

Institution: University of Greenwich
Unit of Assessment: (UoA 3) - Allied Health Professions and Nursing
<p>a. OVERVIEW</p> <p>This return refers to the work of the Nursing and Applied Social Research Group (hereafter, the Research Group) which, under the leadership of the Director of Research (West), has been the main driver of research capacity development in the School of Health and Social Care. The group draws its membership from across the school and includes both research and teaching staff. Members come from diverse disciplinary backgrounds, including nursing, sociology, management studies, epidemiology, psychology, public health and cultural studies, and this diversity contributes to the development of a vibrant and dynamic research culture. The Research Group leads the overall strategic direction of this unit of assessment, supports and stimulates research and provides research training and developmental opportunities for all members of staff. As a result of investment by the University and Faculty, membership of this group has grown in number and reputation. The appointment of research leaders with established programmes of research in areas of strategic importance has enabled the formation of two research centres which were formed with the explicit intention of involving more staff and external partners in research activities.</p> <p>Research centres</p> <p>The Centre for Applied Health Research (CAHR), led by Schofield, focuses on applied clinical research (ageing; pain and falls in older adults and the management of long term conditions); psychosocial aspects of healthcare (patients' experiences and evaluation of care; service user involvement in the development of health research); organisation and management of health care (workforce issues, staffing levels, quality improvement in healthcare) and health policy, which includes international and comparative research. Within CAHR, there are three Special Interest Groups focusing on dementia, pain and diabetes which are active in developing research projects. Two Service User Groups were established in Greenwich and Medway; members of the group have been provided with training to enable them to play an active role in the strategic direction, conduct, dissemination and implementation of research.</p> <p>The Centre for Applied Social Research (CASR), led by West, focuses on public health issues, including social inequality related to sexual orientation (experiences of lesbian, gay, bisexual, transgendered and questioning (LGBTQ) young people and older adults) and ethnicity (Romany Gypsies, black and minority ethnic populations); addictive behaviour (home drinking), sexual and reproductive health (contraception, abortion, menstruation) and the safeguarding of children and vulnerable adults. Within CASR, the Sexual Health Research and Practice Group has nine core members drawn from research and teaching staff and PhD students and it has strong networks with external partner agencies. The University of Greenwich Safeguarding Hub, linked to the centre, provides a local forum for safeguarding practitioners working with children and vulnerable adults to share their expertise and work with academics to further develop the evidence-base for practice.</p> <p>Membership of the two centres is overlapping with some staff belonging to both, and also includes service user representatives and external research partners from the NHS and voluntary sector. The centres work particularly closely with the departments providing education and training for a range of professional groups, including nursing, midwifery, paramedics, social workers and counsellors. The excellent educational and wider student experience provided by the School is reflected in the scores on the National Student Survey and the University's continuing rise in the league tables.</p> <p>b. RESEARCH STRATEGY</p> <p>The University has a strong commitment to supporting research. The strategic plan has the stated aim of 'Enhancing our capability as a research informed and enterprising institution which produces international quality research and knowledge exchange.' (http://www.gre.ac.uk/governance/vc/strategic-plan-2012-2017). This overarching aim provides the context for the development of our research strategy over the assessment period.</p> <p>2008–2013: Developing a dynamic research environment</p> <p>In our RAE 2008 submission the goals of our research strategy were:</p>

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- 1) to create a centre of excellence in nursing and applied social research within a multidisciplinary environment;
- 2) to build capacity through staffing policies, post-graduate education and interdisciplinary and collaborative research;
- 3) to increase access to research for new groups of patients, service users, carers and healthcare workers in the production, consumption and dissemination of research;
- 4) to address issues of social inequality, exclusion and the quality of services provided to local communities;
- 5) to conduct research that is relevant nationally and internationally.

To these we added the following specific aims for the assessment period 2008 to 2013:

- a. Increase the quality and quantity of research with an increasing proportion of outputs recognised as internationally excellent (4*).
- b. Increase research funding, particularly from external sources.
- c. Design, conduct and apply research that will have a significant and demonstrably beneficial impact on public health and the quality of health and social care.
- d. Foster the development of a vibrant and sustainable research culture offering developmental opportunities for staff members at all stages of their research careers.
- e. Provide leadership in research capacity development in the local health and social care economy and improve access to research.
- f. Enhance our national and international reputation through excellence in research that is relevant to policy and practice.

