

<p><b>Institution: Nottingham Trent University</b></p>
<p><b>Unit of Assessment: C22 Social Work and Social Policy</b></p>
<p><b>a. Overview</b></p> <p>Social work and social policy research at Nottingham Trent University (NTU) harnesses contributions from academic staff across a wide range of disciplinary areas within the School of Social Sciences including criminology, psychology, sociology, social policy and social work. The strategic focus, and co-ordination, of research within this area is delivered through the operation of three distinctive research clusters.</p> <ul style="list-style-type: none"> <li>• <i>Social welfare, exclusion and identity</i> (comparative social welfare, social exclusion, religion and sexuality, homelessness, youth and citizenship);</li> <li>• <i>Crime and criminal justice</i> (including crime reduction, criminological theory, criminal justice, policing, and hate crime);</li> <li>• <i>Engaging and responding to risk</i> (including mental health, penology and probation, youth offending).</li> </ul> <p>These three current research clusters build upon previous research work in the areas of <i>Migration, Identities and Citizenship</i> and <i>Inclusion, Culture and Diversity</i> (reported in RAE2001) and <i>Citizenship and Social Exclusion</i> and <i>Crime, Addiction and Risk</i> (reported in RAE2008).</p> <p><b>b. Research strategy</b></p> <p>The successful NTU RAE2008 social policy return was quickly followed by a period of significant turnover in relation to our returned Category A staff. <b>Bellamy, Mason, McLaughlin</b> and <b>Tilley</b> all retired, whilst <b>6</b> (Queen Marys), <b>Dwyer</b> (Salford), <b>Hardill</b> (Northumbria), and <b>Parke</b> (Salford) secured employment at other universities on the back of their contribution to our successful social policy return. In addition, two other members of staff at NTU who were returned in social policy in RAE2008 are now strategically aligned with Psychology (<b>Griffiths</b>) and Politics and International Relations (<b>Henn</b>).</p> <p>This situation necessitated the rebuilding of social work and social policy research at NTU through:</p> <ol style="list-style-type: none"> <li>a) the recruitment of new academic staff;</li> <li>b) the reconfiguration of the membership and focus of research groups;</li> <li>c) the relocation of strategic leadership and management of social work and social policy orientated research from the Graduate School to the School of Social Sciences.</li> </ol> <p><u>Recruitment of new staff</u></p> <p>To this end, the School has since 2010 recruited a number of senior academic staff in order to maintain and enhance its research capacity within the social work and social policy arena. <b>Bailey</b> has arrived from Durham University as Director of Research for the School of Social Sciences, both to lead research teams in social work and mental health, and to complement existing research activity into prisons and offender management. In order to further enhance research leadership and the development of existing and new research teams, we have welcomed <b>Dingwall (formerly Nottingham)</b>, <b>Holdaway (formerly Sheffield)</b> and <b>Wahidin (formerly Queens Belfast)</b> to bring their considerable wealth of experience in social policy/sociology, criminology and penology. All three of these appointments are at professorial level. In addition the recruitment of <b>Wood (Pandya-Wood) (De Monfort)</b> has further strengthened expertise in grant capture and undertaking research for a range of public service organisations, including central government departments. His appointment not only complements existing research capacity within the field of criminal justice, but also creates the opportunity for new work on community engagement – which is an aspect of social policy research that is currently the focus of activities among a number of fledgling</p>

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researchers within the School of Social Sciences. Enhancing further success by the social work and social policy research team in securing EU and RCUK funding has come with the establishment of the NTU Research Grant Capture Team which acts as a business partner for bidding research teams. Existing research capacity has also been maintained through other academic appointments in youth engagement (**Mignot [Reading]**), criminology (**Wilson [Sheffield Hallam]**), social work education (**Gough [practitioner background]**), and emergency services research (**Hill [practitioner background]**). Finally, we have advanced the development of 'home grown' talent through the progression from PhD student to a full-time academic appointment with **Hamilton** within the area of penology, prisons and hate crime. Career development promotions include **Bailey** to professorship, **Bowpitt**, **Chan** and **Wood (Pandya-Wood)** to readerships, and **Hunter** to principal lecturer with responsibility for research leadership.

