

<p>Institution: Keele University</p>
<p>Unit of Assessment: Social Work and Social Policy</p>
<p>a. Overview</p> <p>Research in social policy and social work at Keele is unified organisationally and thematically through the Centre for Social Policy [CSP], one of five research centres in the Research Institute for the Social Sciences [RISS]. RISS and CSP provide an environment structured to promote the integration of research from distinct theoretical, methodological and practice backgrounds. This commitment to cohesive and targeted social work and social policy research is supported by a robust administrative structure to ensure that University and Faculty research strategic targets are met, through the monitoring of defined key performance indicators (KPIs) and the effective deployment of resources in supporting staff and research students. The CSP is formally part of the Faculty of Humanities and Social Sciences, although members of the Centre are drawn from that and Keele's other two Faculties, Natural Sciences and Health. The strategic and operational management of research is organised via the Faculty of Humanities and Social Sciences Research Committee comprising the Dean, the Director of RISS, and the Heads of all Research Centres. Leadership of CSP brings together all cognate disciplines to ensure both strength in interdisciplinary research and subject-specific excellence. The Centre Head works with a Director for Postgraduate Research, Directors of Professional Doctorates in education and social work, and discipline leads in criminology, education, social gerontology and health, human geography, sociology, and social work.</p> <p>The CSP continues the long and distinguished history of research excellence in social work and social policy at Keele. The principles that guide this research have been carried forward since 2008 through three distinct themes that incorporate both continuity and new developments in research expertise:</p> <ul style="list-style-type: none"> • Ageing and the Life Course • Crime, Justice and Civil Society • Mobilities, Identities and Culture
<p>b. Research strategy</p> <p><u>Structure</u></p> <p>Social work and social policy is a key strength of Keele's research profile. Social Policy research has been supported at Keele since its foundation, with particular specialisms in criminology and social gerontology. Criminology has been taught and researched at Keele for almost 50 years and the Centre for Social Gerontology has been established at Keele for over 25 years. While these subjects continue to be central to social work and social policy research at Keele, in recent years this has expanded to embrace other disciplines, notably human geography, education and health policy and practice. Since 2011, social work and social policy research in Keele has been managed within the CSP which was established to support Keele's strategic commitments to socially-relevant, interdisciplinary and critically-informed research that engages with policy and practice. Prior to this, from 2006 to 2011, social work and social policy research was supported in the Research Institute for Law, Politics and Justice and the Research Institute for Life Course Studies. In 2011, all social science research in Keele was brought together as part of the Research Institute for Social Sciences [RISS] with one Director (who is also the Director of the RI for Humanities). There are five research centres in RISS, and CSP is the largest of these centres. This reorganisation was initiated to provide greater opportunities for cross-disciplinary research, as well as a more cohesive administrative structure and rationalise research support functions for social science research. The formation of CSP brings together a broad range of interdisciplinary expertise to promote synergistic research across theory, policy and practice, organised in three main research themes:</p> <ul style="list-style-type: none"> • Ageing and the Life course • Crime, Justice and Civil Society • Mobilities, Identities and Culture

A key strategic aim of the CSP is to promote and facilitate cutting edge research through unique interdisciplinary partnerships, and its members are well placed to respond to Keele's overarching strategic focus on ageing, health and sustainability.

Keele's research strategy supports the University's 2011-2015 strategic plan that identified the need to grow both research income and postgraduate research student numbers over the REF census period. Institutional research performance is monitored by the University Research Committee, which reviews PGR recruitment, funding and completion rates; patterns of research leave; and grant applications and successes. The RISS takes a strategic lead for generating and supporting research, enterprise and knowledge transfer activities; and for the training, supervision and support of research students. It is responsible for implementing policies and practice that lay the foundation for a vibrant and sustainable research culture.

