

<b>Institution:</b> University of Salford
<b>Unit of assessment:</b> Sub-Panel 22 - Social Work and Social Policy
<p><b>a. Overview</b></p> <p>Work in the fields covered by Sub-Panel 22 is undertaken by several groups within the university, each of which brings its own interdisciplinary underpinnings (in terms of theories and methods) and substantive topics of interest into play:</p> <ul style="list-style-type: none"> <li>• The <a href="#">Centre for Social Research</a> (CSR) brings together researchers with expertise in four specialist areas, two of which are relevant to this sub-panel. <ul style="list-style-type: none"> <li>○ The first relates to communities, localities and inclusions and involves work on topics including urban regeneration, citizenship and family relations. It incorporates <a href="#">Community Finance Solutions</a> (CFS), an award-winning unit specialising in financial and social inclusion and community asset ownership.</li> <li>○ The second relates to crime and criminal justice and involves work on topics such as violence and hate crime, youth crime and justice, crime victimization, and crime prevention. It also includes the <a href="#">Salford University Centre for Prison Studies</a> (SUCPS), the only Centre of its kind outside of London.</li> </ul> </li> <li>• The <a href="#">Centre for European Security</a> (CES) studies security, terrorism and intelligence issues in both their historical and contemporary dimensions.</li> <li>• The <a href="#">Centre for Nursing, Midwifery and Social Work</a> (CNMSW) conducts research on social work and social policy, with relevant constituent themes relating to citizenship, social exclusion, and knowledge for professional practice.</li> <li>• The <a href="#">Salford Housing and Urban Studies Unit</a> (SHUSU) is home to a core staff of researchers with expertise in social policy, urban geography, housing management, and environmental management and focuses many of its projects on social exclusion, community cohesion and community engagement.</li> <li>• The newly created <a href="#">Work, Health and Wellbeing Research Group</a> (WHWRG) brings together researchers who study the structural determinants of health, including those found under conditions of social exclusion or in the workplace, particularly for social workers.</li> </ul> <p>Until 2009, research groups were clustered in institutes which sat outside schools and colleges and were overseen by the Research and Graduate College. During the academic year 2009/10, the institutes were replaced by research centres aligned with schools (to reinforce the strong links between teaching and research at Salford) and supported by the Research and Innovation Unit. Formal links exist between these groups; for example, some members of the CNMSW have associate status in the CSR. And there are many informal links as well. For example, the relocation of the CSR to the same school as the CNMSW in August 2013 is expected to increase considerably the interaction between the two research groupings. Similarly, members of SHUSU and CNMSW have developed and successfully bid for joint research projects on migration and social exclusion within Europe and the UK.</p> <p><b>b. Research strategy</b></p> <p>Salford has a longstanding tradition of research in Social Work, Social Policy and associated topics, submitting returns to the RAE in 2001 and 2008. In 2008, several strategic aims were enunciated and these provide the framework for a description and assessment of research strategy during the REF census period and the formulation of objectives for the next five years.</p> <p><b>i. To build on work in each of the following thematic areas: Social Inclusion; Knowledge, Uncertainty and Risk; Governance and Governmentality; and Sustainable Futures</b></p> <p>The first three of these thematic areas have continued in active development. Work on the fourth - Sustainable Futures – is now coming to an end due to staff retirements. Research on <b>Social Inclusion</b> expanded in several important ways. First, there has been continued development of lines of inquiry reported in the RAE 2008. For example,</p>

since 2008, Community Finance Solutions (**Dayson**) has undertaken more than a dozen new projects relating to the sustainability of microfinancial institutions, community land trusts and government policy in these areas. Second, new research topics have been added. For example, **Scullion** and colleagues in SHUSU have developed a community-based research methodology to study housing and related needs among migrant and nomadic communities (e.g., Travellers, Roma). **Scullion** has led 21 projects in this area since 2008. Third, research has increased its geographical scope. Thus, both **Dayson** and **Scullion** have moved from local-level studies to national and international contexts. **Dayson** is a founding member of the European Microfinance Network and has conducted several research projects for the European Commission. **Scullion** has examined issues surrounding A8 and A2 migrants to the UK and is joint lead on an EC-funded project to study the experiences of the Roma in ten countries. Through changes in staffing and the development of new lines of inquiry, research on Knowledge, Uncertainty and Risk has moved forward to focus on **Knowledge, Reflexivity and Wellbeing**. Thus, **Gregory** continued her research on the work-life balance, developing it to look specifically at fatherhood in France and the UK, latterly in relation to the impact of recession. More broadly, **Frade** writes on the need to rethink sociological theory in relation to contemporary societal trends in capitalism, managerialism and 'Big Data.' Additionally, a key dimension of the theme has been the generation of knowledge for wellbeing through reflexive practice. For example, **Fairhurst's** work on inter-generational relations includes a consideration of how life stories inform community learning. Similarly, **Coffey** and colleagues have worked with health care managers to examine and improve their current practices in relation to the health and wellbeing of staff. Finally, **Clark** is beginning work on neighbourhoods and dementia, and (with **Fairhurst**) on domestic fire risks.

