

<p>Institution: University of Leicester</p>
<p>Unit of Assessment: 22 Social Work and Social Policy</p>
<p>a. Overview</p> <p>The Unit is a stand-alone Department of Criminology. Since RAE2008, and with the sustained support of the University and College of Social Science, it has created a critical mass of globally renowned researchers and achieved a marked rise in research performance, evidenced by volume and quality of outputs, improving grant capture, PGR recruitment and involvement of all personnel and research students in the disciplinary infrastructure. The Unit continues to be known for its research in penology, policing and security but has added to these core strengths four outward looking groupings in: forensic science; hate crime; human cruelty; gender and justice.</p>
<p>b. Research strategy</p> <p>The Department's priority is to promote, sustain and develop research excellence. Post-RAE2008 strategies developed in pursuit of a vibrant, sustainable research environment can be summarised as follows: (1) to embrace the breadth and diversity of staff research interests and encourage individuals to pursue their own intellectual agendas rather than pushing them towards a particular theoretical, methodological, vocational or subject-based agenda, with the aim of fostering a creative and collaborative research environment; (2) to attract the highest quality research-active staff at all levels and to invest strongly in their career development; (3) to capture research income from a wide and diverse range of sources – European bodies, RCUK, government, criminal justice agencies, third sector etc.; (4) to make significant contributions to knowledge and scholarship; (5) to connect the scholarship produced within the Unit to policy through Knowledge Exchange Partnerships, Continuous Professional Development and impact-led research; (6) to continue to work collaboratively with colleagues in other departments at the University, at other UK universities and with international partners.</p> <p>Driving these research strategies and monitoring the attainment of targets is primarily the responsibility of the Director of Research (DoR), supported by the Head of Department (HoD) and the other Professorial posts. Priorities are set out in yearly business plans and staff discuss their research goals at annual appraisals and with their mentors (every staff member has a mentor colleague). In addition, each colleague has at least two meetings a year with the DoR to review research plans and progress, monitor attainment of targets and discuss ways in which research plans and activities may be harnessed to support individual career development and lifelong learning. All staff are encouraged by the DoR and HoD to apply regularly for fellowships and awards, including College of Social Science Research Development Funds, which every research-active member of the Unit has benefitted from, winning in total c. £41,000. These grants, which may each be up to £2k, are awarded at the discretion of the College Research Committee and have funded a wide variety of initiatives in the Unit, ranging from international conference attendance, short periods of time bought out to conduct pilot work and fieldwork, contracting of interns to assist with bid preparation, literature reviews, surveys and analysis, and seeding new research networks.</p> <p>Reflecting these strategic aims and underlying investments, the Unit has retained its internationally recognised strengths in three key areas: (i) <i>Penology</i> (e.g. Barnes' collaboration with Notts. Police and Crime Commissioner on support services for victims of domestic abuse; Fleetwood's research on prisons in Ecuador and on sentencing of drug mules; Hedderman's numerous government-funded studies of women's sentencing, custodial experiences and probation; King's ongoing research on desistance and offenders' experience of probation; Jewkes' ESRC funded study of UK and European prison architecture and British Academy funded research on Holloway Prison; Mawby's ESRC study of probation officer culture); (ii) <i>Policing</i> (e.g. Hopkins' research on policing football matches and the implementation of banning orders; Mawby's Leverhulme funded work on police, media and public life; Smith's research on forensic evidence in policing); and (iii) <i>Security, risk and loss</i> (e.g. Beck and Hopkins' ESRC project on mobile scanning and theft). Collectively, these externally funded projects demonstrate that the Department is an international centre of excellence in the areas of criminology on which it was founded and, in addition to these longstanding areas of expertise, our planning for post-RAE2008 focused on developing four strategically important areas to ensure that our research remains at the forefront of the discipline:</p> <p>(1) <i>Hate crime</i>. Leicester has become the leading centre in the UK for research in this area. The</p>

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Leicester Centre for Hate Studies has recently been established by the University. It builds on the success of the Partnership Against Targeted Hate (PATH) research network, led by **Chakraborti** with regional partners including Leics and Northants Police; NHS; Victim Support; Crown Prosecution Service; Leics County Council; HMPs Leicester and Gartree and Glen Parva YOI. Chakraborti has been awarded grants including an ESRC award of £295k and £45k from the Equality and Human Rights Commission. He is Co-Investigator on the EC funded 'Hate Speech and Populist Othering through the Racism, Age, Gender Looking Glass – RAGE' (€1,200,500).

