWDTC Student Conference *Researcher Meet World* was hosted at Bristol. Sociology staff take a leading role in postgraduate training, providing the majority of core research methods training for doctoral students within the School and contributing to Faculty provision: introductory & advanced quantitative collection and analysis (Karlsen, SurrIDGE); introductory & advanced qualitative methods (Haynes, O'Toole); philosophy of social science and social theory (Atkinson, Downer, McLennan, Osborne). Haynes also runs NVivo training for research students and staff across the University. Advanced skills training is also achieved through reading groups (current examples include gender, social class, and sociological theory). Flanagan organised the annual BSA Religion Study Group postgraduate seminar at Bristol up to 2009. In terms of preparing students for the workplace we offer a range of opportunities including: seminars on getting published; how to do public engagement and impact; postdoctoral funding opportunities; work placements and internships (one student has recently completed a placement with the Welsh government under the ESRC scheme and another is working with a Bristol based charity under the SWDTC scheme); and international partnering opportunities (in another SWDTC initiative a student/supervisor pairing successfully bid to host and visit a supervisor and student from Kyoto

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who are working in the similar area of families, marriage, and gender). In addition postgraduates are offered teaching experience as undergraduate seminar tutors and guest lecturers.

Research student integration and quality The calibre of students we both attract and produce is evident. The quality of students who come to Bristol is reflected in their success in winning prestigious scholarships with 13 ESRC scholarships, two (highly competitive) University of Bristol studentships, and one Commonwealth scholarship awarded over the REF period. In addition the School has introduced an additional designated scholarship allowing us to recruit the best students who match the research interests of staff. We plan to continue to use scholarships strategically to attract high calibre students and support research areas associated with our development priorities. In the last five years two Sociology students have won the University Prize for the best thesis in the Social Sciences. Recently completed doctoral candidates frequently disseminate their work in the highest rated journals in the field e.g. *Sociology* and *Theory Culture and Society*, with one 2013 graduate winning the award for best first article in *Millennium*. Many also publish research monographs with established academic presses such as Palgrave and Sage. The calibre of students is also reflected in their publication rate before completing their PhDs; articles have been accepted for publication by (among others) *Ethnicities*; *Families, Relationships and Societies*; *Sociological Research Online*; and *Leisure Studies*; most commonly on sole authored papers. Integration into our academic research culture has ensured that students have been successful in going on to funded postdoctorates (two here at Bristol) and teaching or research positions at other leading UK institutions (including Edinburgh, Southampton, Sussex and Warwick) and internationally (most recently, Helsinki and Prague). Our staff-postgraduate research student seminar provides staff and students the opportunity to test and hone their ideas through presenting and discussing each other's papers; a research student led monthly lunchtime seminar allows students to test out early ideas to a sympathetic interdisciplinary staff/student audience; and an annual PGR training day involves staff engaging with research students to discuss practical issues of publication, dissemination, developing 'impact' and networking. PhD students are actively involved in all aspects of our community, contributing to School meetings and evaluating presentations at appointment committees. Research students have designated offices with computers within the same buildings as academic staff and full access to all social spaces.

d. Income, infrastructure and facilities

Research funding Our research revenue continues on a strong upward trajectory; in the last RAE we achieved £2m in grants, in this period it is £2.58m (with an additional ESRC £250k grant commencing in autumn 2013 on marriage migration in the UK, Charsley) meaning a 40% increase in income. These include the EURISLAM project examining the incorporation of Islam in European Member States (FP7 Statham £150k); 'Paired Peers' examining the experience and benefits of university education (Leverhulme Trust Bradley £250k); an investigation of how UK governance includes British Muslims and how Muslims themselves become involved in consultations, partnerships, and governance networks (ESRC/AHRC O'Toole/Modood £250k); and two projects on the 'double burden' of care in East Asia (Japanese Society for the Promotion of Science (JSPS) Yamashita £120k). Alongside these has been success in achieving pump priming funding from the British Academy to develop projects on post-separation fathering (Dermott) and digital entrepreneurs in the new music industry (Marshall/Haynes). Over two thirds of staff have held an external grant, proposals have been submitted by staff in all of our sub-disciplinary areas and for theoretical as well as empirical projects; demonstrating the success of School initiatives to embed grant getting activity by *all* staff. We have also actively pursued postdoctoral studentships receiving six awards over the REF period in ESRC and British Academy competitions. As a relatively small unit the strategy of engaging in collaborative work with other scholars allows us to have maximum impact on intellectual agendas in our sub-fields. We are frequently sought after partners for large research projects, evidenced by the fact that total income for the research grants on which we have been involved is over £14m. Most notably these include the £4.3m ESRC funded PSE which is developing a state-of-the-art measurement of poverty and social exclusion (Dermott/Levitas) and the €3.4m EU FP7 ACCEPT programme on tolerance in Europe (Fox/Modood). Given the climate of reduced budgets for the main social science funders we have successfully sought to diversify our sources of research funding. Between 2008 and 2013 we received funding from the AHRC, the British Academy, ESRC, EPSRC, EU (under FP6 and FP7 as well as the Marie Curie Fellowship), HEA, HEFCE, Home Office, Joseph Rowntree Foundation, JSPS, Leverhulme Trust, Norwegian Research Council, and the Nuffield Foundation. While research councils remain an important

