

Institution: University of Leicester	
Unit of Assessment: 15	
1. Unit context and structure, research and impact strategy	
<p><b>Unit context and structure:</b></p> <p>Awarded a Queen's Anniversary Prize in November 2013 for its achievements in archaeology and heritage, the School of Archaeology and Ancient History (SAAH) continues to be recognised internationally for innovative impactful research on the archaeology of historical periods. This REF period has seen significant investment and a developing profile in archaeological science, prehistory and theory. Our approach to research and impact (R&amp;I) increasingly centres on diversity in our understandings of heritage and the material world. We celebrate difference: in expertise, from the Palaeolithic to Plantagenet kings, from the Ancient Near East to the colonial Caribbean, and from Roman Pompeii to the 20th-century Pacific; in approaches, bringing together researchers in two distinct disciplines and working alongside a top archaeological unit (ULAS); and in contributions to the wider economy and society, with impact fully integrated within our research vision.</p> <p>Consistently ranked in the top 100 departments worldwide, we set world-leading standards for integrated study of text, material culture and landscape. Our outstanding record of outputs, grant capture, PhD completions and staff promotions demonstrates the vitality of our research culture; our careful succession planning in securing replacement/investment posts and infrastructural investment show our sustainability. Our R&amp;I community comprises &gt;200 individuals (28 Category A staff, 8 postdoctoral/research staff, 50 ULAS staff, 9 emeritus/visiting professors, 50 associated researchers, 2 technicians and 55 PGRs). Part of the College of Social Sciences, Arts and Humanities (CSSAH), we enjoy close links with other Schools/Colleges, providing an environment of stimulating interdisciplinary research.</p> <p><b>Achievement of strategic aims for research and impact (R&amp;I):</b></p> <p>In REF2014 we set eight objectives, aligned to University and College strategy, to develop and enhance our research environment. All have been met (Table 1):</p>	
<b>Objectives REF2014</b>	<b>Achievements (see also individual sections)</b>
1. Capitalising on synergies between identified and emerging research groupings/themes	New strategic R&I directions have emerged (below), building on established strengths and evolving approaches, and capitalising on investments facilitated by forward-looking succession planning.
2. Growing income and grants across staff base	Research income has doubled (£8.7M to £17.8M). 96% of Category A staff have held awards.
3. Expanding PGR numbers and support funding	79 PhD awards (up 70% on REF2014) demonstrate success in supporting our PGR community. AHRC DTP initiatives have enhanced our doctoral offer.
4. Developing infrastructure, supported by internal and external funding	Secured competitive £500k funding for refurbishing SAAH building/laboratories (up 270% on REF2014); invested £302k in equipment/geoinformatics (up 26%).
5. Supporting researcher	Exemplary staff development record, recognised by 2019

development and career progression at every level, while promoting equality and diversity	Athena Swan Bronze Award. Equality approaches fully embedded in recruitment/research strategies. We have supported 51 postdoctoral staff in this period (up 104% on REF2014); 8 are in post; 43 have taken up academic/professional positions.
6. Promoting inter-disciplinary research/ collaborations	Partnerships with researchers in our/other disciplines in UK and 47 other countries. Within UoL, we collaborate with colleagues across 11 departments.
7. Underpinning heritage-related themes in College and University strategies	Substantially expanded our R&I work on heritage (3 new staff), especially in the Middle East and North Africa (MENA). Work by ULAS and academic staff has helped deliver the University's agenda for the region (Institutional Environment Statement [IES], 2.4, 2.8).
8. Collecting and analysing research data to facilitate effective research management	Restructuring of University and College support (IES, 4.1) has facilitated data collection for expanding impact and public engagement activities; analysis has enabled us to target areas needing investment/mentoring and optimise use of resources.

In addition to these specific objectives, our overarching goal was to extend our reach in world archaeology and foster emergent areas, while sustaining our core identity. Our successes are illustrated by notable achievements and developments across four themes identified in REF2014 themes (set out below). Our research transcends artificial divides between prehistory and history, and between material and text, while embracing a plurality of intellectual approaches and methodologies. This is reflected in an output profile in which 61.5 monographs form an exceptionally strong and distinctive element, from sole-authored volumes to collective works on large-scale projects, including foundational studies of important data sets that will be key points of future reference. This achievement underlines SAAH's commitment to making a sustained and vital contribution to the discipline. The reach of our research is seen in the 388 weeks of funded fieldwork or analysis of museum collections undertaken in the period by Category A staff, across 21 countries and four continents.

Among our principal achievements in our REF2014 identified themes, we would highlight:

1. **Landscape and space (LAS):** This theme embraces all aspects of landscapes, environments and spatial scholarship, from survey archaeology (e.g. **James, Stewart**) to the intersection between ethnographic and geographic writing (**Merrills, Shipley**); and from innovative use of GIS (Gillings) to the social production of urban space (e.g. **Allison, Christie, James**). Significant grants include 'Living with Monuments' (Gillings), and 'Selected Greek Geographers' (**Shipley**). Monographs include *The 'Pharaonic' Sites* (**Edwards** 2020), *Roman Geographies* (**Merrills** 2017) and outputs of major projects reported in REF2014 (e.g. *Later Prehistory NW Europe*; **Haselgrove**; *Coin Hoards: Haselgrove, Mattingly, Taylor*; *Trans-Sahara: Mattingly*). Our confidential Impact Case Study (ICS2) addresses landscapes. A key contribution is work on African landscapes, in Egypt (**Merrills**), the Sahara (**Mattingly**) and Sudan (**Edwards**), now extended to sub-Saharan Africa (**Basell**).
2. **Medieval to modern archaeology (MMA):** From Bradgate Park and Greyfriars in Leicester to 20<sup>th</sup>-century Australia and Canada, the interdisciplinarity central to SAAH is

evident, combining textual and material sources (**Allison, Christie, Samson, Tarlow**) with scientific approaches and heritage perspectives (**Guiry, Thomas, Young**). Our Centre for Historical Archaeology fosters a research culture leading to new grants including 'Feeding Anglo-Saxon England' (FEEDSAX 2017; **Thomas**), project outputs such as **Tarlow's** *Criminal Corpse* and **Young's** *Historical Archaeology and Heritage*, and monographs on South Asia (**Young**) and colonial Australia (**Allison**). Our reach has been extended by appointments in the Caribbean (**Samson**) and Islamic world (**Carvajal Lopez**). A flagship for our interdisciplinarity is the acclaimed 'Richard III' project (ICS1 **Appleby** et al). Our medieval research grows from participation in the cross-college Medieval Research Centre.

3. **Bodies, identities, communities (BIC):** Research foci include the making of human bodies through food (**Barton, Thomas, Van der Veen**); ageing processes and pathologies (**Appleby**); and social and cultural production of identities and communities through ethnic claims (**MacSweeney**) and bodily signalling (**Allison**). We have expertise in gendered identities (**Harlow, Harris, Masségli**) and mortuary archaeology (**Appleby, Tarlow**), whilst a post in molecular bioarchaeology (**Guiry**) has expanded our range. Grants included 'Communities and Connectivities' (Armit, **Appleby**), 'Cultural and Scientific Perceptions of Human-Chicken Interactions' (**Thomas**), and a Leverhulme Prize (**Harris**). Important outputs include studies of Hellenistic body language (**Masségli**) and ritual pollution in Ancient Rome (**Lennon**), and ground-breaking articles blending the latest scientific developments with theoretically informed perspectives (**Appleby, Guiry**), particularly critical analysis of approaches to ancient DNA (**Crellin, Harris**).
4. **The ancient Mediterranean and surrounding regions (AMSR):** Research from Assyrian divination to Roman multiculturalism within this theme exemplifies the interdisciplinarity for which SAAH is known and deliberately stretches the ancient world's conceptual boundaries. Hellenistic Greece (**Masségli, Shipley, Stewart**), Roman cultural history (**Allison, Harlow, Lennon, Mattingly**), and Late Antiquity (**Christie, Edwards, Merrills**) are distinctive strengths, while strategic appointments have expanded our capacity in the MENA region (**Masségli, Wisnom**). Notable achievements include: another Leverhulme Prize (**MacSweeney**); projects such as 'Ancient Akrotiri' (**James**), 'In Caesar's Footsteps' (**Haselgrove**) and 'Migration and the Making of the Ancient Greek World' (MIGMAG; **MacSweeney**); books on the Trojan War (**MacSweeney**), the Hellenistic Peloponnese (**Shipley**), and Mesopotamian culture (**Wisnom**); and hosting the 2018 Classical Association Meeting. Detailed studies of Leicester by ULAS underpin our 'Roman Worlds for Diverse Communities' (RWDC) ICS3 (**Scott et al.**), and we would also signal the innovative analysis of legacy data, combined with new survey to re-plan the urban landscape and rewrite the socio-political history of Dura-Europos, Syria (**James**).