(2) *Forensic science*. In partnership with colleagues from Chemistry, Engineering and the East Midlands Forensic Pathology Unit, **Smith** jointly established the Alec Jeffreys Forensic Science Institute and has conducted innovative research on the effectiveness of forensic evidence recovery from crime scenes, while **Ayres** has led research on novel psychoactive substances and legal highs.

(3) *Extremes of Human Cruelty*. **Hodgkinson** has drawn together academics, practitioners and other parties interested in human evil and cruelty. Honorary Visiting Fellow Rex Bloomstein's donation of a documentary film archive containing all his films on prisoners, prisoners of conscience, human rights abuses, war crimes and the Holocaust, was the launch pad for a research network in 2013. These materials are proving a valuable resource in applications for external funding (**Hodgkinson** and **Jewkes** with PGRs). **Hodgkinson** is also developing, with College funding support, PGR Roberts in this network; an example of our inclusive approach to engaging all members of the Unit in the disciplinary infrastructure – see (d) below.

(4) *Gender, Crime and Justice*. **Fleetwood** and **Gunby** have been awarded £2k of seed money by the College to the development of research in this area, forging together complementary research interests of recently-appointed and established staff. The grouping benefits from the involvement of two leading international experts in the field, Prof **Phoenix** and Hon Prof Carlen, and brings together research being conducted right across the Unit, including: on women's sentencing, custody and alternatives to prison (**Carlen, Fleetwood, Gunby, Hedderman**); gender-based violence (**Barnes, Gunby, Hodgkinson, Roberts**); family intervention (**Hodgkinson**) the commercialisation and criminalisation of sexually exploited young people (**Gunby, Phoenix**); sex work (**Gunby, Phoenix**); masculinities (**Connor, Jewkes, King**); and feminist research methods (**Carlen, Fleetwood, Phoenix, Hodgkinson, Jewkes**).

There are, then, many areas of research that are of key strategic importance to the Unit's future profile. Given the breadth and depth of expertise on gender, crime and justice this research grouping is likely to be the most inclusive, but the significance and reach of developing research activities conducted by individuals or small groups within the Unit should not be underestimated; they are vital to the future health and sustainability of the research environment, not only in terms of income generation, high-quality outputs and impact but in creating opportunities for new appointments, e.g. postdoctoral research assistants. In this sense, we leave the current review period in a strong position and with an excellent exit trajectory, with a suite of major funded projects underway, new cross-disciplinary networks developing, rising PhD numbers and strategic plans for supported growth to underpin the development of the research areas outlined above.

c. People, including:

i. Staffing strategy and staff development

Since RAE2008, the University and College of Social Science have invested heavily in the Unit. Full time research-active staff rose from 9 in 2007 to 14 in 2013. The University is a signatory to the Concordat to Support the Career Development of Researchers, and has recently been awarded the HR Excellence in Research Award which acknowledges the University's alignment with the principles of the European Charter for Researchers. The Department of Criminology's career development strategy underlines this commitment and ensures it is in line with, or goes beyond, the requirements of the Concordat. Our objective is to recruit world-class researchers with the highest potential to achieve excellence in research at all grades and to promote equality and diversity in all aspects of the recruitment and career management of researchers. The strategy has proved successful; new staff appointed in the period are: two Professors (**Jewkes and Phoenix**); one Senior Lecturer (**Mawby**); and seven mostly Early Career Lecturers (**Ayres, Barnes, Gunby, Hopkins, Fleetwood, King, Smith**). The appointment of **Phoenix** to a Chair in Criminology was a strategic priority given the emergence of a critical mass of personnel within the Unit who have

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expertise in gender, sex and crime (not just full time academics, but also University Tutors, PGRs). **Phoenix** will provide invaluable professional networks and academic leadership as we move forward to the next REF period. These strategic investments have enabled a more ambitious and far-reaching research agenda than was possible in 2008 and the current mix of staff at different career stages and with divergent expertise makes for a stimulating and supportive environment that benefits staff and students. The Department was placed 3rd (out of 30) in our subject league table in the 2013/14 *Guardian* rankings.

