

<p>Institution: University of Hull</p> <p>Unit of Assessment: C22: Social Work and Social Policy</p> <p>a. Overview The University of Hull's Social Work and Social Policy submission draws on research excellence from across the School of Social Sciences. The University established the School of Social Sciences in 2013, expanding the former Department of Social Sciences in order to maximise the strengths of a multi-disciplinary environment and to build on its demonstrable success in fostering interdisciplinary work.</p> <p>Research in the unit is broadly clustered around a number of key thematic areas supported by both formal research centres and more informal networks and groupings from across the School. The thematic areas of Criminology and Criminal Justice, Gender and Sexualities, Globalisation, Power and Post-Colonialism are as identified in REF 2008, demonstrating both continuity and growth in key areas. Health, Well-being and Social Inclusion merges two previously separate areas - Social Inclusion and Social Justice and Health and Professional Practice. A new thematic area on Culture, Religion and Society is based on established and emerging multi- and interdisciplinary research and collaboration focused on cultural analysis in general and in contemporary religious and spirituality studies in particular. There is cross cutting research across all of our thematic areas, e.g. research on Gender and Sexualities intersects with work on Health, Well-being and Social Inclusion while retaining a coherence and focus of its own. Theoretical development, empirical and applied research are evidenced in each theme as is work concerned with social, political and policy processes and public culture, broadly conceived. Impact-related activities and engagement with end-users is actively encouraged across all our thematic areas.</p> <p>b. Research strategy The strategy of the School of Social Sciences at the University of Hull is to seek to improve continuously research performance and to strengthen substantially the research capacity of both individuals and groups of academics as well as the unit as a whole. Our aims, as indicated in RAE 2008, are:</p> <p>(a) to produce theoretically-informed social-scientific research of the highest quality that makes significant contributions to relevant academic disciplines and to inter/multidisciplinary research; and</p> <p>(b) to make equally significant contributions to the development of national and international social and public policy, to public debate and to professional practice.</p> <p>Those broad aims are operationalized through the following key objectives:</p> <ol style="list-style-type: none"> 1. To provide a supportive research culture that offers development and enhancement opportunities for all staff from early career researchers to professors. 2. To consolidate and enhance research clusters and associated Centres through strategic appointments and leadership and support mechanisms aimed at fostering individual scholarship and collaborative research and refreshing and generating intellectual agendas. 3. An increased level of research grants, from Research Councils especially, that are collaborative and interdisciplinary, with both internal and external academic and non-academic collaborators. 4. Consolidation and integration of the PGR student group to provide opportunities for cross-disciplinary fertilisation as well as subject specific enhancement through the PhD seminar and research clusters. <p>Our strategic aims can be seen to be embedded in the range of outputs and impacts described in the case studies and reflected in the impact template. Evidence that we are meeting our key objectives may be seen in the staff development initiatives and strategic appointments made as part of staffing policy; continuity and growth in our key thematic areas; success in increasing significantly the number and range of high profile Research Council grants awarded; continued success in PhD student recruitment, training and completion, a positive feature reported on by the RAE 2008 panel.</p>
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Further details, including quantitative evidence of how we are meeting objectives 1) and 4) are described in sections C and D below. What follows elaborates and evidences the ways we are meeting objectives 2) and 3).

Criminology and Criminal Justice

Criminological research, supported by a dedicated Centre for Criminology and Criminal Justice, has built on Hull's traditional strengths in evaluative criminal justice and penological research while developing an increasing focus on the research questions posed by new forms of surveillance, ICTs and the transnational agenda in criminology. Recent appointments, one professorial (Yar), one mid-career (Brennan) and one early career (Calverley), in the REF period have added strength in cultural criminology, experimental criminology and studies of desistance. In criminology and criminal justice, there have been three major ESRC grants on surveillance, radicalization and imprisonment, as well as government and third sector funding for a range of more policy-orientated research on criminal justice reform and restorative justice initiatives. A major European Commission Action Grant (€621,995) to explore the possibilities of implementing a Restorative Justice programme, the Sycamore Tree Project, across 14 settings in 7 European countries has just been announced with Hull named as one of two academic partners responsible for evaluating the initiative. A recently funded AHRC seminar series on 'Our Criminal Past' is on-going.

