

<p><b>Institution:</b> London Metropolitan University</p>
<p><b>Unit of Assessment:</b> 22 SOCIAL WORK AND SOCIAL POLICY AND ADMINISTRATION</p>
<p><b>a. Overview</b></p> <p>We are submitting 12 Category A colleagues; three from CWASU (Coy, Kelly, Klein), seven from criminology (Fitzgibbon; Lambert; Ridley; Silverstone; Stenson; Stephenson; Young), one from social work (Duckett) and one from the Working Lives Research Institute (Colgan).</p> <p>Research in Social Work and Social Policy and Administration is located in the Faculty of Social Sciences and Humanities (FSSH) established in 2011, and prior to that in the Faculty of Applied Social Sciences. There are two core clusters of activity, respectively in the fields of <b>child and woman abuse</b> and <b>crime, community safety and policing</b>. Most of our work is coordinated through designated research centres, namely the <b>Child and Woman Abuse Studies Unit (CWASU)</b> and the <b>John Grieve Centre for Policing and Community Safety (JGC)</b></p> <p><b>CWASU</b> was founded in 1987. Its aims continue to be to develop feminist research methodologies, theory and practice, especially in relation to connections between forms of violence against women and children. It has an international reputation for its research, training and consultancy work, which involves a creative combination of large and small scale research projects, training, policy development and networking, bridging the worlds between academia, policy and practice. For over a decade they have been part of international collaborative projects, especially within Europe, but also through a seven year link with the Canadian research centres on violence against women.</p> <p><b>JGC</b> was founded in 2003. It aims to promote and disseminate expertise, understanding and good practice amongst policing practitioners. Working within the framework of human rights and concentrating on the subjects of community policing and intelligence, JGC provides training, advice and courses across the globe. The JGC incorporates critical academic work which challenges the basic assumptions and nomenclature of policing, particularly on the topic of 'gangs' and 'gang violence'. The JGC aims to act as a 'critical friend' to police services domestically and internationally, offering informed but critical research, advice and training.</p> <p>As of summer 2012 CWASU and JGC were located to the same building on the North Campus under the umbrella structure of the Faculty Advanced Institute for Research (FAIR) which incorporates all the social science research centres and institutes with a shared interest and expertise in research for social justice.</p> <p><b>b. Research strategy</b></p> <p><b>Evaluation of RAE2008 strategy</b> - <i>Strategic aims in RAE2008 doc: 'to continue to consolidate, develop and strengthen activity in our research groupings and, where appropriate to extend into new areas'</i>.</p> <p><b>CWASU</b> has increased its research portfolio and staffing complement through steady income generation. Its work has exceeded the aims set in 2008 to continue to develop research addressing intersections of gender and race/ethnicity as axes of social inequalities. With 20 years of experience in scanning policy and practice environments to inform the identification of research priorities, our research strategy is constantly 360 degree active; responding to tenders and commissions, while simultaneously maintaining dialogue with funders and commissioners about gaps in knowledge. Collaboration has been increasingly important as funding streams narrow at the same time as violence against women has leapt up the national and international policy agenda. We hold joint grants with Middlesex and Durham Universities, London School of Hygiene and Tropical Medicine, and with two specialist domestic violence NGOs.</p> <p><i>Specific aims:</i></p> <ul style="list-style-type: none"> <li>• <i>To develop Professional Doctorate and Masters programmes, underpinned by research</i></li> </ul> <p>CWASU has strengthened and embedded the relationship between its research and teaching</p>

through the ongoing delivery of its M.A. Woman and Child Abuse. This course is unique among HEIs in the UK and Europe, and faculty support for the appointment of Maddy Coy as course co-ordinator has been hugely valuable. The CWASU team's experience as research active staff is stitched into the course from constantly refreshed content to an emphasis on enabling students to question and critique knowledge production and representation. The JGC launched the first Professional Doctorate in Policing in 2008. It is intended for practitioners aiming to make an original contribution to both academic knowledge and professional practice. It is expected that students complete the Doctorate in four years whilst also working in a professional environment. Students are drawn not just from the police service but also from other professions working within the broader field of Criminal Justice and Security. There are currently 31 students enrolled, at various stages of completion. The 2012-13 cohort numbers eleven students, including professionals from the British military, the police service (domestic and international), the prison service and the probation service. To date, since its inception, there have been twelve completions.

