Dear colleagues,

As the attached infographics show, the Social Sciences Division has changed dramatically over the past ten years. The number of academics has increased from 600 to just over 1000. Research income has grown from an annual average of around £10 million to over £35 million. The total turnover of the Division has more than doubled from £80 million to over £180 million. We have gone from being a Division in deficit to one where all, or almost all, of our departments have been able to build up surpluses which they can invest in capital projects. Applications for all our graduate programmes continue to rise exponentially. We continue to do well in rankings and league tables.

As the accounts in this annual report show, we are not resting on our laurels. We are introducing new innovative programmes (within the confines of the limit on new student numbers) and developing new research programmes, many of which are having major impacts well beyond academia. We are still able to attract the best junior as well as senior researchers to come to Oxford and colleagues continue to win major external recognition for their work.

While we should celebrate the successes in this year’s report, we face some stiff challenges ahead. Social sciences in Oxford has been identified as the single most vulnerable group of academics in the UK if in the post-Brexit era we no longer have access to European research funding. Social sciences in the UK does disproportionately well from European funding and, within social sciences, Oxford has been by far the most successful institution, winning more major grants in the past seven years than Cambridge and LSE combined. While it is true that the UK government is investing in new replacement research funding through its Industrial Strategy Challenge Fund, there are worrying indications that this is being targeted strongly at STEMM subjects. Further, the newly-formed UKRI has indicated that it will review the allocation of funding across disciplines, focusing on excellence rather than a mechanistic scaling-up of current allocations. This suggests that current funding allocations cannot be taken as given, even within the sums earmarked for individual Research Councils. There are still major questions which need to be resolved around the operation of the REF, the financial impact on which could have a greater impact on Oxford social sciences than that of any other institution.

The Division is more than capable of taking on these challenges. It has an extremely strong set of departments with excellent leadership and support; a highly dedicated and creative team in the Divisional Office; and it enjoys full support from across the university. It has been a privilege to be Head of Division for almost ten years. I wish my successors all the best, knowing that they will take the Division from strength to strength.

Roger Goodman, Head of Division
September 2017
Strategic Priorities

The Social Sciences Division operates to support the research and education priorities of its departments, and to enable it to be even more successful than the sum of its parts. To support this aim, the Divisional Board has agreed a set of cross-cutting strategic priorities for the Division. These are:

• To support the continued development across our educational offerings. At graduate level this includes ensuring that students obtain the best grounding in social sciences research and professional training and all existing programmes can innovate and operate sustainably.

• To implement our Divisional Research Strategy with overarching aims to maintain Oxford’s position as a world leader in social sciences and to extend the influence and impact of Oxford social sciences.

• To ensure financial sustainability across teaching and research in an increasingly constrained funding environment.

• To deliver our fundraising strategy targeted at departmental priorities.

• To provide sufficient functionally suitable space, with appropriate academic adjacencies, to support departmental activity and promote interdisciplinary collaboration through implementation of the Division’s strategic capital and space vision.

• To promote equality and diversity across the staff and student body (with initial focus on gender and ethnic equality and diversity in academic and leadership roles).

Education and Research

The 21st century poses enormous challenges for society - issues such as environmental change, poverty, economic turmoil, inequality, marginalisation, ageing and social development are at the heart of social sciences. At Oxford, we provide the knowledge base, evidence and inspiration for new policies and approaches that promote resilience, sustainability and social change, and preserve human diversity and culture. Oxford trained economists, sociologists, lawyers and political scientists hold office in governments, non-governmental organisations and businesses worldwide. Policy-makers frequently engage with our researchers through seminars, commissioned research and advisory groups. Businesses seek our advice on productivity and efficiencies; and communities work with our researchers to co-develop practical solutions to the problems they encounter. The world’s news media regularly turn to Oxford for authoritative comment on issues of the day.

Image credit: ‘Live Friday: Social Animals’ event, by John Cairns
Education

The Division’s fourteen departments deliver a wide range of high quality degrees at undergraduate, Masters and doctoral levels. Programmes draw on cutting edge research and over the last year, as part of the ongoing work to enhance and innovate provision, many have developed their curriculum, and teaching, added new options, and enhanced assessment practices. A range of quality assurance activities, including programme reviews, have also been undertaken. Specific developments include:

• The Oxford Internet Institute, with colleagues from across Oxford, has developed an innovative and interdisciplinary MSc in Social Data Science. A new doctorate will follow from October 2019. The MSc teaches students how to collect, manipulate and analyse the large volumes of data that are generated through the ever-increasing integration of digital technologies into daily life. These data provide opportunities to study complex social systems of crucial interest to the social sciences, industry and policy-makers. Students will develop a range of technical and methodological skills, as well as understanding of contemporary social and political sciences theories.