The RISS overall strategy is managed through the Faculty of Humanities and Social Sciences Research Committee. Chaired by the Dean, this meets every semester to oversee the Faculty research strategy, approve all applications for research leave, monitor reports on leave, and approve all internal selection processes to manage demand for applications for external research funding. Within RISS, bi-monthly meetings, chaired by the Research Institute Director and attended by all Centre Heads, are held to deal with both strategic and operational matters. These meetings provide a forum to regularly scrutinise CSP's research strategy in pursuit of meeting key University research targets to enhance grant income and increase PGR numbers. This scrutiny entails regular monitoring of defined KPIs, which include research grants applied for (total value and per FTE by type of funder) and grants awarded (detailed KPIs are discussed in sections c and d below). These KPIs are reviewed in line with previous three-year trends. Intelligence on grant applications in progress, and on forthcoming and current calls, is shared at these meetings. Discipline leads are primarily responsible for ensuring research mentoring of new staff and the development and implementation of individual staff research plans. The Director for Postgraduate Research for CSP oversees recruitment, ensuring the quality and fit of all postgraduate students and topics; identification of supervisory teams; and annual progression of students. The Directors of Professional Doctorates oversee the training programme for these two pathways (in education and social work), recruitment of students, allocation of supervisors and annual progression procedures.

Strategic Aims

Keele's standing in social policy is marked out by a collaborative ethos and a sustained commitment to: **interdisciplinarity; theoretically informed research that engages with policy and practice; and methodological diversity**. As in RAE2008, these remain core to social work and social policy research and the CSP has continued to promote this way of working. The CSP has revisited the thematic priorities for social policy research set out in RAE2008 in response to changes in staff expertise during the REF period, and to new and emerging themes in social policy research. These reflect current strengths and, in particular, new appointments in human geography and education. The three overarching research themes in the CSP are elaborated below.

Ageing and Life Course

Since RAE2008, social gerontologists have continued to undertake **theoretically-informed research that engages with practice and addresses contemporary policy concerns** – notably on age segregated housing and the development of retirement communities (Bernard, Ray, Scharf and Bartlam), and on social exclusion and disadvantaged (urban and rural) communities (Scharf and Bartlam). Ray's appointment as a Social Care Fellow by the National Institute for Health and Care Excellence (NICE) signifies Keele's commitment to critical and policy-relevant ageing research. Research in ageing is supported through long standing partnerships with practitioners, policy makers and third sector organisations. Currently, these include Manchester City Council, Stoke City Council, the ExtraCare Charitable Trust (ECCT) and the Beth Johnston Foundation (BJF). BJF, for example, has collaborated with Keele since the 1980s, and now supports a number of research projects including Holdsworth's recent ESRC (£123k) grant on 'Drinking in Later Life'.

Strategically, the REF period has also seen significant expansion and strengthening of our commitment to **interdisciplinarity and methodological diversity** in ageing research. Bernard's on-going collaborations with colleagues in Primary Care and Health Sciences (Bartlam, Jinks,

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Richardson, Ong and Sim) around pain, resilience and well-being among older people reflect important synergies between social gerontology and health disciplines. Likewise, Rosenfeld's pioneering multi-method research exploring the personal and medical histories and circumstances of older people living with HIV (funded through the MRC-led 'Lifelong Health & Wellbeing' programme, £183k) has brought sociological, medical and clinical perspectives together to address a neglected area of policy and practice. This close working with health care specialists is also supported by Paton's contributions to health policy scrutiny.

With social gerontology as its underpinning, a further strategic aim since RAE2008 has been to extend collaborative and interdisciplinary work beyond a narrow focus on health and welfare. Bernard's ground breaking **interdisciplinary** and **methodologically diverse** *Ages and Stages* research project with the New Vic Theatre, Newcastle-under-Lyme, brings together investigators, theories and methods from the arts/humanities, social sciences and theatre practice to explore the part that theatre plays in older people's lives. Keele's existing excellence in ageing research has been further strengthened through connecting it strategically with the University's other institutional priority on sustainability. Scholarship on environmental gerontology now brings together retirement community research; the work on ageing in urban (and rural) environments; the development of work on age-friendly cities and communities; and Keele's founding role in the establishment of the UK Urban Ageing Consortium.

