

<p>Institution: Leeds Metropolitan University</p>
<p>Unit of Assessment: Unit 22 Social Work and Social Policy</p>
<p>a. Overview</p>
<p>The Deputy Vice Chancellor (DVC), Research and Enterprise is responsible for the strategic development and leadership of research and enterprise activity across our University. The University Research Office (URO) and University Enterprise Office (UEO) under the line management of the DVC, support the delivery of the Strategic Plan 2010/2015 and the Research Strategy. Building and enhancing a research culture is at the heart of Leeds Metropolitan University's Strategic Plan 2010-2015. The DVC is directly supported by Head of the URO and four faculty directors of research. This group is at the forefront of research developments, abreast of the demands internally and externally and provides the framework and scope for change and implementation of the research strategy.</p> <p>The research environment is further enhanced and focussed through the internal establishment of three Research Institutes, each with a director and a collection of research centres which cover a very wide range subject base. The institutes and centres demonstrate our expertise and strengths in an array of subject areas focussing on developing research activity to provide sustainability and a platform for growth. This major investment has seen a return in the form of an increase of 57% in successful applications for external research income and a higher number of academic staff being put forward for inclusion in the REF. The strategic research decision making processes take place through our committee structures at University and faculty level. The University Research and Enterprise Committee and its sub-committees, The Research Degrees and the Research Ethics committees deal directly with research and enterprise issues. The Research Degree Sub Committee has the sole authority for decision making on any matters relating to postgraduate research students. Across the University as a whole there are over 550 research students studying full and part time on a variety of research degrees. In the academic year 2012-13 53 postgraduate research students successfully completed their programme of study.</p> <p>Leeds Metropolitan University is committed to the development of its staff, and operates in compliance with the Concordat and Researcher Development Framework. Through Human Resources (HR) and the URO/UEO we enable our staff to deliver high levels of performance by promoting and providing development opportunities which are reviewed through our Performance and Development Review (PDR) process. There are also biennial promotion calls for suitably qualified staff to the roles of Reader and Professor as part of our on-going commitment to the research vibrancy of our university. Both early career researchers and those further into their careers are offered a wide range of development and participate in a lively research culture at Faculty and School level as well as in university-level events.</p> <p>Continual professional development through the Enterprise Academy and the Research Academy will equip our staff and research students with the necessary skills and attributes to be able to succeed in their chosen career paths. The URO implement several competitive schemes to build research careers such as; Early Career Research Development, Research Leadership and Research Cluster Development Awards. These schemes also promote collaboration across our University and in the wider research environment.</p> <p>Internal investment in addition to our external research income is an important contributor to increasing our internal structures, facilities and equipment, research profile, reputation and in the development of academic staff.</p>
<p>b. Research strategy</p>
<p>This is the first time that this group is to be submitted for research assessment. At around the time of the end of the previous RAE regime there was a marked shift towards a more research led focus within the group. From this period onwards there has been a focus on both research led teaching</p>

and external impacts. Initially support for this took the form of a renewed promotion structure – from 2007 the university created a much more transparent process for promotion to reader and professor. There were also monies available for staff to present at both academic and practitioner conferences and some monies for sabbatical leave. Additionally, there was shift in the group's recruitment strategy with a stress on the recruitment of research active staff with PhD qualifications. More than 80% of staff in the group have PhDs and the vast bulk are research active. And though a number of the relatively junior researchers are not part of this Unit's submission because they do not yet have the 4 of proportionate outputs, we are sure that they are moving in the right direction and that we will be able to submit them to any following REF exercise. This project is being supported by more senior members of staff who have acted to foster the research of their more junior colleagues.

c. People, including:

i. Staffing strategy and staff development

Financial support for the research duties of the staff come from a mix of income from external grants and time allocated for research and scholarship. In addition, staff are encouraged to apply for Continuing Professional Development monies for conference attendance and for PhD research. Indeed, the university aims to increase the number of staff with PhDs through both its recruitment policy and support for existing staff to be bought out of teaching to pursue their PhD researches. The Faculty also provides support for PhD studentships through a postgraduate teaching assistant scheme. Other Faculty and University schemes supported a number of earlier PhD Studentships that were completed in the REF period. A major policy to develop research staff is to identify early career researchers from within the Faculty's PhD graduates and from its postdoctoral research assistants. This has already led to the appointment of new core research staff, largely as research fellows and a senior lecturer. A Research Assistant recently won a PhD scholarship within the Faculty and there are two examples of a Research Fellow being promoted to Senior Research Fellow. Five new professors in the Faculty were successful in the recent externally peer reviewed professorial promotions round and a Readers and Professor's group chaired by the Faculty Director of Research provides academic leadership and mentoring.

ii. Research students

Beyond the existing staff whose research impacts are surveyed below, the Research Centre also acts as a hub for post-graduate activity within the school. Before 2007 there was little PhD supervision within the School and no completions. Since then, however, a number of students have successfully completed PhDs, and more have been brought into the School with a view to enhancing its research profile. Thus from almost a standing start twelve students completed PhDs in the period 2008-13. Frost acted as Director of Studies for four of these, Brown was the DoS for a further four, while a colleague who has recently retired, Dave Webb, was the Director of Studies for three more. Blackledge acted as the DoS for the final PhD Student to complete his studies in this period.

