

## Environment template (REF5)

<b>Institution:</b> Swansea University
<b>Unit of Assessment:</b> 22 - Social Work and Social Policy
<b>a. Overview</b>

The unit conducts distinctive social work and social policy research through two research groups, both located in the University's College of Human and Health Sciences:

<b>Centre for Innovative Ageing (CIA) – 30 staff, 15 PhD students</b>
The CIA builds capacity in ageing research, promotes multidisciplinary working, and strengthens links between academia and practice. The Centre has 3 Professors ( <b>Burholt (director)</b> , <i>Phillips, Keating</i> ), a Reader ( <i>Musselwhite</i> ), a Senior Lecturer ( <i>Hillcoat-Nalletamby</i> ), 7 Lecturers ( <i>Beech, Croxall, Dunning, Raithby, Nash, Willis, Rodgers</i> ), 3 Research Fellows, 12 Research Assistants, 3 support staff. CIA hosts the Welsh Government (WG)-funded Older People and Ageing Research and Development Network (OPAN Cymru) and Wales Stroke Research interest group.
<b>Social and Health Care Research Group – 11 staff, 5 PhD students</b>
The Group has two Professors ( <b>Huxley (director)</b> , <i>Hughes</i> ), 2 Senior Lecturers ( <i>Evans, Hann</i> ), 1 Lecturer ( <i>Edwards</i> ), 2 Research Fellows (one seconded from Swansea City Council) and 4 support/development workers. The group includes the Swansea arm of the Mental Health Research Network (MHRN) and the All Wales Academic Social Care Research Collaboration (ASCC) initiative in Wales. <i>Beech, Evans</i> and <i>Phillips</i> are members of both groups.

The UoA has benefitted from the establishment of the **Research Institute for Applied Social Sciences** (RIASS, 2011) which embeds an applied social science perspective throughout the University, promotes interdisciplinary work and provides a critical mass in this area. Our two research groups are represented on the RIASS Executive. The upward trajectory of the UoA is reflected in HESA Cost Centre data for Ageing studies, which shows that in 2011/12, the **CIA ranked second in the UK for both total research income and RCUK income per academic FTE** when compared to income attributed to Social Studies in 122 other HEIs. The UoA's research culture is supported by a vibrant community of postgraduate students and an **ESRC Doctoral Training Centre**. Over the period, staff have collaborated with 32 UK universities, and with institutions in 12 countries. We benefit from a very well resourced environment within the College.

<b>b. Research strategy</b>
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Our vision is to be an *interdisciplinary, research-led, internationally focussed centre of excellence that enhances, supports and sustains social policy and social work research of the highest calibre at Swansea*. Working with practitioners and industry to broaden impact and non-traditional sources of funding it has also sought to **integrate impact into its research practice and environment**, facilitating research collaborations and networks with **national (UK) and international partners**.

Our research strategy, which is fully aligned with the University's Strategic Plan, aims to: (a) maximize impact by focussing on targeted research outputs that benefit service users; (b) develop staff, particularly Early Career Researchers (ECRs); (c) secure research income from a broader range of sponsors to enhance the research infrastructure; and (d) nurture a strong postgraduate research community. The success of this strategy is evidenced by:

1. The unit's leadership of OPAN Cymru and MHRN, and its **influence on policy** related to issues of ageing in Wales, the UK, Europe and globally;
2. The broad range of **effective collaborations** with international partners, policy makers and practitioners, which in turn benefit service users;
3. The **translation of the unit's research** into operational practice (e.g. measures of quality of life, social capital and social inclusion translated for use in the major NGOs in Hong Kong and as an outcome measure in North Brisbane Mental Health Services);
4. The **targeted recruitment and effective progression of staff**, including the appointment of a Reader and a Lecturer, and promoting ECRs to postdoctoral fellowships and a lectureship;
5. Winning **£17.8m in research grants** and contracts from bodies such as RCUK (AHRC, ESRC, MRC), European Research Council, National Institute of Social Care and Health Research (NISCHR), National Institute of Health Research (NIHR), UK and Welsh Government; and

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6. The award of an **ESRC Doctoral Training Centre (DTC)** to support the unit's growing community of postgraduate researchers.

**Performance since RAE 2008:** During the period the University restructured by merging Schools into Colleges (2010), providing **stronger infrastructural support** for research by bringing together cognate disciplines. The Interdisciplinary Research Centre on Ageing was renamed the Centre for Innovative Ageing to reflect the nature of its work and strategic direction. The Centre for Criminal Justice and Criminology (submitted to this UoA in RAE 2008) moved to the College of Law. We retain strong links with Criminology through interdisciplinary collaborations, RIASS, and the DTC.

