

Institution: University of Worcester
Unit of Assessment: 3 Allied Health Professions, Dentistry, Nursing, and Pharmacy
<p>a. Overview</p> <p>The University's (UW) Institute of Health & Society (IHS) is organised into four academic divisions: <i>Allied Health Sciences, Applied Professional Studies, Nursing, Midwifery & Paramedic Science, and Psychological Sciences</i>. It is also 'home' to a research centre, the <i>Association for Dementia Studies (ADS)</i>. The submitting unit brings together ADS and three academic divisions – the exception being <i>Psychological Sciences</i> whose staff are submitted to UoA4.</p> <p>It should be noted, however, that research allied to health is undertaken in other areas of the University and this activity also contributes to the research environment. The University's National Pollen and Aerobiology Research Unit (NPARU) engages in research on allergy and works closely with pharmaceutical companies, the health care industry and manufacturers of products for allergen reduction. Although researchers from NPARU are returned to UoA5, it contributes significantly to the research environment in this area. Staff in the University's Institute of Sport and Exercise Science (returned to UoA26) undertake research focused on health and exercise promotion and work closely with colleagues in IHS.</p> <p>Research in IHS is overseen by a Director of Research (Professor Dominic Upton) who liaises with heads of division on strategy, staffing and staff development, chairs the Institute's Research and Knowledge Transfer Committee which formulates the Institute's overarching research strategy and authors an annual report on research activity which is submitted to the University's Research and Knowledge Transfer Committee.</p> <p>Two research groups are identified in this submission, reflecting areas of expertise and strategic focus:</p> <ul style="list-style-type: none"> A. Dementia Studies B. Domestic Violence <p>The University submitted to <i>Allied Health Professions and Studies (UoA12)</i> in RAE2008 but this submission is substantively different and reflects a significant development in strategy and focus. The 2008 submission consisted primarily of staff from Psychological Sciences, with a specific focus on health psychology, and staff from NPARU, with a specific focus on allergy research. While health psychology remains an important area of research within IHS and, as noted, NPARU continues to undertake research focused on allergy, staff from these areas are submitted elsewhere.</p>
<p>b. Research strategy</p> <p>The University developed a 5-year Research and Knowledge Transfer Strategy in 2009 establishing an overarching framework for driving forward the research agenda and informing strategy at the institute level. The strategy has two key objectives: to increase research activity across all areas of the University (specifically to ensure that all academic staff should be making an effectively shared contribution to research, KT and/or advanced scholarship by 2013), and to develop internationally significant research centres and groups by focusing resources on existing and potential areas of research excellence. The submitting unit's strategy has fed out of this University strategy but has also been informed by national and international priorities.</p> <p>To meet the first of these objectives, a number of processes and mechanisms have been put in place at Institute and University level to promote and support research:</p> <ul style="list-style-type: none"> • 4-year research plan – all staff are expected to produce a rolling 4-year research plan as part of the annual appraisal process: identifying development needs, outlining planned conference presentations and publications, targeting funding applications, etc. This has been achieved and has led to increased research activity in IHS as evidenced through the annual report. • University Repository Mandate – all staff are required to upload outputs from research on to WRaP (Worcester Research and Publications), the University's research repository. Any outputs not uploaded will not be taken into account at, for example, appraisal. By July 31st

2013, staff in IHS had uploaded 318 outputs.