The intergenerational dimension evident in ageing research is also reflected in the CSP's commitment to research across the life course and to studies of childhood, youth and family practices. This is developed in a number of substantive research projects including Holdsworth's empirical research on parental smoking and more theoretical work on family and intimate mobilities; Martens' and Shain's recent British Academy-funded projects on childhood and environment that have sought to engage children's views on constructions of nature and peak oil respectively. These projects are also supported through external collaborations, including the recent appointment of former Keele EdD student Maggie Atkinson, the Children's Commissioner for England, as Honorary Professor and visiting fellow. In social work, Boylan's scholarship on children and advocacy provides an empirically-grounded approach to promote effective social work practice. Shardlow's empirical research, funded jointly by the ESRC and Research Grants Council, Hong Kong, considers the development of social work careers and identities and brings a distinctive comparative focus to Keele scholarship on the practice of social work over the life course.

Crime, Justice and Civil Society

Criminological research remains at the heart of this core thematic at Keele while researchers in cognate disciplines contribute under the theme of Civil Society. **Theoretically informed research** is exemplified by Lippens' development of the relationship between criminological theory and philosophical debates about control and transgression, and by the work of Worrall, Corcoran and Ballinger in the field of feminist perspectives in criminology. **Methodological diversity** is illustrated by Lippens' recent award of an ESRC seminar series on visual criminology and Ballinger's detailed historical scholarship on the execution of women in the 19th and 20th centuries. Weston's recent appointment in criminology has enhanced the **interdisciplinary** profile of CSP research on crime and justice to include research on treatment interventions and criminal justice responses to drug misuse.

A key strategic priority in the CSP is to enhance and build on existing expertise in Civil Society. This is an established strength of Keele criminology and includes Wells' research on speeding offenders' engagement with police and road safety awareness campaigns; Dixon's research on racially-motivated crime; Worrall's study of occupational cultures in probation work; and Corcoran's work on the role of the voluntary sector in criminal justice. All of this work relates to research on justice and civic engagement. This focus on Civil Society has recently been strengthened through appointments in human geography. Pemberton, newly appointed to a Readership, brings a focus on local government re-organisation and the rescaling of the state, while Holdsworth's research on student volunteering contributes to policy-relevant debates about the assumed relationship between volunteering and employability. Both Holdsworth's and Pemberton's research has been funded by key stakeholders including the National Co-ordinating Centre for Public Engagement [Holdsworth] and Joseph Rowntree Foundation [Pemberton] to embed this research in the development of **policy and practice**.

Mobilities, Identities and Culture

Research excellence on mobility is focussed around the core geographical and sociological group that includes McKay's writings on Filipino transnational migration; Pemberton's research on EU migrant workers; Sirriyeh's research with young asylum seekers; and Holdsworth's scholarship on family mobility. This research is strategically developed to **engage with policy**; for example, Pemberton's research considers recent migration from EU A8 accession countries, with a particular focus on older migrants, and McKay's research engages with the relationship between migration and care. Along with Pemberton, recent appointments in geography and sociology have sought to enhance the **methodological and theoretical diversity** of this research. These include Nobajas, whose research engages with cartographical and geographic information system (GIS) techniques to study mobility from different perspectives and obtain innovative results, and Sirriyeh, whose research uses a family practices approach to explore lived experiences of young asylum seekers.

The importance of identity and cultural analysis to social policy issues is a key theme in the disciplinary groupings around education and sociology in CSP. Education research at Keele has been developed to foreground how issues of identity and cultural practices are integral to education policy. Shain's established research on the schooling of Muslim boys and their identification of a problematic identity in education has been augmented with the recent appointment of Breen, whose research sets out the policy context for faith schools. Findlow's unique expertise on education in Arab states provides an international focus to scholarship on cultural practices and education, and Howlett's research provides an historical focus on educational ideologies.