• The Department of Education has launched a new part-time MSc in Educational Assessment, with its first cohort due to start in October 2018. The degree is aimed at researchers and professionals working in the field of educational assessment, spanning all levels and sectors. It will build on the department’s extensive experience of delivering both full- and part-time programmes for education practitioners. Students will study the history, contemporary issues and development of the discipline field, gain technical and statistical knowledge in assessment, and engage with the design and evaluation of educational assessments.

• A number of units (including the Faculty of Law, the Blavatnik School of Government, the Department of Economics, the School of Anthropology and Museum Ethnography, the Oxford Internet Institute, the School of Geography and the Environment, and the Centre Criminology) have developed part-time variants of their full-time postgraduate provision. This will enhance the range of degrees available for students who are unable to study on a full-time basis, for example because of caring or professional responsibilities, and will help contribute to the Division’s work on graduate widening participation and further enhancement of the diversity of its student body.

• October 2017 sees the first students start on the redesigned suite of Masters courses offered jointly by the School of Interdisciplinary Area Studies and the Faculty of Oriental Studies. These create more highly integrated MScs and MPhils, bringing together area specialisms and expertise from the two departments on China, Japan and South Asia. A new MSc in Modern Middle Eastern Studies will be available for first entry in 2018 to complement the existing MPhil programme.

• In July 2016, the Division was notified of its success in securing funding from the Economic and Social Research Council for a Doctoral Training Partnership (IDTP), held jointly with the Open University and Brunel University London. We look forward to welcoming the first cohort of 92 scholars this year, and to the continuing collaboration with our partners to strengthen the student experience and the range of their training and developmental opportunities.

• With input from teams across the Divisional Office, a new researcher training website (http://researchtrainings.socsci.ox.ac.uk) was launched in the autumn of 2016. This aims to improve the visibility, accessibility and range of resources available to support the professional development of postgraduate students and early career researchers. One exciting development has been the addition of a number of case studies and video resources relating to fieldwork experiences. These build on the ongoing work by the Division’s Safety Officer to improve support and advice for students, staff and academics about fieldwork safety.

Research and impact

Grounded in Oxford’s tradition of independent scholarship and academic freedom, Oxford social scientists deliver world leading research that continues to challenge current ideas and theories and explore new ways of thinking that benefits society and the economy.

The Higher Education sector has continued to experience significant change in the last 12 months. Changes to the UK’s research funding infrastructure with the introduction of UK Research and innovation impact fee (i.e. umbrella body that will oversee the distribution of research funding annually), real-term cuts to responsive mode funding, proposed changes to the next Research Excellence Framework (REF2021), and the potential effects of Brexit in terms of researcher mobility and cuts to EU funding indicate that we are likely to experience further tumultuous change over the coming year.

However, 2016–17 has also been a year of new opportunities including continued investment in the Global Challenges Research Fund (GCRF) and the introduction of new industrial funding such as the Industrial Strategy Challenge Fund, National Productivity Investment Fund, and Connecting Capability Fund. As a result the Division has continued to adjust the implementation of its five-year Research Strategy to maintain Oxford’s position as a world leader in research in the social sciences, by attracting the best researchers and creating a stimulating and supportive research environment in which to work. Most significantly in support of our strategic aims, the Division has:

1. Embarked on a series of scoping studies relating to Interdisciplinary Research, Policy Engagement and Business Engagement to respond to cuts in responsive mode funding, and greater investment in collaborative multidisciplinary calls across the sector.

2. Invested £145K in three further GCRF-focused incubator themes, supporting researcher-led activity to create vibrant research networks around multi and interdisciplinary themes, strengthen our research capacity and improve success with large GCRF grant applications:

• Lucie Cluver, ‘Supporting Families in Adversity in Low and Middle Income Countries (LMICs)’.

• Fiona McConnell, “China’s Frontier” which looks at China’s One Belt, One Road (OBOR).