The vitality of our research is attested by publication metrics: in this cycle, Category A staff have published 61.5 authored/edited books, 185 journal articles, 31 papers in conference proceedings, 168 chapters and 225 other publications/reviews (up 9% per FTE on REF2014). ULAS staff have published 5.5 books, 32 journal articles, 4 chapters and 18 other publications. Joint SAAH/ULAS projects crucially expand the wide-ranging contributions our research makes to economy and society. These contributions are further evidenced by our ICSs, which together demonstrate the success of our impact strategy during the cycle. As the three ICSs show, our

research impacts on creativity, culture and society, the environment and public policy, learning and participation, and fuels our regional economy.

### Future strategic aims and goals for research and impact

Our vision for research has changed over the cycle, informed by our commitment to diversity, interdisciplinarity, engagement beyond academia and arrival of new staff. We have developed a fully integrated R&I strategy. This approach is based on recognition, derived from experience, that activities leading to impact are not simply rooted in research but can reciprocally (re)shape and enrich it. The impact strand of our strategy has three principles:

- impact-focused initiatives may evolve into research-focused projects (e.g. Ancient Akrotiri)
- impact initiatives need not be tied to particular projects, but may draw on multiple research strands (RWDC ICS3)
- not all research projects need to have clear impact potential at the outset
- To ensure all staff engage with these principles, they are embedded in our mentoring of research design and grant applications.

In developing these principles, we have moved from subject-derived themes (1–4 above) to a greater focus on activities and approaches. While we will continue to pursue wide-ranging research agenda across both disciplines, the following emergent themes are increasingly acting as strategic foci for R&I, with one weighted slightly towards Impact, the other towards Research. Although still transitioning, these themes represent our new strategies moving forward. Several achievements can already be noted:

5. **Diverse heritages:** Diversity is central to our working environment (Section 2) and home city, and also to how we approach the past. Heritage was anticipated as a new direction in REF2014, and our rapidly expanding research in this area often focuses on discrepant and alternative visions of the past. Ongoing projects engage with contested heritages in conflict zones ('Babylon', **Young**; 'EAMENA', **Mattingly**); explore post-colonial heritages ('East Pemba Tanzania', **Basell**; 'El Corazòn del Caribe', **Samson**); and recover the silenced voices of the socially and historically marginalised ('Roman Stigma', **Lennon**). Other flagship projects have promoted greater understanding of Leicester's ethnic heritage (ICS3) and common heritages transcending language barriers in continental Europe ('LatinNOW', **Masségli**). We have secured funding for a new collaborative programme with heritage professionals in North Africa ('Oasis Civilization in Morocco', **Mattingly**).

**Strategic vision:** To lead in developing new approaches to heritage and endangered archaeology, by consolidating current activities focused in the MENA region and locally, and expanding this work to the Caribbean and Americas (**Samson**), sub-Saharan Africa (**Basell**) and Southeast Asia and China (**Barton**). This will ensure future vitality by creating fresh opportunities for collaboration, and sustainability by further developing growth income streams including GCRF. A local focus on the heritage of our diverse region is central to the work of the Centre for Historical Archaeology.

**Specific objectives:**

- (i) Internationally, establish a Centre for Endangered Archaeology and Cultural Heritage,

- moving beyond our MENA connections (**Mattingly, Young** to lead).
- (ii) Regionally, build on RWDC (ICS3) through programmes integrating the outputs of collaborations with ULAS at Bradgate Park (**Thomas**) and Burrough Hill (**Taylor**), and covering other periods.
  - (iii) Broaden activities to engage with the arts and creative industries, expanding on work with theatre companies (**Wisnom**) and arts organisations (*Artefact to Art*, **Scott, Stewart**).

6. **New approaches to the material world:** This theme builds on agenda-setting publications such as *Change and Archaeology* (**Crellin**), *Archaeological Theory in the New Millennium* (**Harris**), *Archaeological Theory in Dialogue* (**Crellin, Harris**) and networks like *Big Data on the Roman Table* (**Allison**). Leicester is a world leading centre for new theoretical approaches emphasising the active role of materials in shaping and creating past worlds and rejecting traditional competing divisions between humanities and sciences; we seek instead to integrate scientific and philosophical approaches. Critical here is our materials laboratory – refitted for improved analysis of starch and other organic residues (**Barton**), ceramics (**Carvajal Lopez**), and stone and metal microwear (**Barton, Crellin**) – where researchers interweave and engage recording evidential details with the philosophical processes that bring these back to life. ‘Arch-I-Scan’ (**Allison**) is pioneering new ways of recording artefacts using tools from applied mathematics, artificial intelligence and machine learning, whilst ‘Beyond the Three Age System’ (**Barton et al.**) uses microwear analysis of stone and metal to undercut artificial period boundaries and explore how materials make history. Just as we attend to material things, our bioarchaeological work (**Appleby, Guiry, Inskip, Thomas**) attends to material bodies. In each case method and theory are integrated and mutually sustaining.

**Strategic vision:** Deliver a recognisably ‘Leicester Approach’ to the material world that brings together state-of-the-art scientific and theoretical approaches, rooted in new ways of conceptualising the material world. This will promote vitality by stimulating new research directions, and sustainability by allowing SAAH to explore the potential to undertake further analytical contract work in our laboratories, which in turn will financially support and enhance our cutting-edge work at the interface between science and philosophy.

**Specific objectives:**

- (i) Complete and launch projects in our new Isotopes Preparation and Forensic and Ancient Biomolecules (FAB) labs (**Guiry, Inskip, King, Thomas** to lead: Section 3).
- (ii) Create a *Thinking Through Things* group centred on our materials lab. The aim is to forge a distinct approach to the material world and conduct world-leading research on a range of materials from different periods (**Harris, Crellin** to lead).

We have embraced the University’s ambitious OA agenda (IES, 2.6) and put OA at the heart of our impact and outreach agenda, allowing our research to be delivered to communities we work with worldwide. Staff follow University protocol on depositing publications (IES, 2.6), and build funding for Gold OA into applications where allowed; our submission includes Gold OA journal articles and books (*Criminal Corpse*, *‘Pharaonic’ Sites*). Staff promote OA more widely through work on editorial committees, and publisher agreements to make monographs OA after fixed periods (*Archaeology of Fazzan*, *Cartimandua’s Capital*). SAAH has been at the forefront of making underpinning data available online for scrutiny and reanalysis (*Pompeian Households*,

*Engendering Roman Military Spaces, Later Prehistory NW Europe* via ADS). All our work aims at the highest standards of Research Integrity (IES, 2.7), monitored by our Research Ethics Officer.

## 2. People

### Staffing strategy and development

The central tenet of our strategy is recognising that collective strength stems from diversity. We seek to recruit and nurture outstanding staff with different backgrounds at all levels and encourage them to develop their potential in an open, inclusive environment (IES, 3.2) which values flexible working. We welcome the enhanced emphasis on EDI issues, reflected also in Leicester's Code of Practice which endorses SAAH's strategic approach to staffing. Success is measured not only by our high-quality outputs, but also by promotions in the cycle (13) which highlight how early and mid-career researchers are supported through career progression, i.e. to Associate Professor/Reader: 4F, 3M; to Professor: 3F, 3M. All new staff in the period have been supported successfully to complete probation in the expected time frame. We continue to ensure that robust equality and inclusion practices are in place for staff and PGR recruitment. All recruitment involves explicit EDI consideration, and the School continues to seize new University funding opportunities for diversifying our PhD cohort. Diversifying at all levels represents an ongoing and critical challenge.