More recently, there has been a further increase to 37 PhD students whose DoS is to be found within the group submitted as part of REF 22, with more PhD students outside this group for whom colleagues in the group act as second supervisors. Moreover, the process of supervision has been aided by the interdisciplinary synergies within the group such that colleagues with different backgrounds are now acting as first and second supervisors of PhD students in ways that are enriching the PhD experience. For instance Brown (playwork) and Blackledge (political theory) have recently begun to co-supervise a PhD student. Similar atypical convergences are common within the group, and are perceived as a positive amongst the research student community.

All postgraduate research students are required to complete a Research Training Programme that aims to equip them with the skills important for their development as a researcher, and that will help with their future employability. This commences with a compulsory weekend residential retreat led by the DVC for Research and Enterprise. As well as skills specific to their own doctoral research, they also include personal effectiveness, communication and networking skills and career management. At the beginning of their studies, students complete a Training Needs

Environment template (REF5)

Analysis which forms the basis of an individual training programme that they undertake throughout their research degree. Training sessions are provided at University level and also by the Faculty. Many resources are available online so that our distance learning students can access them easily. Towards the end of their degrees, students produce a portfolio that identifies and evidences the skills that they have developed and can be used to enhance their employability. Students also have access to the post graduate research tutor at professorial level.

d. Income, infrastructure and facilities

Since RAE 1992 and RAE 1996, whereupon Social Policy and/or Social Work received 3 and 3b, respectively, this Unit of Assessment was not entered for the subsequent RAE 2001 and 2008. Since RAE 1996, most submitted staff has left and new staff appointed. In an important sense then, this submission is for all intents and purposes a new development facilitated following a Faculty restructuring process in 2010. The creation a new Faculty of Health and Social Sciences has facilitated the development of an enlarged research active grouping which now contributes to this submission.

This submission which will be made to A22 (Social Work and Social Policy) currently has the following 14 staff (13.29 FTE) attached:

5 Professors, 2 Readers, 1 Principle lecturer, 6 Senior Lecturers

This unit provides a substantial critical mass of 14 researchers who are submitted to the UOA and a further 13 who are research active with publications but who do not have 4 or proportionate peer reviewed papers in the assessment period.

Financial support for the research duties of the staff come from a mix of income from external grants, time allocated for research and scholarship and investment by the Faculty.

In addition, the Faculty provides support for PhD studentships through a limited postgraduate teaching assistant scheme. Other Faculty and University schemes support a limited number of PhD Studentships. These students have been allocated their own open plan suite of offices at the university. The intention is that this suite will help facilitate their own work whilst simultaneously creating a space to share experiences across the group.

e. Collaboration and contribution to the discipline or research base

The quality and nature of the Faculty's teaching and research programmes in Social Work and Social Policy benefit from and require direct interaction with both users of research and the public. This interaction is therefore encouraged and requires formal approval within existing Faculty and University procedures. Examples of existing engagements with research users and the public are:

Fraser Brown

- Implementation and evaluation of a playwork intervention with abandoned children living in a Romanian paediatric hospital.
- Member of the Executive Board of The Association for the Study of Play (TASP)
- Member of the editorial board of the International Journal of Play
- Member of International Advisory Board of the Romanian Association of Play Therapy and Drama Therapy
- Special Adviser to SQW and Ipsos MORI regarding their evaluation of the Department of Children Schools & Families' 'Play Pathfinders' programme
- Member of Advisory Panel to the Children's Play Information Service (an arm of the National Children's Bureau)
- Trustee of Leeds Play Network

Nick Frost

- Consultant to a wide range of local authorities and voluntary organisations, the

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Department for Children, Schools and Families and the Irish Government on issues relating to child welfare

- Member of a number of advisory committees – including for the Department for Children, Schools and Families
- Independent Chair of Bradford Safeguarding Children Board – 2010/11
- Keynote address to the Institute of Psychiatry conference, on multi-disciplinary work with children, King's College, London – 14/9/2011
- Keynote address to the Irish Prison Reform Trust, Dublin, on prevention in child welfare – 23/9/2011.