Our commitment to retaining excellent staff and developing their research profiles and careers is underlined by internal promotion successes. **Ayres, Smith** and **Chakraborti** started as University Tutors in the Department (they are now Lecturer, Senior Lecturer and Reader respectively); **Hodgkinson** has been promoted from Lecturer to SL; **Mawby** from SL to Reader and **Jewkes** and **Beck** both started as Research Associates in the Department and are now Professors.

Generous study leave entitlement (one semester after six) is vital for maintaining research. All Category A staff are entitled and are encouraged to apply to enable, for example, grant writing, and concentrated periods of research time for monographs. The DoR and HoD agree with individual colleagues manageable targets in advance of study leave being taken and monitor progress and outcomes to ensure staff maximise the benefits of the scheme. They also regularly circulate details of staff research development courses provided by University and College, which range from workshops on new qualitative and quantitative software to training for staff inexperienced in PhD supervision.

Equality of opportunity is effectively promoted and delivered across all of the Unit's activities. Workloads are transparent and equal across all staff, ensuring equitable distribution of non-research responsibilities. The exception is probationary staff, who may be completing PhDs and/or establishing their postdoctoral research careers, who have reduced teaching loads in their first two years. This policy has enabled recent appointments **Fleetwood** and **King** to turn their doctoral theses into published monographs (on drug mules in prison and desistance transitions, respectively). All staff have full access to College Research Development Funds and special provision is made therein for ECRs to travel overseas, attend conferences and seed new research initiatives. All academic staff, University Tutors and, where possible, PGRs are encouraged to present at one or more of the major annual criminology conferences (BSC, ASC, ESC) as well as at conferences, symposia and workshops in their specific fields and departmental funds for supporting such are distributed evenly across all grades of staff. All established staff are urged to collaborate and co-publish with ECRs and PGRs and we have an ethical policy of listing the junior member of the writing team first where they have contributed more to the work and listing authors' names alphabetically where input has been equal. Equality is also evident in the fact that we limit teaching to 2.5 modules per year for all research-active staff and make teaching-only appointments to provide support to students, thus enabling a research intensive environment to be prioritised among academic staff and giving, e.g. PGRs, the opportunity to gain valuable teaching experience, with mentor support. All academic staff are eligible to supervise PhD students and we use joint PhD supervision to provide early career staff with supported supervisory experience.

The Unit is predominantly female and the weighting of nine women to five men among research-active staff is broadly replicated across teaching staff and PGRs. It also mirrors the broader national demography of criminology. All Category A staff are on full time permanent contracts. The only member of the Unit whose career has been interrupted in the current cycle is **Hodgkinson** who has had two periods of maternity leave. The DoR and HoD have worked closely with her to ensure that this has not disadvantaged her in any way; she has had more mentoring time with them, including through the process of internal promotion (in which she was successful), and she was granted study leave in 2013. Looking to the future, **Hedderman** retires in 2014 and a new Chair will be appointed who can contribute to the ongoing development of the Unit and its members.