Staff changes contributed to the directional shifts described above. Eight staff (including four Professors) left or retired in cycle and our robust succession planning secured 9 replacement and investment posts: a Professor, an Associate Professor, and 7 Lecturers (6 ECRs when appointed; two started during the pandemic). Replacements in established areas included **Lennon** (Roman history) for Katsari, and **Masségli** (Greek history, visual culture) for Foxhall. Cipolla's replacement by **Samson** upholds our long-standing interest in the Americas; **Carvajal Lopez** maintains expertise in ceramics following Whitbread's retirement, while crucially adding Islamic archaeology; both contribute to the success of the Centre for Historical Archaeology and **Carvajal Lopez** to the Medieval Research Centre. We anticipated forthcoming retirements with early replacement of **Haselgrove** (now part-time) by **Crellin** (later prehistory, materials analysis, archaeological theory).

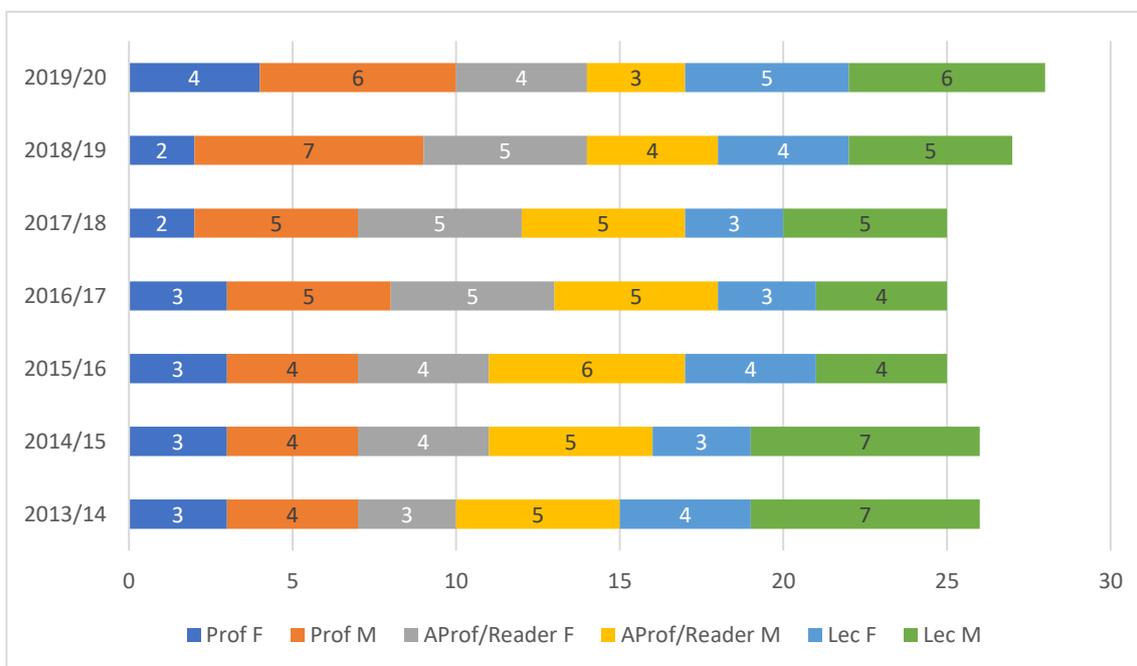
In addition, four investment posts provided opportunities to attain our strategic goal of expanded global reach. **Wisnom's** post in Mesopotamian history adds new dimensions to our strengths in MENA archaeology and heritage. **Basell** maintains expertise in landscape analysis and prehistory following Gillings' move and Hopkinson's retirement, whilst expanding research on human origins and cultural heritage to Sub-Saharan Africa. **Guiry's** post in biomolecular archaeology is part of a strategy to refocus our scientific work after Van der Veen's retirement, complementing existing expertise in SAAH and other Schools (Geography, Geology and Environment; Genetics and Genome Biology). Our initiative to capitalise on Leicester's particular strengths in both archaeology and genetics resulted in a professorial post (Armit), which led to an ERC grant within a year. With Armit's departure, we have instead transformed our capabilities through a UKRI FFL (Inskip, started November 2020). This £1.5M project explores bioarchaeological consequences of the introduction of tobacco to Europe, drawing on an innovative combination of palaeopathological, ancient DNA and metabolomic data; on completion of her fellowship, Inskip will move to an open-ended academic post in SAAH. Two further open-ended academic posts have been awarded for the next REF cycle; given the

challenging economic environment, these investments demonstrate strong institutional confidence in SAAH and the sustainability of our research.

Measured on a binary scale, the proportion of SAAH female staff has risen from 38.5 to 46.4% over the REF cycle, with slight variability in gender profile at different levels of seniority (Figure 1).

Our pro-active approach to staff development and support is threefold:

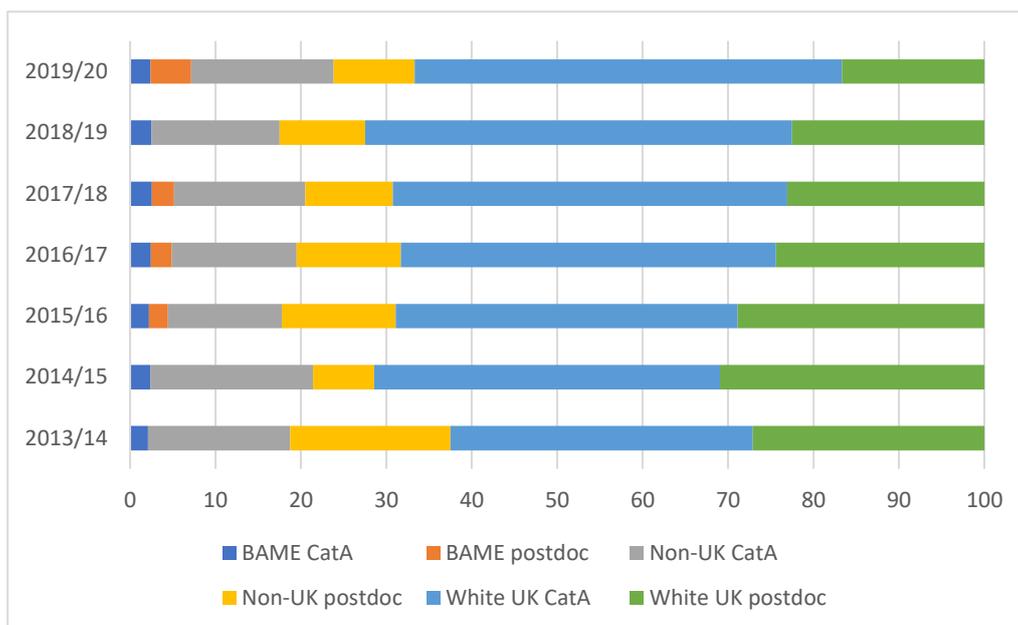
1. Enhancing practices surrounding parental leave and flexible working. In the census period, we supported six instances of parental leave, totalling over 5 full years of Category A staff time, building on Athena SWAN action plans.
2. Strengthening mentoring schemes for all staff through grant mentorship and research clinics, in addition to annual R&I interviews, Performance Development Discussions, peer review and internal support of grant applications for all staff and formal mentoring of probationary/fixed-term staff.
3. Supporting revision of UoL’s Academic Career Map ensuring all contributions – including impact, outreach, and engagement – are rewarded at all career stages.



**Fig. 1: Nos of Category A staff by level & gender identification**

SAAH promotions figures (above) strongly demonstrate the value of this approach, as do the successes of our researchers gaining other posts (below).

Our commitment to equalities goes beyond gender. Our aspirations for creating an inclusive working environment have allowed us to attract and retain BAME individuals and non-UK nationals, who together consistently comprise around 30-40% of staff (Figure 2). Category A staff include three individuals with protected characteristics, all of whom have been supported to achieve research success and/or promotion.