Strategy for achieving above aims from 2008 to 2013:

- a. Establish an internal organisational framework for research capacity development, including two Research Centres, Special Interest Groups and Service User Groups.
- b. Develop internally the research infrastructure, policies, processes and developmental opportunities to support researchers in all aspects of the research process.
- c. Employ, develop and promote staff with the potential to drive forward an ambitious research and impact agenda.
- d. Align research with strategic national policy and funding priorities, particularly around ageing, sexual health and patient experiences.
- e. Expand and develop the post-graduate research programme to provide excellent research education and training to contribute to sustainability of the research group.
- f. Build networks within the local health and social care economy including playing a formative role in the development of the regional research infrastructure.
- g. Develop, extend and capitalise on our extensive network of international collaborators.

2008–2013: Evaluation of our research strategy

The research strategy that we have pursued over the assessment period has resulted in exponential growth in key metrics including:

- a. Research income, which has grown from £380k in the RAE to £718k in the research excellence framework (REF).
- b. Research collaborators are now drawn from a wider range of institutions and include a diversity of skills and expertise from a range of disciplines.
- c. The number of researchers returned in the REF is more than double the number returned in the RAE, representing a step change in the quality and diversity of our research outputs.
- d. More staff now identify as “research active” and represent all stages of the research career from post-doctoral fellows, early career researchers, principal research fellows, to readers and professors.
- e. The number of publications including peer-reviewed papers, books and reports for external funders recorded in GALA (the University archive) has risen.
- f. Evidence of external recognition has increased, reflected in for example, invited plenaries; editorial board memberships and representation on key decision making bodies;
- g. Development of the research culture as evidenced by attendance at weekly seminars, writing group, bidding forum, training events, as well as high profile conferences and

inaugurals.

Strategy for 2014 to 2019: Building international excellence and impact of our research

We intend to continue to pursue the elements of our existing strategy that have led to growth, but will add the following specific goals:

- a. Population ageing has been adopted by the University as one of its key themes for research and enterprise. The Centre for Positive Ageing, a cross-University research centre led by **Schofield**, will be launched in January 2014 and will include international scholars, industry partners, and organisations in the local health and social care economy. Funding for a large programme grant for at least five years will be sought to develop the international reputation of the centre, both for academic excellence and social impact.
- b. Research careers: The development of the next generation of researchers is fundamental to our future growth, vitality and sustainability. We will provide an increasing number of developmental opportunities in the form of internships, funded PhD studentships, and post-doctoral scholarships from sources such as the National Institute for Health Research (NIHR), the Funding Councils and the European Union (EU) to attract highly trained and motivated candidates. Increasing the proportion of staff with PhDs and providing research training and mentoring for Faculty staff will also promote the sustainability of the research culture.
- c. International networks: Further development of our national and international networks should lead to significant funding from new sources such as the National Institute for Health (NIH) in the US and EU for innovative research programmes on comparative health policy and health outcomes, thus raising the reach and significance of our research.

c. PEOPLE

Staffing strategy and staff development

Our main strategy to promote capacity development has been to recruit excellent researchers at different career stages while also developing staff already working in the Faculty. The core group submitted to RAE 2008 (**Reeves, Scott, West**) has expanded to include the first Professor of Nursing in the Faculty (**Schofield**) who joined in 2012. The group now also includes a Reader in Alcohol Policy and Mental Health (**Foster**), promoted from Principal Research Fellow in 2012, and a Principal Lecturer in Sociology (**Smith**). Over the assessment period we recruited two Principal Research Fellows (**Gilchrist, Hoggart**) who moved recently to high status universities with specialist units in their subject areas (addiction and social policy). There are currently four Research Fellows (**Bellamy, Chandler, P. Newton, V. Newton**), one NIHR post-doctoral fellow (**Crockett**) and one Early Career Researchers (**Docking**). Each senior researcher takes a specific leadership role: **Schofield** heads the Centre for Applied Health Research, **Foster** is the programme leader for the MPhil/PhD programme, **West** is the Director of Research and Head of Centre for Applied Social Research. The work of the senior research team also involves a significant commitment to research capacity development both in the Faculty and in local health and social care services.