In like manner, Governance and Governmentality has moved forward to focus on **Crime, Criminal Justice and Security**. Colleagues in the CSR have continued to develop their specific topics in relation to crime and criminal justice; for example, prisons and confinement, youth crime and justice, and moral discourse about crime. They have been joined by **Hope** (an internationally recognised expert on theories of crime victimization, prevention and community safety) and – in CES – by **Newbery**, an Early Career Researcher, specialising in the study of interrogation of suspected terrorists. Much of this work is characterised by a strong international and comparative focus, for example, **Birkbeck's** work on crime and justice in the Americas.

The continued development of the three themes has been supported, firstly, by the university's strategic plan (2009-2017), which seeks to promote increased and closer engagement with relevant external stakeholders. Located in an urban area with a relatively high concentration of social problems, the university has gained considerable experience working with local, regional and national organisations in the fields of social care, health and criminal justice, leading to ongoing research projects and excellent partnership working. Second, the university has recognised the areas of health and wellbeing, and security, crime and human rights as two particular peaks of excellence in its research activity and has facilitated their development through institution-wide meetings, working papers, and externally facing events. Third, the Research Investment Support Fund, is a competitive scheme providing up to £10,000 to support a scoping study and the development of a major grant proposal. One staff member from this unit of assessment (**Hope**) was awarded research investment support funding during the REF period and used it to develop research on the August 2011 riots.

## ii. Develop the Quality and (Academic) Impact of Research Outputs

Evidence of success in furthering these interrelated goals can be seen in:

- a) Within the mix of outlets, an increasing number of publications in peer-reviewed journals. Researchers aligned with this unit of assessment (UoA) published an average of 2.9 journal articles per person during the REF period, compared to 2.6 during the RAE.

b) Channelling publications to journals with greater impact. Using the [SCImago Journals Database](#), the average impact factor of journals in which work was published was 0.552 during the REF period, compared to 0.311 during the RAE.

These improvements were supported by annual research appraisals, now incorporated into a unified Performance Development Review, together with formal mentoring arrangements for new staff and early career researchers, both of which gave considered attention to the planned outlets for publications in preparation. Additionally, to increase visibility, all staff aligned with this UoA regularly upload their work to the [University of Salford's Institutional Repository \(USIR\)](#).

### iii. Increase Bidding for External Funds

During the RAE census period, researchers aligned with this UoA submitted 94 bids for research funding, of which 62 were successful, garnering £2,803,652 (an average of £45,220 per project). During the REF period, 107 bids were submitted, of which 59 were successful, garnering £3,265,864 (an average of £55,353 per project). Thus, although the success rate for bids has declined somewhat, the amount of funding per successful bid has increased. This bidding activity was supported by an enhanced Research and Innovation Unit within the university.

### iv. Develop a larger research student community whilst maintaining the quality of supervision

The average full-time and part-time headcounts of postgraduate research students for each year of the RAE were 4.7 and 4.2, respectively. The full-time headcount rose to 11 for the year 2012/13 while the part-time headcount has remained stable (4). This considerable increase was a direct result of several factors. First, the university offers competitive graduate teaching assistantships, and an average of one slot per year went to UoA 22 during the REF period. Second, complete or matching funding to support doctoral students is also available (for example, Community Finance Solutions is currently funding two students). Third, self-funded home or international students are also accepted (four were admitted between 2008 and 2013). And finally, prior to the ESRC's disappointing decision (in 2011) to concentrate funding in Doctoral Training Centres (Salford having been accredited as a Doctoral Training Unit), two ESRC bursaries and one CASE studentship were also secured.

### Building on these achievements, the research objectives for 2014-18 are:

- i. Maintain and build on the research strengths in social inclusion; knowledge, reflexivity and wellbeing; and crime, criminal justice and security.
- ii. Strengthen the two-way linkages between the quality of academic work and the significance and reach of impacts for research users.
- iii. Increase the number of publications per researcher in peer-reviewed journals.
- iv. Increase the impact of journal articles by channelling outputs to publications with higher impact factors.
- v. Increase the proportion of 3\* and 4\*-rated publications.
- vi. Increase the number of doctoral students whilst maintaining the quality of supervision.