### New strategic aims and research development

Social policy continues to act as the locus around which policy-focused programmes of research and teaching orientate across all four discipline-based academic teams within the School. Changes in staff post-RAE 2008, and the desire to strengthen research capacity within certain core areas, have resulted in the re-evaluation of the research strategy and research objectives set out in our RAE2008 submission. The new strategic aims for social work and social policy research that have guided (and continue to shape) research activity, drive our staff recruitment and development strategy, and inform other enhancements to the research environment, are now:

- To engage in research activity, and deliver policy-orientated research outputs, that directly impact upon both policy and organisational responses to those social problems and aspects of social change that fall within the broad remit of social work and social policy;
- To maintain and enhance the quality of research outputs;
- To increase the level of research income funding from research councils, and enhance revenue streams arising from commissioned research from government and public service organisations;
- To create sustainable areas of research which are characterised by focused research groups, and which are achieved through strategically aligned approaches to staff recruitment, and the development and enhancement of research skills and expertise;
- To develop a research strategy and culture which meets the research aspirations of both established and new researchers within the fields of social work and social policy.

These research aims have not only informed research activity between 2008 and 2013, but are also shaping the School's approach to setting research objectives, and sustaining/evolving areas of research expertise in social work and social policy beyond REF2014. Specific details of the extent to which these research aims have been fulfilled, and how this has been achieved, are provided within our REF3 impact statements and case studies, and within the narrative provided in Parts C-E of this research environment template.

Over the next five years, core areas of existing research will continue to develop. This will see the continuation within criminology of a focus on crime reduction (**Sutton**), and effective social care and health interventions for offenders (**Wahidin**, **Bailey** and **Winder** [Psychology]). This latter research focus will also be used as a vehicle for developing research capacity with the addition of research projects currently being undertaken by **Hamilton**. Despite **Tseloni's** recent departure (Loughborough), research in the area of crime and victimisation will continue through the application of **Hunter's** expertise on neighbourhood profiling to the issue of victimisation in relation to business crime, race and age. The pioneering research in the area of multiple exclusion and homelessness will continue with further projects being undertaken by staff at NTU (**Bowpitt**, **Sundin** and **Weinstein**) in conjunction with existing external research partners (e.g. Framework Housing). The arrival of **Bailey** has seen national developments in the area of Participatory Action Research with service user groups with complex needs (offenders who self-injure). This method for improving social care and health interventions is now being extended to other service user groups including young people with mental health and/or safeguarding needs. The arrival of **Wood (Pandya-Wood)** has seen the establishment of a new research team whose focus will be a series

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of projects concerned with community and public engagement. This team will utilise the knowledge and experience of **Wood (Pandya-Wood)** and **Hunter** to develop new research projects and researchers (e.g. **Hutchings**). Work in the area of social inclusion, and religion and sexuality, will continue to drive the contribution of sociologists (**Keenan**) to the overall social work and social policy research portfolio. The development of research will also feature the contribution of doctoral students and academic staff undertaking part-time PhDs (**Gough** [social work education], **Thompson** [crime reduction], **Chubbock** [animal welfare and policing], **Fish** and **Kilic** [public policy-making]).

Research leadership

Strategic research leadership within social work and social policy will continue to be provided by the two UoA Co-ordinators for Social Work and Social Policy (**Hunter and Wood [Pandya-Wood]**), and the School's Director of Research (**Bailey**). The strategic research plan for social work and social policy has been aligned with the over-arching research strategy of the School of Social Sciences, and the wider University, but responsibility for its development and implementation rests firmly with these three individuals. Overseeing the management and development of social work and social policy research are the School Research Committee (chaired by the Director of Research) and the College Research Committee (chaired by the Associate Dean for Research). Decisions concerning expenditure and investment priorities are taken jointly by members of the School and College Research Committees. The School Research Committee has allocated RAE2008 monies in relation to support for conference attendance, small grants for the employment of short-term research assistants to facilitate data capture and analysis, the purchase of specific equipment, and the funding of PhD bursaries for social work and social policy. This Committee, along with the Director of Research and UoA Co-ordinators, is also responsible for monitoring research funding in relation to the achievement of the identifiable research outcomes which individual researchers or research teams are required to set out in their formal applications for research funding. The application process for RAE2008 informed QR research funding is conducted on a regular basis, and is designed to enable research teams to both respond to short-term research opportunities and meet long-term research objectives. Recent achievements have included the strategic deployment of seedcorn funding to support cross-disciplinary collaborative projects that have linked early career researchers with those who have more established profiles.