Many members of research group have extensive research networks and active international collaborations, some of which have recently been formalised through their appointment as part-time Professors of Health Services Research. Three (**Banaszak-Holl, Leveille, Zwakalen**) have expertise in ageing, and **Thompson** is a leader in the field of cardiac rehabilitation who will contribute to research on long-term conditions. Although based mainly in the US, the Netherlands and Australia, each has spent time on campus and will return periodically, working with us to develop bids: for example, on the quality of care in care homes, the provision of end-of-life care, self-management of long-term conditions, falls in older patients, comparative policy analysis and international variations in health outcomes. The international scholars have given plenary sessions and will continue to mentor staff, contribute to postgraduate supervision and provide leadership in their specialist areas.

University support for staff development

The University of Greenwich is committed to implementing the Concordat for the Career Development of Researchers. A Compliance, Gap Analysis and Action Plan can be accessed at (<http://www.gre.ac.uk/hr/concordat>). In February 2013, European Commission recognition for 'HR Excellence in Research' showed that the University is already compliant with many of the principles. Outcomes from the Careers in Research Online Survey and Principal Investigators and

Research Leaders Survey undertaken by Vitae are used to inform the development of leadership training and to protect equality and diversity. Line managers are trained in this area but issues can also be raised confidentially with the dedicated equality and diversity champion in Human Resources. There is a sabbatical scheme within the University to encourage researchers to continue to develop their careers and expand the reach and significance of their research. Further information can be accessed at: <http://www.gre.ac.uk/offices/hr/pgf>.

Early Career Researchers (ECRs)

The University has run an ECR development initiative since 2009 designed to support their personal and career development. The ECR initiative provides training and stimulates the formation of a supportive network of peers across the University and recognises achievements in a series of awards and prizes. The definition of ECR used by the University is broader than that used by the REF so several members of our staff participate in the programme (**P. Newton, V. Newton, Bellamy, Crockett, Chandler**). Each has completed a training needs assessment that will be met jointly by the University and the Faculty. The ECR champion in the Faculty meets with the group four times a year to ensure that they have access to all of the opportunities that the University provides for their development.

Research students

Over the assessment period eight postgraduate students completed PhDs. Applications for postgraduate study continue to rise. The student body is diverse and currently includes self-funding students (2), students funded by their employers, including the NHS (7), our own staff (4), and bursary students (8). In 2012 the Vice Chancellor's University studentship scheme was introduced; four of these prestigious awards have been won by members of the research group (**Stubbs, Chandler, Flanner, Benisz**). A key goal for the University is to increase the proportion of teaching staff with postgraduate degrees. In the last year, four members of staff have obtained PhDs (**Cleaver, Mansi, Crowley, Mouny**), four have gained EdDs (**Ryan-Alan, Evans, Shepherd, Jump**); one gained a ProfDoc (**Brooke**). The School also funds staff to undertake postgraduate study at other universities; four are currently supported by this scheme. Two members of staff will commence PhD study in 2013 (**Ibe, Matonhodze**).

All research students meet with the MPhil/PhD programme leader (**Foster**) both individually and as a group. Monthly group meetings are student-led; they set the agenda and decide on the content of sessions. Recent sessions have covered: designing and presenting a conference poster; how to write a good abstract; transferring from MPhil to PhD; and moving from a literature review to empirical data collection. Some of these sessions are facilitated by a member of staff expert in the area and some are peer-led. In addition, there is an annual research student conference at which all students present an aspect of their research at a level appropriate to their stage of training. An elected student representative helps organise activities and ensures that issues of interest to the group are included in the research training programme and seminar series. The postgraduate students make an invaluable contribution to the vibrancy of the research environment.