- Research Studentship Competition – the scheme fully funds (i.e. stipend, fees and appropriate research expenses) a 3-year full time PhD project or, where a case is made, a 5-year part time PhD project. The scheme encourages staff to seek matched or co-funding from other organisations, whether another HEI, a public sector organisation or a private sector organisation. The scheme has supported 43 studentships during the REF period. Staff in the submitting unit have been successful in this competition being awarded two full time studentships in the area of Dementia Studies (one match funded by Worcestershire Public Health) and one part time studentship in the area of perinatal education in collaboration with the NCT.
- Research and Project Leave Scheme – the scheme provides staff with full or partial remission from teaching and/or other duties for a period of up to two semesters (8 months) in order to undertake a project with a clear set of outcomes. Most commonly the scheme has been used by staff to complete work on a contracted book or a number of journal articles, although the scheme also supports other activities, e.g. field work and bid writing. A number of staff from the submitting unit have successfully applied for research and project leave, for example: Clarke was given one semester's remission in 2011/12 to complete a contracted book (*Spiritual Care in Everyday Nursing Practice*, Palgrave McMillan, 2013).
- Vacation Research Assistantship Scheme (VRAS) – the scheme, introduced in 2011, funds an undergraduate student to act as a research assistant on a discrete or on-going staff research project for a period of up to 3 months over the summer vacation. The VRA undertakes a range of activities appropriate to the project providing him/her with hands-on experience of research but also valuable support for the project lead. The University has funded 32 VRAs over the period and staff from the submitting unit have made successful applications in the areas of Domestic Violence (Ruth Jones for a 2011 project to evaluate Worcestershire Safeguarding Board's Pilot on Return Interviews with children and young people who go missing from home or care) and Dementia Studies (S. Evans for a 2013 project to evaluate ADS training activities).
- Support for conference attendance – all staff in IHS are able to bid to a staff development budget to fund research dissemination at national and international conferences. Spending to this budget has grown significantly across the REF period rising from less than £10,000 in 2007/8 to £31,771 in 2012/13.

IHS has also worked to create a vital and supportive research culture. The institute runs an interdisciplinary seminar series that provides opportunities for staff from the submitting unit to disseminate their research but which also includes external speakers. It holds an annual institute lecture which has been delivered by, among others, Professor Steve Field, Chief Inspector of GPs, and David Behan, Chief Executive, Care Quality Commission. It has hosted two Research Focus Conferences: one on Health & Well-Being (February 2008), the other on People, Policy & Practice (October 2013). Research Focus is the banner under which the University presents a series of one-day conferences that bring together researchers from across the University under broad thematic headings. These events showcase the range of research being undertaken at the University while highlighting current areas of cross-disciplinary and inter-disciplinary work and identifying other potential areas of intersection between colleagues working in different subject areas. It has also hosted a number of national and international conferences. These include in the area of health research: the well-established Worcestershire Annual Palliative Care Conference (in its 14th edition in 2013) which brings together researchers and practitioners; the Annual Birth Conference (in its 6th edition in 2013) which focuses on key themes in midwifery research and practice and has attracted speakers from around the world; Dementia Care in the Community, the 14th Annual Conference of the Journal of Dementia Care, 5th June 2013.

In meeting the second key objective, a number of research centres and groups have been established in IHS, reflecting developed or evolving areas of research excellence and/or which coalesce with national/international initiatives and strategies:

- A designated research centre, the Association for Dementia Studies (ADS), was established in collaboration with Worcestershire NHS Primary Care Trust, Worcestershire County Council and Dementia UK in March 2009 under the leadership of Professor Dawn Brooker, as a response to the National Dementia Strategy launched by the Department of Health in February 2009. It brings together a multi-professional group of researchers and practitioners who are experts in the field of person-centred dementia care and support. It has a broad aim to promote research and education that improves the lives of people living with dementia, their families and those who work to support them. Its activities span a wide range of topics and settings, including primary care, acute hospitals, care homes, person-centred care, dementia diagnosis, end of life care, creative therapies, and early interventions. ADS has grown rapidly over the last 4 years. Starting with an initial team of 3, it now employs 24 staff and is home to 4 research students.
- A group dedicated to research into domestic and sexual violence and abuse and the provision of domestic abuse services has evolved over the REF period. A number of strategic appointments were made in 2012/13 (Thiara, Ellis), building on existing expertise and reputation (specifically that of Ruth Jones who has established a national and international profile in this area, e.g. named as a 'Woman Inspiring Europe' in 2013 by the European Institute for Gender Equality for her work, acted as a consultant for the Ministry for Women and Child Welfare Suva, Fiji in developing policy and practice in relation to domestic violence and child protection). The group has been successful in winning funding from, for example, the Home Office and Worcestershire PCT.