Research on culture and identities is supported by the Cultural Research Unit, a Faculty-wide **interdisciplinary** initiative to which members of the CSP contribute. This provides a forum for dialogue between cultural research and policy issues. Exemplars of this approach include Poole and Holohan's scholarship on multiculturalism, Islam and identity, which explores the policy relevance of media representations of religion. In a similar vein Featherstone's writings on utopia and dystopia consider how these are relevant for marginalised identities including Roma and specific urban places. Parish's detailed ethnography considers how African witchcraft reveals the complexity of moral obligation, trust and secrecy among extended kin networks, while Martens' work on domestic practices engages with gender politics in the home.

Developing Initiatives and Priority Development Areas

These thematic priorities provide a sound foundation for the future development of critically-informed policy- and practice-relevant research that can bring together the disciplinary and methodological breadth of social policy research at Keele. Themes 1 and 2 represent continuity with established research themes in CSP at Keele. Synergies between life course and ageing research will stimulate further collaboration between gerontologists and researchers in geography, education and sociology. Further development of mobilities, identities and culture research will occur both within CSP and through collaborations with other research centres. For example, research on mobilities will be strengthened through collaborations between criminology and geography to bring together established research interests on surveillance and speeding [Wells] with more theoretical engagement with mobilities research [Holdsworth].

Following the departure of two renowned professors (Pugh and Williams), social work research is an area that CSP will seek to support over the next five years through the promotion of rigorous practice-focused research methodology in this discipline. The enhancement of the research culture in this area has also been supported by the recent appointment of Shardlow to a Chair in Social Work. Research excellence in social work will be developed through the themes of Ageing and Life Course, and Mobilities, Identities and Culture. In terms of administrative priorities, recent strategy has centred on developing a more rigorous approach to individual staff research planning, which has been enhanced by the revision to sabbatical leave policy which is outlined in section c below, and performance monitoring. Embedding the research plans into staff development and appraisal is a priority development area for enhancing research culture in the post-REF period.

c. People, including:

i. Staffing strategy and staff development

Keele's 2011-2015 strategic plan aims to provide a research environment that is attractive to new researchers, supports and nurtures researchers at all stages of their careers, creates leaders for the future, and provides strong and effective mentorship. This is achieved through the following:

- Research excellence and specific research expertise are key criteria for all academic appointments; and the Director of RISS is represented on all appointment committees. Recent examples of research-led recruitment include Shardlow to a Chair in Social Work (2013), Holdsworth to a Chair (2010) and Pemberton to a Readership in Social Geography (2013).
- All academic promotions and appointments depend on nationally and internationally recognised excellence in research. For Social Policy this includes a commitment to practice as well as more conventional research indicators. Research achievement was a factor for Shain's and Dixon's personal chairs in education and criminology, and senior lectureships for Findlow (education) and McKay (geography).
- Management of dedicated staff research time is monitored through Keele's workload allocation model. The Head of CSP provides strategic guidance for managing research workloads in collaboration with Heads of Schools with responsibility for all CSP disciplines.
- Early-career staff are allocated additional research time under the University's workload allocation model; they have a mentor who provides advice on research; and the RISS Research Office, in conjunction with the University's Learning and Professional Development Centre, offers an induction programme that includes research planning, funding opportunities, and ethical and governance issues.
- All staff, regardless of career stage, are encouraged and supported to enhance their research expertise through attending training courses both in Keele and externally. Financial support for external activities is available through the CSP funds.
- Advice on high-quality publication is provided through individual mentoring and through review of staff research plans; the CSP has published a discipline-specific document on Research Publication Guidelines which is available to all Centre staff.
- Individual research planning is a key staff development policy that has been implemented over the REF period. Individual plans report on completed and forthcoming research activity, outputs and grant applications. All plans are reviewed by the Head of CSP in collaboration with subject leads, and approved by the Director of RISS. The plans inform the research element in formal annual appraisal processes and the allocation of additional research time, advice and mentoring as appropriate for staff at all levels. Research-active staff are normally expected (as *minima*, and with due allowance for disciplinary differences, personal circumstances and career stage) to produce the equivalent of at least one high-quality publication (peer-reviewed article, substantial chapter) *per annum* and at least two substantial grant applications over a five-year cycle; and to be involved in postgraduate training and supervision, seminar and conference organisation and attendance.
- Over the REF period, twenty-eight staff in CSP have been supported by the allocation of research leave, which allows them to carry out intensive periods of research. All research-active staff who meet the threshold of expectations for excellent research performance are eligible to apply for a semester's research leave on a one-semester-in-eight basis, or, for staff appointed to their first research-related open-ended academic post, *no later* than the seventh semester after appointment. In 2012 allocation of leave was revised from being purely competitive to a more strategic approach, and rotas for eligibility for leave for research active staff have been agreed for all disciplines, in order to support staff to develop future research strategies. All leave is subject to the approval of the Faculty of Humanities and Social Sciences Research Committee, which scrutinises the specific programme of activity proposed for the leave. For the purposes of research leave, applications from staff who are not formally part of the Faculty of Humanities and Social Sciences but are members of CSP are also considered at this meeting to ensure consistency of research practice throughout CSP.
- All policies relating to research management are subject to equality impact assessment; all members of appointing committees and any staff who carry out appraisals have been trained in equality and diversity issues, with periodic updates on legislative change. Part-time staff are