**Fig. 2: Percentages of BAME, non-UK, and white UK staff**

Although our commitment to equalities and inclusivity was recognised by an Athena Swan Bronze Award (2019), we see this as a starting point. We have a robust commitment to honest reflection and specific action regarding diversity, equality and inclusion, and are now targeting a Silver Award. The School Business Group, which meets fortnightly to support the Head of School, includes our Athena Swan Lead to ensure equality issues are embedded in all School decisions. Through our School Diversity Champion (a Category A role), we actively support the University’s engagement with the Race Equality Charter, Disability Staff Equality Forum, and LGBT+ Staff Equality Forum. Potential REF outputs have been reviewed in accordance with DORA, internally and externally, with reference to both scores and commentary, the institutional Code of Practice, and advice from our Athena Swan lead governing final selection. The proportions of submitted outputs authored by (A) female staff and (B) staff at different career levels are broadly consistent with the makeup of Category A staff, allowing for ECR status and the distribution of major funded projects that have been completed in the cycle (Table 2):

	A. Outputs from female staff (46.4% of Cat. A)	B. Outputs from Cat. A staff by career level		
		Prof. (35.7%)	Ass.Prof. (25%)	Lect. (39.3%)
No. of outputs	28	28	17	18
Percentage of outputs	41.8%	41.8%	25.4%	26.8%

Our explicit commitment to staff development applies to all post-doctoral staff. In the census period we hosted 7 Postdoctoral Fellows, 7 Teaching Fellows providing replacements for parental and/or study leave, and 37 project-based Research Associates, recruited from leading institutions across the UK, Europe, North America and beyond. Postdoctoral staff are assigned independent mentors and supported by the University ECR and Research Staff Enhancement Group. The University is a signatory to the Concordat to Support Career Development of Researchers, ensuring ECRs have time to pursue their own research, develop teaching experience and are supported and mentored in their future plans. Of 43 postdoctoral staff who

left in period, 29 (67%) went to other UK or overseas academic roles, and 14 (33%) to posts in the Heritage sector or other professions.

SAAH ensures postdoctoral colleagues receive the same support, opportunities, and access to facilities as Category A staff (see above and IES, 3.2), including R&I interviews with senior faculty which assist all staff to plan their goals strategically. In June 2020 we conducted 'Research-In-The-Times-Of-COVID' interviews, to ascertain how best to support individuals to continue R&I work given the short and medium-term challenges of the pandemic. During the pandemic, optional furlough schemes for project-based research staff have been supported and implemented by the institution.

All staff are encouraged to apply for external grants, supported by internal peer-review, pump-priming awards (Section 3), UoL funder groups, and the Research and Enterprise Division (RED). Category A staff can also apply for one semester study leave after six semesters – vital for producing double-weighted outputs. Support for study leave has been unstinting, with a total of 58 semesters taken by Category A staff in the cycle, 33 institutionally funded (with equality of division by gender). Staff have taken key leadership roles in developing University and College research strategies: **Thomas** is CSSAH Dean of Research; **Christie** served 5 years as CSSAH PGR Director and directs the cross College Medieval Research Centre. Given the size of the School, this represents high-level commitment to institutional research leadership.

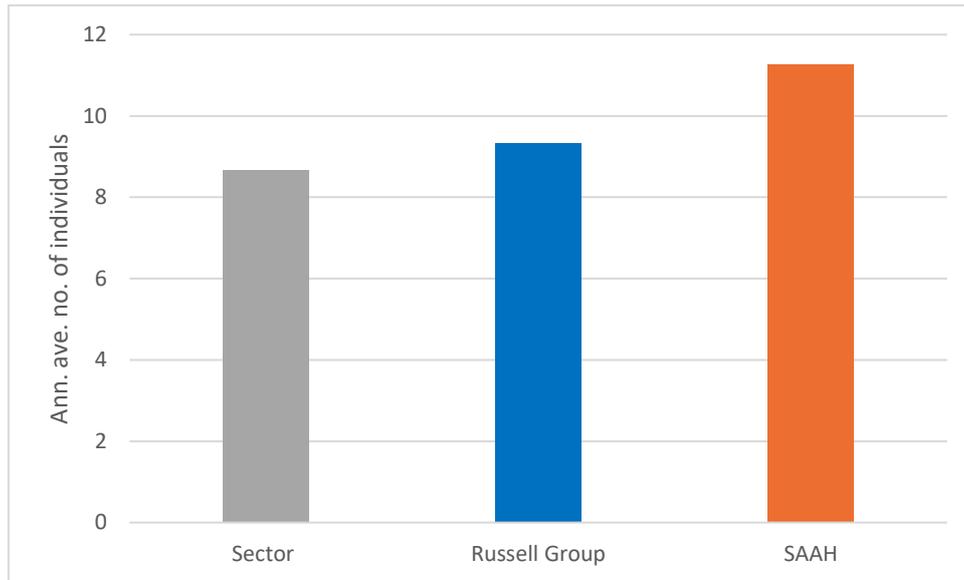
All members of our community are encouraged to present their research and participate in seminars and more informal discussion groups. As well as a weekly SAAH seminar, these include seminars organised by our Centre for Historical Archaeology, the Medieval Research Centre and other University networks, an annual ULAS research seminar and the Dorothy Buchan Lecture in Ancient History. Two initiatives specifically aimed at encouraging a more open and inclusive research environment are: (i) the 'Research Celebration', taking as its model the book launch but offers an opportunity to celebrate other types of success such as new grants, and running of events; and (2) the 'Work in Progress Seminar' encourages constructive criticism and open discussion of ideas and publications under development. In addition, events throughout the year help celebrate staff achievement, such as exhibitions for International Women's Day.

### PGRs

This cycle has seen 79 PhDs awarded – including 15 international Distance Learning PhDs – a striking 70% increase over REF2014, with annual numbers of graduates exceeding sector and Russell Group averages (Figure 3). Over the REF cycle we have had equal numbers of male and female PGRs. Our PGRs report high satisfaction rates, scoring their overall experience at 87%, and supervision at 94% on average for the REF period (PRES).

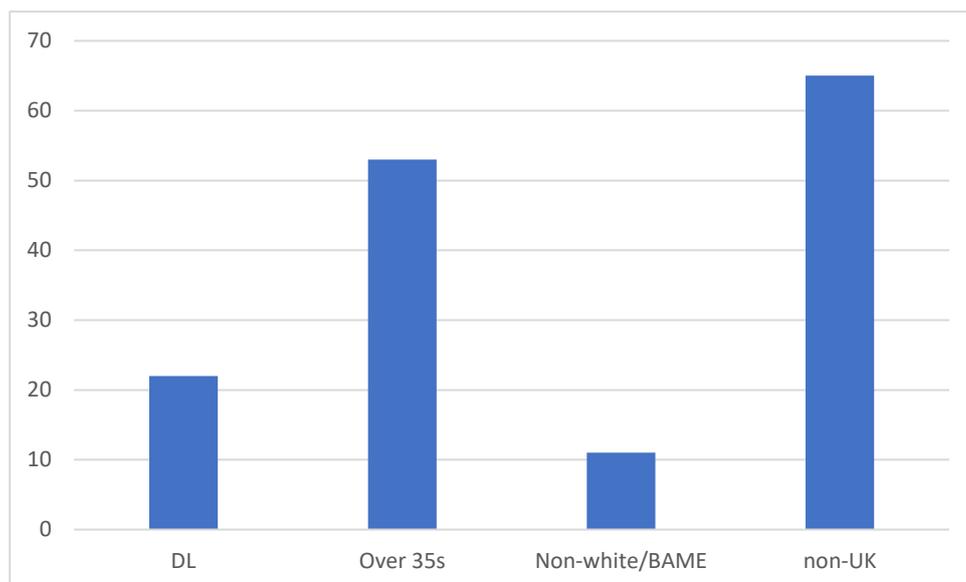
The PGR environment and access to training and funding have been greatly enhanced by the creation of the University's Doctoral College, following recommendations from a review led by **Mattingly** (see IES, 3.2), and implementation of the Researcher Development Framework and other initiatives (e.g. BAME Graduate Teaching Assistant Studentships). School staff (**Mattingly**, **Christie**) played leading roles institutionally and regionally in establishing the Midlands3Cities (M3C) and Midlands4Cities (M4C) AHRC Doctoral Training Partnerships (DTPs), developing innovative aspects such as cross-HEI supervisory teams, creative industry partners, extra training opportunities and placements opening up careers beyond academia, and leveraging

high levels of institutional match funding.