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source of funding the shift towards a greater range of national and international sources is central for maintaining our research intensive focus.

Grant income strategies A series of School based incentives have recently been introduced to encourage a greater volume of grant submissions; additional research administrative support in the grant application process, access to a personal research fund, research assistance, and higher priority for study leave applications. Alongside our demand management system which ensures a supportive process of constructive criticism for draft applications these measures have developed the expectation of grant applications right across the discipline; from individual fellowships to standard research council grants to involvement in large multi-site programmes.

Infrastructure and research support There is institutional support at School, Faculty and University level for research development, promotion and dissemination. The School runs an annual Research Support scheme: all research staff are eligible for up to £1k to support research related expenses and there is also access to £750 of Faculty money for conference attendance. The School offers seedcorn funding of up to £1500 to support new research initiatives and the Faculty Strategic Research Initiatives Scheme supports pilot projects, conferences, workshops and stakeholder events, with a similar scheme also operating at University level for interdisciplinary bids. The new collaboration (from 2013) of the GW4 universities (Bath, Bristol, Cardiff and Exeter) is offering new impetus across these institutions. Initially we are pursuing two areas with colleagues at Cardiff - ethnicity and political participation (O'Toole) and popular culture (Marshall). The University's Research and Enterprise Development team of 80+ staff provides important support to academics. Their role includes providing strategic support in relation to; identifying funding opportunities, developing proposals, coordinating major and interdisciplinary bids, negotiating research and consultancy contracts, and organising showcase events on Bristol research. Each faculty has a dedicated finance team who provide pre-award support for grant applications and post-award support for grant administration. The Public Relations Office assists staff in promoting their work through: assisting with press releases; offering guidelines for interviews; running training courses on working with the media. The Institute for Advanced Studies - a University resource - enhances interdisciplinary research and supports new ideas by funding workshops, fellowships, distinguished lectures, and hosting visiting academics; Sociology staff have benefited from this through being awarded University Research Fellowships, organizing workshops with invited national and international contributors; and hosting international scholars (e.g. Luce Irigaray 2013). The University offers a very active staff development programme, which provides support and training for all levels of academics: courses range from grant writing, and managing a small research group, to advanced management and leadership programmes. The recent development of PolicyBristol (www.bristol.ac.uk/policybristol/) is a key vehicle for strengthening our contribution to effective policy development and delivery. It brings together policy-relevant work from across the Faculty of Social Sciences and Law making it more accessible to research users from outside the academic community. Sociologists are especially engaged in the themes of children and families; security, conflict and justice; and social change and diversity. The School has undertaken a £1m refurbishment programme to co-locate researchers and research students in adjoining buildings. This improved research environment includes sole occupancy offices, dedicated meeting rooms, updated technology, and a new common room.

e. Collaboration or contribution to the discipline or research base

Collaborations and networks Academics entered into the Sociology UoA explicitly identify as sociologists and contribute to interdisciplinary research with a strong sense of the value a sociological lens brings to understanding social problems. We are involved in, and run, national and international networks which lead to collaborative research projects and dissemination events. In addition to the large-scale grants previously noted, examples of activity during the REF period are the ESRC seminar series on Utopian Practices and Practical Utopias (Levitas), the Severn Pop Network (founded by Marshall and which had its inaugural conference at Bristol in 2013) and the 90+ strong International Marriage and Migration Network (founded and run by Charsley). Additional recent international conferences and seminars organised by staff and held at Bristol include: 'Society in the Anthropocene' (Osborne), 'Oxford Fatherhood Network' (Dermott, funded by the Swedish Foundation for the Humanities and Social Sciences) and 'Family Migration' (Charsley, funded by the Danish National Centre for Social Research). We are taking the lead in developing UK/Japan comparative research with Dermott and Yamashita collaborating with the Centre for the

Reconstruction of the Intimate and Public Spheres at Kyoto University as part of the new Bristol-Kyoto memorandum of understanding supporting bilateral research initiatives. Haynes has played a significant role in the promotion of the use of secondary qualitative data at a national and international level through the UK Data Archive initiative.

