

<p><b>Institution: Glasgow Caledonian University</b></p> <hr/> <p><b>Unit of Assessment: 22 Social Work and Social Policy</b></p> <hr/> <p><b>a. Overview</b></p> <p>This unit has developed its work in two distinctive, sometimes overlapping ways: 1) At the interface between academia and activism; in, for example, supporting human rights and social inclusion agendas for people living in poverty, disabled people, older people claiming pensions, offenders and women subjected to violence or disadvantaged in the labour market and 2) At the interface between politics and policy in Europe and Scotland which includes work around approaches to citizenship, unemployment, Europeanisation, deliberative and participative democracy, addiction, policing and migration. While we place particular emphasis on research that engages with the policy and practice constituencies, through a human rights approach to praxis, we also encourage theoretical work in the sociological, criminological, social work and political science traditions that contribute to a citizenship, equalities, violence reduction and anti-discrimination agenda.</p> <p>The <i>Institute for Society and Social Justice Research (ISSJR)</i> at Glasgow Caledonian University is the principal binding intellectual space for this multi-disciplinary unit, forming the primary locus for the formation of common research interests and activities. Regardless of discipline, School or Departmental location, academics are affiliated to the <i>ISSJR</i> on the basis of their research expertise and, thereafter, self-allocate to one or more of its thematic priorities. The themes act as a source of epistemological coherence. This unit draws from academics associated with the Institute's thematic priorities, drawing on two key themes which are derived there-from: 1. <u>Citizenship and Participation</u> and 2. <u>Gender and Violence</u>. The <i>ISSJR</i> acts as a site for the mentoring of early career researchers and provides a focused environment for discussion about and the development of potential grant applications, joint publications, impact strategies and the organisation of meetings, seminars and conferences.</p> <hr/> <p><b>b. Research strategy</b></p> <p>Recruitment to and support for research, has been an important capacity building priority for the university with a view to increasing the critical mass of expertise in areas of research strength especially social justice. The <i>ISSJR</i> has helped the unit to, consolidate capacity to attract research funds, develop collaborations with partners locally and globally and work effectively in the dissemination and transfer of our ideas to end users in the voluntary, public and private sectors. The Institute is supported by the <i>Scottish Funding Council Main Quality Research Grant</i> and was founded in the wake of a critical appraisal of the university research environment in the wake of RAE 2008. The development of an infrastructure for working across disciplines underpinned our decision to move from a submission to the sociology panel in 2008 to the current submission to the Social Work and Social Policy unit of assessment. The team – in harmony with its broader corporate context - is wedded to two strategic principles a) It regards research as inseparable from teaching – evidenced by the fact that the university is a signatory to the <i>Magna Charta Universitatum</i> and B) The university mission is 'for the commonweal' and the unit's research is geared towards delivering practical benefits to society. The <u>strategic objectives</u> derived and developed during the REF cycle, have been and are, to:</p> <ol style="list-style-type: none"> <li>1. Invest in and support priorities based on academically excellent research strengths, clustered thematically;</li> <li>2. Promote an engaged, publically focused research culture that grows through collaboration with wider, global academic, practitioner, policy and activist networks; and</li> <li>3. Provide mechanisms of support for individuals and groups that will facilitate a productive, creative research environment.</li> </ol> <p>Our unit coheres around the themes of <i>Citizenship and Participation</i> and <i>Gender and Violence</i> (<u>Strategic Objective 1</u>). These themes have emerged in the dynamic process of organisational development and change and have been refined in the process of preparing, post-RAE, for REF. They reflect established strengths that we have built upon as well as changes to the staffing complement and to structural and strategic realignment.</p>
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*Theme 1: Citizenship and Participation:* Our work covers issues such as: Civil society discourses on unemployment; social movements of the unemployed; Social capital: Forms of disability invalidation and activism; Pension issues; Ecological activism; Immigration policy; Deliberation and its role in the democratic process: The impact of secularisation on political choices; Social inclusion and participation; Gender budgeting, gender segregation in the Labour market and modern apprenticeships. *Theme 2: Gender and Violence,* embraces: Violence reduction in prisons; Intimate partner violence; Police perceptions of sexual violence; Sexual violence, including attrition in rape cases in the judicial system; Police perceptions of sexual violence Children's perceptions and responses to domestic violence; Criminality and psychopathy: Psychological testing and predictions of violence: violence in prisons: The media and drug abuse; Addiction as an environmental health issue; Male experiences of domestic violence (Strategic Objectives 1,2).