Research training is provided by the University's Postgraduate Research Student Office (PGRO) and all students complete Epigeum (an online series of modules on research skills). New students are encouraged to attend two terms of Masters level courses in research methods, unless they have recently completed equivalent courses. From September 2013, the University's 'Postgraduate Researcher Development Programme' will provide a comprehensive and wide-ranging skills training based on the 'Researcher Development Framework' endorsed by the Quality Assurance Agency for Higher Education and Research Councils UK.

d. INCOME, INFRASTRUCTURE AND FACILITIES

Income has grown significantly since 2008, enabled by changes in the staff and staffing policies described above and as a result of significant investment by the Faculty and the University in developing the research infrastructure and the facilities available for researchers.

Income and Funding strategy

We have successfully obtained funding from prestigious bodies as well as local health and social care organisations, charities and industry. **Schofield** secured a grant for £1.2m from the Medical

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Research Council (MRC) and although this was won prior to her arrival at Greenwich, two phases of the study will be conducted here. An EU Fundamental Rights Agency (FRA) grant was won by **Smith** (£35k). Grants to **Gilchrist** (£286k) and a seminar series awarded to **Hoggart** (£20K) both from the Economic and Social Research Council (ESRC) have been taken with these researchers to their new posts, but we gained a NIHR post-doctoral fellow when **Crockett** was appointed. The research councils (ESRC and the Technology Strategy Board (TSB)) also fund Knowledge Transfer Partnerships (KTPs) which ensure that research has social and economic benefits. Two KTPs, to **Cleaver** and **West**, worth a combined total of £263k have been completed. Prestigious awards for the exploration of new research areas have been won from the British Academy (**V. Newton**) and the Wellcome Trust (**Keogh**). Working with the charitable sector has enabled us to bid to the Big Lottery which awarded funding to the *Metro Centre* for a national study of young LGBTQ peoples' experiences and to the children's charity *Together for Short Lives* for a study of paediatric palliative care in the West Midlands. Both of these studies were worth £500k and included subcontracts for academic leadership to **West**. Again, these projects have great potential for social impact. The first grant obtained from a pharmaceutical company was awarded this year to **Hoggart** for a study of long-acting contraceptives (£130k). Partnerships with industry will play a key role in the upcoming Centre for Positive Ageing.

We also have pursued funding from local organisations, partly to build research capacity but also as a means of strengthening the School's links to local health and social care organisations. Projects worth £10k to £50k have included a number of evaluations; East Kent's public engagement strategies in relation to maternity and mental health services; a public health intervention in Medway; an alcohol related brief intervention at Queen Elizabeth Hospital funded by Greenwich CCG; assessment of the transport needs of the elderly, funded by Greenwich Council, and an evaluation of the first year of operation of Health Education Kent, Surrey and Sussex. Over the last two years, a total of £277K has been secured from local NHS organisations to develop research capacity in Kent and Medway. The strategy to seek funding from diverse sources is designed not only to ensure stability and sustainability in a volatile funding environment but to develop partnerships, locally, nationally and internationally.

Research infrastructure

The Deputy Vice Chancellor for Research and Enterprise chairs the University Research and Enterprise Committee; all Directors of Research are members of this committee. The University began the process of reorganising into a Faculty structure in early 2013. The School of Health and Social Care is now part of the Faculty of Education and Health. Many of the important research committees have now been devolved to Faculty level, including Research and Enterprise, Ethics, and the Research Degrees Committees. Greenwich Research and Enterprise (GRE), the University's research office provides comprehensive research training, administers the peer review college to ensure the quality of bids, and runs an annual competition for seed corn grants from RAE funding that provides an opportunity for less experienced researchers to develop their skills, supported by mentors and the peer review process. This year £137K was won by six members of the research group for pilot research projects. A good example of internally funded research that is bearing fruit is the support provided (£80k) over two years, for a programme of work on the National Patient Survey, which has produced a systematic review, a national study of patient evaluation of care over the 10 years of the national survey programme, and a large pilot study conducted in local hospitals demonstrating the potential for facilitated feedback to nurses to improve the quality of care. Since the RAE 2008, over £200k derived from the return to the Nursing Panel has been used to support the development of the research capacity and capability.