An unwavering commitment to theoretical rigour and applied work with strong links to policy and practice has distinguished Swansea's international reputation in both ageing and social and health care research. Ongoing work in the two groups builds on the aims articulated in RAE2008 to engage in world-class, multi- and inter-disciplinary research, **developing areas of proven strength and strengthening collaborations** with policy makers and practitioners. The CIA expanded expertise in four distinct themes: environments of ageing; civic and social engagement and participation of older people; rights, equality, participation, and inclusion; and community, intergenerational, and family relationships. The Centre has also established an international profile through major, multidisciplinary research-programme funding, addressing environmental aspects of ageing (e.g. New Dynamics of Ageing-NDA; Lifelong Health and Wellbeing-LLHWB and Canadian Institute of Health Research programmes) and an ESRC-funded, multi-centre, large programme grant.

CIA has achieved international recognition for its work in social gerontology, and is **recognised as a collaborating centre of excellence and a global leader in research** by the International Association of Gerontology and Geriatrics (IAGG). World-leading expertise on environmental gerontology is acknowledged with *Burholt* and *Keating* invited members of the International Working Group on Social Exclusion, and the International Network on Rural Ageing, while *Keating* leads the Global Social Initiative on Ageing. The Centre provides infrastructure, focus and leadership for interdisciplinary ageing research across the University and encourages associate membership from other disciplines. Examples include a group on nanotechnology and ageing, with Engineering and Computer Science (3 PhD studentships support this interdisciplinary work with UoA members); climate change with Law and Geography; and older offenders with Criminology.

Expertise in social and health care research is recognised internationally through collaborations in relation to social inclusion (Hong Kong, Singapore, Australia and Canada), quality of life (US, Norway, Holland, Sweden, China, Australia) and health policy (Thailand). The group has also developed a reputation through its international, methodologically focused publications (e.g. the measurement of quality of life, social capital, social inclusion, and recovery), self-harm and suicide (including a review of the Wales Suicide Prevention Strategy), social care workforce issues (e.g. staff stresses in the care of dementia patients) and health and social care service and policy analysis and evaluation. It engages in **multidisciplinary research bids to major funding bodies** through close association with 11 MHRN Research Development Groups (RDGs). Collaborations with policy makers and practitioners in business, industry, and the public and third sectors are also facilitated by the OPAN and MHRN networks, in which the unit takes a lead role. These have led to recommendations arising from research being adopted by the Older People's Commissioner in Wales (e.g. care home closure policies) and Welsh Government (e.g. 3<sup>rd</sup> strategy for older people). The Huxley report commissioned by the Welsh Government (NISCHR) informed the development of the All Wales Academic Social Care Collaboration (ASCC), translating research into practice.

**Sustainability and future plans:** The primary objectives for our development over the next five years are: to sustain an interdisciplinary research environment that continues to attract and develop talented staff and PGR students; to build on collaborative links with other world-leading centres of excellence, with the public and voluntary sectors, and with industry and business; to foster stronger collaborative links with research users; and to further increase the quality and quantity of original and rigorous applied research that has international reach and significance.

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Research-income priorities are to increase the **strong, balanced portfolio of funding channels** in support of high-quality, interdisciplinary research, leveraging resources to core areas of expertise and building critical mass through increased grant capture from a wider range of funders (RCUK, Horizon 2020, National Institute of Aging, charitable bodies). We will further develop our established international links, especially in Australia, Canada, France, Hong Kong, India, Sweden and the USA, building on ESRC-funded research on dementia (Cognitive Function in Ageing Study (CFAS)), social inclusion and environment. The unit aims to **influence the direction** of European Research via Horizon 2020 and to develop interdisciplinary collaborative research groups specifically to attract additional EU funding. Research will be aligned with the scientific directions set out for the EU, UK and Wales (e.g. as reflected in the Science for Wales agenda). Responding to these agendas will allow the strategic development of the UoA and ensure diversification of income streams. We will **consolidate our policy and practice links** with older people and those with mental health issues, and through secondments to/from WG and local social services.