**Fig. 3: Average annual PhD completions 2013/14-19/20\***  
 \* External data only available to 2018/19

We apply our ethos of equality and inclusivity to PGRs. Our PGR community is drawn from leading institutions worldwide, resulting in significant ethnic and linguistic variation among our current cohort of 55 PGRs, of whom 30 are part-time (PT: 15 DL, 15 CB), 25 female, 18>40 years old, and 9 are non-white or UK BAME. They came to us from 16 countries, four from the Global South, enriching our community through a wealth of perspectives and experiences. Figure 4 shows non-white/BAME, non-UK national, mature and DL completions through the cycle. BAME PGRs in particular report high levels of satisfaction with supervisors and contact time in PRES survey results (94% average over the census period).



**Fig. 4: Percentages of non-traditional PhD completions 2013-20**

We are committed to supporting all PGRs, whether arriving direct from higher education or pursuing doctoral study for career change/enhancement, or in retirement, with critical attention

paid to an inclusive welcome. Consequently, a good proportion of PT and DL PGRs are archaeological or heritage professionals as these options allow for work or caring responsibilities. Our success at supporting these PGRs is evident not only from the chart above, but also in high PT PRES satisfaction scores for their supervisors and contact time (96% average). Refurbishment of our building improved accessibility and made laboratories more usable for disabled PGRs and staff.

We have an excellent record of securing funding, with 25 full- and part-time PGRs funded through the AHRC M3C (2015–18) and M4C (2019–24) DTPs. This represents a 178% increase from the previous cycle. We have continued to develop our strong links with museums and other external partners through 9 AHRC CDPs, while the rise in DTP awards has allowed more PGRs to take funded career-enhancing placements, some leading directly to employment, e.g. with the Portable Antiquities Scheme. Other PGRs have been funded through 14 foreign government scholarships and 12 University studentships.

Areas of good practice developed within M3C/M4C have been extended to our entire PGR body. In addition to Doctoral College-provided training (IES 3.2), we run discipline-specific weekly training seminars (available as videos for DL PGRs and online during the pandemic), on subjects such as pedagogy, job applications, organising and presenting at conferences, and academic publishing. PGRs also run annual SAAH PGR conferences (including during the pandemic). Through Archaeology and Classics in the Community, our PGRs and staff promote our world-class research in archaeology and ancient history for the benefit of the widest possible audience. This has brought important new opportunities for PGRs to engage in outreach and impact work, while gaining practical experience of project management, budgeting, etc. (ICS3). Two of our PhD graduates manage this programme, and currently 7 PGRs regularly participate.

Developing from our M3C/CDP experience, PGRs are assigned a supervisory team (including external supervisor(s) as appropriate), and supported by the PGR Tutor and Administrator within SAAH. Monthly supervision reports (pro rata for PT) detailing progress and agreed actions are uploaded on *MyPGR*, facilitating regular monitoring and allowing early identification of cases in need of extra support. Supervisions are face-to-face, by phone or online. Completion data confirm the success of our monitoring and support measures: first-year probationary review by an independent panel, with further annual reviews until completion. All CB PGRs are allocated office space (plus bench space for those pursuing laboratory-based training), and access to essential equipment/IT resources.

PGRs play a central role in our community, participating not only in informal reading and discussion groups, but also in formal research networks and seminars, and organising the weekly School and Centre for Historical Archaeology seminars (mentored by Category A staff). PGRs are encouraged to share their research at the annual SAAH PGR conference and in University doctoral poster competitions, providing supportive spaces for preparing to present at larger conferences, fostering a sense of community. PGRs have been involved in running international conferences hosted by SAAH (Section 4) and organised meetings of their own (e.g. *The Hellenistic Peloponnese* and *19th Iron Age Research Student Symposium*, both in 2016). Several of our PGRs have been selected to give prestigious University of Leicester Doctoral Inaugural Lectures (2018, Canning; 2017, Gordon, Marshman; 2016, Newstead) and we encourage our staff and PGRs to co-author outputs.

PhD graduates' success in securing jobs (or higher-level roles for PT PGRs already in

employment) attest to the research and professional skills they develop during their training. Of 79 PhD graduates this cycle, 26 have continued in academe in the UK or abroad, 24 went to Heritage posts, 4 to Education, 19 to other professional/administrative roles, with 2 retired and 4 still seeking.

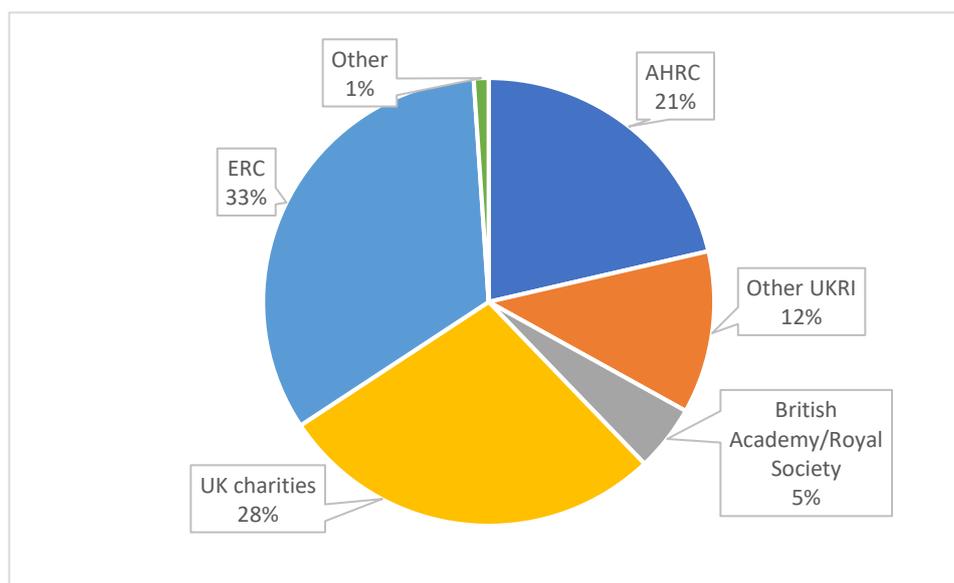
3. Income, infrastructure and facilities

**Research Income**

Throughout the census period we have ranked in the top 5 institutions for income/FTE (HESA). Research income has doubled over the cycle (up 105%), representing a substantial increase both by year and by staff FTE (Table 3):

	Total income	Average per year	Average per FTE	Annual average per FTE
REF2014	£8.7M	£1.7M	£328k	£66k
REF2021	£17.8M	£2.54M	£669k	£96k

New grants since 2013 from various funders (Figure 5) – including important new sources such as ODA/GCRF – total £10.4M (£1.5M pa), up 148% per year on the previous 5-year cycle (£0.9M pa). Income from industry has risen 142% from £4.3M (£0.9M pa) to £10.3M (£1.5M pa). This total only includes income from ULAS projects with major academic inputs meeting the HESA definition of research, but not other commercial income to the unit.



**Fig. 5: Sources of competitive grants awarded 2013-20 (N = £10.4m)**

Income and awards data do not fully capture our success in attracting competitive funding, as they exclude in-kind awards (e.g. NERC scientific dating, visiting awards, support for fieldwork and conference organisation); support for research awarded at School, College and University level; external grants for impact and outreach work; and funding to collaborator institutions from grants to SAAH staff (Table 4):

Funder	Amount
In-kind awards	£120k
Institutional support and pump-priming	£251k
External impact awards	£97k
Funding for collaborator institutions	£667k

Diversifying the funding sources from which we secure grants is central to our R&I and staff development strategies (Sections 1–2). Our culture of inclusive research excellence and broad-based grant-getting has resulted in 96% of Category A staff holding awards as PIs in period. These have ranged from large-scale projects to smaller fieldwork and research network grants, and from individual fellowships to funding for conferences and/or outreach programmes. This record testifies to the energy and variety of R&I activity among our staff, and our supportive culture.