• Niall Winters, ‘Intelligent support for serious mobile games to improve health care training in LMICs’.

Previously funded incubators led by Mark Graham and Jamie Lorimer  have also led to interdisciplinary collaborations, resulting in a number of applications to other GCRF calls.

3. Supported a growing number of large scale collaborative awards to build on these strong foundations, including:

• Feeding Anglo–Saxon England: The Bioarchaeology of an Agricultural Revolution (FeedSax), a project, led by Helena Hamerow and colleagues, which aims to understand the timing and nature of the huge increase in cereal production that enabled the population of England (and much of Europe) to boom between the ninth and twelfth centuries. This project has been awarded a European Research Council (ERC) Advanced Grant – one of 50 awards in the social sciences and humanities domain.

• Three of our researchers (Ben Ansell, Richard Powell and Kalina Manova) have been awarded European Research Council (ERC) Consolidator Grants out of a total of 69 awards in the social sciences and humanities domain. The ERC bestows the grants to outstanding researchers who have a promising scientific track record, and between 7-12 years of experience after the completion of their doctorates.

4. Continued to support a wide array of high quality early career researchers. This has resulted in a second year of
outstanding success with internationally competitive early career fellowship awards:

- Jane Gingrich and Maan Barua secured ERC Starting Grants;
- Susana Carvalho, Kalina Manova and Mark Graham were awarded a prestigious Philip Leverhulme Prize – (researchers in the Division received 10% of the prizes awarded nationally);
- Nikolas Kirby, Robtel Pailey, Leila Ullrich, Gabrielle Watson, Elizaveta Fouksman and Susanne Verheul were awarded Leverhulme Trust Early Career Fellowships (researchers in the Division were awarded six out of a total of 32 awards in the social sciences category); and
- Brent Mittelstadt, Leila Ullrich, Irem Guceri, Roxana Willis, Cohen R Simpson, Zsofia Boda, Jessica Di Salvatore and Lisa Forsberg were awarded British Academy Postdoctoral Fellowships (researchers in the Division were awarded eight out of a total of 45 awards available nationally).

These awards and improved training provision enable our early career researchers to contribute significantly to creating a vibrant research environment within the Division’s departments, and to become the next generation of research leaders. Support for these early career fellowships, will grow and develop over the coming year with the addition of a Researcher Development Coordinator to the divisional team.

5. Continued to extend the impact and influence of Oxford’s social sciences research by funding 25 Knowledge Exchange projects and 13 dialogue projects through the Oxford’s ESRC Impact Acceleration Account (awarding c. £370K) and our Higher Education and Innovation Fund Fellowships by funding three fellowships (awarding £60K). This funding has enabled our researchers to continue to develop effective engagement and communication with a wide array of partners, external to the academic community.

Our researchers have been involved in a number of Public Engagement with Research events including the University’s European Researchers’ Night – Curiosity Carnival – which brought together over 300 researchers across the University; and the Division’s ERC 10th Anniversary event at which six of our researchers delivered TED style talks, capturing the public’s imagination to highlight their ‘big ideas’.

Work to raise the public profile of Oxford’s social sciences research has also been recognised for the fourth year running by the ESRC’s annual Impact Awards – Lucie Cluver and Madeleine Sumption both won ESRC prizes for outstanding impact; while Tom Simpson is among ten academics selected by BBC Radio 3 and the Arts and Humanities Research Council (AHRC) to be one of the New Generation Thinkers 2017.
Global Research

Endangered Archaeology in the Middle East and North Africa
Supported by the Arcadia Fund and the Cultural Protection Fund and based at the Universities of Oxford, Leicester, and Durham EAME-NA was established in January 2015 to respond to the increasing threats to archaeological sites in the Middle East and North Africa. The project uses satellite imagery to rapidly record and make available information about archaeological sites and landscapes which are under threat.

Improving water allocations in the Middle East: The case of Jordan
During 2016-17 Oxford led a British-Council funded partnership spanning researchers in Jordan and Israel to understand potential to improve water productivity based on regional best practice. The research indicated potential for Jordan to save up to 30%, thereby eliminating presently anticipated future deficit between water demand and sustainable supply. Subsequent funding (2017-2018) from Oxford’s Fell Fund has enabled dissemination of the results within senior levels of the Jordanian policy community, facilitated deeper appreciation of the policy landscape for implementation, and highlighted policy-relevant research avenues which the partnership anticipates progressing through further dialogue with policy stakeholders.