Social work with older people and social care provision will continue to be a main research theme, building on the new ASCC initiative of **evidence-enriched practice and participatory research** undertaken in the UoA. Links and collaborations will be strengthened across the portfolio through our Knowledge Exchange work with industry (Care in Business), and through staff/student exchanges with Tata Institute of Social Sciences, Mumbai (India); Centre for Supportive Environments and Ageing, Lund University (Sweden); Research on Ageing Policy and Practice, University of Alberta (Canada); Texas A&M (USA); Rhône-Alpes (France); Centre for Population Change, Southampton (UK); Department of Sociology/Gerontology, Oklahoma University (USA), Departamento de Sociología II: Ecología Humana y Población, Complutense University of Madrid, (Spain); and LaTrobe University, Albury-Wodonga (Australia). Existing collaborations will be further developed with social work and mental health research centres of excellence (Social Care Workforce Research Unit, Kings College London; Personal Social Services Research Unit, University of Kent; College of Social Work, England, and with the Universities of York, Melbourne, Queensland, Griffith, Hong Kong Baptist, the National University of Singapore and Umeå).

We will continue to work with the College of Arts and Humanities, the College of Medicine's Clinical Trials Unit and the MRC Centre for the Improvement of Population Health through e-Records Research (CIPHER). Our groups will continue to specialise in **interdisciplinary research** with Engineering, Computer Science, Law and Geography, and with users from business, industry, and the voluntary and public sectors. We are prioritising technological aspects of gerontology, such as 'smart wearables', with Computing, Engineering, and Medicine (technology theme); work with architects, planners, retailers and transport experts on design for retail environments (environments of ageing theme); and extending working lives (community and intergenerational relationships theme). Two funded research programmes last until 2016/17, ensuring that our ambitions are **sustainable**. We will continue to have bolt-on studies and linked studentships to the ESRC large programme grant (CFAS) and AHRC-funded research on dementia and visual arts.

The PGR community will be developed through the **ESRC Wales DTC**. The unit has successfully implemented a model of securing 50% funding for DTC students in the social care and social work pathway from industrial and voluntary sector partners. Students engage with other postgraduate communities in the Wales DTC and beyond, enabling access to high-quality training. The ASCC Academy will increase the number of students undertaking PhDs and professional doctorates. PhD studentships linked to all major RCUK projects benefit from mentorship in multidisciplinary teams.

There are plans to relocate CIA into a new building on Swansea's Singleton Park Campus, providing dedicated space to host visiting fellows and research facilities for interdisciplinary research, and co-locating the CIA with industrial R&D activity (see section D). We will **deliver transformational impact**, facilitated by access to businesses developing products for older people, with the potential for spin out/in companies from work in technology and ageing.

Through RIASS, we will benefit from space in the new (£13m) Data Science at Swansea building which will house the MRC-funded Centre for the Improvement of Population Health through E-health Research (CIPHER, part of the Farr Institute network), and ESRC-funded Centre for

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Administrative Data Research and Evaluation (CADRE). This will give our researchers access to significant datasets and health informatics that will be used to underpin social policy research. In addition, a £750k Public Policy Institute, funded by the Welsh Government, was secured in collaboration with Cardiff University. The Institute will inform our research in the coming years.

### c. People, including: 1. Staffing strategy and staff development

Since 2008, the University has invested in research leadership in gerontology via the appointment of a Chair (Keating), Reader and a Lecturer. All Category A staff are on permanent contracts and there is a mix of ECRs and senior staff. All CIA staff attend quarterly staff meetings to discuss and shape research strategy, participate in seminars, away days, mentored writing groups, and weekly social events.

There is a commitment to help ECRs make the **transition to independent researchers**, including reduced and block teaching, mentor support, and priority access to PhD studentships to jump-start research programmes. We have supported staff in seeking and utilising **competitive and prestigious research fellowships**. **Three ECRs were appointed** (two as postdoctoral NISCHR fellows, and one as a Lecturer), and *Nash* won a Welsh Livery Guild award, providing **evidence that progression has occurred**. We have hosted an ESRC post-doctoral fellowship in social work (*Phillips*). Furthermore, a one-year Chinese government postdoctoral scholarship (*Hughes*) was secured during the period. Funding is available for ECRs (and all RAs) to attend at least one national conference per annum. A quarter of the unit's research staff benefited from sabbatical leave in the period. ECRs are encouraged to publish their work singly as well as with colleagues (e.g. an RA has developed a reputation in a critical approach to social work for older people through publications with senior staff). Senior staff hold (or have held) prestigious fellowships at other universities (e.g. National University of Ireland; Galway; Oxford; LSE; University of Lund; University of Queensland; and the Baptist University of Hong Kong). The research groups have also **hosted world-renowned researchers** from Australia, Canada, India and the USA.