Gender and Sexualities

The theme of gender and sexualities, supported by a dedicated Centre for Gender Studies, home to the international *Journal of Gender Studies*, brings together a critically engaged body of work which reflects the intellectual diversity of the submission overall. The research in this field is concerned with theorising gender and patriarchy, sexuality, sexual identities and masculinity, yet equally includes a robust focus on policy and practice derived from significant primary research. The recent appointment of two early career postdoctoral fellows, one located in the Centre for Gender Studies, strengthens expertise on intersections of race, class and gender and the significance of transgender for health and social care. Work in this area has been supported by one ESRC, one AHRC and one EU grant, respectively on migrant handymen, on care-giving and religious imagination among Filipino migrant workers, and on migration, gender and transnational networks in the EU.

Globalization, Power and Post-Colonialism

This research grouping, supported by and associated with The Centre for the Study of Social Justice in a Globalizing World and the Wilberforce Institute for the Study of Slavery and Emancipation (WISE), is concerned with theorizing global processes and systems of power, critically interrogating Western ideologies and addressing issues of governance, citizenship and social change in the contemporary world. Over the REF period we have enhanced significantly the profile of this area, particularly in the field of modern slavery studies. In addition to the Research Council funding identified above, that cross-cuts the gender and sexuality and globalization as well as culture and spirituality themes, there has also been significant government and third sector funding for work on migrant workers and other forms of contemporary labour coercion. Two British Academy conference grants have also been awarded for work in this area, the latest funding a conference on 'Slaveries Old and New: the Limits of Freedom' which takes place in 2014.

Health, Well-being and Social Inclusion

This theme encompasses work which theorises notions of health, illness and well-being integrated with empirical studies and evaluations of health, social work and social care provision. Hull's distinctive contribution to this growing field lies in its innovatory interdisciplinary and theoretical work, especially in death, dying, end of life care and bereavement, and their application to professional practice. Work in this area is supported by and associated with the well-established Centre for Applied Research and Evaluation and the newly established interdisciplinary Centre for End of Life Studies, with the recent appointment of an early career postdoctoral fellow. Research into the HIV/AIDS epidemic, in Sub Saharan Africa especially, has been strengthened by a recent appointment at Professorial level (Magadi), adding expertise in quantitative demographic analysis to the established body of qualitative work. A range of grants within this theme have been

awarded to researchers in the Centre for Applied Research and Evaluation: an NIHR School for Social Care Research grant on the portability of social care and government and third sector funding on a wide variety of themes, including the Abuse in Care programme of work and Lupus UK funding on the social dimensions of diagnosis and treatment. Two recent awards bring together social scientists with arts and humanities members of the Centre for End of life Studies and link work undertaken in a number of Research Centres. *Crossing Over – New Narratives of Death* is an AHRC-funded research network, which explores understandings of the good death in the 21st Century and brings together social scientists and humanities scholars. *On-line Suicide Memorials*, funded by the Wellcome Trust, explores how the internet is changing the experiences of those bereaved by suicide and the implications for health and social care practitioners.

Culture, Religion and Society

This emerging area of work draws together a number of strands which have been developing over the REF period and which coalesce around the analysis of contemporary cultural practices, their inter-relationships and their social impacts, including in media and the digital world. Work in this area is supported by the well-established Centre for Spirituality Studies and includes both empirical and theoretical work whose ambit has been significantly extended by one professorial (Tester) and one early career appointment (Ornella) in the REF period, as well as the incorporation of religious studies into the School of Social Sciences. In addition to the AHRC grant mentioned already on care-giving and the religious imagination among Filipino care-givers, another major AHRC grant was awarded for the study of spirituality in contemporary funerals, and a British Academy award for the conference *Spirituality in a Changing World*. A DH grant for the systematic review of spiritual care, awarded to researchers in the Centre for Spirituality Studies, brings together work under this theme and Health, Well-being and Social Inclusion.