Some of the logistical and practical priorities embedded in strategic objective 3 are as follows: We have aligned our substantive themes/topics with (both) PhD recruitment and our criteria for study leave. Our research environment has been enabled by an effective infrastructure that integrates key themes, Scotland wide collaborating centres and international networking. We have built research capacity by selective investment in thematic strengths and by growing collaborative research activities internally, nationally and internationally. We have enhanced the quantity and quality of our research activities through research led design of teaching delivery, including the development of research led curricula and the management of timetables to maximise sustained, dedicated and distinct periods of 'research time' and we have moved some tasks (timetabling/invigilation/admissions) entirely or significantly from an academic to an administrative locus. The ISSJR Director and her team work with the Associate Dean Research based in the academic School to monitor research activity and targets, including data on published outputs, grant application activity and funding streams. The PURE system is used not only as a research repository but also supports researchers and research managers in monitoring and forward planning activities as well as in developing narratives around research impact.

Our themes are shaping our future plans; driven, particularly, by a) our partnerships with civil society organisations whose interest in the knowledge we produce has grown along with our community engagement activities and b) the internal dynamic of curriculum review in which the enhancement of research productivity, is a resource for the production of students as 'critical global citizens'.

### **c. People, including:**

#### **i. Staffing strategy and staff development**

Since RAE2008 the University has instituted a programme of staff development for researchers, called CREDO (*Caledonian Research Excellence Development Opportunities*) which is based on the UK Government Research *Concordat* (Strategic objective 3). Run by the Graduate School, it provides support to early career researchers and established staff new to research. Mandatory courses are run for research student supervisors. For more experienced staff the CREDO programme offers mentoring workshops to support the development of a culture based on international research excellence and to address nascent research strategy and policy initiatives. In 2010 the Graduate School received a UK, Times Higher Education Award for Outstanding Support for early career Researchers and the university is awaiting the outcome of its application, through Vitae, for the European Commission's badge of 'HR Excellence in Research' in which we explain how we adhere to the principles of the *European Charter for Researchers and the Code of Conduct for their Recruitment*.

The ISSJR was a central driver in the staffing policy of 'recruiting to research' in schools and departments. Its thematic priorities were embedded in the decision making processes of appointment panels to make recruitment decisions more focused on opportunities to bring in people that could contribute to multi-disciplinary research activities and, therefore, contribute to research teams across rather than only within disciplines. Recruiting to themed priorities was a policy designed to deliver critical mass and capacity to specific, fields of research with existing strength, and to create 'joint appointments' that served both disciplinary and cross-disciplinary priorities. Partly as a consequence of this tailored recruitment policy, all of the staff named in this submission are employed under permanent contracts (Strategic Objective 3)

Although, inevitably, in a staff development environment focused on ‘talent management’ some staff, who were submitted under sociology to RAE 2008, have left the organisation (McKie, Arnott); the strategy of recruiting to research through institute themes has paid dividends. Five of the academics included in this submission have been recruited during the current REF cycle (**Baglioni**, Sep 2010; **Campbell**, Dec 2008; **Korkut**, Sep 2010; **Lombard**, May 2012; **Webb** Aug 2013). The demographic constitution of the group includes 9 mid-career researchers (**Baglioni**; **Campbell**; **Davidson**; **Korkut**; **Thomson**; **Ring**; **Forsyth**; **Lombard**; **McMillan**) and 5 mid-to-late career academics, all professors (**Hughes**, **Gilchrist**, **Cooke**, **Webb** and **McKay**). In the 2012 promotion round, **McMillan** was promoted to professor and **Campbell** to Senior Lecturer. The demographic balance serves mentoring activities, the constitution of PhD supervision teams and internal peer review of grant applications. Study leave is organised through a competitive School sabbatical system, which is closely aligned with institute priorities. **Hughes**, **McMillan** and **McKay** have benefited from study leave during the REF cycle (Strategic Objective 3)