The University's **Performance Enabling** process incorporates individual staff KPIs related directly to measures of organisational success (including number and quality of publications, successful grant applications, and grant income received) into an on-line Professional Development Review form. **The impact of research** is also addressed in annual reviews. In 2012, the University won a Times Higher Leadership and Management Award and a UHR Excellence award for this initiative. The University is committed to the implementation of the **Concordat to Support the Career Development of Researchers**, being one of the second tranche of HEIs to be awarded the *HR Excellence in Research Award* from the European Commission (successfully retained in 2013). The cross-institutional training unit, the Academic and Professional Enhancement Centre, Swansea (APECS), aligned to the *Vitae Research Development Framework*, coordinates a comprehensive skills development programme and shapes training provision.

**Equality of opportunity:** the University promotes equality of opportunity through its Strategic Equality Plan. Commitment to gender equality is evidenced by its retention of the Athena SWAN Bronze Award in 2013. **The College secured its own Athena-SWAN Bronze award** in 2013. Throughout the period, we have maintained an equal ratio of men to women whereby 50% of the unit's Cat A staff and 50% of its professoriate are female. We have the support of the Women in Universities Mentoring Scheme (WUMS), a Welsh initiative to enhance women's academic careers. The University is a member of Stonewall's Diversity Champions Programme.

Staff are able to take advantage of onsite nursery facilities and can participate in the University's Childcare Voucher Scheme. Research staff have taken advantage of these facilities. All academic vacancies are advertised as suitable for job share, part-time or flexible working as the norm, giving those with caring or parenting responsibilities the opportunity to balance work and home requirements. On just one project (CFAS Wales), 85% (12/14) of the researchers have chosen part-time, flexible-working arrangements. Promotions data for academic staff are monitored annually by protected characteristics and any resulting trends are highlighted for action.

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**Research quality and integrity:** To maintain standards in research, staff members are encouraged to participate in the College's research seminar series and to provide constructive feedback to colleagues who present papers. The College has an ethics committee and demand management operates through RIASS. The research groups in the UoA use a common publication guideline and authorship protocol (based on the BMJ rules). The College Research Committee oversees delivery of research projects and has a quality assurance role.

### c. II. Research students

The University, College and unit provide a supportive and friendly environment in which to study. Support and supervision is undertaken within a robust framework, with a comprehensive **training programme tailored to individual needs**. For example, PGR students have undertaken courses on advanced statistics (structural equation modelling, latent profile analysis). Students have a first and second supervisor and progress is monitored annually by an independent progression committee. Students participate in regular research colloquia, organized by research groups and within the UoA. During the first year all research students receive examined instruction in research methods and at the end of each year give a talk at an internal conference attended by peers and supervisors. The University's **Postgraduate Academic Board** ensures transparent procedures for probation, annual reviews and completion; arrangements **commended by the QAA**.

As gerontology and social and health care groups are relatively new, the unit has no PGR completions in the REF period, although some have published work. Our PGR strategy has hinged on the development of the DTC, linking studentship to funded projects, and building relationships with practitioners to facilitate future ASCC PGRs. The supportive and stimulating environment is evidenced by the **ESRC's recognition of DTC status**. The Wales DTC is one of 21 across the UK judged by the ESRC to deliver excellent postgraduate training. Prior to the DTC's establishment in 2011, the CIA secured 2 ESRC studentships. Since the DTC was established the UoA has secured 4 more studentships within the social work and social care pathway; other doctoral students are linked to Research Council programmes. Funding has been secured for 5 studentships through major awards (e.g. ESRC-CFAS; NISCHR; Foundation for Sociology of Health and Illness). The number of on-going PhDs supervised by UoA staff is currently 15. Our ratio of PGRs per academic FTE of 1.14 in 2011/12 is well above the sector median figure of 0.67 PGRs for the Social Science sector. We expect 13 PGR students to successfully complete in the next 3 years.