**c. People, including:****i. Staffing strategy and staff development**

A strategic approach to staff recruitment has informed the renewal and development of social work and social policy research teams at NTU since 2008. Priority is given to recruiting staff with a proven track record in terms of research outputs and grant capture (see 'Research strategy' above). The development of existing staff includes the opportunity for those who have professional backgrounds to pursue doctoral study during their employment with us (e.g. **Gough**). Priority has also been attached to recruiting staff that can complement existing areas of research expertise in criminology, mental health, prisons and offending, and social work. As well as employing research assistants to deliver contract research, two (**Hall** and **Kemp**) have been appointed part-time to facilitate research capacity development across the School. These staff contribute to projects as required, saving time in getting projects up and running. They also support staff in preparing applications for RCUK funding as evidenced by the increased quality and number of grant submissions since 2013. These staff are integral to the research environment, and contribute actively to research groups and research events within the School. Our strategy aims to strengthen existing research teams in terms of numbers, to facilitate long-term strategic and succession planning – and further strengthen research-informed teaching at undergraduate and postgraduate level, and increase our capacity for offering doctoral supervision.

All of the researchers who have contributed to both the social work and social policy return in REF2014, and the enhancement of the wider research environment, are permanent appointments on either a full-time or fractional basis (**Dingwall** and **Holdaway**). The strengths of the research team in relation to research leadership, grant capture, and postgraduate research supervision reflect the established mid and senior career status of academic staff. Staff are drawn from a wide range of disciplinary, socio-economic and cultural backgrounds, which not only facilitates interdisciplinary research but also brings an enriched understanding of issues surrounding social inclusion and the need to pursue equality of opportunity in terms of career advancement, the pursuit of research opportunities and the development of early career researchers. All staff are required to develop annual research plans, with research activity directly linked to both securing research funding and delivering research outputs. These research plans are used to both inform individual staff appraisals and work-load planning. Staff being returned in social work and social policy in REF2014, but who will also lead and make significant contribution to research teams submitting in the next round of research assessment, are given substantive research allowances. These are evaluated on an annual basis against previously agreed research commitments with their line managers – and subsequent access to research allowances and research funding is dependent upon the successful demonstration of progress in delivering research outputs and grant capture. There is a strong focus both at an institutional and unit level on using the staff review and appraisals system to identify and support research development opportunities including the use of a dedicated University wide CPD tool for researcher progression. NTU was awarded the EU HR Excellence in Research badge in recognition of supporting the career planning of researchers and the Concordate to Support the Career Development of Researchers is used in supporting Research Fellows (e.g. **Thompson**).

## ii. Research students

The Unit has enrolled 39.31 FTE research students during the REF period (2008/09-2011/12). All PhD students in the School of Social Sciences are enrolled as members of the University Graduate School. Students are required to participate in the Graduate School's programme of research training and supporting studies, under the guidance of their academic supervisors. This programme of advanced training is fully compliant with ESRC and QAA guidelines. It reflects a strong emphasis on applied research and includes sessions at both the 1 and the +3 stages that are designed to alert students to the issues involved in working with external organisations; it also includes sessions specifically devoted to the practicalities and ethics of working with vulnerable people. Experience suggests that students working with external organisations often need special training and support in developing communication skills, such as those involved in preparing research reports for, and giving presentations to non-academic users.