Progress in reaching these objectives will be monitored regularly by the relevant research managers, particularly the Associate Heads of School and Associate Deans for research.

### c. People:

#### i. Staffing strategy:

Of the staff currently aligned with this unit of assessment, levels of seniority are as follows: Lecturer - 34%; Senior Lecturer/Reader – 38%; Professor – 21%; Research Fellow – 7%. 62% are female. Given the strong links between research and teaching at Salford, each new appointment is based on the joint consideration of research expertise and teaching contributions and the fit with current strengths or needs in both. In 2010, **Hope** was appointed as the first university Chair in Criminology in recognition of the growth in this important area of work. There were two new appointments of Lecturers:

**Clark** (Sociology – Research Methods, 2008, promoted 2012), and **Newbery** (Contemporary Intelligence Studies, 2010).

All staff are given the annual opportunity for review against the Academic Career Path criteria, either for HERA regrading to Senior Lecturer (in the case of Lecturers), or for promotion to Reader / Professor by the University Professorial Promotions Committee. Three staff within the submission (**Birkbeck, Dayson, Gregory**) were promoted to personal chairs during the REF period. There were two additions at SL/Reader level: **Coffey** (appointed in 2010 and promoted to Reader in 2013) and **Clark** (promoted from Lecturer in 2012).

In 2010, the University was one of only 10 institutions recognised by the European Commission for its work in supporting the professional development of its researchers, and meeting a Concordat to support career development of research staff. In addition, the researcher development opportunities offered at Salford played a significant role in retaining the European Commission HR Excellence in Research Award in October 2012.

#### **Staff research development is specifically supported in the following ways:**

A competitive **sabbatical** scheme (one semester duration). **Birkbeck, Clark Frade** and **Newbery** were awarded sabbaticals between 2008 and 2013.

**Research leave** can be granted for one or two semesters (to work on, or complete, funded projects). For example, **Birkbeck** was granted one semester's leave to take up a prestigious research fellowship at the University of Florida in 2009.

The **Vice Chancellor's Early Career Research Scholarships** (ECRS) is a competitive scheme, which provides a bursary of £2,000 over two years to meet research expenses, a minimum research workload allocation of 20% (over two years) and support from a dedicated academic mentor. **Newbery** was awarded this funding in 2010 and used it to develop a successful application for funding from the British Academy and to submit a successful book proposal. **Appraisal, mentoring and peer review** take several forms. The annual Personal Development Review and the mentoring of new staff and ECRs have already been mentioned. Second, research centres organise internal seminars in which colleagues' work is presented and discussed (e.g., Centre for Social Research, 2008/9). Third, there is informal mentoring and peer review: to read draft papers or comment on book proposals or bids for funding. And finally, there are collaborative research projects in which senior and junior colleagues work together; for example, **Coffey's** work with Professor Lindsey Dugdill (Health Sciences) on wellbeing in the workplace; and **Scullion's** work with Professor Peter Dwyer on international migration and the Roma.

Finally, **funding to support attendance at academic events** is made available through the research centres. For example, **Birkbeck** attended a meeting of Venezuelan criminologists in 2011.

#### **ii. Research students**

Research students are an integral part of the research community and applications for doctoral research are actively sought, but carefully screened. Each student is assigned a supervisor, co-supervisor and mentor. Supervisory training is provided to all PhD supervisors as part of improving supervisory skills as well updating staff on new regulations associated with PhD provision. Such training also includes equality and diversity and widening participation. The university monitors students' progress regularly and rigorously (through a learning agreement, annual reports, an interim assessment and internal evaluation) and has recently adopted additional measures to ensure completion within four years. Students' academic development is supported by doctoral training modules offered through the Centre for Social Research (e.g. Conducting Social Research, Issues in Research Design, Quantitative Analysis, Qualitative Research) and bespoke sessions (e.g. Writing the Thesis; Preparing for the Viva; Getting Published). Students are encouraged to attend, and give presentations at, the [Salford Postgraduate Annual Research Conference](#), which attracts attendees across the university, regionally,

nationally and internationally. Additionally, students who do not hold teaching assistantships are given the opportunity to do some undergraduate teaching. During the REF period, 14 students successfully completed their PhDs, and several have gone on to university careers (e.g., Robert Jeffery to Sheffield Hallam University, William Jackson to Liverpool John Moores University, Emmeline Taylor to the Australian National University and Waqas Tufail to Manchester Metropolitan University).