Our Honorary Professors, Prins and Carlen, bring vast research and publishing experience. We also have nine Honorary Visiting Fellows with a broad range of expertise in our established and emerging areas of research expertise, including: Nick Hardwick (HMCIP); Jamie Bennett (Governor HMP Grendon & Springhill); Simon Cole (Chief Constable, Leicestershire); Heather Munro (Deputy Chair, Probation Chiefs' Association and Chief Executive, London Probation Trust);

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Joel Harvey (Clinical Psychologist); Professor Barbara Perry (hate crime expert); and Rex Bloomstein (documentary film-maker) who the Department successfully nominated for an Honorary Doctorate of Letters at the University of Leicester in 2012.

ii. Research students

The UoA currently has 14 research students; 5 FT and 9 PT. Three are University Tutors; ten are funded by studentships and one won a nationally advertised, competitive 'University of the Year' scholarship in 2009. Rapid growth of the Unit and recruitment of predominantly ECR staff has limited PhD supervision capacity; however, systematic training and inclusion is leading to greater numbers of successful completions, ensuring we have a strong future PGR profile. We now hold regular PhD Open Days which are boosting recruitment and we also welcome individual visits to discuss PhD ideas with potential supervisors, and advertise this across our websites. Recruitment has also been helped by College and Department funded studentships.

All PGRs have two supervisors, one of whom must be an expert in the field of research. 12 (of 19) academic staff, including Teaching Fellows, are currently involved in supervising. In the first year of registration, monthly supervision meetings are held where students work closely with supervisors to develop their project. Students must also devise a training plan in consultation with their supervisors, outlining their anticipated skills requirements for successful completion of their PhD and onward career development. The Graduate School has a 'needs-based' approach to training - all newly registered PGRs are required to complete a Doctoral Training Programme which provides a targeted and comprehensive core programme in research methods and skills, including: research philosophy; research design; quantitative and qualitative analysis. Training undertaken as part of individual plans ranges enormously from training in statistics software to library skills and project management.

Ongoing progress is carefully monitored throughout the PhD process. Students are responsible for completing a supervision record form after each meeting, consisting of a brief synopsis of written work submitted, key issues discussed and targets agreed. During Induction, PGRs meet their supervisors and also the Chair of the Department's Thesis Committee (TC). This Committee comprises five academic staff members who meet once a year for part time PGR appraisal and twice a year for full time PGR appraisal. Prior to each TC meeting, all PGRs are requested to submit a written report to include an account of progress or problems with their literature review, theoretical development, empirical research or writing-up (as relevant at the research stage). The meetings are also an opportunity for PGRs to develop and discuss ideas pertaining to their research. The TC facilitates progression from Advanced Postgraduate (APG) status. For this purpose, students appear before the Committee for an oral examination, within 12 months of registration for full-time and within 24 months for part-time research students.

Within the Department, PGRs are encouraged to develop their academic employability skills through presenting their work at research seminars and supporting taught courses by contributing lectures and planning and delivering seminars. In these ways, we believe that we are nurturing the next generation of scholars and creating a positive environment for ECRs to develop their teaching and research skills. The Unit successfully nominated one of our PhD graduates to give a Doctoral Inaugural Lecture (DIL) in the College of Social Science annual DIL programme in March 2013. We expect the number of registrations and completions to increase significantly over the next cycle as a consequence of a new Doctoral Training Centre established within the College, new staff appointments, and the strengthened PhD support initiatives outlined above.

c. Income, infrastructure and facilities

Since 2008 significant steps have been taken to improve research infrastructure and create a vital and sustainable research culture. Previous established research groupings have continued to generate income, e.g. **Beck** was awarded funding of £125,000 from ECR Europe to study 'Managing Shrinkage in the Retail Sector'; **Hedderman** has been awarded research funding totalling £271,913 from the Ministry of Justice and £32,600 from Leics and Rutland Probation Service; and **Mawby** secured an ESRC grant of £76,601 for a study of 'Probation officers, their occupational cultures and offender management' (with Prof Worrall, Keele University) and a prestigious Leverhulme fellowship to study 'police, media and public life' (£31,423).