- *To contribute to strengthening our relationship with the other Research Institutes and research leadership in the faculty*

The creation of FAIR (see above) has enabled administrative processes to be streamlined and increased support to researchers to secure external research funding. New developments under FAIR include the provision of faculty-wide 'research surgeries' and services accessible to all academic staff along with twice yearly 'away days' for all FAIR staff to share research interests and expertise. The FAIR director sits on the Faculty Executive, to which significant decision-making powers have been delegated by the University, and FSSH has become the research beacon for the whole of the University, and now directly manages LondonMet's Research Office. FAIR has provided fresh impetus to research activity and facilitated new interdisciplinary collaborations.

Liz Kelly attends the FAIR leads meetings, and CWASU staff participate in the weekly get togethers of all research staff. CWASU staff have contributed to recent FAIR methods seminars and held two of the surgeries that support staff with bid writing. FAIR hosted the launch of *Moving in the Shadows*, an evening event which attracted an audience 150 to hear cutting edge research on minority women and violence. We are working with staff from the Cities Institute, which will return to FSH in August, on one project and jointly supervise an ESRC studentship with them.

- *To support individuals' research activity*

All academic staff in the social science schools within the faculty are encouraged to engage in research. Significant effort is made to support and develop their research activities. The Faculty aims to offer staff an appropriate balance between their teaching, research and administrative activities. In line with University policy, staff have a maximum teaching load of 550 hours contact time per year, and the Faculty attempts to synchronize at least some of the modules taught with the research interests of the lecturer. We operate an academic workload allocation model (AWAM) which allows teaching to be balanced in relation to research priorities and external funding, and all staff receive a time allocation on their AWAM for research and/or scholarly activity.

Up until 2011, the Faculties operated a system for applying for some relief from teaching on a module by module basis. This was organized through a bid proposal system, with monitoring of the output of research leave conducted to maintain resource efficiency. Teaching remission applications were assessed by the REF Working Group chaired by the Associate Deans, and **Stephenson** and **Duckett** received reduced teaching loads through this route. Staff could also apply for financial support for projects in the early stage of development, and for fully funded attendance at, or delivery of, seminar series and conferences. The funds for this scheme came from an allocation to the Faculty from RAE 2008 income. Since 2011, returns from RAE 2008 have been set against the salaries of core staff so the bidding system has ceased. Teaching relief is not now possible unless it is supported through externally generated income. Staff can now apply for limited financial support to attend a conference through staff development funding, available on a one conference per annum basis.

### **Objectives and Activities for the coming five years 2014-2018**

CWASU aims to sustain and develop its synthesis of teaching/research/policy/practice:

- to enable PhD students to complete and publish their doctoral studies;
- to examine the marketisation of the specialised violence against women and girls (VAWG) support sector;
- to explore the relationship between austerity and VAWG; to publish and extend our current investigation of sexual consent;
- to return to child sexual abuse as a key research topic in the wake of a spiral of media 're-discovery'.

Through these multiple strands for future activity CWASU aims to retain our current staffing complement and expand where funding allows.

The JGC aims

- to maintain the number of Professional Doctorate and other doctoral research students
- to develop further its profile in applied research in the fields of 'organised crime', 'terrorism' and 'gangs'.

For the research area as a whole, progress will be monitored by the FAIR Director with the FAIR Lead Professors group – meeting monthly – and by the bi-monthly Faculty Research Committee. The aims are to:

1. Promote inter- and cross-disciplinary approaches within FAIR and FSSH through workshops and seminars and to generate more collaborative and innovative research proposals;
2. Embed research more deeply within the university social science and humanities teaching curricula;
3. Build stronger formal and informal partnerships nationally and internationally around our core research areas;
4. Maintain a high level of funding from Research Councils, the EU and other funders commensurate with demonstrating both the importance and sustainability of excellent applied research;
5. Evaluate the achievement of these aims through:
  - involving more, and especially younger staff in research,
  - sustaining high volumes of quality outputs,
  - focusing more on securing a greater research impact, and
  - ensuring greater recognition of our research both inside and outside the university.