The Programme of Supporting Studies for PhD students includes workshops in (generic) research and transferable skills, which focus on the knowledge and skills required to develop a successful research career, such as career planning, bidding for grants, project management and academic writing and publication skills. Methods teaching includes workshops in advanced quantitative and qualitative data analysis and the use of QSR NVivo software. These workshops also provide direct support for completing PhDs successfully, including the navigation of key milestones such as registering the project and preparing for the viva. Classes are delivered via fortnightly workshops and at annual Graduate School Conferences, which also provide opportunities for presentation and discussion of students' own research, as well as presentations by senior research staff on methodological matters. Our research students are encouraged to be part of our research environment at NTU. Many undertake paid research assistant work alongside their studies. This provides further opportunities for mentoring and support relating to publications, writing research reports and contributing to applications for grant capture. Such activity is evidenced by a number of joint publications in this REF period (e.g. **Bailey** and **De Motte** 2012, **Bailey** and **Kerlin** 2012).

## d. Income, infrastructure and facilities

In addition to the monies arising from the successful RAE2008 submission, social work and social policy researchers at NTU have secured just over £649,550 in research funding between 2008/9

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and 2012/13. This research income has been drawn from a wide range of funding organisations including research councils, central government departments, local authorities, NHS organisations and charities. Research council funded research has directly produced research outputs in relation to explaining the international crime drop and the effectiveness of security devices for reducing crime (**ESRC – Tseloni**, Tilley [UCL], Grove [Loughborough] and Farrell [Simon Fraser] ), social exclusion in relation to homelessness (**ESRC – Dwyer, Bowpitt, Sundin and Weinstein**) and identity (**ESRC/AHRC – Keenan**). Similar success in terms of both research outputs, and the development of research capacity and research teams, has arisen as a result of funding from government organisations, charities and social enterprise organisations such as Department of Health (**social work education – Gough**), Waddington Street Mental Health Centre (**mental health – Bailey**), the Pioneering Care Partnership (**mental health - Bailey**), Chartered Institute for Environmental Health (**health inequalities – Hunter**), Nottingham Crime and Drugs Partnership (**crime reduction – Hunter**), the Monitoring Group (**racial harassment of the Chinese community in the UK – Chan**), and the Nottinghamshire Domestic Violence Forum (**domestic violence – Lee**).

Since 2008, NTU has invested extensive capital funding within its real estate in order to facilitate the delivery of teaching and undertaking of research. The relocation of the School of Social Sciences into refurbished accommodation has resulted in the physical location of the disciplinary teams that contribute to social work and social policy research onto a single floor. This concentration of research teams within a single physical space has resulted in the facilitation of multi-disciplinary research and the development of new areas such as prison and offending (**Bailey, Hamilton, De Motte, Winder**), hate crime (**Sutton, Hamilton, Trickett**) and land, society and community (**Hunter, Howarth, Buckley and McCarthy**). In addition, this capital investment has resulted in the development of dedicated accommodation for postgraduate research which has brought all social work and social policy (and other social science) postgraduate students together in a single space. This development has not only created a physical sense of identity for postgraduate students, but has also helped to develop an inter-disciplinary and mutually supportive research environment amongst researchers drawn from a diverse range of cultural backgrounds within and beyond the United Kingdom. In addition to the development of strategic research capacity and individual research outputs, RAE2008 funding has been used to purchase small items of equipment to facilitate fieldwork.

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

##### Interdisciplinary and collaborative research with academic and non-academic stakeholders

The bringing together of both internal and external interdisciplinary research teams has facilitated the generation of research networks, and the delivery of varied research outputs (e.g. research on multiple exclusion amongst the homeless (social policy: **Bowpitt** and Dwyer; psychology: Sundin; and research methodology: **Weinstein**). Social work and social policy staff at NTU participate within a wide range of research networks within, and beyond, the United Kingdom. This participation has enabled staff to inform policy debates concerning their respective research disciplines, establish collaborative research arrangements with external academics and institutions, and secure funding for a number of research projects. Examples include chairing the European Quantitative Criminology Working Group of the European Society of Criminology (**Tseloni**), the Crime and Justice Statistics Network (**Tseloni**), acting as the National Social Care lead for the Mental Health Research network (**Bailey**), and membership of the Joint University Council Committees for Social Policy (**Bowpitt**) and Social Work Education (**Bailey**). Engagement with a wide range of government, public service organisations and third sector organisations at both the local and national level has not only been undertaken in an advisory capacity, but has also resulted in the commissioning of policy initiative evaluations, the development of professional practice, and the sponsorship of PhD studentships. Government, public service organisations, commercial sector and third sector organisations who have entered into collaborative arrangements with social work and social policy staff at NTU include:

Government/public service organisations:	Commercial/Third sector organisations:
<ul style="list-style-type: none"> <li>• Department of Health (<b>Bailey</b>);</li> <li>• Labour Party Shadow Education Team on Youth Services (<b>Wood [Pandya-Wood]</b>);</li> <li>• Leicester City Council Gold Standard Youth Service (<b>Wood [Pandya-Wood]</b>);</li> <li>• Mental Health Centre Waddington Street, Durham (<b>Bailey</b>);</li> <li>• Northern Ireland Executive (<b>Wahidin</b>);</li> <li>• North East Offender Health Commissioning Unit (<b>Bailey</b>);</li> <li>• Nottinghamshire Fire and Rescue Service (<b>Hill</b>);</li> <li>• Primary Care Trusts (<b>Bailey</b>);</li> <li>• Young Offenders Institutes and secure training units (<b>Bailey</b>);</li> <li>• NOMS (<b>Bailey</b>).</li> </ul>	<ul style="list-style-type: none"> <li>• Age Concern (<b>Hill</b>);</li> <li>• Alternative Northern Ireland (<b>Wahidin</b>);</li> <li>• Barclays Bank Money Skills Champion programme (<b>Wood [Pandya-Wood]</b>);</li> <li>• Family Care (<b>Bowpitt</b>);</li> <li>• Fire Fighters Charity (<b>Hill</b>);</li> <li>• Fire Services Research and Training Trust (<b>Hill</b>);</li> <li>• Framework Housing, Nottingham (<b>Bowpitt</b>);</li> <li>• Hostels Liaison Group (<b>Bowpitt</b>);</li> <li>• Howard League (<b>Wahidin</b>);</li> <li>• Inspire Women's Project (<b>Wahidin</b>);</li> <li>• Institution of Fire Engineers Young Professionals Network (<b>Hill</b>);</li> <li>• NEPACs and HMP Nottingham visitors (<b>Bailey</b>);</li> <li>• Thames Reach (<b>Bowpitt</b>);</li> <li>• Nottingham City Housing Association (<b>Bailey</b>).</li> </ul>

National and international collaborations have directly resulted in both grant capture and the generation of research outputs (see '4 income, infrastructure and facilities' above and REF2). In the area of criminology, **Tseloni** has collaborated with Pease, Grove and Farrell (University of Loughborough) and Tilley (Jill Dando Institute, UCL). She has also collaborated in the United Kingdom with criminologists at the Institute of Criminology, University of Cambridge; University of Manchester; London Metropolitan University and the Home Office. International research collaborations have materialised in Greece (University of Macedonia, University of the Aegean, Panteion University, Aristotle University of Thessaloniki, and the Economic University of Athens); Norway (National Police Academy); the Netherlands (the Social and Cultural Planning Office); and in the United States (University of Maryland). In addition, **Sutton** has published research in the area of hate crime and interracial relationships with Perry (University of Ontario).

Research collaborations concerning religion and sexuality have seen **Keenan** working with Yip (University of Nottingham), Page (Aston University) and Stevenson (Leeds Metropolitan University) – and in the area of diversity and religion with Young (Queens University, Ontario). Finally, **Chan** has collaborated on projects concerning social welfare in South-East Asia with the Chinese University of Hong Kong; University of Hong Kong; Hong Kong Baptist University; City University, Hong Kong; Polytechnic University of Hong Kong; Seoul National University, South Korea; Academia Sinica, Taiwan; University of Tokyo; Sun Yat-sen University, the People's University, Macau University (all in China). In addition, he has undertaken research focusing on racial harassment and violence in relation to the UK's Chinese community with Craig (Hull University), Cole (Northumbria University) and Law (Leeds University).