Our induction and research-training programme is supplemented by APECS, which co-ordinates a comprehensive skills development programme for research students **fully integrated with the provision of the ESRC DTC Wales**. All students complete modules as part of a Masters in Social Research before proceeding to a PhD. This operates through RIASS, giving students the opportunity to work with other social scientists. Research students contribute to the vibrancy of the research environment through University research colloquia, seminars and workshops, and are encouraged to publish their work and present at national (e.g. British Society of Gerontology) and international conferences (e.g. International Association of Gerontology and Geriatrics). PhD students are encouraged to develop teaching and presentation skills through supervised teaching experience on Masters programmes. All research students have allocated workspace with computer access and confidential data storage in the College. We regularly host PhD students from across the world (e.g. Sweden, Thailand, China) for short visits during which projects are supervised, often leading to publications. The College has **dedicated staff responsible for PGRs**; a research committee, which includes directors of all centres and PGR representatives; and a Research Director for the College. Both research groups link with the Wales Institute for Social and Economic Research, Data and Methods through the Masters in Social Research and joint PhD supervision. This major (£496k) investment in social science infrastructure (initially through the ESRC and HEFCW) provides advanced training in qualitative and quantitative methods.

### d. Income, infrastructure and facilities

Since 2008, we received **58 funding awards with a value of £17.8 million**, representing significant growth over the period. The core of our research is funded by Research Councils (AHRC, ESRC, MRC) and government (NIHR, NISCHR). We won four major, consortia-type

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programmes covering ageing, health and social care (NDA; LLHWB) some of which run until 2016/17, demonstrating sustainability (ESRC large programme grant £3.2m; AHRC Connected Communities £1.2m). *Phillips* was also Co-Investigator on the University's EPSRC-funded (£796k) Bridging the Gaps programme, which supports ECR researchers in the unit to develop collaborations. **In 2012/13, the CIA ranked second in the UK in terms of research income and RCUK income per academic FTE.**

The strategy for income generation is informed by the research priorities of the Research Councils, Welsh and UK Governments and European Research Council. The priority for the next five years is to increase income from current channels (RCUK and the EU), as well as to diversify income with emphasis on securing funding from the private sector. The Wales European Funding Office Convergence Funding programme will be used to facilitate further links with business, including multinationals such as Tata Steel. Grant applications submitted with Canadian and Australian colleagues have led to publications and exchange visits (e.g. *Burholt*, *Phillips* and *Keating* were co-applicants on ESRC NDA project (*Grey and Pleasant Land*). Subsequently, *Keating* won a grant from the Canadian Institutes of Health Research Canada-UK NDA Research Initiative leading to exchange visits and a joint publication (*Burholt*, V., Curry, N., *Keating*, N., & Eales, J. [in press]).

Grant-capture activity is supported by **an effective institutional framework**: the College Research Support Unit complements RIASS in sustaining and enhancing the research infrastructure, with administrative staff to manage the financial and governance risks of research, and implement and monitor targets for research active staff. RIASS coordinates a mentoring and peer-review scheme for colleagues developing proposals for the ESRC. We work closely with the Department of Research and Innovation, which supports applications for and management of external funding. Our cross-disciplinary working enables us to access facilities across campus, including the College of Medicine's Institute of Life Science (ILS), an **£80 million investment in medical research**, which includes incubation space for small businesses, spinouts and spin-ins. In the period, we collaborated with the Boots Centre for Innovation, which was housed in ILS. A planned third phase is expected to house CIA researchers (see section B). The College has dedicated workspaces, laboratories, and communal facilities for PhD students and research staff. There are also dedicated Library staff for the UoA.

<b>e. Collaboration and contribution to the discipline or research base</b>
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The UoA makes a major contribution to the discipline with success evidenced by the range of its connections, including international leadership and collaborations with researchers, policy makers, and **research users from 12 countries**. The unit works with a variety of disciplines including engineering, computer science, sport science, health, arts, sociology, geography, criminology, health economics, clinical psychology, public health, and health informatics. This contribution is evidenced in four broad areas: collaboration, user participation, leadership and recognition.

The unit promotes **collaboration** nationally and internationally. On-going or completed collaborations since 2008 include 32 UK universities (e.g. primary care mental health services (Birmingham, Manchester, Liverpool); transnational relationships (Brunel); rural ageing (West of England, Plymouth, Bristol, Bournemouth, and Cardiff); reconfiguration of mental health teams in the community (Edinburgh); the development of a social inclusion measure (LSE; King's College; Bath); urban planning (Kingston, Anglia Ruskin); psychology (Bangor, Liverpool); arts (Manchester Met, Newcastle, City); primary care (Birmingham, Manchester, Liverpool) and social work (York).