Unit members’ national and international networks and connections are manifest in a number of visiting academic appointments that have helped us to ground our activities in wider communities of excellence. These include: **Korkut**: Visiting Professor, School of Advanced Social Studies, Nova Gorica, Slovenia; **Cooke**: Adjunct Professor, Department of Psychology, University of Bergen; **McKay**: Visiting Professor, Curtin University of Technology, Perth, Australia and Visiting Chair in Gender Studies, Complutense University, Madrid; **McMillan**, Visiting Senior Research Fellow, University of Sussex; **Webb**, Visiting Professor at the Universities of Lisbon and Bielefeld. (Strategic Objectives, 2,3)

Equal opportunities are manifest across the research policy spectrum: Funding for conferences and business travel to support research is benchmarked at £1000 per person, per annum (including PhD students): The University’s Equality and Diversity and Dignity at Work policies and practices are deployed across all aspects of the recruitment, career management and exit of all researchers and PhD candidates. The policies ensure that each person is treated equitably and with respect and that decisions made are transparent and sound. Local champions lead the implementation and raise awareness of the policies. We have recently been awarded the HR Excellence in Research Award by the European Commission in recognition of our adherence to the principles of the European Charter for Researchers and the Code of Conduct for their Recruitment. Our REF2014 submission across the University is underpinned by our high percentage of female professors (33%) compared to a sector average of 19.8%.

Training to develop PhD supervision skills is available through our Graduate School and support is available for staff who wish to study for a PhD; Our Professional Development and Review (PDAR) system encourages, supports and rewards research achievements including *inter alia*: publishing, conference presentations, grant applications, editorial work and review work for research councils and other grant bodies. PDAR supports the maintenance and enhancement of research standards while our research ethics committees – at university and school level – monitor and safeguard university and sector standards in the conduct of all student projects as well as applications for external research funding. The unit is represented on both the University Research Committee, the key advisory group on University research policy, and on the University Ethics Committee. The professoriate meets on a regular basis to discuss research strategy and development, to steer research policy and to develop principles and practices that support both research leadership and the mentoring of junior researchers. The ISSJR supports a seminar series delivered by internationally recognised external academic speakers and other activities that promote staff awareness and development of research culture (Strategic Objective 3).

## ii. Research students

The University has actively enhanced support for the PGR student community by creating an institution wide Graduate School. It has the task of integrating the PGR culture and also provides a University-wide MSc in research methods, a professional doctorate programme and guidance for supervisors of research students. The Graduate School provides a workshop programme for researchers - recognised by a THES award - which is aligned with the *Vitae Researcher*

## Environment template (REF5)

*Development Framework.* It operates in a dedicated facility creating a sense of community in which postgraduate students can enrich their experience by mixing across disciplinary boundaries. The Graduate School offers specific research skills training including an academic writing centre and utilises both internal and external facilitators in workshops. All PhD students must satisfactorily complete a research skills programme prior to completion. The University Higher Degrees Committee oversees the process of progression through to the award of research degrees. (Strategic Objective 3)

The team has supervised 15 Higher Degree completions during the REF cycle. Justice, gender, embodiment and social and public policy have been the most consistent generic topics in Doctoral Completions. Two students were funded by scholarships provided by the *Scottish Institute for Policing Research* (SIPR). The ISSJR forms the geographical and cultural locus for our research students who are based together in bespoke accommodation alongside the Institute Director and other academic research staff who are attached to the institute. The ISSJR also provides funding annually for up to 6 PhD studentships, (across its Units of Assessment) for projects that fit strategic priorities, demonstrate strong academic links to practice and embody outstanding quality. (Strategic Objectives, 1,3)