The current strategy has proved successful in growing overall research capacity (as reflected by this submission itself but also through the annual reporting mechanisms). Building on this success, the strategy going forward will seek to:

- enhance existing areas of excellence; a new Centre for the Study and Prevention of Violence and Abuse will be launched in November 2013 which will build upon and expand the activity of the Domestic Violence Research Group.
- develop new areas of excellence (particularly those which promote compassion and care in the public, third and private sector). Three areas are currently anticipated:
 - Palliative Care – a new Centre was launched in July 2013 based on the longstanding relationship between the University and local hospices. It is planned that the Centre will be a hub for research, innovation, development and dissemination of best practice in caring for those who have life-limiting conditions or who are in need of high quality end of life or palliative care. It is intended in the medium term to appoint a Director at Professorial level to drive the research agenda.
 - Mental health and service user involvement - building on the appointments of Bradley, Professor of Health Psychology, whose specific research interest is in mental health intervention and Joanne Smith, Visiting Professor in Early Interventions and Psychosis, who strengthens our academic links with the local NHS Mental Health Trust.
 - Perinatal education – growing out of an established educational partnership with the NCT and existing expertise in this area (Nolan, Professor of Perinatal Education)
- increase links with clinicians and commissioners in order to facilitate new impactful research and improve dissemination of research within the user community. The Worcester Health Research Collaboration (which brings the University together with Worcestershire Acute Hospitals NHS Trust, Worcestershire Health and Care NHS Trust, Public Health Worcestershire and Clinical Commissioning Group across the county) established in 2013 is a major step in this direction. Further a number of research clinicians from both the acute and primary sector have been appointed in 2013: Stephen O'Hickey, a Consultant Chest Physician from the local NHS Acute Trust, as Visiting Professor in Allergy and Veronica Wilkie, a local GP and lead member of our local CCG, as a Professor of Primary Care. These appointments are also linked with joint Working Groups of academic staff, clinicians and managers from the University and the Acute Trust and the local CCG.

Environment template (REF5)

- expand research in nursing and midwifery. It is intended to appoint a Professor of Nursing and a Professor of Midwifery in the coming year to drive research in these areas, which are underrepresented in this submission.
- develop research in new areas allied to health, which will be applied in nature and designed to have impact. This has begun through the appointment of research active staff in areas such as Physiotherapy, Occupational Therapy, Pharmacology (which are reflected in this submission, e.g. Thomas, O'Brien, Evans A) but will continue through appointments in e.g. ophthalmology, nutrition and dietetics, radiotherapy, radiography.

c. People, including:**i. Staffing strategy and staff development**

There has been an overall increase in academic staff in IHS of more than 30% (since the 2008 HESA return) from 74 to 98, reflecting growth in specific areas of research strength such as dementia and domestic violence, but also a move into new areas allied to health (see above). 80% staff are full time, 75% are female, 23% staff are ECRs. These demographics are closely reflected in the staff submitted (85% full time, 76% women, 30% ECRs).

The University's Equality Framework 2013-18 restates its commitment: to ensure that its recruitment policy encourages applications from people with as wide a range of backgrounds, skills and experiences as possible and to maintain policies and procedures to ensure staff have equal opportunities to develop and progress. Thus, for example:

- The University has adopted the 'two ticks' approach in its recruitment of all staff, including research staff.
- All recruitment and selection is subject to monitoring by the University's Diversity and Equality Committee in relation to the protected characteristics set out in the Equality Act 2010, as is retention and progression of staff. In light of a mapping exercise undertaken against the *Concordat to Support the Career Development of Researchers* and in particular Principle 6 (see below), this committee now receives data specifically for research staff.
- Stand-alone training has been provided for research leaders, utilising Vitae's *Every Researcher Counts* materials. This will in future be built in to training for research supervisors and principal investigators.