Staff in the unit hold **prestigious visiting Professorships and Honorary Research Posts** at Umeå; Mahasarakham and Khon Kaen Universities. These are reciprocal relationships that result in world-class research visitors sharing their knowledge and experience, and contributing to the vitality and sustainability of the research culture. An invitation to present departmental seminars in Hong Kong resulted in a successful joint bid to ESRC to develop a Chinese version of the SCOPE (2012–14), which led to the PI (*Huxley*) becoming a visiting research fellow of Baptist University's international research centre, the David C. Lam Institute for East-West Studies. Collaborations have also resulted in invitations to give **keynote addresses** in Australia, Singapore, India, Canada,

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Germany, Sweden, France, Turkey and Thailand (from where the College has received 7 visiting scholars during the period for 3 to 12 months, some of which have led to joint publications).

Collaborations with **small and medium-sized enterprises** were progressed through two Knowledge Exchange Projects (KEPs), as well as collaborations with **multinational companies** such as BT and Cisco. In 2011/12, a series of 13 KEP 'Care in Business' project seminars were held to facilitate cross-sector knowledge exchanges between academia, business, older people, carers and carer organisations. Over 400 companies are on the unit's database. The UoA continues to develop profitable working relationships with **public and third-sector organisations**, such as the Older People's Commissioner in Wales, senior civil servants within the Welsh Government, and major voluntary organisations (e.g. Age Cymru [Older LGBT group; ethnic minority network]; Age UK; Carers Wales; ILC-UK, Hafal and MIND Cymru).

**User participation** in research has received investment from both the OPAN and MHRN networks. OPAN has established user groups coalescing around certain key themes, which allow early career researchers to work with established academics, retired professionals and older people. The value of this is to engage researchers with user practice and policy concerns thereby facilitating the delivery of impact. MHRN has committee members from all sectors as well as user and carer members. Both are supported by 'Involving People' (to facilitate user engagement).

**Leadership and recognition** is evident from the organisation of, and participation in, high-profile seminars and conferences, and journal editorships. The CIA, with Brunel University, won funding for the *Ageing, Race and Ethnicity* ESRC seminar series, and organised a 3-day IAGG-European Social Research conference (2010). OPAN hosts a monthly seminar and annual international conferences. Staff undertook lecture series across Southern India. **Journal editorships** include *Sociology of Health and Illness* and the Policy Press series on *Ageing and the Lifecourse*; most staff also hold editorial positions (e.g. *European Journal of Ageing*, *Journal of Adult Protection*).

CIA staff have **contributed to the development of the discipline** through their various roles: as President of the British Society of Gerontology (2008–2010); Chair of the British Council on Ageing (2010–present); as members of the BSG Executive Committee (2006–present) and Chair of the BSG Early Researchers in Ageing group (2009–2011). Staff hold/have held other prestigious roles, such as member of EU Futureage, shaping the European agenda of ageing research, and as a member on the IAGG committee and as the North America region chair and director of the Global Social Initiative in Ageing. Gerontology staff sit on advisory boards including the ESRC Centre for Population Change at Southampton and Edinburgh Universities, and LSE School of Social Work.

CIA gives **research leadership** to the *Ageing Well in Wales* initiative, a unique approach to ageing policy and practice in Wales. We have a funded Knowledge Transfer Partnership with the WG (and Technology Strategy Board) to develop methods to assess the quality and costs of integrated older people's services, to drive national service re-design. Staff have done research for the Older Peoples Commissioner in Wales (e.g. care-home closure, complaints and advocacy). Staff serve regularly as members of task-and-finish groups and give evidence to government inquiries (e.g. oral evidence to the WG's social-care workforce inquiry). The unit is **represented at the heart of Welsh government** by the National Partnership Forum (independent ministerial advisory body).

Four staff serve on the ESRC peer-review college and two as Senior Faculty of NISCHR. *Phillips* served as a REF Impact Pilot panel member; *Burholt* and *Phillips* are members of the Academy of the Social Sciences; and *Phillips* is a Fellow of the Learned Society of Wales; one researcher is a member on the Social Policy Association, Convenors' Group; and *Keating* is a member of the Canadian Academy of Health Sciences. *Phillips* received an OBE in the 2013 Queen's Birthday Honours for services to older people. The unit has membership of the G8 network for social work (an academic group of 8 universities that promotes gerontological social work). Staff contributed to PhD and PGR programmes of several Australian Universities; others supervise PhD students at Lund and Oklahoma Universities, and mentor ECRs at Umeå University.