Unit members have externally examined 15 PhD's during the REF cycle: At the universities of Edinburgh, Toronto, Porto and Manchester (**Hughes**); Singapore (2), Vancouver, Stockholm and Melbourne (**Cooke**); Maastricht, Birmingham and Liverpool (2) (**Gilchrist**), Oxford Brookes and Deakin University Australia (**Webb**). These experiences have strengthened and internationalised our supervision capacity. **Hughes** supervised an internship in Disability Studies funded by the Portuguese Ministry of Science (Strategic Objectives 2,3)

#### d. Income, infrastructure and facilities

The University has invested in desktop information systems to support academic staff in their research activity. The new PURE research information system is used to manage research group activity and to monitor progress by capturing and associating research activities in relation to publications, impact, esteem, funding applications, projects and press clippings. A linked repository system provides public access to research outputs. The unit uses *Research Professional* for identifying sources of research funding. It is integrated with the institution wide staff portal research area which provides access to resources and information, document sharing and discussion groups facilities. Generous provision for technologies both desktop and mobile is central to an enabling research environment and to networking opportunities (Strategic Objectives 2,3 )

Researchers benefit from the PURE research information system: £ 66K installation cost plus annual licence of £4 K and the PURE Advanced Portal repository replacement: £ 26K (one off payment). PURE has replaced out Digital Commons Repository which required an infrastructure spend of £25 K per annum for 2009-10, 2010-11, 2011-12. Research professional – our research funding desktop search tool – has been made available to staff for £10.5 K per annum over REF period. Staff development funding – for conference and business travel – for the group submitted in this UoA amounts to , circa, £14K per annum

Successful grant applications during the cycle have resulted in a research spend of £1,290,890; an average spend over the 5 academic years of the cycle of just over a quarter of a million pounds per annum. Spend is distributed across 42 funded projects. The funding bodies that have supported our research activities include: ESRC; 3 projects; UK Central Government 22 projects; UK Industry, Commerce and Public Corporations, 3 projects; UK based Charities (Open Competitive Process) 8 projects; EU Government Bodies 4 projects: EU based Charities (Open Competitive Process) 1 project and RC other, 1 project. The combined spend of the 3 ESRC projects is £323,292, (circa) 25% of the total. ESRC funding has supported research on rape attrition. ESRC funding has supported **McMillan's** research on rape attrition. Government funding has provided resources in support of **Cooke's** work on violence risk assessment and **Gilchrist's** work on intimate partner violence has been supported by funding from government as well as UK based charities. With respect to our work on Citizenship and Participation, McKendrick with **Sinclair** was awarded funding from Rowntree to investigate media perceptions of poverty and **Thomson**, and

## Environment template (REF5)

**McKay's** work on, gender segregation in the labour market including modern apprenticeships has been supported by the ESRC and UK Central Government Bodies (Strategic Objectives 1,2,3).

GCU Library subscribes to key academic content in over 30,000 full-text journals, giving access to 35,000,000 peer reviewed journal articles from publishers and services including APA, BMJ, CUP, Elsevier, Emerald, IEEE, Jstor, OUP, Sage, Taylor & Francis and Wiley. We spend 47% (£1.6m) of our library budget on information provision, 84% of this spend is on access to electronic content (SCONUL mean for 2012/13 is 77%). We were early adopters of EThOS (Electronic Theses Online Service) and have more than 300 PhD theses digitized and freely available for download. Since 2007/08 our users have downloaded over a million articles every year and in 2012/13 over a million ebook chapters. The University's Archives and Special Collections ensure the University's historical continuity (which dates back to 1875) and we hold in trust collections of national importance and house unique and rare resources in the areas of the Scottish labour and trade union movement and social work and social policy in Scotland.