The Faculty also supports research in a variety of ways, for example, by funding the seminar series, conference attendance, training days and the purchase of equipment. The Faculty business development manager supports staff at all stages through the development of bids, particularly around finance and employment. A bidding forum was established to circulate information about research calls, support individuals and groups of researchers pursuing funding, share knowledge and skills, and promote collaboration and inter-disciplinary research, thus maintaining the focus on bidding by members of staff at all levels and emphasising the strategic importance of research funding to our future growth. The bidding policy guides researchers through the internal processes

involved in producing bids, including ethics and peer review. These policies and processes have improved the quality of bids submitted resulting in a success rate that is currently over 40%.

Research facilities

Excellent accommodation for the core research group is located on an entire floor of a centrally located building on Avery Hill Campus, enabling teaching staff and students to interact and work collaboratively. The offices occupied by research fellows and postgraduate students are spacious and well equipped and rooms are available for meetings and interviews. The state-of-the-art video-conferencing equipment is used for international conference calls and for the supervision of PhD students based abroad. As well as providing good accommodation for research on a day-to-day basis, the University of Greenwich has two campuses on historic sites in Greenwich and Medway campus, which enables the development of research partnerships across a wide geographical area.

e. COLLABORATION AND CONTRIBUTION TO THE DISCIPLINE OR RESEARCH BASE

Collaborations: Within the University we have strong collaborative links to other Faculties particularly Computing and Mathematical Science, Humanities and Social Sciences, Business and Science. We also have strong partnerships with local trusts, particularly Medway, Dartford and Gravesham, Lewisham and the South London Trust, where we have developed a number of collaborative grants in areas such as falls, dementia care and the use of patient feedback to improve patient care.

Collaborations with charities: **West, Keogh**, and other members of the Sexual Health Research and Practice Group work with the Metro Centre, a charity for LGBTQ people in Greenwich. This collaboration resulted in a KTP and a large study of LGBTQ young people's experiences funded by the Big Lottery. **Keogh** also works closely with The Terrence Higgins Trust, The National AIDS Trust, Positively UK and Positive East on prevention and social care of HIV. **West** worked with Together for Short Lives (TfSL), an association of charities for children with life limiting illnesses on a study that was also funded by the Big Lottery and gave invited talks at the TfSL UK Networks Summit in London in 2012 and 2013. **Foster** has collaborated with a charity promoting health and social care on the Isle of Sheppey. He is a trustee for HAGA (Haringey Advisory Group on Alcohol) and was an invited speaker at a recent event jointly convened by Alcohol Concern and AdFam (a charity supporting families affected by drugs and alcohol). **Smith** is developing a programme of research with the British Wirellesses for the Blind. **Schofield** worked with the Dementia Alliance and Alzheimer's UK on the development of the dementia carers' website.

Contributions to the discipline or research base: **Scott** has served two terms as a non-executive director of an acute trust and is on the board of a local Health Watch. **Schofield** is currently on the Board of Medway Foundation Trust and is a member of the board of the Comprehensive Local Research Network in Kent where she has established a research interest group on ageing with NHS and local council colleagues. Both **Schofield** and **Foster** have contributed to the development of proposals to form Academic Health Sciences Networks in South London and in Kent, Surrey and Sussex in their specialist areas. **Foster** is working with the Greenwich Drugs and Alcohol Team to include home drinking in the local alcohol strategy. **Smith** is policy and welfare officer for the Gypsy Council, a panel member of the Department of Education's Gypsy Traveller Roma Education Group and has acted as expert witness in legal cases involving Gypsies and Travellers. Researchers also engage in many scholarly activities that are essential to the discipline, such as peer reviewing for journals and funding bodies, membership of editorial teams and learned societies. Rather than list these individually, we give as a prime example, the work of **Schofield**, whose contribution to the discipline includes: associate editorships of the European Journal of Pain and the British Journal of Pain; co-editor of the International Journal of Child Health and Human Development and the Journal of Pain Management and a member of the editorial board of the Journal of Community Nursing; she also reviews for the MRC, NIHR, RfPB and is a member of the ESRC Peer Review College. She is a member of the British Pain Society Science and Research Committee, chair of the British Pain Society, Pain in Older Adults Special Interest Group and chairs both the newly formed British Pain Society/British Geriatric Society working group on pain in older adults and the Pain Association Scotland. She is an invited member of a European group on the assessment of pain in dementia.