#### **c. People:**

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

The integration of research centres and institutes into the highly supportive Faculty of Social Sciences and Humanities with a lead role for FAIR, the main host of the faculty's externally-funded researchers, has ensured the conditions of those appointed to Research Contracts were both established in advance of and are in full accordance with the Concordat's principles. CWASU has become adept at balancing short and longer term high value studies. Over the assessment period we have had high retention rates, with staff departures occurring when one researcher retired after 18 years in the unit, and two moved onto higher status positions from initial appointments as early career researchers. Our current staff profile is younger than during the RAE assessment period, and there is considerable emphasis on nurturing the capacities and skills of all staff, but particularly less experienced researchers. Maddy Coy took maternity leave during 2012-13, while continuing to develop her research career and returned on a full-time basis. She was promoted to Reader in 2013.

CWASU'S international reputation as a centre of excellence for state of the art research has

attracted visiting scholars from: Osh University, Kyrgyzstan (February-May 2008); Autonomous University of Barcelona (July 2009-July 2010); University of Colombo, Sri Lanka (May 2008-May 2009); University of New Hampshire (August 2011-August 2012). We are also hosting a Marie Curie postdoctoral fellow from May 2011-August 2013. These global and cross-cultural links provide a fertile ground for knowledge exchange and shape the unit's constantly evolving 'epistemic community'.

All the JGC staff submitting to REF2014 are full-time teaching staff with a full teaching load, except Kevin Stenson who is a senior research fellow. Svetlana Stephenson was promoted to a Readership in 2011. One former research fellow (Tara Young) has now moved to a senior lecturer position and has a full teaching load. The JGC demonstrates a commitment to social justice and equal opportunities and half our staff are women and a third are from ethnic minorities.

## ii. Research students

Most of our doctoral students are part-time, often living at some distance from the university and embarking on their studies while in full-time employment. Staff have increasingly used Skype and on-line conferencing to maintain regular contact with the students they are supervising.

Faculty based research students are supported in organising their own events, e.g. poster presentations, research seminars and social gatherings, to which they invite staff as audience, speakers or guests. They have the opportunity for accessing RAE research funding for particular projects (conferences, archival research). They are encouraged to give papers at subject-based research seminars

There are five levels of monitoring and support for our doctoral students:

- (1) Supervisor-student relationship. Each student has two supervisors, who may meet the student together or separately.
- (2) Ethics compliance monitoring by the Faculty Ethics Committee. Each student must provide a detailed description of the ethical issues raised by their research design and methods and get approval prior to starting their fieldwork.
- (3) Registration of the student's thesis in a ten-page outline by the Faculty Research Committee.
- (4) Monitoring within FAIR. Regular reports on doctoral students' progress are given to the FAIR Lead Committee, and decisions on additional support taken there. These may involve increasing supervision or providing training or some other resource allocation.
- (5) Formal monitoring through the University Research Office which requires an annual progress review form to be submitted with evidence of written work. In these students have an opportunity to comment on supervisory support and their supervisors and the Research Student Progress Group provides feedback on the work submitted. Students are only allowed to move from MPhil to PhD registration after a significant element of their work has been read by someone other than their supervisor and the Student Progression Group has given its approval.

Within **CWASU**, there has been two PhD completions. Liz Kelly and Maddy Coy supervise 11 doctoral students, eight of whom study full time and are faculty-based. Of these, two hold ESRC studentships, one CASE and one project-linked, and six are London Met Vice Chancellor scholars. All are encouraged to participate in unit activities and have made significant contributions to our research culture. Three students contributed to chapters in *Moving in the Shadows: Violence in the Lives of Minority Women and Children*, an edited collection published in 2013 by Ashgate, co-edited by Liz Kelly. The students lead a weekly reading group, run seminars on CWASU's Masters course and co-supervise dissertations. Six PhD students have worked as research assistants in the unit, undertaking data collection and analysis and designing participant recruitment materials. One of our current projects involves the use of videos as 'digital stories' around which survey, focus group and interview questions are structured. Three of our research students took primary responsibility for the development and completion of these videos and embedding them into online

**Environment template (REF5)**

survey software, in conjunction with the university's digital media team. Research students are also enabled to build publication records, by joint authoring journal articles and research reports with staff, and publishing initial reflections and findings from their doctoral studies in edited collections and peer-reviewed journals.