given research support and access to leave on the same basis (but pro-rata) as full-time staff. The current demographic profile of the CSP reflects this commitment to equality and career development: 69% of staff in this submission are female (including 50% of those at professorial grade) and 16% are early career researchers. Keele has recently achieved the HR Excellence in Research Award.

- Career trajectories of research-active temporary staff in Social Policy are managed in line with the Concordat to Support the Career Development of Researchers. All Research Assistants are supported in developing their careers throughout their time at Keele, and a number of researchers have successfully secured permanent academic positions. For example, Dr Clare Gunby started her career as an RA on a EU FP7 project 'Gender-Based Violence, Stalking and Fear of Crime' at Keele, before completing a doctorate at Liverpool John Moores University, and is now Lecturer in Criminology at Leicester; Dr Mary-Louise Corr worked on an ESRC-funded study on male violence and is now a lecturer in social sciences at Edinburgh Napier University; and Dr Claudia Liebelt is lecturer in social anthropology at the University of Bayreuth and was an RA on the AHRC funded project: 'Sociality, Caring and the Religious Imagination in the Filipino Diaspora' from 2007 to 2010.

Since 2008 a number of senior social policy research staff have left Keele to prestigious institutions in the UK and overseas: Manchester (Gadd, Criminology; Phillipson, Sociology and Social Gerontology); Liverpool (Godfrey, Social Justice); Leeds (Karstedt, Criminology); Goldsmiths (Jones, Education); RMIT (Williams, Social Work); Griffiths (Stenning, Criminology); both Gadd and Godfrey began their research careers at Keele. CSP's commitment to sustaining social work and social policy research is two-fold. In terms of the core disciplines that have experienced staff loss, wherever possible these have been replaced by career-entry research staff, for example, three posts in Criminology [including Weston] and one in Sociology [Sirriyeh]. In core areas appointments at senior level have also been made, and Shardlow's appointment brings leadership and research expertise in a range of methodological approaches to social work research. The second approach to sustainability has been to extend the discipline base for social policy research, and the CSP has benefitted from three new appointments in human geography [Holdsworth, Nobajas and Pemberton] and two in education studies [Breen and Howlett]. An important strategic direction for social policy research is to embed policy and practice relevant research in these disciplines. Through mentoring the careers of early-career researchers CSP retains a commitment to the sustainability of social policy research beyond Keele. The research mentoring processes that have been put in place, particularly around research plans, recognise the need to manage career trajectories both in the immediate and long-term future.

ii. Research students

Increasing the number of PGR students has been a strategic target at Keele over the REF period, and PGR enrolments and doctoral awards are regularly reviewed through the RISS management structure as well as at University Research Committee. CSP has made very impressive progress in response to this target. During the REF period there were forty doctoral awards, equating to 1.3 awards per staff FTE, which is a very significant (48%) increase compared to the previous RAE period. Staff in CSP currently supervise 143 PGR students (almost five PGR students per staff FTE). Recent commitment to enhancing PGR enrolment has been achieved in response to the cessation of ESRC-funding in 2011. Expansion of PGR numbers has been achieved through a number of strategic developments:

- RISS has made significant investment in postgraduate research from Faculty Research Funds through an open competition for postgraduate studentships and Graduate Teaching Assistantships.
- The commitment to research funding for PGR has also been secured through collaboration with external funders. During the REF period funding for studentships (either full or part funding) has been secured from Higher Education Academy; Samaritans; Youth Justice Board; Magistrates Association; CLINKS; Beth Johnson Foundation; Manchester City Council; ExtraCare Charitable Trust; *Sociological Review*; and the Police and Crime Commissioner for Staffordshire.
- CSP has benefitted from the Keele Acorn funding scheme which matches funds from external partners in order to provide PGR studentships or, in the case of full studentships provided by

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external partners, provides an additional fully-funded studentship. The Faculty of Humanities and Social Sciences has invested £150,000 per annum on internally funded Acorn studentships.

- In total thirty-nine students have been sponsored through Acorn, Faculty, ESRC and Graduate Teaching Assistantship funding sources during the REF period.

All matters concerning the recruitment, supervision, training and examination of research students are governed by the University's Code of Practice on Postgraduate Research Degrees; and this Code of Practice is regulated and reviewed by Keele's Postgraduate Research Committee. The Research Student Liaison Committee, chaired by the Pro Vice-Chancellor for Research and Enterprise, considers the needs of postgraduate students, including library and IT issues, across the institution. PGR students have a main and second supervisor, and it is normal practice to encourage career-young staff to act as second supervisors, as staff can only act as main supervisors once they have seen a student through to completion. All staff are required to undergo training before supervising research students. Enhancement of PGR activities and embedding of PGR culture in CSP have also been secured through careful attention to students' training requirements at all stages of the PhD as follows:

- Training needs are identified at an early stage, agreed jointly by the student and supervisory team and kept under regular review through the development of a Personal Development and Learning Plan (PDLP). A credit-based system has recently been replaced by one that reflects needs-based principles, and this approach is underpinned by the RCUK/Vitae Researcher Development Framework.
- The Postgraduate Directors, in collaboration with the University's Learning and Professional Development Centre, offer shorter courses and workshops on specific methods (e.g. NVivo, grounded theory, ethnography and quantitative methods); career-development sessions on public engagement and impact, conference presentation, and publication strategies; and introduction to teaching for postgraduates. All students are required to attend a workshop on external funding opportunities.
- Funding is available for individual research expenses, including specialist training courses outside of Keele and conference attendance. Over the last three academic years an annual budget of £15,000 has been available for PGR research and training support.
- PGR students are encouraged to take a full and active part within the RI. PGR students organise events and present their research to peers and staff through a number of activities, including an annual Social Sciences Graduate Symposium, an annual away weekend for PGR students, and activities organised by the Keele Postgraduate Association.

HEFCE research capital funding has been deployed to support the vibrant PGR community at Keele and to provide exceptional office and ICT facilities, beyond research council *minima*, for all PGR students. In total £320,000 has been spent on refurbished space and IT for PGRs since 2012. Shared office space and hot-desking facilities are allocated following a systematic survey of individual student needs. The Claus Moser Research Centre (see section d) serves as a social and intellectual hub for postgraduate research students in the Faculty by hosting weekly social events and drop-in sessions.