Strategies for generating high-quality publications and grant income have included:

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- Peer-reviewing of articles by DoR prior to submission (available to all staff, not just ECRs);
- Dissemination of good practice whereby those who have been successful in grant capture advise others through workshops and individual consultations at bid preparation stage;
- Online databases on the Department and College intranets contain examples of successful proposals which are freely available to staff to consult;
- All research grant applications go through a rigorous process of internal peer review. Bids of up to £50k are reviewed within the Department by the DoR and one or two others. Bids in excess of £50k must be reviewed both internally for subject-specific expertise, and more widely in the College, for strategic input by colleagues with experience of winning grants and/or experience of sitting on panels for external-funding bodies. The review process is constructive; the intention is not to arbitrate whether or not an application may be submitted, but rather to raise the chances of a successful outcome;
- In 2010 a new scheme for financial research incentives was introduced by the College to encourage the pursuit of external grants and to help build funds for investment in future research. 75% of total contribution of external grants is returned to the College which top-slices 10% for support of research infrastructure. The remaining 65% is split 50-50 in Criminology, with 32.5% being retained by the Department and 32.5% being awarded to the PI/research team (held in accounts which can be drawn on for further research-based activity e.g. travel, conferences, employment of research assistants etc.). This scheme both reflects the nature of the typical cost structures of projects to the institution and provides a much sharper incentive for grant bidders than was in place in 2008;
- The Unit invests its share of such research income in numerous ways e.g.: funding teaching dominant contracts so other staff have more time for research; providing all new academic staff with an upfront allocation of funds (£1,000) to support their research activities; offering full time and part time PhD scholarships (2-3 per year); providing seed funds for developing research initiatives; supporting project-specific internships; and attendance at conferences;
- A more equitable factoring in of research activities to overall staff responsibilities; academic staff are expected to spend 40% of their time engaged in research;
- Research funding applications are a compulsory requirement of study leave;
- All staff, including University Tutors (most of whom are registered for PhDs) are provided with iPads and encouraged to make use of a range of apps that assist the research process, e.g. ArticleSearch, CORE Research mobile and Agenda Vault, which facilitates the sharing of documents between staff and research teams;
- All PGRs and UTs registered for PhDs have dedicated office space and computing facilities, full access to central IT support and to online and physical library resources.

These integrated levels of support, together with the general research strategies outlined in (b) have proved highly successful, as evidenced by the fact that every member of the Unit holds major research funding or is awaiting a decision from a research council. Half the members (**Barnes, Beck, Chakraborti, Jewkes, Mawby, Phoenix**) have been awarded ESRC grants within the review period. In addition to these major awards, several staff have been successful in applying for small grants from bodies including British Academy, ESRC and Howard League for Penal Reform. The Unit has also had considerable success in securing funding from government departments, criminal justice agencies and third sector organisations.

The Unit's research environment is inclusive. The DOR reports back at Department Research Committee from the College Research Committee about institutional research policies, new initiatives, funding opportunities etc., and all academic staff, including tutors and teaching assistants who are registered for PhDs, are invited. Lunchtime research seminars are held approximately once a month and all staff and PGRs are invited to present their work-in-progress at these during the course of their studies. The prestigious Scarman series, named after Baron Leslie Scarman, an early patron of the Department, is a public lecture series that has proved highly valuable for networking and collaboration. Speakers have included HM Chief Inspector of Prisons, Nick Hardwick; Chief Executive of Barnardo's and former Chief Executive of NOMS, Sir Martin Narey; and Director of Public Prosecutions, Kier Starmer QC.

In terms of University level research infrastructure that has helped the Unit:

- There is a central Research and Infrastructure fund which staff can apply to annually.

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Jewkes has successfully applied for this funding twice, securing £36k in 2011 and £44k in 2012. The former enabled the purchase of the Mass Observation archive and the latter purchased the *Guardian* and *Observer* digital archive. Both are proving invaluable for staff and students conducting socio-criminological research with a historical perspective;