Looking forward, our overall aims and objectives remain as indicated above but with the addition of a fifth objective; to build on and extend further the international research and research training partnerships and collaborations that we have begun in this period and that we detail further below. Overall, we think that our recent Research Council successes and investment in each of our main research thrusts not only demonstrates the utility of our research strategy and the vitality of our research environment but also give us confidence that we can sustain and further develop this flourishing research culture beyond REF 2014. That success will again be measured by a continuous improvement in the quality of our outputs, increasing further our external, including Research Council, grant capture, enhancement of our public engagement and extending the range and significance of the social impacts we make over the next five year period. Our research strategy 2014-19 combines a School-wide annual review of these measures combined with our well established programme of staff development and individual mentoring.

c. People, including:

i. Staffing strategy and staff development

Our staffing strategy and staff development policy is informed both by our overall aims and key objectives and by the School's and University's commitment to ensuring that the 7 principles of the Concordat to Support the Career Development of Researchers are upheld and applied in practice, including in particular attending to issues of diversity and equality.

Our **staffing strategy** has consisted of three key strands designed to improve research capacity: the use of strategic senior appointments to develop capacity; the appointment of early career researchers to ensure sustainability; and the appointment of administrative staff to support research activities. The appointments are concrete evidence of University support for the School and of our strategic aims. Funding for posts comes both from University investment and also from money arising out of research income generation in the school.

1. Since RAE 2008, three new professors have been appointed (Magadi, Tester and Yar) and one part time professorial appointment enhanced (Bales, now 50%). These senior appointments provide academic leadership in our research clusters and Centres and add substantially to capacity building in research in general, e.g. Bales and Magadi are leaders in two of our research clusters and associated centres and bring skills in quantitative research and analysis at an

advanced level, as well as achieving policy impacts.

2. Making new and extending appointments of early and mid-career academics to build new areas and ensure succession planning (Calverley and Brennan as full-time permanent posts in Criminology, who add significantly to research on desistance and experimental criminology respectively; Gormally as full time permanent post in social work and social policy to build research focused on young people in particular). Additionally, we have used research and other sources of income to invest in two post-doctoral fellowships: Turner, ECR, appointed as post-doctoral fellow to support the development of a new European-wide PhD programme in Gender Studies and increase capacity in research focused on intersectionality. Bailey, ECR, appointed as post-doctoral fellow to support the development of the new interdisciplinary Centre for End of Life Studies and to increase capacity in research in Health, Well-being and Social Inclusion.

3. The appointment, on a continuing basis, of administrative support for research in the School, including in both the Centre for Spirituality Studies and Centre for End of Life Studies.

Looking ahead, our staffing strategy is focused on three key areas:

- I. Strengthening research capacity in social work in particular. The school will seek to appoint a senior member of social work to maximize research activity, impact and outputs in this field.
- II. Succession planning. Two of our professorial staff expect to retire in the next REF period, in which case we will look to replace them, maintaining research strength at senior level in these disciplines.
- III. Strategic appointment of new senior staff with a new professorial post in Gender Studies to lead developments in this key area of research and training, particularly in developing international training consortia (see below).

Our **staff development** processes, aimed at encouraging and enhancing research performance, build on the University's commitment to enhance the career development of post-doctoral research scientists. The University has established a steering group that includes representation from all levels of staff to oversee the implementation of the Concordat to support the Career Development of Researchers. The University was awarded the European Union's HR Excellence in Research badge in January 2012 in recognition of its work to support vital and sustainable research environments. Processes that we have in place in the School include:

- Research mentoring of more junior and early career researchers by more senior colleagues in the School.
- Supporting research leave applications and arranging teaching and other administrative duties to ensure that staff granted leave are able to focus exclusively on research activities. All academics are entitled to apply for research leave for one in seven semesters of service. In keeping with the Concordat both part-time and full-time staff are encouraged to apply and all applications are considered by the Faculty Research Executive on the basis of the academic merit of the proposed programme of work. Since 2008, 29 periods of research leave have been awarded to staff, 15 women and 14 men, including one part-time and one early career researcher.
- All research proposals are subject to ethical scrutiny through School, Faculty and University research ethics committees according to University guidelines and relevant codes of conduct. We are further refining this process through the active participation of the Social Work User/Carer Advisory Committee. Feedback to applicants is important in raising the quality of research proposals and conduct of research.
- Making funds available (up to £750 annually per researcher) and supporting applications for matched faculty funding, on a competitive basis, for conference attendance and other research-related activities. The Faculty also makes available in an annual competition strategic seed corn money for new projects, especially valuable for early career researchers. The School this year is similarly offering seed corn money on a competitive basis for staff who wish to develop or pilot a new research project or area.
- Running research away days focused on developing and enhancing research skills, e.g. in conjunction with the Faculty and the University's Research Funding Office the School ran an away day on writing and winning research grants, in May 2011. The format of the away day was subsequently used as a model in the Faculty.

- Developing key international links and funding reciprocal research and teaching visits on a targeted basis with colleagues in departments working in related areas, e.g. on end of life care in the Department of Sociology and Social Work, Aalborg, Denmark, and on surveillance and migration in the Department of Sociology, Hong Kong University. A pilot study joint funded by Hull and Hong Kong on the latter is in progress.
- Making funding available for part time PhD study, e.g. for Social Work staff in the School's Family Assessment and Support Unit (our practice placement agency) who seek to move from exclusive focus on practitioner training and supervision to a research active position.

ii. Research students

At the time of RAE 2008 it was noted that the number of postgraduate registrations in the unit was good. Figures for the number of successful completions remain healthy with an average of 5 students being awarded the PhD in each year despite a rollback in external funding opportunities for research students in the social sciences. Prior to the ESRC's withdrawal of recognition for Doctoral Training Units, the unit had secured recognition for doctoral training across all of our subject areas, and had in 2008 and 2009, as previously, obtained one ESRC 1+3 or +3 studentship in open competitions. The University and School have sought since then to ensure that postgraduate training in the School of Social Sciences is fully supported and enhanced and that other strategic international doctoral training networks were established. In particular, we would highlight the following developments since RAE 2008:

- Support for recruitment and training of research students has been provided by means of an annual University PhD scholarship competition in which Social Sciences have been awarded annually between 2-3 fully funded Home/EU studentships, together with between 2-3 fees-only scholarships for international students.
- Two new professors were appointed to support the development of advanced doctoral training in quantitative methods (Magadi) and in the analysis of new communication technologies (Yar).
- The School, with University support, has signed a memorandum of understanding to develop an EU-wide doctoral training programme in Gender Studies. The consortium partners, led by Bologna, have recently been awarded an EU ERASMUS Life Long Learning Programme funding grant of Euro 429,234 (Fec) for the development of the joint European Doctorate in Women's and Gender Studies, with especial focus on enhancing employability skills for doctoral students in that area. The consortium is comprised of six European (Bologna, Granada, Hull, Lodz, Oviedo, Utrecht) and one US (Rutgers) University partners and builds on the already established European funded double Masters of Excellence programme in Women's and Gender Studies (GEMMA). We are also in a separate concordant for PhD training with Oviedo as part of their *Campus de Excelencia Internacional* programme and have sent two *co-tutelle* PhD scholarship students to Oviedo for a six month period in 2013.

PhD students continue to benefit from a well-established Postgraduate Training Scheme coordinated through the University's Graduate School. Students, who are all normally expected to have MA level equivalent training prior to entry, must obtain an additional 60 credits of advanced research training to graduate. Students select from a wide portfolio which includes specialist research training and generic professional and personal skills development modules. The Graduate School is housed in a dedicated building, providing a one-stop shop for research students, workspaces and IT facilities, and workshop and seminar programmes that promote interdisciplinary exchanges among postgraduates. The Graduate School also provides academic staff with a programme of training and skills refreshers in PhD supervision, a requirement for all academic staff. Within the School of Social Sciences, research students are offered desk space and computers, may apply for funding for conference attendance and/or field work related expenses and access a full programme of research training beyond the Masters level. The latter includes a weekly 2 hour Postgraduate Workshop convened by the School's Director of Postgraduate Studies where students are able to develop their research questions, discuss methodological and ethical issues, present initial findings and early draft chapters and debate theoretical and policy issues. Progress and supervision are monitored through a formal annual review meeting chaired by an independent assessor.