#### **d. Income, infrastructure and facilities**

##### **i. Income**

During the REF period, researchers aligned with UoA 22 submitted 59 successful bids for a total of £3.27 million. Income sources were diverse: approximately 75% came from public, private or third sector research agencies, for example, the ESRC, the European Union, Carnegie UK, Leverhulme Trust, Calouste Gulbenkian Foundation, Joseph Rowntree Foundation; and 25% came from a variety of service providers, especially local councils. Much of this research had a strong applied component, focusing particularly on the evaluation of existing programmes or the identification of innovative strategies for dealing with problems relating to social exclusion, social stress and well-being.

##### **ii. Infrastructure**

The University Research and Innovation Unit provides dedicated support for researchers bidding for and managing research awards, through its Contracts Office and standardised bidding process for research and enterprise. This unit also provides training in bidding and research dissemination as part of the Staff Development Programme. The bidding support team provide support with identification of appropriate funding opportunities, guidance through submission processes, proposal preparation and development, budgetary and FEC preparation.

##### **iii. Facilities**

All researchers (staff and PhD students) are provided with the required and suitable space and facilities to conduct their research. There are additional facilities for research, including dedicated Research Rooms, the Library, Digital Work Studios, the [THINKlab](#), and the [Research Hotel](#). Four [library sites](#), located across a wi-fi enabled campus, including a state of the art facility at MediaCityUK, provide access to a wide range of resources for research and learning. The cutting edge resource discovery tool, [SOLAR](#), allows access to all academic resources from a single interface, including more than 600,000 books, 35,000 e-journals and [400,000 e-books](#).

#### **e. Collaboration and contribution to the discipline or research base**

##### **i. Interdisciplinary Research**

Much of the research undertaken within this UoA brings two or more disciplinary approaches to bear on theoretical, methodological or practical problems, most usually by collaborative arrangements with other researchers from the UoA, elsewhere across the University, or the wider external research community. Significant contributions arising from this work include:

- **Clark's** (Geography) work with Wiles (Medical Sociology) and Prosser (Educational Management) undertook a broad review of contemporary practices and standards in relation to the ethics of visual research. Their peer-reviewed working paper, *Visual Ethics: Ethical Issues in Visual Research* (Wiles et al. 2008) was the fourth most downloaded item on the ESRC/NCRM database (n=>1600) for September 2012, with 659 downloads in 30 days.
- **Clark's** work with Holland (Geography), Katz (Sociology) and Peace (Environmental Gerontology) on participatory observation sought to develop a set of robust methods for understanding social interactions in urban public space. In September 2011: 'Learning to see: Lessons from a participatory observation research project' (**Clark et al.**, 2009) was made freely available in a Routledge international marketing campaign of the most highly cited Sociology articles in its journals (as the third most-cited paper published that year).

- The ongoing collaboration between **Gregory** (Sociology) at Salford and Susan Milner (Politics) at Bath University to study the work-life balance in comparative perspective is jointly informed by sociological perspectives relating to social processes (gender relations) and social construction (of masculinity and fatherhood), and by political perspectives relating to group interests and social policy. They served as guest editors on this topic for an issue of *Gender, Work and Organization* (2009) and (with J. Windebank from Sheffield University) for the *International Journal of Sociology and Social Policy* (2013).

## ii. Collaborations with Research Users

Much of the research conducted within this UoA has an explicit applied component, and some projects arise from ongoing collaborations with research users, who often outline specific problems for which they are seeking solutions. For example, **Dayson's** work on microfinancial institutions led to ongoing relationships with the East Lancashire Moneyline, which approached the CFS research team to seek help in designing a new method of risk assessment for processing loan applications from low income communities. **Dayson** and colleagues compared different data mining methods in order to develop a web-based Credit Risk Assessment Tool which can be used by sub-prime lenders.