In response to the CSP key strategic aim of **theoretically informed research that engages with policy and practice**, the Centre runs two very successful Professional Doctorate programmes in education and social work, both of which have recently been re-launched. In the first two years, professional doctorate students are on a taught programme within the School of Public Policy and Professional Practice. Students' progression to thesis stage at the end of their second year is monitored by an External Examiner as well the Doctoral Research Committee. Once at thesis stage, professional doctorate students move to the RISS and are monitored via bi-annual progress reports subject to the same Code of Practice on doctoral degrees as PhD students. During the REF period, thirteen candidates successfully completed professional doctorates, and there are thirty-nine students currently registered.

d. Income, infrastructure and facilities

Research income is a core KPI that is regularly reviewed within RISS. CSP has been successful in securing just under £4million in research income during the REF period which represents a significant (52%) increase in research income per FTE per year (to £26,000 per FTE per year) compared with RAE 2008. A notable feature of CSP research funding over the REF period is the

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range of funders that have supported research in the Centre. These include: Research Councils (ESRC, AHRC, Medical Research Council (MRC) and British Academy (BA)); EU Framework 7; public bodies (National Institute for Health Research (NIHR), Higher Education Academy (HEA), British Council, Equality and Human Rights Commission); charitable foundations (Leverhulme, Nuffield, Joseph Rowntree Foundation); Local Government (Stoke and Manchester City Councils, Staffordshire County Council Social Services, Newcastle Safer Communities Partnership); Primary Care Trusts; Third Sector Organisations (e.g. Spurgeons, Extra Care Trust, Averil Osborn Fund, Beth Johnson Foundation, Volunteering England, Brighter Futures, Anchor Trust); learned societies (Association of South East Asian Studies); and Central Government (Training and Development Agency for Schools, Welsh Office of Research and Development).

Successful applications to RC funding have resulted in a number of high-quality research outputs: for example Dixon's book *Losing the Race* presents a critical analysis arising from an ESRC-funded project on racial harassment and policy responses to its perpetrators; Worrall's book *Doing Probation Work*, based on an ESRC-funded project, is the first analysis of probation workers' occupational cultures and construction of identities. Richardson's outputs on pain in later life draw on a major ESRC-funded study on wellness and resilience in older people with osteoarthritis. This engagement with different sources of funding is essential for maintaining a critically-aware research agenda and ensuring policy relevance through carrying out stakeholder-led projects. The commitment to sharing information about research funding across the RISS provides an excellent framework for taking this commitment to diverse funding forward in the post-REF period. Research and Enterprise Officers in RISS provide regular updates on funding, and host clinics on how to identify and secure funding. Faculty Research Office staff take a proactive role in ensuring that CSP staff are kept informed of relevant Research Council UK/charitable foundation calls, and are able to assist in identifying the most appropriate funding stream for research ideas.

In addition to monitoring KPIs, the strategic development of a vigorous and sustainable research culture in social policy is achieved through the following activities:

- Strategic allocation of internal funds to cover research expenses including: seed-corn funding in the early stages of projects, developing research networks, seminar organisation, conferences and workshops at Keele and attendance at conferences elsewhere. The CSP has two funding streams: one which is primarily targeted at conference attendance, networking events and seminars outside of Keele, and another that facilitates events run at Keele, including seminar series, stakeholder liaison events and seed-corn for research activities. In each of the last three academic years, CSP has received an average of £900 per FTE to support attendance at conferences and other external activities. Since 2010, this funding has supported staff to attend a total of forty-nine UK and thirty-nine overseas events.
- Established procedures for managing grant applications and ensuring the submission of high-quality grant applications. All funding applications of more than £40,000 FEC are subject to rigorous internal peer review; all bids are reviewed by Faculty Research Office staff and approved by the Director of RISS or Head of CSP.
- Adherence to ethical practice is integrated into internal peer-review processes, and any potential issues are raised prior to funding applications being submitted, as well as in dialogues with partners outside of Keele.

The £3.5 million Claus Moser Research Centre for Humanities and Social Sciences, completed in 2008, was built with HEFCE SRIF funding, with further support from HEFCE Research Capital and University funding. This is the central hub for RISS research: it houses the Faculty Research Office, office space and facilities for research projects, offices for visiting scholars and postgraduate students, and meeting and conference rooms, and underpins an efficient and flourishing inter-disciplinary research environment. Other key resources in CSP include the Foundations of British Sociology: *The Sociological Review* Archive at Keele, which has recently been enhanced through the addition of Ray Pahl's personal papers.