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Our bi-annual research newsletter reports the work and accomplishments of our research students. The School also regularly hosts and provides support for PhD students to participate in and organize their own workshops and conferences. The Centre for Gender Studies and School of Social Sciences at the University of Hull was recently host to the postgraduate conference *Sex, Gender and Power* held at the Wilberforce Institute for the Study of Slavery and Emancipation. The conference, attended by 60 participants from Universities across the UK and internationally, was part-funded by the School with money from the GEMMA programme and supported by the *Journal of Gender Studies*, the Faculty and the Graduate School. We also joint funded two PhD students to attend a research summer school organized by the Sociology Department at the University of Cork; one of our post-doctoral fellows taught on the programme, part of a three way research and training collaboration between Hull, Cork and Aalborg Universities. The School participates in (and hosted in 2012) an annual Easter research conference for PG social work students and educators from Vienna, Hull, Ostersund and Slovenia and is the only UK representative at the International Social Work Summer School (hosted in Frankfurt) which includes universities from the Netherlands, Germany, India, China, Hungary, Israel, France, Belgium and Sweden. We are also concerned with PhD student employability, using Roberts funding for a University-wide project directed by Yar and conducted by two post-doctoral fellows in the School.

d. Income, infrastructure and facilities

In RAE 2008, the unit recorded just 60K in Research Council expenditure. In 2013 this has significantly increased to £520,095, through the award of four ESRC, two AHRC, one NIHR and one EU FP7 funded projects, as well as a number of smaller Research Council conference grants. This was an area identified for further work in RAE 2008 both by ourselves and by the panel and indicates the vitality and sustainability of the social science research environment at the University of Hull. The multi-disciplinary environments of the School and Research Centres are conducive to innovative interdisciplinary research collaborations and we are actively encouraging such initiatives, for example through the *Social Dimensions of Health and Well-being* workshop held in July, 2012 which drew together scholars from medicine, allied health and the social and behavioural sciences and that led to a number of new research collaborations and grant applications, including bids to Alcohol Research UK and the National Institute for Health Research.

Key developments in terms of facilities within the wider University have focused in particular on ICT Development in support of research and researchers, including:

- Significantly improving the University ICT infrastructure through a major refresh programme that will increase performance, resilience, reliability and the capacity of the network over the period 2011-15.
- Support for the Converis research information system which in its turn supports submissions for the REF.
- Support for technology enhanced learning and PG study spaces across the campus.
- Support for Hydra, the institutional repository which enables the management, dissemination and preservation of research outputs, both publications and data.
- The provision of a dedicated storage service for hosting and analysing large volumes of research data.
- Improvements in federated access to facilitate collaborative research with other institutions and organisations.

e. Collaboration and contribution to the discipline or research base

The School has hosted Public Lectures from internationally esteemed scholars, e.g. Nils Christie (Oslo), Jonathan Simon (Berkeley), Michael Herzfeld (Harvard) and Zygmunt Bauman (Leeds). Our regular seminar series brings national and international visiting scholars and is key to the vibrant intellectual life of academics and postgraduates. The School has also convened a number of key conferences and workshops, organized by one or more research clusters. The international *Social Pathologies of Contemporary Civilization* conference, convened in collaboration with University College Cork and Aalborg University with whom we share reciprocal visiting professorial appointments, highlighted especially work in the Culture, Religion and Society thematic area, while the EU-funded international MIG-Net conference in April 2013, on *Intersectional Conflict and*

Migration was a platform for bringing together scholars working on digital aspects of transnational networks and conflict resolution. The Centre for Spirituality Studies played a leading role in establishing the British Association for the Study of Spirituality, providing its first vice president and conference chair (Holloway).