Staffing strategy has focused on appointing:

- (a) senior staff with a strong research track record but also experience of facilitating junior colleagues in developing their research and established links with NHS Trusts, Social Care providers and the voluntary sector. Two good examples of this are Professors Bradley and Brooker. Visiting Professors are also key to this strategy: four have been appointed in the last 12 months (Fairlie, O' Hickey, Smith and Wilkie - see above).
- (b) ECRs with an existing track record in research (e.g. A Evans, Latham, O'Brien)
- (c) ECRs from practice backgrounds with excellent potential as researchers

Staff development strategy has focused on ECRs (particularly from a practice background). The 4 year research plans (see above) explicitly identify development needs, which feed into UW's research training programme. There is also a budget to support staff to undertake external training where necessary. A significant amount is used to support staff from practice backgrounds to undertake higher degrees. The strategy also meets the needs of research staff. The University has implemented the *Concordat to Support the Career Development of Researchers*. It undertook a gap analysis against the Concordat in 2009/10 and developed an action plan for development. It revisited this analysis in 2011/12 and developed a new action plan. Key aspects include the development of a bespoke training programme for research staff; the establishment of a research staff forum; the development of training for principal investigators around the commitments of the Concordat; tracking of its research staffs' careers after leaving Worcester.

ii. Research students

There has been a modest increase in research student numbers over the REF period (10 students were registered in the submitting unit at the end of July 2008 compared to 12 in July 2013), but a more significant change in the make-up of this student body: three current students are full time (compared to zero in 2008), two of whom are on funded studentships. Moving forward there is a drive to increase student numbers (commensurate with supervisory capacity) particularly through recruitment in dementia studies (specifically by growing the number of externally funded studentships) and in perinatal education (specifically through developing funded studentships with NCT) but also through the development of a Professional Doctorate in Health Sciences.

The University's Graduate Research School (GRS) is responsible for the management of all Research Degree Programmes (RDPs) from recruitment to examination, for monitoring student progression, for the coordination of the research student training programme, for training and supporting supervisors, and for the day-to-day support of Worcester's research students. IHS works closely with the GRS through a dedicated Research Degree Coordinator to ensure that only excellent students are accepted on to RDPs and that all supervisory teams have the requisite expertise and experience. Teams consist, as a minimum, of a lead supervisor (Director of Studies), who is normally the expert in the field and a second internal supervisor, who, where the lead supervisor has little or no experience of supervision, will be an experienced supervisor who can act as a mentor for his/her colleague. Many teams also draw on external supervisors when particular expertise is required (e.g. Professor Collette Clifford, School of Health and Population Sciences University of Birmingham; Dr Julia Pansini-Murrell, School of Health Studies, University of Bradford). The GRS maintains a register of approved supervisors which identifies the expertise and experience of supervisors. This register is reviewed annually to ensure that its supervisors are research active and up-to-date with training – the GRS offers a range of supervisor training workshops. The number of approved supervisors in IHS has increased from 15 to 22 over the REF period.

All students on RDPs are required to undertake an associated training programme. The student completes an initial training needs analysis (utilising Vitae's *Researcher Development Framework* and associated Planner) and agrees a programme of development in consultation with the supervisory team. The GRS runs a full training programme including a series of generic research training modules ('Processes & Skills, Management & Methods', 'Publication, Dissemination, Engagement & Impact', 'Supporting Student Learning in HE') and workshops (such as 'Preparing for the Viva', 'Time Management', 'Drafting Your Thesis', 'Writing a Journal Article', 'Data Management', 'CV Clinic', 'Research Ethics'). IHS offers subject-specific training modules, workshops and mentor support. Much of the material on these programmes is available online. These programmes are constantly being developed in direct response to individual student needs identified through the training needs analysis process and through student evaluation of workshops. The submitting unit's research students also have access to external training at: the University of Birmingham's ESRC Doctoral Training Centre; Coventry University, University of Gloucestershire. They can also access a small grants fund to support them to attend external training events, conferences, etc.