## iii. National and International Academic Collaboration

National and international research networks are a growing and important dimension of work within the UoA. For example:

- Since 2005, **Birkbeck** has been a member of the consortium of researchers that carries out the International Self-Report Survey of Juvenile Delinquency. He led the Venezuelan team which participated in the second sweep of the survey (2006), leading to a chapter in the first volume of results in 2010. This was the first case study from Latin America. He is co-leading the Venezuelan team's participation in the third sweep (with data collection in 2013).
- **Dayson** is a founder member of the European Microfinance Research Network (2005- ), which brings together academics from Europe and the U.S. through projects and an annual conference. One outcome of this collaboration was the *Handbook of Microcredit in Europe* (2010) to which **Dayson** contributed a concluding chapter that identified a new type of microfinancial organisation in Europe: Complex Interrelationship Microfinance Finance Initiatives.
- **Fairhurst's** qualitative research on aging has led to ongoing collaborative work (since 2009) on contemporary representations of wisdom with colleagues at the National University of Ireland. So far they have presented papers at three international events and produced two publications.
- **Frade** is Convenor of the [Max Weber Study Group](#) of the British Sociological Association, which is organizing three seminars (2012-14) on 'Thinking the Present with Max Weber.'
- **Gregory** is a member of the Sloan Work and Family Network. She is also a member of a EU research group, preparing a special edition on contemporary fatherhood for *Families, Relationships and Societies*.
- Until 2009, **Hope** was Institutional Representative/Coordinator, Work-Package 6, CRIMPREV (Assessing Deviance, Crime and Prevention in Europe), Co-ordination Action, EU 6<sup>th</sup> Framework Programme, leading to chapters in the *CRIMPREV Final Report* (2009), and in books edited by Robert (2009) and Crawford (2009).
- In addition, colleagues maintained an active involvement as presenters at international conferences, including: the American Psychological Association (**Coffey**), the Association of American Geographers (**Clark**), the Australasian Housing Researchers' Conference (**Scullion**), the British Society of Criminology and the European Society of Criminology (**Birkbeck, Hope**), the ESRC Research Methods Festival (**Clark**), the International Criminology Conference, Mexico (**Birkbeck**), the International Sociological Association (**Fairhurst**), the International Studies Association (**Newbery**), Political Studies Association of Ireland (**Newbery**),

and the Social Policy Association (**Gregory, Scullion**).

#### iv. Seminar Series, Journal Editorships, Conferences, etc.

Staff have been editorial board members or guest editors for journals:

- Editorial boards: **Birkbeck**, *Capítulo Criminológico* (Venezuela); *Caribbean Journal of Criminology and Public Safety* (University of the West Indies); *Crime, Law and Social Change* (Springer); *Revista Cenipec* (Venezuela) – all ongoing; *Criminology and Criminal Justice* (2006-2010). **Gregory** is Associate Editor, *Gender, Work and Organisation*. **Coffey** was Associate Editor for the *International Journal of Workplace Health* (2010).
- Guest editorships of special issues: **Birkbeck**, *Crime, Law and Social Change* 52(2), 2009; **Gregory**, *Gender, Work, and Organization* 16(1), 2009; **Hope**, *Criminal Justice Matters*, Issue 87, March 2012.

#### v. Evidence of wider influence in the research community includes:

##### 1) Commendations for published work

Thus, **Gregory**'s paper with Milner on fathers and work-life balance (*International Journal of Sociology and Social Policy*, 2011) was 'highly commended' in the 2012 'Outstanding Papers' Award, and is currently listed as one of the journal's [most popular papers](#).

Similarly, **Coffey** earned the [Outstanding Paper Award for the International Journal of Workplace and Health Management, 2010](#) for the paper – 'Designing a Stress Management Intervention in Social Services' – (with Dugdill L., & Tattersall A., 2009).

##### 2) Invited papers at UK and foreign universities

For example, **Birkbeck** gave a paper on Latin American prisons at the seminar on 'Translating Penal Cultures' (University of Nottingham, 2012) and on the police at the seminar on 'Policing in the Ibero-American World' (LSE, 2011). **Clark** gave a paper on qualitative techniques for mapping the social and spatial landscapes of community at the 1st International Visual Methods Conference, University of Leeds (2009). **Fairhurst** gave an invited keynote speech on 'Qualitative Methods in Aging Research' to the European Sociological Association for Ph.D. Students meeting at the University of Vechta, Germany (2010). **Gregory** gave presentations on work-life balance to the Work and Family Researchers' Network Conference (New York, 2012) and at the University of London Institute of Education's symposium on this topic (2013); **Hope** gave invited papers to, among others, the 'Tides and Currents in Police Theories' Conference (University of Ghent, 2012), the Inaugural Conference of the Welsh Centre for Crime and Social Justice (2011), and the 'International Conference on Policing in Central and Eastern Europe', University of Maribor, Ljubljana (2010); **Newbery** gave a paper on 'Does Torture Work?' at the Oxford Conference on the Ethics of National Security Intelligence (2011).