Larger grants are well distributed. Of 28 Category A staff, 17 (61%) have been awarded 46 grants > £10k in this cycle. The group is diverse in seniority, gender identification, and protected characteristics (Table 5):

Award level	No. of grants	Staff/seniority	Gender split	Other
£1M+	3	1Prof 1AssocProf 1PDF	2F 1M	1protected characteristics
£500–999k	4	2Prof	1F 1M	
£200–499k	6	2Profs 4AssocProfs 1Lecturer 1PDF	2F 6M	
£100–199k	6	1Prof 4AssocProfs	2F 3M	1protected characteristics
£10–99k	27	4Prof 5AssocProfs 3Lecturers 1PDF	6F 7M	1protected characteristics

The size and makeup of grant awardees is another index of our broad and inclusive research culture and strong mentoring and support systems: we have a 100% success rate in 3 major AHRC (£1.9M) research grant applications since 2015, secured 2 ERC grants (**MacSweeney** MIGMAG, £1.47M to Leicester and Armit COMMIOS, £1.67M, to Leicester), and a UKRI FLF award in 2019–20 (Inskip £1.22M). We also draw upon the University's Coaching and Mentoring Academy (IES, 3.2), which plays a key role in leadership training within the School.

Several projects within the ambit of established REF2014 research themes have successfully combined research with outreach and engagement providing pathways to impact. Many included significant fieldwork components. In AMSR, **Haselgrove's** In Caesar's Footsteps (£330k, Leverhulme) attracted intense media attention with the 2018 announcement of identification of Julius Caesar's likely landing site in Britain in 54 BCE, as well as advancing our outreach agenda through the participation of local volunteers and stakeholders in the fieldwork. Another

high-profile collaborative AMSR project with international partners is Ancient Akrotiri led by **James** (£85k, various). Additionally, **Allison's** 'Big Data on the Roman Table' (£45k, AHRC), made a significant contribution to the professional manual *A Standard for Pottery Studies in Archaeology*. In LAS, **Crellin's** 'Round Mounds of the Isle of Man' project attracted widespread 2019 media attention for dramatic finds including an intact jet bead necklace (£105K, various).

New multi-institutional projects begun in the cycle included FEEDSAX (**Thomas**, £1.7M in total, £11k to Leicester, ERC) in MMA; Living with Monuments (Gillings, £952k in total, £318k to Leicester, AHRC) in LAS; 'Cultural and Scientific Perceptions of Human-Chicken Interactions' (**Thomas**, £1.94M in total, £240k to Leicester, AHRC Science in Culture) in BIC, while new awards included COMMIOS (Armit, **Appleby**, £1.67M, ERC) in BIC; and MIGMAG (**MacSweeney**, £1.47M, ERC) in AMSR.

This submission incorporates the principal outputs of several projects initiated in the last cycle, including *Trans-Sahara* (**Mattingly**, €2.4M, ERC); *Harnessing the Power of the Criminal Corpse* (**Tarlow**, £900k, Wellcome); and *Hoarding in Iron Age and Roman Britain* (**Haselgrove, Mattingly, Taylor**, £645k AHRC). There have been many others: e.g. *Knowledge Networks and Craft Traditions in the Ancient World* (Foxhall, Rebay-Salisbury), *The Archaeology of Money* (**Haselgrove**, Krmnicek), and *The Human Body in Early Iron Age Central Europe* (Rebay-Salisbury) are all outputs from the interdisciplinary *Tracing Networks* programme (£1.73M Leverhulme).

Looking forward, several current projects contribute to our emerging R&I themes. Along with international politics, the collaborative Endangered Archaeology of the Middle East and North Africa (EAMENA) project (**Mattingly**, £1.82M to Leicester; Arcadia Fund, British Council) was an important catalyst in the emergence of our Diverse Heritages theme. Within this theme, **Mattingly's** new project 'Oasis Civilizations' (£759k, AHRC), confronts questions of heritage and identity, and involves close work with Moroccan civic authorities. 'Beyond the Three Age System' (**Barton et al.**, £222k, Leverhulme) and Arch-I-Scan (**Allison**, £812k, AHRC) have similarly been crucial in the development of the New Approaches to the Material World theme.

### Infrastructure and facilities

Delivery of R&I strategy is steered and monitored through SAAH's Research, Enterprise, and Impact Committee (REIC), with a representative membership including Category A and ULAS staff, postdoctoral researchers, PGRs, and a Professional Services Team (PST) member. Chaired by the Director of REIC, standing membership includes a Deputy Director, Impact Officer, Research Ethics Officer, and Postgraduate Tutor, all Category A roles. REIC reports both to School Meetings and the equivalent CSSAH committee.

The Directors of REIC and ULAS are members of the School Business Group where School resources are allocated, such as space, technician time and pump-priming funding to support research and enterprise activities, over and above a basic allowance to all Category A staff. PST support for R&I includes two technicians (in period appointments), and administrators dealing with PGRs, project finance, and operations. Grant applications are supported and managed by CSSAH and RED (IES 4.1).

Since REF2014, institutional investment in research infrastructure and facilities as part of a rolling programme linked to our long-term strategy has totalled >£1.4M. SAAH occupies its own

building, which houses facilities including dedicated laboratories for human bone, animal bone, archaeobotany, microscopy and wet preparation, residues, and materials analysis. Separate rooms house meD-XRF, portable X-ray, microscopes, thin-sectioning and other equipment.

In 2019, our building underwent a £500k refurbishment and upgrade. The animal bone and materials laboratories were refitted with state-of-the-art furnishings, including height-adjustable tables to improve access to mobility-impaired users. Reference collections (organics, animal bone, ceramics, lithics, artefacts) have been rehoused in new storage and museum-quality display cabinets, improving security and access. We have reconfigured the archaeobotany laboratory to meet future needs and are fitting out a new isotope preparation laboratory linked to **Guiry's** appointment.

The University has also provided capital investment of £632k to create a FAB clean lab for the study of ancient and forensic DNA samples, lipids and stable isotopes (IES, 4.4). Shared with Genetics and Genome Biology, this facility will promote interdisciplinary research and permit broader collaborations beyond academia including with the cultural heritage sector, police forces, and commercial interests. Together with SAAH building refurbishments, these works represent a significant expansion of our laboratory capabilities in support of our ambition to develop inter-disciplinary projects linked to our new strategic focus, New Approaches to the Material World.

Another feature of the 2019 refurbishment was creation of a dedicated outreach room, manifesting our commitment to public engagement and educational activities fundamental to delivering impact. This houses equipment including graphics facilities as well as resources for working with schools and in adult education. It is a vital facility for engagement efforts, providing a customised space for teams planning outreach work, collaborating with external stakeholders (e.g. UK teachers: RWDC ICS3), and preparing continuing professional development (CPD) and other teaching and event materials.

Assisted by competitive awards totalling £242k from central University funds, SAAH has secured important new investments in field and laboratory equipment, including a portable digital x-ray, multi-sensor geophysical array with differential GPS, a GPR unit, a robotic reflectorless total station, a separate differential GPS, stereo microscopes, gradiometer, kiln, and fieldwork vehicle. These investments have been targeted against key identified strategic needs for fieldwork, but also to facilitate grant capture in our materials laboratory. Post-census, SAAH has been awarded £1.8M from the AHRC Capability for Collections fund to upgrade analytical laboratory equipment in 2021.

Research in our disciplines is supported by a growing library collection, subscriptions to important databases, and access to key online resources such as the Loeb Library, New Pauly and Brill's New Jacoby (£60k spent on new digital resources). A liaison librarian ensures that subject collections are up to date. SAAH houses the archives of the Society for Libyan Studies (SLS), an invaluable resource for MENA research and impact work, for which we have attracted >£50k funding so far towards cataloguing and digitisation, part of the School's commitment to OA. With 24hr access to the main library, the SLS archives, and regular renewals of computers (including optional university-owned laptops), all researchers have easy and convenient access to a wide range of archival and bibliographic resources.