IHS works with the GRS to nurture a strong, interdisciplinary and cross-disciplinary research culture among its research student body. This is achieved through the full training programme but also through student-led conferences and seminar series. GRS facilitates both an Annual Research Student Conference and a Postgraduate Work-in-Progress seminar series which are both student-led. IHS expects its research students to attend and present at Institute seminars and conferences as well as at external seminars/conferences. They are encouraged to publish their work in progress (and to upload this work to WRaP). There is research student representation on IHS's Research & KT Committee (as well as GRS committees and University-level research committees) which ensures the student voice is fed into not only the development of RDPs but also the development of research strategy at Institute and University level.

d. Income, infrastructure and facilities

Income

There has been a significant increase in research income across the REF period, rising from just

Environment template (REF5)

£27,969 in 2008/9 to £1,217,894 in 2012/13. This is in no small part due to the success of ADS in bidding for external funding. It has been successful in winning NIHR funding, as lead (S. Evans, *ASSET: Adult Social Services Environments and Settings*) and as a partner (Brooker, *A multi-site evaluation of the Person, Interactions & Environment (PIE) tool to improve care for people with dementia admitted to acute hospital wards*; S. Evans, *How can adult social care and support services best contribute to the provision of high quality, cost effective care and support for people with sight loss and dementia?*). It has received funding from the DoH through the ALCOVE programme for a major project on EU Dementia Strategy; and through the DoH and Comic Relief for a series of collaborative linked projects under the PANICOA (Prevention of Abuse and Neglect in the Institutional Care of Older Adults) initiative (*How Can I Tell You What's Going on Here? The Perspectives of Residents with Dementia Living in Care Homes*; *CHOICE – Care Home Organisations Implementing Cultures for Excellence*). It has won tenders for major evaluation studies of care interventions from NHS West Midlands (formerly West Midlands SHA) and from a number of charities (e.g. Age Care, Alzheimer's Society, Dementia UK). Recently ADS was awarded funding by the ESRC as part of the EU Joint Programme for Neurodegenerative Disease Research (JPND). Beyond ADS, staff in the submitting unit have received funding from, for example: NHS West Midlands for a series of evaluations, e.g. of clinical supervision, of the leadership programme for health visitors (Sonya Wallbank); the Burdett Trust for Nursing for a study of health visitors' attitudes to fathers (Nolan); the Royal College of Midwives for a study on water birth (a Ruth Davies Research Bursary awarded to Kim Russell); the Home Office to develop a national toolkit for Independent Sexual Violence Advocates (Ruth Jones).

Infrastructure and facilities

Researchers within the submitting unit have access to cross-institutional research facilities. The Motion and Performance Centre (MPC) provides facility for 3D motion capture and gait analysis and has been used, for example, in projects looking at stroke victims. MPC is supported by two full-time technical engineers who provide specialist support for equipment, data collection, and data processing and analysis. The McClelland Centre for Health and Well-Being offers a suite of therapy rooms (which will particularly support research in OT and physiotherapy) and fitness testing equipment and has been utilised for well-being projects in collaboration with the local NHS Trust. A mobile laboratory and clinical skills unit affords opportunity for research 'in the field' and has been used, for example, in a DoH-funded project to develop and evaluate skills provision for those providing end of life care for children. Researchers have access to an environmental test chamber capable of recreating most climate types and environmental conditions worldwide (part of NPARU) which has been central to, for example, a series of allergy studies.

The University has invested substantially in its overarching research infrastructure in the REF period. Notably, it has established a Research Office, led by a Director of Research Development (appointed 2010) and supported by a Research Funding Officer (appointed 2013). The primary role of this office is to support staff in the process of bidding for research funding. The Research Office is also responsible, however, for coordinating the development and implementation of research governance systems to ensure the quality and integrity of the University's research. In particular, it has established a clear set of policies and guidelines around ethics and research integrity that meet with the commitments of the *Concordat for Supporting Research Integrity* and comply with relevant professional and ethical frameworks and codes of practice.