The School regularly hosts visiting international scholars who spend a period of residence at the University of Hull and who contribute to our seminar and workshop programmes. That includes post-doctoral fellows from Malaysia, the Netherlands, Pakistan, Saudi Arabia and the United States and EU-funded senior scholars as part of the GEMMA (Women's and Gender Studies) consortium from Bosnia and Herzegovina, Georgia, Thailand and the United States. Our staff in turn held a number of visiting professorships at other Universities during the REF period including at Aalborg (Tester), the University of Ghent (Argyrou & Tester), the Universities of Gottingen-Kassel (Johnson), Kyung Hee University, Korea (Tester), Nicosia (Argyrou), University of Witwatersrand (Walker), University of Gerona (Tester). Two of our professors were elected as Fellows of the Academy of Social Sciences (Holloway and Tester), two others were invited to become Fellows of the Royal Society of Arts (FRSA) (Young and Yar, joining Holloway and Tester in that honour) and from social work Price was elected NIHR Fellow in the School for Social Care Research.

Members of the School have engaged in a wide range of reviewing activities over the REF period: of research proposals for UK and overseas Research Councils and government bodies (e.g. the ESRC, AHRC, Wellcome Trust, Parkinson's UK, British Council, US National Science Foundation, Belgium government, Norwegian Research Council, University of Vienna); of book proposals for major international publishers such as Palgrave; and of manuscripts submitted to journals across the social sciences and related disciplines, e.g. the *Journal of Clinical Nursing*. We have between us served as editors, guest editors and editorial board members across all the disciplines which constitute our submission, e.g. *South East Asia Research*; *African Studies*; *British Journal of Social Work*; *Howard Journal of Criminal Justice*; *British Journal of Criminology*; *British Journal of Community Justice*; *Punishment and Society*; *Crime Media Culture*; *International Journal of Cybercriminology*; *Journal of Gender Studies*; *Political Sociology*; *Journal of Classical Sociology*; *Journal of Human Rights*; *Res Publica: a Journal of Moral, Legal and Social Philosophy*; *Journal for the Study of Spirituality*; *Illness, Crisis and Loss*.

We are outward looking and place emphasis on communicating our research to the wider community. Social Science staff frequently convene and contribute papers to major international conference sessions and workshops across the world, funded by the School and Faculty. Recent examples include the European Group for the Study of Deviance and Social Control (Cooper, Oslo, 2013), Stockholm Criminology Symposium (Calverley, 2011), Social Science History Association (Johnston, Chicago, 2013). Social Science staff have also been fully funded participants at prestigious international events, e.g. Rockefeller Bellagio workshops (Bales 2010, Johnson, 2011) and Instituto Internacional de Sociología Jurídica in Onati (Green, 2013), and have contributed invited key note and plenary papers at major international conferences and workshops in the UK (Holloway, Department of Health, National Council for Palliative Care, National Children's and Adult Services Conference 2010 and 2012) and across the world, including Auckland, New Zealand (Johnston), Mafikeng, South Africa (Magadi), Seoul, Korea (Tester), Singapore (Johnson), Sofia, Bulgaria (Calverley), Warsaw, Poland (Tester). Yar secured a European Science Foundation (ESF) Exploratory Workshops Grant (along with co-applicants from the University of Sunderland and the University of Leuven) for a 3-day workshop on 'Consuming the Illegal: Situating Digital Piracy in Everyday Experience', hosted by the School for Mass Communication at the Catholic University of Leuven, Belgium, in 2011.

More locally, the School was awarded for the second year running small grants by the ESRC in support of public dissemination events held as part of the ESRC Festival of Science (see REF 3a Impact template). A recent public conference, *Engaging with Violent Men and Fathers*, held at the Guildhall in Hull City Centre in May 2013, brought together academics, policy makers and social work practitioners to extend our understanding of masculinity, fatherhood and domestic violence. Similarly, Dr Helen Johnston co-organised a public event on Researching Criminal and Prison Lives, held at the London Metropolitan Archives in February 2013. Looking forward, we envisage

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this communication of our research to diverse but increasingly integrated audiences, at local, national and international levels, to be a key direction which we shall pursue and representative of the distinctive contribution which social scientists at Hull believe we can make to the ongoing vigour of the discipline.