4. Collaboration and contribution to the research base, economy and society

**Collaboration**

We have established collaborations with over 120 leading organisations in 47 countries and autonomous regions around the globe (Figure 6), as well as informal partnerships with groups and individuals in many others; indeed 39% of submitted outputs feature co-authorship with, or substantial contributions by, international authors. Within the UK, we have a strong record of inter-university collaboration, including the multi-institutional projects noted in Section 3.

With regard to Diverse Heritages, we have worked with heritage organisations and museums across the UK (e.g. Historic England, Historic Environment Scotland, Archaeology Scotland, National Trust, British Geological Survey, National Museums Scotland, regional museums, Royal Armouries, Vindolanda Trust), local authorities (e.g. Kent, Leicester, Northamptonshire, Oxford) and commercial units (e.g. Headland, MOLA, Oxford, Wessex). This work often integrates research and impact seamlessly, with positive consequences for wider society and the economy (below). It has led to significant outputs (e.g. *Contact, Concord & Conquest*, 2020, **Haselgrove** with Northern Archaeological Associates) and been central to major projects (e.g. ‘Coin Hoards’ with the British Museum). Beyond the UK, the ‘East Pemba Maritime Heritage Project’ (**Basell** with Royal Agricultural University, University of Zanzibar and Tanzania Government) seeks to preserve tangible and intangible heritage in the archipelago. ‘Women and Chickens in Ethiopia’ supports female economic empowerment by exploring cultural contexts and practices of poultry rearing (**Thomas** with Nottingham, Oxford, Roehampton, National Museum of Ethiopia and International Livestock Research Institute Addis Ababa). EAMENA (with Oxford and Durham) works with organisations across 20 MENA countries; the Leicester team has a special focus on training of North African heritage professionals in state-of-the-art satellite technologies, heritage databases, GIS and condition assessment.

Fig. 6: Institutional research collaborations by country 2013-20



Many of the innovative collaborations underpinning New Approaches to the Material World were stimulated by interdisciplinary groups within the University, among them the Alec Jeffreys Forensic Science Unit, Leicester Migration Network, Stanley Burton Centre for Holocaust and Genocide Studies, Centres for Creative and Critical Geographies and Urban History, and the

Leicester Institute for Advanced Studies. A prime example is Richard III (ICS1) involving several SAAH staff (**Appleby**, Buckley, Morris, **O'Sullivan**), King (Genetics, affiliated to SAAH) and colleagues in other disciplines. **Allison's** Arch-I-Scan is working with computer scientists and mathematicians to develop new techniques for artefact recording, and collaborating with the pan-European ERC ArchAIDE project. Collaborative work with natural and social scientists has also resulted in important outputs (e.g. 'Isotopic analyses', **Guiry**). **Tarlow's** Criminal Corpse brings together archaeology, the natural sciences and other fields of historical study.

A testament to our research culture is that staff, past and present, often work together, resulting in important outputs (e.g. *Archaeological Theory in Dialogue*, *Coin Hoards*, Homer's *Iliad*) and projects (*Beyond the Three Age System*). Collaborations between Category A and ULAS staff have been a cornerstone of many successful projects from Ancient Akrotiri and Richard III (ICS1) to the research-led field schools at Bradgate Park and Burrough Hill.

### Contribution to the research base

Our contributions to the international research base take many forms. One is leadership.

**Mattingly** is on the REF2021 Main Panel C, chairs the C15 Sub-Panel and has chaired the Arts and Social Science Panel of the Portuguese National Research Council. **Haselgrove** chaired the British Academy H7 Standing Committee and represented the discipline on the Humanities Group; he was instrumental in the Academy's decision to conduct a wide-ranging review of the health of the discipline published after extensive consultation with stakeholders (*Reflections in Archaeology*, 2017). **Thomas** chaired the Association for Environmental Archaeology.

Early to mid-career staff have been recognised as future research leaders, for example through Philip Leverhulme Prizes (**Harris**, **MacSweeney**) and invitations to give prestigious Royal Anthropological Institute Curl Lectures (**Crellin**, **Harris**). Other markers of esteem are the award of the Prehistoric Society 2020 Europa Prize to **Haselgrove** and **Allison's** appointment as Lansdowne Lecturer for Social Sciences at Victoria University, Canada in 2020.

Another important contribution to the research base is our service on 44 grant panels, research committees and councils for national and international organisations, including the British School at Rome (where **Mattingly** was on Council and is Chair of Archaeology), British School at Athens (**Shipley**), ERC Advanced Grants panel SH6 (**Mattingly**), EU Marie Skłodowska-Curie Fellowships panel (**Allison**, **Mattingly**), International Council for Archaeozoology (**Thomas**), Centre Archéologique Européen Conseil Scientifique (**Haselgrove**), AHRC Peer Review College (**Basell**, **Harris**), Leverhulme Research Awards Advisory Committee (**Mattingly**) and NERC radiocarbon panel (**Basell**, **Mattingly**). Through this involvement, staff have shaped and served the wider research community.

Leadership roles in publishing have included Chair of the Council of British Archaeology Publications Committee (**James**); Editor-in-Chief of *Anatolian Studies* (**MacSweeney**) and *Global Pasts* (**Appleby**); and Reviews editor of *Medieval Archaeology* (**Christie**) and *Journal of Islamic Archaeology* (**Carvajal Lopez**). We have served on editorial boards for 58 international journals and 12 book series; peer-reviewed articles for 101 journals as well as book manuscripts and proposals for 19 publishers; reviewed grant applications for 49 different bodies and schemes internationally; and acted as assessors for 16 external promotion or tenure panels. Staff have examined doctoral/higher degree dissertations at nearly every UK university where our disciplines are taught and 61 in Australia, Belgium, Denmark, France, Ireland, Netherlands,

Norway, Pakistan, Spain, Switzerland, and Tunisia (up 74% on REF2014). Staff are also in demand as external supervisors at other UK and overseas HEIs, serving on 9 M4C PGR supervisory teams at Birmingham and Nottingham (4 awarded in period), and supervising 4 PGRs in other HEIs.

During the cycle, staff organised 72 conferences and workshops (up from 42 in the previous cycle). These include leading annual meetings, from the 2018 Classical Association Conference (with nearly 400 delegates, the largest CA conference at that time) to the 25th Theoretical Roman Archaeology Conference (notable for high PGR engagement, with proceedings edited by our PGRs Manditch, Derrick, Gonzalez Sanchez, Savani, Zampieri). We helped organise the Frontiers of Humanities symposium (British Academy/Alexander von Humboldt Stiftung, 2020) and were scheduled to host the 2020 Prehistoric Society Europa and TAG conferences, both postponed to 2021 due to COVID.

Category A staff have presented invited keynote lectures at 318 events, and papers at 256 conferences/seminars, but the clearest quantitative indicator of our contributions to the research base are our publications (Section 1). Broadening our international reach, four monographs have been translated into other languages (Arabic, Chinese, German, Korean).

### **Contribution to society and economy**

We see our research contributing more widely to civil society and the economy in three main areas, building on our impact principles defined above. In so doing it prefigures and forms a natural partner with the University's emergent 2020 commitment to Citizens of Change (IES, 2.8) particularly on culture and heritage.

#### ***Leicester and the Midlands Engine:***

Our work has made major contributions to the economy as part of the Government's 'Midlands Engine' policy in which UoL has played a crucial role (IES, 2.4). The Richard III project and Visitor Centre has brought jobs and tourism to the city (ICS1). In terms of Enterprise, ULAS provides an essential service for major construction schemes such as Leicester Waterside and Pineham (Northants) within the region and well beyond (Figure 7), playing a significant role in mitigating the environmental impact of modern development. Commercial research through the new FAB and Isotopes laboratories will offer more potential opportunities for economic inputs and increase the scope of in-house post-excavation analysis available to ULAS.