The University has continued to invest in its long established Graduate Research School which manages its research degree programmes, and supports its research students and supervisors, both in terms of its staffing and its physical resources.

e. Collaboration and contribution to the discipline or research base

Staff within the submitting unit are engaged in collaborative research with other universities and research organisations both internationally and nationally. For example: Brooker with UCL, University of Bologna and Wroclaw Medical School (JPND project), Universities of East Anglia, Cardiff and Stirling (CHOICE project); S. Evans is collaborating/has collaborated with the Universities of Kent and Bristol (ASSET project), York (dementia and sight loss project), Plymouth, West of England, Bournemouth, Cardiff and Swansea (ESRC-funded Grey and Pleasant Land project); Jutla with Brunel and Swansea (ESRC Seminar Series: Ageing, Race and Ethnicity);

Environment template (REF5)

Thiara with Warwick (British Academy funded project on Male Victims of Intimate Partner Violence).

The submitting unit and the University have also established a number of collaborations in the HE sector to support research. UW has a longstanding strategic partnership with the University of Birmingham. This partnership has facilitated the establishment of a number of research collaborations resulting in joint bids, seminar series, jointly funded studentships, joint supervision etc. Research students from the submitting unit also have access to Birmingham's ESRC DTU through this partnership. Joint Innovation days have been run with Coventry University, the University of Gloucestershire and Buckinghamshire New University to which academic staff are invited, the purpose of which is to identify opportunities for collaboration in research and knowledge transfer. These events led to the establishment of an Annual Applied Research Competition (for staff and research students) involving Worcester, Coventry and Buckinghamshire and were also instrumental in the development of a PhD studentship competition jointly funded by Worcester and Coventry. The University is also a member of CREST (the Consortium for Research Excellence Support and Training), an organisation that brings together researchers from 20 member universities and which facilitates collaborative activity both face to face, through its annual symposium and a programme of research events and seminars, and virtually via an online community built around a series of interdisciplinary research groups.

The submitting unit also has a number of developed and developing research collaborations with NHS Trusts, CCGs, etc. facilitated through the Worcester Health Research Collaboration (as outlined above). It has worked closely with the voluntary sector, e.g. Dementia UK fund a research post within ADS, the Fatherhood Institute are partners on the research project looking at health visitors' attitudes to fathers, ADS works with the Alzheimer's Society through the FITS and Connecting Communities projects, a dedicated team is working with the NCT to develop research projects.

Staff within the submitting unit are engaged in a range of activities which contribute to the discipline/research base. These include:

- Membership of editorial boards/editors, e.g. Aging and Mental Health, Journal of Dementia Care (Brooker), Journal of Practical Theology (Clarke), Ageing & Society (S Evans), Journal Reflective Practice, International and Multidisciplinary Perspectives (Sue Lillyman), The Practising Midwife (Nolan), International Journal of Palliative Nursing, British Journal of Community Nursing (Brian Nyatanga), British Journal of Occupational Therapy (O'Brien), Nursing Philosophy (Snelling), Australian Occupational Therapy Journal (Thomas).
- Academic fellowships, e.g. scholarship from the Florence Nightingale Foundation (Jenny La Fontaine), Ruth Davies Research Bursary (Russell).
- Reviewers for grant committees: Alzheimer's Society (Evans), ESRC (Evans), MRC (Lillyman), NIHR (Bradley, Clarke, Evans, Nolan).
- Reviewers for journals, publishers, etc., e.g. BMC Editorial, Dementia, Evidence-Based Nursing, International Journal of Nursing Studies, Journal of Advanced Nursing, Journal of Geriatric Psychiatry, Journal of Nursing Management, Journal of Psychiatric and Mental Health Nursing, Journal of Psychopharmacology, Nurse Education Today, Nurse Prescriber, Nurse Researcher, Social Science and Medicine.
- Other, e.g. member of Heart of England Mental Health Research Network (MHRN) advisory board, NIHR West Midlands North Comprehensive Clinical Research Network (Bradley), Dementia Action Alliance Board with responsibility for research (Brooker), member of Executive Board of the British Association for the Study of Spirituality (Clarke), member of Advisory Board for ESRC-funded 'New Urbanisms, New Citizens' Project (Ellis), Executive Committee of the British Society of Gerontology (Evans).