- The University's Enterprise and Business Development Prospects fund has supported **Chakraborti** in the development of CPD programmes in hate studies (£5,300) and **Smith** in investigating the feasibility of a mobile app for crime scene investigators to help document and submit forensic evidence recovered at crime scenes (£9,360);
- The University's HE Social Entrepreneurship Award in association with HEFCE and UnLtd awarded **Chakraborti** £1,888 to support the production of a short film 'The Harms of Hate' for local educators and service providers;
- The Research Support Office circulates calls for applications, holds workshops on e.g. applying for Fellowships, has dedicated specialists to advise on particular funding opportunities (e.g. FP7, Horizon 2020), and assists with bid preparation and costings;
- The University Library provides state-of-the art facilities. The Unit has an annual budget of £12,660 for research resources (and £6,620 student text allocation, plus journal subscriptions held at the same level as previous years) and a dedicated Librarian;
- The University provides excellent IT support, including a response team to deal with individual problems and inquiries and individual IT experts who regularly visit the Department for drop-in sessions or with whom appointments may be booked in advance.

d. Collaboration or contribution to the discipline or research base

The Unit's high standing is evidenced in numerous cross-disciplinary collaborations and world-leading research initiatives. For example, **Chakraborti** works closely with Garland (Surrey) on a range of hate crime initiatives. Their partnership is longstanding and pioneering in its shaping of this nascent field. It has resulted in numerous publications and external grants, plus prestigious invitations e.g. an 'Authors meet critics' session at the American Society of Criminology conference in Washington in 2011. He also collaborates with Prof Perry (University of Ontario Institute of Technology, Canada). **Jewkes** has worked with Moran (Birmingham) to secure an ESRC grant of £728,214 for a study of European prison architecture, design and technology; and with Johnston (Hull) on HMP Holloway 1902-1945, funded by the British Academy. **Jewkes** is part of a team awarded ESRC funding of £18,000 for a seminar series on 'Visual criminology: the image, crime and criminal justice' with colleagues from City, Keele and Essex, and she, Crewe (Cambridge) and Ugelvik (Oslo) collaborate as series editors of *Palgrave Studies in Prisons and Punishment*. Contribution to the discipline is also evident in the market-leading, research-led textbooks written, e.g. **Chakraborti's** influential *Hate Crime: Concepts, Policy and Future Directions* (2010, Willan) and *Hate Crime: Impact, Causes, and Consequences* (2009, Sage); and **Jewkes** has been commissioned to produce a 3rd edition of the research led *Media and Crime* (2nd ed., 2011); not only the best-selling text in its field, but Sage UK's best-selling title internationally across all subject areas. She has also been commissioned to write a revised US version of the book.

Several staff sit on the editorial boards of journals in their areas of expertise: **Beck** and **Hopkins** *Security Journal*; **Hedderman** *Psychology, Crime & Law*; **Jewkes** *Crime, Media, Culture* (moving from Editor to Assoc. Editor in 2009) and *Prison Service Journal*; **Phoenix** *Youth Justice* and *International Journal of Crime and Justice*. Our members have also served on the boards of some of the major criminology journals: **Chakraborti**, **Hedderman**, **Jewkes** and **Phoenix** on the *British Journal of Criminology* and **Mawby** on the *Howard Journal of Criminal Justice*. **Chakraborti** guest edited a special issue of *International Review of Victimology* on hate crime; **Jewkes** guest edited special issues of *Punishment & Society* on 'The Pains of Imprisonment Revisited' (with Crewe, Cambridge); *Prison Service Journal* on 'Prison Space'; and a forthcoming issue of *Qualitative Inquiry* on 'Doing Prison Research Differently'; and **Mawby** guest edited (with Gies, Department of Media and Communications) a special issue of the *Howard Journal of Criminal Justice*, on 'Communicating Criminal Justice: Public Confidence, Agency Strategies and Media Narratives'.

External examiner appointments have been held in the review period at Cambridge, Edinburgh, Glasgow, Essex, Northumbria, Staffordshire, DMU and Open, and international PhDs have been examined at Hong Kong University, Victoria University of Wellington, Curtin University, Australia

and UNSW. International collaborations have been extended with researchers in the USA, Australia, New Zealand, China, Canada, Cuba, Columbia, Norway, Sweden, Belgium, Denmark and Iceland. Three of our staff have held international visiting professorships during the review period: **Chakraborti**, Adjunct Professor, University of Ontario Institute of Technology, Canada; **Jewkes**, Visiting Professor, Monash University, Melbourne and Parsons Visiting Fellow at University of Sydney; **Phoenix**, Visiting Professor, QUT Brisbane.