Terry Thomas

- Submission of a Response to the Scottish Office (Police Department) on their *Consultation on the Sexual Offences Act 2003 (Remedial) (Scotland) Order 2010* (16th November 2010)
- Submission of a Response to the Home Office on their *Criminal Records Review* (3rd December 2010)
- *Reforming the Notification of Registered Sex Offenders (Part 2 of the Sexual Offences Act 2003): a targeted consultation* - submission of evidence to the UK Home Office, July 2011
- *Sex Offender Registration: Information Paper* – submission to the Victoria Law Commission, Melbourne, Australia, July 2011
- 18th February 2008: 'Saving Lives. Reducing Harm. Protecting the Public: an Action Plan for tackling violence 2008-11', Real Radio (Yorkshire)
- 29th September 2008: 'Open Family Courts' – interview for ITV Wales programme *Wales Today*
- 21 April 2005: 'Anti-social Behaviour', BBC TV 'Look North'
- 12 February 2004: 'Sexual Offenders: re-conviction rates', *Morning Report*, BBC Radio Five

Colin Webster

- Academic Consultant to the Youth Justice Board of England and Wales 'Changing the Risk Assessment Framework'
- Co-investigator with Prof. Nicola Madge (Brunel) and Prof. Anthony Goodman (Middlesex) of an AHRC and ESRC funded research project (2009/11: £544,000) *Negotiating Identity: young people's perspectives on faith values, community norm and social cohesion*,
- Co-Investigator with Prof. Tracy Shildrick and Prof. Robert MacDonald (University of Teesside) of a Joseph Rowntree Foundation funded research project (2008/10: £106,000) *Two Steps Forward, Two Steps Back? A case study of recurrent poverty*.

Alex Nunn

- Contract research and consultancy income from projects directly related to performance management in the UK PES amounted to nearly £300,000.
- Research on management of frontline Advisors led to the establishment of a national working group during 2008 to adjust the 'Adviser Achievement Tool' in line with the findings and recommendations of the research. See testimonial from Natalie Rhodes, Department for Work and Pensions.
- Research on the operation of the Job Outcome Target (Nunn *et al.* 2007a; Nunn *et al.* 2007b) (Nunn *et al.* 2007a; Nunn *et al.* 2007b) (Nunn *et al.* 2007a; Nunn *et al.* 2007b) (Nunn *et al.* 2007a; Nunn *et al.* 2007b), alternative forms of performance management internationally, and pilot systems of performance management in Jobcentre Plus informed the replacement of the Job Outcome Target with a new Performance Management Framework in 2010. See testimonial from Paul Selby, Department for Work and Pensions.
- Research on the early operation of the PMF has informed the development of the PMF by

the Department for Work and Pensions during 2012.

- This portfolio of research and impact led Dr Nunn to be invited by the UK Performance Management Forum to address a workshop of senior Civil Servants and practitioners from across central and local government on performance management design and practice in February 2012 (<http://www.pspmf.org/>).
- The international review undertaken by Nunn, Bickerstaffe and Mitchell has had influence outside the UK. It is widely referenced in other international reviews of PES performance management and in research commissioned to inform the development of EU support systems. For example, Ecorys (Ecorys 2012) rely heavily on the report throughout their international comparison of PES performance management and the development of mobility indicators for the European Commission, in both the overall report and the separate country level case study reports. Mosely also draws on the report in his technical expert paper for the PES-2-PES mutual learning programme (Mosley 2011) on decentralisation of PES management practices. Finally, as a direct result of this research, Dr Nunn has been asked by the European Commission to contribute his own technical expert paper on good practice in PES performance management design and implementation for PES practitioners across the EU.

ESTEEM FACTORS

Blackledge is an internationally recognised scholar in the area of ethics, historical materialism and Marxism. Most recently, he was invited as Plenary Speaker to attend an international conference on Marxism held at Nanjing University, China in September 2010. In January 2010 and in April 2013 he was invited as Plenary Speaker to a conference on Historical Materialism to speak about, first, 'Ethics and Anti-Capitalism' and, second, contemporary left strategy at City University, New York. He is regularly invited to speak at the Oxford Radical Forum, held at Wadham College, Oxford.

Brown is a world authority on children's play. He is renowned for his research contributions and interventions in relation to 'play deprivation' and abandoned children in Romania. He is currently Member of the Executive Board of The Association for the Study of Play (TASP) and of the editorial board of the International Journal of Play.

Frost is consultant to the Department for Children, Schools and Families and the Irish Government on issues relating to child welfare. He is on the Editorial Board of Child and Family Social Work and Social Work and Social Sciences Review, and is a member of a number of advisory committees – including for the Department for Children, Schools and Families.

Thomas is a world authority on sex offender registers and criminal records. He is consulted widely and has contributed to numerous Home Office reviews and consultations, for the Scottish Office, and has given evidence at numerous Parliamentary Commons and Lords Inquiries and Select Committees.

Webster is an internationally recognised scholar in ethnicity and crime, poverty and social exclusion, and criminal careers. Most recently he was invited as a keynote speaker to the Annual Youth Justice Convention (2011). He is Academic Consultant to the Youth Justice Board of England and Wales on 'Changing the Risk Assessment Framework'. He is Visiting Research Fellow at the University of Teesside, and a Member of an ESRC Research Advisory Group 'Youth Offending and Youth Transitions', Universities of Glasgow and Strathclyde.