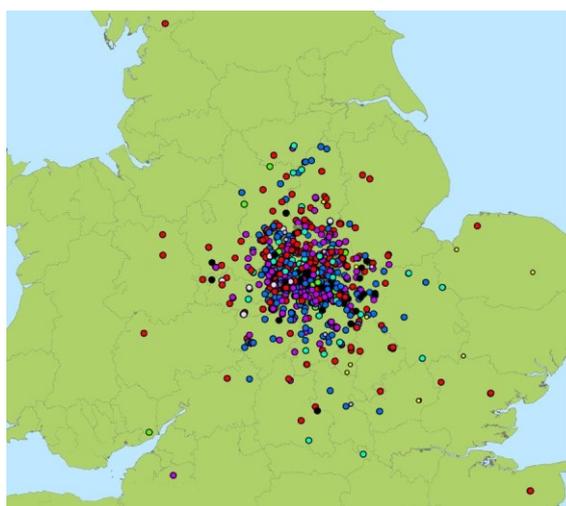


Fig. 7: ULAS projects 2013-20

- Buildings Survey
- Consultancy
- Desk Study/Env. Statement
- Evaluation
- Excavation
- External
- Fieldwalk/Earthwork Survey
- Geophysical Survey
- Post Exc./Publication
- Strip, map and sample
- Watching Brief

We have had a significant impact on identity and heritage in Leicester and the Midlands. The Burrough Hill and Bradgate Park projects and the Stibbe Mosaic (ULAS) attracted over 17K visitors and national media attention. We use our projects to engage a range of local groups, and to encourage a broader, more inclusive sense of heritage and identity, evident in our case studies Richard III (ICS1) and RWDC (ICS3). Collaborations between Category A and ULAS staff are crucial, ensuring in-depth networking, and sustained engagement with communities. This in turn has enriched the quality of our research and the complexity of our questions. Our achievements have been recognised nationally: through a Queen's Anniversary Prize in 2013; an OBE for Buckley in 2014 who also won the coveted Current Archaeologist of the Year award for 2014; Score was 2017 CBA Community Archaeologist of the Year; and three SAAH projects were shortlisted for Current Archaeology Research Project of the Year **Haselgrove** 2018, ULAS 2016, **James** 2014.

#### ***Education and civil society:***

Our research has underpinned major contributions to teaching resources and curriculum development for UK schools. This has been particularly true for Latin, ancient Greek, and Classical Civilisation (ICS3). This work speaks to our Diverse Heritages theme: first for promoting accessibility of classical subjects, long the preserve of selective schools, in state education; and second by radically reshaping popular conceptions of the 'classical' to include greater inclusivity. Impact effort in this area involves working directly in schools and with teachers and providing teaching resources. Staff have made major contributions to curriculum development through reviewing GCSE and A-Level textbooks (**MacSweeney**) and membership of OFQUAL (**Masségli**). We are extending this work to reach beyond the UK and the classical disciplines. An example is the 6-country, 6-language exhibition *VOCES POPVLI*, which ran workshops on cursive Latin for >2000 European schoolchildren (**Masségli**). Teaching resources include a children's book about the famous Jumbo the elephant based on **Thomas'** research (see 2C). Here our impact draws on multiple research strands.

We offer a range of CPD opportunities for heritage professionals internationally. This has usually focused on skills training, e.g. EAMENA and Babylon working with heritage professionals in North Africa and Iraq; and **Young's** Sri Lanka Heritage Network, setting up a new venue for knowledge sharing amongst heritage professionals there. Our 'Archaeology and Heritage' Masters programme, informed by our Category A research and ULAS professionals, is available

for study part-time and internationally by DL. The new FAB lab will provide a vehicle for offering new CPD training opportunities to forensic anthropology professionals and other interested groups (e.g. lawyers) in developing countries, building on successful pilot courses devised by **Appleby** for the United Nations Development Programme in Kosovo. Further CPD courses for teachers based around SAAH's dedicated outreach facilities (Section 3) will be rolled out in 2021 (**Scott**).

Category A and ULAS staff engage wider publics through a range of outreach activities. Over the census period, we took part in >800 public engagement and outreach events, reaching a total audience of >70,000 people. We have also sought to engage audiences through broadcast media. Category A and ULAS staff have featured in c.100 radio/television appearances within the UK, as well as several international television appearances. Many have been linked to our work on Richard III (ICS1 **Appleby, O'Sullivan, Thomas**); but we have also presented and had our fieldwork featured on BBC's *Digging for Britain* (**Harris, Haselgrove, MacSweeney, Taylor, Thomas**). Documentaries showcasing our research include the real story of Jumbo the elephant, featuring Sir David Attenborough and David Suzuki (**Thomas**, BBC and CBC, 2017), the Enderby Shield (**Crellin**, ULAS, BBC 2015), animal mummies (**Thomas**, BBC 2015), the Ardnamurchan boat burial (**Harris**, Smithsonian Channel 2019), Pleistocene colonisation of Australasia (**Barton**, PBS USA, 2015) and the Trojan War (**MacSweeney**, Travel Channel 2018).

#### **Heritage preservation:**

Much of our Heritage Preservation work focuses on the documentation of archaeological sites and monuments (and where appropriate other forms of heritage) under imminent threat from conflict or development. Much of this emerged organically from our research in LAS. We have run several such projects in the MENA region where we have particular expertise and long-embedded relationships. These include EAMENA, and the Lower Göksu Archaeological Salvage Survey (**MacSweeney**). Within the UK, as well as enhancing the research value of ULAS projects by acting as academic advisors, staff lend their expertise to other commercial units and assist in developing research strategies for major projects, e.g. **Haselgrove** serves on the Academic Advisory Committee for the A14 road project, the largest of its kind in Britain and was academic editor for the principal monograph from the A1(M) L2B project (above).

Our staff have contributed to discussions and policy debates over the official heritage protection status of several sites and monuments. This has involved research-informed consultations and contributions on the UNESCO WHS bids on the Roman Danube frontier (**Christie**) and in Spain and Peru (Emeritus Professor Ruggles). Our confidential ICS presents especially high-impact engagement in this area. We have also contributed to conservation and heritage policies on UK MOD Sovereign Bases in Cyprus through the Ancient Akrotiri Project, where an impact-focused initiative has developed into a research project.

We also provide training to support heritage protection and documentation. In activities overlapping with 2B, we have designed CPD to support heritage professionals in developing digital methods for documenting heritage under threat; CPD has been particularly important for capacity building of local staff in conflict-affected zones such as the MENA region.

Finally, we engage with long-term heritage preservation by tackling politicised use of the past. Identifying use and abuse of the past in present political discourse is an especially important

aspect of projects in conflict-affected countries: the Babylon project (**Young**) foregrounds its long history as a site for the projection of political power, from Nebuchadnezzar to Saddam Hussein. Contributions to international and national debates on this topic also occur closer to home. The 'Claiming the Classical' project (**MacSweeney**) considered use of Greco-Roman antiquity in 21st-century political rhetoric; new projects are planned in this area.

Our multi-faceted contributions to economy, society, and the research base provide concrete evidence for our vibrant R&I environment. Through collaborative partnerships, hosting conferences, participation in learned societies and inputs to public, professional and academic bodies, we have benefitted the wider research community. Simultaneously, we have sought to maximise our work in – and impact on – broader society, through public outreach and media engagement, our committed longstanding work with schools, provision of CPD training, and disseminating our international expertise through consultation and professional archaeological services. In return, we have been enriched by this work, which feeds back into our overall R&I strategy.

### **Conclusion**

We believe SAAH has enhanced its position among top UK departments for our disciplines. The success of our strategy and vitality of our research culture are demonstrated by the quality of our outputs and ICSs, rising research income and investment in staff and facilities in the cycle, careful succession planning ensuring long-term sustainability, and exciting future directions. Our PhD cohort has grown, boosted by the innovative approaches of the M4C consortium to supervision and training for careers beyond academia. Our strong engagement with EDI initiatives is reflected throughout the submission, with notable staff successes and increasing equality and diversity, whilst our ICSs confirm that our research makes a real difference beyond academia.