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Invitations to give plenary addresses at key conferences including the World Pain Congress in both Montreal and Sydney and at the International Association for Geriatrics and Gerontology in Paris and Korea as well as her extensive collaborations with academics in other countries illustrate her international profile.

Contribution to policy: Staff within the school have contributed to national policy documents such as the alcohol strategy (**Foster**), dementia strategy (**Schofield**) and staffing standards in critical care (**West**). **Schofield's** pain assessment guidelines have been adopted across the UK and she has led on an international review of pain guidelines. Researchers also contribute to topical issues in health policy, for example, **Reeves'** critical response to the 'friends and family' question was published in the Health Service Journal, stimulating a lively debate. **West's** work on the wages of caring workers has formed part of the background literature informing the annual pay review conducted by the Royal College of Nursing. **Foster** presented his work on developing an internet survey tool to measure the reasons provided for home drinking as a plenary session to the Royal College of Psychiatrist's Addiction Group in May 2012. **Keogh** authored a Department of Health funded social care framework for people with HIV and worked with the London NHS Specialised Commissioning on the redesign of HIV clinical care services. He is currently working for the London Directors of Public Health on a London-wide HIV prevention needs assessment. **Smith** was a panel member of a review of coalition government policy towards Gypsies and Travellers and contributed to the report which was presented to and debated in the Houses of Parliament.

National collaborations: We collaborate widely across the UK; **Foster** has an honorary contract at the Institute of Psychiatry and collaborates with colleagues at the Universities of Bedfordshire, Plymouth, Middlesex and Glyndwr. **Keogh** collaborates with colleagues at the Universities of Essex, Birkbeck, and London and holds an honorary Senior Lectureship at the London School of Hygiene and Tropical Medicine. **Schofield** collaborates with academics at the Universities of Aberdeen, Dundee, Teesside and Northumbria on the Engaging with Older People in the Design and Delivery of Chronic Self-Pain Management Study (EOPIC) and **West** with colleagues at the University of Oxford, King's College London, and the London School of Hygiene and Tropical Medicine on intensive care staffing levels. **Smith** has collaborated with colleagues at Bucks New University, Warwick, Hull, Birkbeck and York universities.

International collaborations: **Foster** has built a European wide network through the SMART (Standardising Measurements of Alcohol-Related Troubles) project which has been extended to include partners in Poland, Germany, Finland, Spain, Estonia and Italy. **Keogh** collaborates with the Centre for the History of Medicine in Ireland at University College Dublin, Trinity College Dublin and the University of New South Wales working on HIV treatment as prevention. **Smith** was invited by the Romanian Ministry of the Interior to be a keynote speaker at their 'Social Control and Vulnerable Groups' conference at the University of Timisiora Romania. He is a member of the European Academic Network on Romani Studies and the Gypsy Lore Society where presents regularly at their annual conferences. **Schofield** has collaborations with US, Hong Kong and many European countries (Poland, Netherlands); she contributes to the research on falls in the elderly led by UMASS at Boston, and is collaborating with the ageing group at Cornell Medical School on a bid to the National Institute of Health. She is chair of the education subcommittee of the International Association for the Study of Pain Special Interest Group focusing on pain in older adults and has been invited to speak to the World Pain congress in Sydney, Montreal and more recently Buenos Aires.

In summary, this environment statement shows how the ambitious aims that the research group set in 2008 have been achieved over the assessment period, resulting in exponential growth in key research metrics, and the development of a research culture and infrastructure that will sustain our future growth and development. We now have a critical mass of experienced researchers who are invested in the development of excellence, in the quality and rigour of our research, and its potential contribution to society. The achievements of the last few years have provided us with an excellent base for further development, in the region, nationally and increasingly through our research collaborations, particularly in Europe and North America, in the international arena.