e. Collaboration or contribution to the discipline or research base

Social work and social policy research in Keele flourishes in a research environment that encourages innovative, creative approaches and collaborations, both within and beyond Keele. Internally, these range from collaborations with colleagues in Science and Medicine, including work

on the management of pain in daily life (with Primary Care) and promoting active ageing in disadvantaged communities (with Psychology and Nursing), through to engagements with Humanities colleagues and creative practitioners. Nationally and internationally, we have undertaken joint research with many other universities as well as with, and for, local and central government, housing and charitable trusts, and third-sector organisations. The following examples are a representative, but not comprehensive, illustration of our contribution to the research base:

Conferences and Seminar series: The Centre for Social Gerontology hosted the 2012 British Society for Gerontology with Bernard as chair. Funded seminars include: British Visual Criminology (Lippens with City, Leicester and Essex Universities funded by the ESRC); The Third Sector Role in Criminal Justice (Corcoran with Leeds funded by the ESRC); The Magistracy in the 21st Century (Godfrey with Manchester and British Academy funded by the Magistrates Association); Making Research Count series (Boylan with several universities); and Late Life Creativity and the 'New Old Age': Arts and Humanities and Gerontology in Critical Dialogue' (Bernard with King's College)

Interdisciplinary research and joint research with other institutions : Drug Intervention Programme (Weston with Manchester funded by the Home Office); Probation Worker Cultures (Worrall with Leicester funded by ESRC); Media Portrayals of Religion and the Secular Sacred (Poole with Leeds funded by ESRC/AHRC); HIV in Later Life (Rosenfeld with Westminster University, Homerton University Hospital, Chelsea and Westminster Hospital, funded by cross-council Long Life Health and Wellbeing programme); and Drinking in Later Life (Holdsworth with UCL funded by ESRC).

Research commissioned by local government and local third sector organisations: Women Offenders and Resettlement (Worrall and Corcoran funded by Brighter Futures and Spurgeons); Integrated Offender Management (Worrall and Corcoran funded by Staffordshire Police); Young Driver Coaching Programme (Wells funded by RoSPA); Student Volunteering (Holdsworth with Institute for Volunteering Research, funded by NCCPE on behalf of vinspire); Fit as a Fiddle programme evaluation (Ray et al. funded by Age UK/ Ecorys); Longitudinal Study of Ageing in a Retirement Community (Bernard et al. funded by Anchor Trust).

International research collaborations: Hate crime (Dixon and University of Pretoria), gender-based violence, stalking and fear of crime (Stenning and universities in Germany, Italy, Poland and Spain, EU project funded by European Commission); UK-India Education and Research Institute project to develop links with TATA Institute in Mumbai (Boylan); Muslims in the European mediascape (Poole and Holohan funded by the Institute for Strategic Dialogue); theatre as a pathway to healthy ageing (Bernard with University of Alberta funded through a Canadian Institute of Health Research/New Dynamics of Ageing Canada-UK Supplemental Grant); contemporary issues in critical gerontology (Bernard, Scharf, Phillipson with Grenier at McGill, funded by Social Sciences & Humanities Research Council of Canada, International Opportunities Fund).

Journal editorships: *British Journal of Criminology* (Worrall); *Criminal Law and Philosophy* (Lippens) *Journal of Social Work* (Shardlow); *International Journal of Health Planning and Management* (Paton). Most returned staff serve on journal and book series editorial boards and act as reviewers, as a matter of course.

Contributions to learned societies, research councils and recognition: Bernard President-Elect (2008-10) and President (2010-12) of the British Society of Gerontology. Shardlow is Academician of the Academy of Social Sciences. Holdsworth has been a member of the ESRC Methods and Infrastructure Committee (2008-12) and chaired various commissioning panels for the ESRC, including 2011 Census Support Service and Longitudinal Study Support units and 2009 programme on comparative methods. Holdsworth is also a member of the European Research Council's peer review college. Lippens was member of Belgian Research Council review panel for Law and Criminology, 2009-12. In total nine staff in CSP are currently members of the ESRC peer-review college.