Editorial roles Within the REF period staff have taken on significant editorial roles involving contributions to 15 different journals: including on the editorial boards of leading journals in the discipline: *Sociology* (Dermott) and *Economy and Society* (Osborne); high ranking international sub-disciplinary specialist publications e.g. *Ethnic and Racial Studies* (Fox), *Work, Employment and Society* (Dermott) and *Utopian Studies* (Levitas). The Ethnicity Centre's status as a leading international hub is evidenced by the establishment and continued hosting of the Sage journal *Ethnicities* (editors Modood and May). Staff also frequently contribute their expertise to editing special issues of journals and to edited books making significant interventions in their field such as Charsley *Transnational Marriages*, Marshall, *International Recording Industries*, Dermott, *Displaying Families*, Atkinson, *Class Inequality in Austerity Britain*, Naughton, *The Criminal Cases Review Commission*, and Osborne the special centenary issue of *The Sociological Review*. Modood (with two ex-colleagues) edits the Palgrave *Politics of Identity and Citizenship* book series.

Professional/disciplinary contributions Colleagues actively promote and develop the discipline by taking on significant roles in professional organisations e.g. Dermott was Co-convenor of the BSA Study Group on Families & Relationships (2006-09) and is a Board Member of the ESA Research Network on Families and Relationships (2013-15), and in specialist areas e.g. Levitas is Chair of the William Morris Society, Perrier is on the Executive Committee of the Feminist and Women's Studies Association, and Yamashita was General Secretary of the East Asian Social Policy Research Network (2008-10). Staff are invited to examine PhDs nationally and internationally including in the last year at Cardiff, Manchester, LSE, Oslo and Sciences Po. We take on professional roles reviewing grant applications at national and international level. Fox has become a member of the ESRC peer review college and Dermott is on the equivalent for ESRC knowledge exchange applications. Staff have also been invited to review for the Belgian, Czech and Austrian research councils (Dermott, Fox, Haynes, Marshall). Our senior staff undertake these roles at a high level; Modood was a member of the ESRC international benchmarking exercise for Sociology as well as on the steering group of the ESRC/AHRC research programme on Religion and Society.

Our staff disseminate their work in high profile settings at international events, c.55 keynote addresses over the REF period including Fox's keynote at the *Nations and Nationalism* conference (London 2011); Dermott's public talk in Kyoto (Doshisha University, Japan 2012); Downer's keynote in Washington DC (2012); Marshall's plenary on the recording industry (Sibelius Academy, Finland 2011); Levitas' 'in conversation' event with the President of Ireland (Limerick 2011); Modood's address at Princeton (2008). In addition we actively engage with the media including appearances on *Thinking Allowed* (R4) (Atkinson, Dermott, Haynes, Levitas), *Today* (R4) *Newsnight* (BBC2), all the national broadsheets, local based print and broadcast media and in contributions to highly-rated blogs. Staff have taken up prestigious external visiting Fellowships including at Princeton (McLennan 2008), Barcelona (Modood 2008), Stockholm (O'Toole 2012) and Columbia (Downer 2013); Modood has been awarded a Robert Schuman Fellowship at the European Institute in Florence (2013-15). In addition we now have two Academicians of the Social Sciences (McLennan, Modood). Levitas was awarded the Lyman Tower Sargent Award for Distinguished Scholarship in Utopian Studies (2012) and Yamashita the Pioneering Contribution Award from the East Asian Social Policy Research Network (2012) for her work in setting up an international young researchers network. Bradley's notable and sustained contribution to the sociology of gender and work was recognised at a celebratory colloquium at Queen Mary in 2011. Michael Banton, founder of the Sociology department and still publishing and collaborating with colleagues in his eighties, was a recipient of one of ten BSA lifetime achievement awards in 2011.

Summary Sociology at Bristol is a high intensity research culture producing powerful contributions from an explicitly 'broad church' disciplinary base. We generate an interactive and collegiate atmosphere, underpinned by first class research infrastructure. Our research is having a significant impact across a range of policy areas including inequality, multiculturalism, and justice. Our new interdisciplinary environment will allow us to push out into new joint ventures that address compelling contemporary issues and thereby maximise our ability to deliver the very best research.