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

The work of the team are also manifest in formal membership of and active participation in a number of Scottish University collaborating centres, including the *Centre for Research into Families and Relationships* (CRFR) (**Hughes, Lombard, McMillan**) the *Scottish Institute for Policing Research* and the *Scottish Centre for Criminal Justice Research* (SCCJR) (**Forsyth, Gilchrist, Lombard**). **Hughes** has been and **McMillan** and **Lombard** are Associate Directors of CRFR which is based at the University of Edinburgh. GCU was one of the founding members of both SIPR and SCCJR and **Forsyth's** post, was funded initially, by the latter. The University has collaborated with SIPR in the funding of PHD studentships. (Strategic objectives 1,2,3). In addition to 'local' networks of excellence the team has developed a range of high quality international partnerships and networks – many of which signal involvement with social movements and engagement with practitioner and policy agenda - through a number of activities including (Strategic Objectives 1,2,3):

- Editorial work: Editor, *Scandinavian Journal of Disability Research* and Editorial Board: *Disability & Society* (**Hughes**); Editorial Board *Violence Against Women* (**Lombard**): Editorial Board, *Social Policy and Society* (**Sinclair**) Associate editor of *Journal of Personality Disorders*; Editorial board: *Journal of Personality Disorders, the International Journal of Forensic Mental Health; Criminal Behaviour and Mental Health; Journal of Forensic Psychiatry and Psychology; Personality Disorder and Mental Health* (**Cooke**). Co-editor special issue, German Politics (**R Campbell**): Editorial Board *Australian Social Work*, European Editor for *Critical Social Work*, Editorial Board *Social Work and Society* and Series Editor for Sage *Professional Issues in Social Work* (**Webb**). The team has reviewed for a significant number of peer reviewed journals including: 5 **Baglioni**: 2 **Davidson**: 4 **Gilchrist**: 11 **Hughes**: 3 **Lombard**: 6 **Sinclair**: 7 **Korkut**: 36 **Cooke**: 2 **Campbell**: 4 **Ring**: 5 **Webb**. 2 **McKay**. Unit members have also done review work for the ESRC, the major social science book publishers and other national and international bodies (Strategic Objectives 1, 2, 3).
- Delivery of keynote addresses and/or invited presentations/workshops: **Baglioni**: 5, including 2 in Italy, 1 in Belgium, 1 in France and 1 in Germany: **Hughes**: 8, including 2 in Italy, 1 in Denmark and 1 in Switzerland: **Lombard**: 5 including 1 in Ireland. **Sinclair**: 9 including 1 in Ireland and 1 in Italy: **Korkut**: 7 including, 1 in Turkey, 1 in Australia, 1 in the USA and 1 in Hungary. **Cooke**: 50, including; Belgium 3; Italy 3; Norway 4; Denmark 2; Iran 4; Canada 3; New Zealand 3; German 2; Sweden 3; Russia 2; Spain 2; USA 1; Poland 2; Barbados 2; Cyprus 1; Armenia 3; Netherlands 1: **R Campbell** 2, including Switzerland 1; Germany 2. **Gilchrist** 18, including 1 in China, 1 in Sweden and 1 in Spain. **Thomson** 4. **Webb**, 2 including Australia and Latvia. **McKay**: 24, including 1 in Lithuania, 1 in Turkey, 1 in Spain, 1 in Australia, 1 in Germany and 1 in Italy: **Ring** 1, in Norway: **McMillan** 13, including 3 in the USA. **Gilchrist** 18, including 1 in China, 1 in Sweden and 1 in Spain. (Strategic Objectives 1, 2, 3).
- Contributions to wider disciplinary, academic and public organisations such as memberships of national/international advisory boards and expert contributions to practice/policy/other national/international organisations: Expert, EC Research Cluster,