Staff are extremely active on the conference and lecture circuit, including giving keynotes and plenaries, e.g. **Jewkes** gave keynote lectures at the British Society of Criminology conference (July 2013); a Justice, Images, Languages and Cultures symposium, Université de Paris (March 2013); and at 'Resisting the Eclipse: An International Symposium on Prison Ethnography', Open University (Sept 2012); and **Smith** was keynote speaker at the 2012 Ontario Provincial Police Annual Strategic Meeting. Most staff present at the annual British Society of Criminology (BSC) conference each year (and many present at the ASC and ESC). In 2010 the Department successfully bid for a tender to organise and host the BSC, which was themed 'Human Rights, Human Wrongs' and attracted over 400 delegates from around the world.

In addition, members of the Unit have collaborated with non-academic users of research. **Beck** is Advisor to the ECR Europe Shrinkage Group and has organised eight international seminars on loss prevention and delivered 21 presentations to industry conferences around the world. **Chakraborti** heads the multi-agency Partnership Against Targeted Hate (PATH); sits on the Board of Trustees of the Howard League for Penal Reform; is advisor on the Howard League's Independent Commission on Sex in Prison; is advisor to Danish Police Knowledge and Research Centre on policing strategies to combat gang violence; and is academic lead on the Equality and Human Rights Commission's policy review of public authority responses to targeted violence and harassment. **Hedderman** is Advisor to the London Probation Trust; Research Advisor to the Griffins Society (working for the care and resettlement of female offenders); Ambassador for the Make Justice Work Campaign; and Advisor to the Organisation of American States on assessing the effectiveness of programmes to reduce reoffending in Latin America (2011-2012). **Hopkins** is Advisor to the Home Office on Commercial Victimisation. **Jewkes'** research on prison design has resulted in invitations to give a Prison Service Perrie Lecture (June 2013) and work with architecture firms in the UK (Pick Everard) and internationally (Mode Design, Australia and New Zealand). **Mawby** was the only criminologist invited before the Leveson Inquiry into the 'culture, practices and ethics of the press' (April 2012). He contributed to a Government policy review 'Engaging communities in fighting crime' (2008) and was a member of the Independent Academic Advisory Group for the Flanagan 'Review of Policing Recommendation 21 Delivery Project' (2008-09). In June 2013 **Smith** hosted an Alec Jeffreys Forensic Science Institute event showcasing research and innovation related to forensic science and attended by police agencies, forensic providers, and policy makers. **Smith** is on the Executive Board of the Ontario Provincial Police Victim Services Unit and was awarded a Volunteer Service Award by the Canadian government in recognition of her contribution to the Victim Assistance Program (Ontario Provincial Police).

Our inclusive approach and the relatively high number of major grants we hold enable us to engage RAs, PGRs and other non-established staff in the research infrastructure. Individual grant holders take primary responsibility for their junior research team members; for example, **Beck** and **Chakraborti** are developing the careers of ECRs Bornman (Research Assistant), Zempi (University Tutor) and Hardy (Research Associate) in conference presentation, co-publication and grant application, alongside their PhD research. The Director of Research takes overall responsibility for developing the skills and careers of junior members of the Unit, advising on all aspects of disciplinary engagement at research committee and in one-to-one mentoring meetings.

In summary, since 2008 we have created a confident, inclusive and vibrant research culture which has attracted further high calibre staff to Leicester at all levels. Diversity has produced vitality in the Unit and, although relatively small, the scale of our research activity is ambitious. Our aim in the next assessment cycle is to remain on a path of sustainable expansion of personnel, to continue to develop junior staff and make further improvements in grant capture and volume and quality of outputs, as well as continuing the policy-orientated research for which we were previously known.