Within **JGC** there have been 11 Professional Doctorate completions since 2008, including students from the UN, Nigeria, Canada and the British Army. There are currently six doctoral research students (five part-time) and 31 Professional Doctorate students. We currently supervise students who hold senior positions in the British military, the British Police Service, the Nigerian Police Service, the Probation Service and the Home Office. We expect our students to make a contribution with their academic work but also we know that our students are making significant contributions to their professions thanks to supervision and guidance from their academic supervisors.

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

**CWASU** has raised £2.1 million in funding for 28 projects over the assessment period. Project funders have included the European Commission, the City Parochial and Henry Smith Foundation, the European Union DAPHNE programme, the Equality and Human Rights Commission, the European Women's Lobby, the UK Home Office, Dublin Women's Aid, West Yorkshire Police, the Crown Prosecution Service, the Greater London Authority, UN Women (formerly UNIFEM), the nia Project, Thurrock Borough Council, the Big Lottery, the Department of Health, the Children's Society and the Office of the Children's Commissioner.

**JGC** raised £400,000 in funding for 15 projects over the assessment period. Project funders have included the Leverhulme Trust, European Cooperation in Science and Technology, the London Project: Women in Prison charity; Detica; the Airey Neave Trust, the Foreign and Commonwealth Office, AHRC, ESRC, Catch 22, Enfield Borough Council, Brent Borough Council.

***Strategies for generating income***

**CWASU's** funding strategy has always been to combine several large scale projects with smaller, shorter-term grants. We combine our sense of what the most important questions to be addressed through research are with responding to tender calls which align with our interests and expertise. In other words we are both pro-active and re-active. We are on the list of preferred bidders for the Home Office, Ministry of Justice and CPS, although suspect that there will be less research funding from government over the next five years. We have also built a set of close relationships with our colleagues at other UK universities, who can also be competitors, to wherever possible present joint bids, thus increasing the chances of success and maximising skill sets. Our reputation, especially across Europe, means we are often approached to be partners in EU funded projects, and were recently successful in a very competitive field for a HERA project to start in late 2013. The current financial climate makes forward planning for research more difficult than at any point in our history, requiring that we be even more alert to tender calls and ensuring that we maintain collaborative links with colleagues in our field. We are currently partners in a bid from Lancaster University for an ESRC research centre on violence against women and in an EU COST bid coordinated from Portugal.

**JGC's** funding strategy is premised on critical engagement with law enforcement, local councils, charities and funding councils. Our strategy is to apply to funders who share an interest in emerging crime and policing problems especially in London. While such funders generally offer modest resources, the aim for the future is to sustain a steady level of innovative research to keep the JGC relevant and its teaching cutting edge. Building on success with funding from the ERSC with Project Oracle, staff will also undertake efforts to gain national funding and we are currently working on a joint bid with Oxford University of 350K going to the ERSC.

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

#### CWASU

**Liz Kelly** is co-chair of the End Violence Against Women (EVAW) coalition, on the co-ordination body for Women Against Violence Europe, and an appointed expert to the European Union Gender Institute and the European Women's Lobby Policy Action Centre on Violence Against Women. She is a member of the editorial board of the journals: *Sexualities*, *Women's Studies International Forum* and *Child Abuse Review*.

**Maddy Coy** is a member of the EVAW Prevention Network, and both are the only UK members of the Canadian Observatory on Violence Against Women. She is a member of the editorial board of *Women's Studies International Forum*.

In 2009 **Liz Kelly** co-edited a special edition of *Child Abuse Review* on gender and child harm. She was also a member of an international seminar series on Multiple Perpetrator Rape led by forensic psychologists from Middlesex University and the University of Birmingham. In 2012 she was invited to give a keynote address at the British Society of Criminology conference and elected a Fellow of the Royal Society of Arts.