*Youth and Social Inclusion*; Invited expert by the EC DG Research in the evaluation of the FP7 projects submitted in 2013: Scientific advisor for two Swiss research promotion programmes coordinated by the University of Freiburg (CH), *Academic Swiss Caucasus Network* (ASCN) and *Regional Research Promotion Programme Western Balkans* (RRPP): Scientist in charge of the EU FP7 funded project, *Youth, Unemployment and Exclusion in Europe*; EU Marie Curie Research Fellowship, *Social Capital and Sport in the EU*: (**Baglioni**): Founder and Chair of the Greater Glasgow Politics Seminar Series 2007-2012 (**Davidson**): Executive Committee, European Sociological Association, 2007-2011; Member, Dissertation Committee, Research Faculty, Santa Barbara Graduate Institute at the *Chicago School of Professional Psychology*; (**Hughes**) Member of the Cross Party Group on Violence Against Women (Scottish Parliament) (**Lombard**): Advisory Group member: *The Long-Term Impact Of Money Advice, Friends Provident Foundation*; Advisory Group member: *Monitoring Poverty And Social Exclusion In Scotland*. Joseph Rowntree Foundation / New Policy Institute; Invited Expert: Poverty Alliance Anti-Stigma Working Group; Invited Expert: Department of Work and Pensions - Credit Union Modernisation consultation; Chair of the *Scottish Tackling Poverty Stakeholder Forum*; Expert witness: *Scottish Parliament Local Government and Regeneration Committee, Public Services Reform Inquiry*, March 2012; Executive Committee member of the Social Policy Association (**Sinclair**): Member of the Ministry of Justice committee on the development of risk assessment procedures for TACT prisoners 2008-2010; Member of the Ministry of Justice Accreditation panel for the treatment of psychopathic prisoners; Member of the *Scientific Council of Dutch, Expertise Center for Forensic Psychiatry* (**Cooke**): Speaker at TUC 2012 on 'women and welfare' and gave evidence to the Economy, Energy and Tourism Committee of the Scottish Parliament (**Thomson**). Consultancy by **Gilchrist** includes: Corrections for MIRP (Medium Intensity Rehabilitation programmes and Pathways training); Department of Corrections, Ministry of Justice on Assessment, Policy, practice and Structures for Community DV Programmes, and international advisor for Medium Intensity DV Programmes for Prisons, all New Zealand. Council of Europe, Turkey, Offending Behaviour Programmes and NHS Scotland. **Webb** has acted as an Expert Assessor for the Australian Research Council. Advisor to the *Standing Committee on the Status of Women of the Canadian Parliament*; Member of *Women and Employment Summit Strategic Governance Group*, Scottish Government ; Budget adviser to the Equal Opportunities Committee of the Scottish Parliament; *Member of Scottish Enterprise Gender Consultation Group*; UN Women's roster of Gender Responsive Budgeting experts; Technical advisor on National Gender Budgets to UK, Ireland, Turkey, Nordic Council of Ministers (**McKay**): Member of Police Scotland's *National Sexual Crime Advisory Group* and a Member of the *Sussex Rape Steering Group* (**McMillan**): (Strategic Objectives 1,2,3).

- International conference organisation, including chairing Panels and Research Streams, and as members of scientific committees: **Baglioni**, 6 including 1 in Iceland, Belgium, Bosnia, Montenegro and Italy: **Davidson** 1: **Hughes** 4 in Italy, Switzerland, Poland and Portugal: **Lombard** 3: **Sinclair** 1: **Korkut**, 6 including 1 in Ireland, Turkey and Poland; **Cooke** 9 including 1 in Netherlands, Denmark, USA and Austria: Highlights of conference/meeting organisation include: **Hughes** was Chair of the Committee of the Executive for the ESA responsible for the scientific programme for the 10<sup>th</sup> Conference of the ESA, *Social Relations in Turbulent Times*, Geneva 2011. **Gilchrist** is a member of the Planning Committee for the International Conference on Violence Abuse and Trauma (IVAT), hosted by Alliant University, San Diego California (Strategic Objectives 1,2,3).

Participation in networks of excellence and work alongside professional practitioners has resulted in honours of note which include: **Cooke**; President of the European Association of Psychology and Law 2009-2012; Honorary Doctorate of the Armenian State Pedagogical University; The Medal of David the Invincible of The Armenian Philosophical Academy: **Gilchrist** is Chair of the Division of Forensic Psychology, Scotland; Former Chair, currently member of the Division of Forensic Psychology Training Committee and member of the Scottish Advisory Panel for Offender Rehabilitation and a member of the Parole Board Scotland and the Parole Board England and Wales (Strategic Objectives 1,2,3).