### Contribution to academic discipline

Many of the staff within the social work and social policy research team contribute to their respective disciplines through fulfilling roles as either journal editors or as members of journal editorial boards. In the context of social policy and sociology as more traditionally conceived, this includes journals such as *Health & Society* (**Dingwall, 2011 – present**), *Journal of Sociology* (**Wahidin, 2010-present**), *Social Policy & Society* (**Bowpitt, 2010-present**), *Sociology* (**Dingwall, associate editor, 2010 – present**), *Symbolic Interaction* (**Dingwall, editor 2011 – present**). In the area of criminology and criminal justice, NTU is the home of the *Internet Journal of Criminology* (**Sutton, founder and editor in chief**). In addition, editorial board positions are held on the *Howard Journal of Criminal Justice* (**Wahidin, 2010-present**), *Prison Service Journal* (**Wahidin, 2011-present**), *Security Journal* (**Sutton**), *European Journal of Criminology* (**Tseloni, 2002-**

**present**), *Journal of Quantitative Criminology* (**Tseloni, 2008-present**), *Journal of Research in Crime and Delinquency* (**Tseloni, 2009-present**), *Journal of Criminal Justice and Security* (**Tseloni, 2009-present**), *European Journal of Policing Studies* (**Tseloni, from 2012 onwards**), *European Journal on Criminal Policy and Research* (**Tseloni, from 2012 onwards**), and *International Journal of Comparative and Applied Criminal Justice* (**Tseloni, from 2012 onwards**). In the area of education, within the arenas of mental health and social work, **Bailey** is an editorial board member for the *Journal of Mental Health Training Education and Practice*, the *Social Work and Social Sciences Review* and the *Czech Social Work Journal*. Finally, in relation to her work for the Emergency Services Research Unit at NTU, **Hill** sits on the editorial boards for the *International Fire Service Journal of Leadership and Management* and the *International Journal of Emergency Services*.

A number of social work and social policy researchers have contributed to the organisation and delivery of seminars and conferences across a wide range of subject interests. **Bailey** organised a national seminar hosted by the Department for Health in 2012 to disseminate research findings concerning mental health and welfare amongst prisoners. She also is contributing to the organisation of the MindChange conference for 2014. **Tseloni** acted as a programme committee member for 'Policing in Central and Eastern Europe: Social Control of Unconventional Deviance' conference in Ljubljana in 2010 – and organised a satellite workshop on 'Urban social dynamics: segregation and criminality' at the 2011 European Conference on Complex Systems in Vienna. The research team that focused upon multiple exclusion and homelessness organised two practitioner workshops (one at NTU, the other in London) in 2011 to present their early research findings. **Keenan** (in conjunction with his external co-researchers) lead the launch conference which was targeted at both academics and practitioners in relation to their research findings surrounding religion, youth and sexuality at the University of Nottingham, 2010. **Hill** and her colleagues raised the profile of their emergency services research unit with the "Emergency Management: Themes in Emergency Planning, Response and Recovery" for academics and practitioners which was held at NTU in 2010. In order to enhance the future research opportunities of the social work and social policy research team, **Wood (Pandya-Wood)** has organised a series of public engagement events to align research activities of UoA with public service organisations in the East Midlands. Internal seminars and conferences have been used as a mechanism for the development of early career researchers and postgraduate researchers by providing an opportunity for individuals to present academic papers amongst a friendly peer audience prior to presenting their research at external conferences, or submitting their papers for publication in academic journals. The two primary vehicles for achieving this research objective have been (a) the fortnightly *Social Problems* seminar series (organised by **Hunter** and co-hosted with staff from Politics and International Relations); and (b) the annual *Alternative Futures* one day academic conference (organised by **Hunter**) in the School of Social Sciences at which around thirty papers from academic staff and postgraduate students are presented. A host of external academic speakers have also provided research presentations to academic staff and postgraduate students, including Professor Anne Phoenix (University of London), Professor Tunde Zack-Williams (UCL) and Professor Sue Leas (Open University). Individual social work and social policy researchers at NTU make contributions to a wide range of professional associations/learned societies including as executive board members on the British Society of Criminology (**Wahidin**), as conveners of the British Sociological Association study group on Social and Public Policy (**Wood [Pandya-Wood]** and **Hunter**) and as Council Member of the Academy of Social Sciences (**Dingwall**).