*Moving in the Shadows: Violence in the Lives of Minority Women and Children*, a collection published in 2013 by Ashgate was co-edited by **Liz Kelly**, the outcome of a collaboration with Southall Black Sisters and contributions from a wide range of researchers and practitioners, including three of CWASU's PhD students.

*Prostitution, Harm and Gender Inequality: Theory, Research and Policy*, a collection published in 2012 by Ashgate, edited by **Maddy Coy**, brings together scholars from across the globe, including researchers in CWASU's postgraduate cohort and those based in the universities of Uppsala, Melbourne, Helsinki and Chicago.

CWASU's current collaborations include:

- criminology at Durham University,
- forensic psychology at Middlesex University and
- health at London School of Hygiene and Tropical Medicine
- pedagogy with University of Osnabruck

Recent projects have included collaboration with legal scholars at the International Victimology Institute, Tilburg University and the German Institute for Youth Human Services and Family Law Association, Heidelberg. This combination of policy and academic networks has underpinned many of CWASU's research projects, creating a continuous feedback loop where our research can spring from unaddressed policy gaps and in turn be seamlessly fed into policy development.

In 2009, **Renate Klein** was chair and rapporteur for a multi-country European project, PROTRAIN, funded under the European Commission's Daphne-Programme (*Strengthening multi-professional co-operation for the prevention of domestic violence*), final conference in Osnabrück. In 2011 she gave an invited keynote paper at the University of Porto *Multidisciplinary perspectives on gender violence*, invited paper for Seminar: *Love and fear in intimate relationships*. Since 2011 she has co-chaired and co-facilitated meetings of the European Network of Gender and Violence (ENGV), which supports networking among scholars, policy makers and practitioners. She has been coordinating an international, interdisciplinary study group which generated *Framing Sexual and Domestic Violence Through Language*, a collection of articles from colleagues in Denmark, France, Poland, Sweden, Switzerland, UK and US which she edited, published by Palgrave in 2013.

## JGC

**Wendy Fitzgibbon** is collaborating with colleagues in EU member states in a project on *Offender Supervision in Europe* funded by European Cooperation in Science and Technology. She also has a collaboration funded by Leverhulme with Queens University, Belfast on comparative youth justice systems in Ireland, Northern Ireland, England and Wales. She is jointly supervising a doctoral student at the University of Al.I.Cuza Iasi, Romania. She has made key note addresses at probation/policing practitioner conferences in Newcastle, York, Leicester, Birmingham and London. She has established the London Practitioner Forum – a network for professionals working in criminal justice and related fields, to reflect on the social implications of their work.

**Nicholas Ridley** makes annual presentations on financial crime to the Cambridge International Economic Crime Symposium, involving participants from government, law enforcement, financial regulation and financial services. He is regularly involved in training and consultancy on anti-terrorism and security for NATO.

**Kevin Stenson** is a member of the editorial boards of *Criminal Justice Matters* and *Critical Criminology*. He collaborated with Randy Lippert, Windsor University, Ontario on an article in *Theoretical Criminology*, and edited a special, international issue on policing and governance for *Policing: A Journal of Policy and Practice*. He has given keynote addresses to research conferences in Cork and in Bielefeld. He was an invited contributor on 'The Law and Surveillance' to the Law Society's seminar series in 2010. He is a member of the Home Office /Youth Justice Board panel on 'Effective Practice Classification.'

**Svetlana Stephenson** is a member of the editorial board of the *European Journal of Homelessness* and of *Europe-Asia Studies*. Since 2008 she has presented papers at conferences in Chicago, Amsterdam, Charlottesville, Los Angeles, Quito, Gothenberg, Paris, Oslo, Moscow and Barcelona, as well as several more at UK universities. She held a visiting research fellowship at the Aleksanteri Institute at the University of Helsinki in 2013.

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**Fiona Colgan** has been an Associate Editor for *Gender, Work and Organization*; Topics Editor for *Equality, Diversity & Inclusion: An International Journal*; a Member of the Editorial Board of the *International Journal of Work, Organisation & Emotion*. She was co-editor of a special issue of *Equality, Diversity and Inclusion* Vol.30, No.8 on 'Spirals of Silence? Tackling the 'invisibility' of the sexual orientation strand and sexuality in academic research and in organisation equality and diversity policy and practice'.