EU China project
This projects takes an interdisciplinary approach to the study of the European Union’s relations with China. The research links analysis of the political economy of China’s domestic reforms with the international relations of the EU’s foreign policy objectives to explain the tensions that persist in EU-China relations which are inhibiting the realization of a meaningful strategic partnership. This work now includes the impact of the Brexit decision on the future of both EU and UK economic relations with China. The project is based in the Contemporary China Studies Programme of the School of Interdisciplinary Area Studies, University of Oxford.

Understanding ‘Buddhist Nationalism’ in Myanmar: Religion, Gender, Identity, and Conflict in a Political Transition
This ESRC-funded project seeks to critically assess and disaggregate the category of “Buddhist nationalism” in Myanmar by studying the creation, deployment, and critical response of differently positioned groups and individuals in Myanmar to various “Buddhist” and “nationalist” narratives, with particular regard to ethnic and geographic identities. The research draws on dozens of interviews with key religious and political figures in the country, as well as the first comprehensive review of literature produced by nationalist groups and nationalist sermons given by monks. The research team has been particularly active in disseminating their findings through online and print media articles, and radio and television interviews in the current moment of religious violence in Myanmar.

ERC Computational Propaganda Project
This team at the Oxford Internet Institute is researching the impact of algorithms and automation on public life. The project investigates how social media platforms are used to manipulate public opinion during elections. They do both big data analysis and ethnographic fieldwork to understand the full social and technical mechanism by which misinformation campaigns operate in moments when voters need high quality information to make decisions. The research team has been actively disseminating research results and contributing to policy debates in countries around the world.

The limitations of transitional justice
One element of this project explores the phenomenon of disappearances in countries that have already transitioned from authoritarian rule. This is the case of Mexico. Together with FLACSO-Mexico and non-governmental human rights organizations in the country, the Oxford team has helped construct a template for collecting data on disappearances. The analysis of that data base will help identify the perpetration of that crime and government responses to it. The second element, Corporate Accountability and Transitional Justice (CATJ), part of the project is a collaboration between the University and non-governmental human rights organizations to develop action-research on the issue of complicity of economic actors in grave violations of human rights in past authoritarian regimes and armed conflicts. In partnership, we have constructed a database of truth commissions and judicial action that address complicity.

Six projects by researchers in the Social Sciences Division.
July 2017
Despite the growth of social media, the internet and their central role in modern childhood, traditional bullying – such as name-calling or being excluded by others – remains considerably more common than cyberbullying, according to the largest study of its kind by researchers at the Oxford Internet Institute.

June 2017
Analysis by researchers at the Oxford Internet Institute shows that content about the Labour Party is dominating traffic on Twitter during the UK general election campaign.

May 2017
Endangered Archaeology in the Middle East and North Africa (EAMENA) an archaeological preservation project, launched public access to its online database of nearly 20,000 archaeological sites at severe risk.

April 2017
Petra Schleiter, Professor of Comparative Politics in the Department of Politics and International Relations, drew on recent research to analyse how voters would react to Theresa May’s decision to call a snap election on 8 June.

March 2017
UK workers are being illegally denied access to justice, according to Oxford academics in an article in the journal, Modern Law Review. Their conclusions support an ongoing legal challenge to the employment tribunal fees regime, heard by the Supreme Court this week.

February 2017
Researchers from the University’s Department of Engineering Science and the School of Geography and the Environment believe they have discovered a new way of accurately estimating ground water resources in Africa, using low-cost mobile technologies fitted to existing hand pumps.

January 2017
A new paper in Science says field research on the ground with youths engaged in violent extremism or susceptible to it is needed to improve the West’s understanding of terrorist groups like Islamic State and Al Qaeda. The paper says to be successful, such research would have to be properly funded and totally independent of governmental interference.

December 2016
New research shows that NHS hospitals that employ private cleaners are associated with a higher incidence of MRSA, a ‘superbug’ that causes life-threatening infection and has previously been linked with a lack of cleanliness.

Opportunities to narrow the achievement gap between looked after children (children in care) and their peers are being missed because too many of them do not receive good quality early education places, says research funded by the Nuffield Foundation.

November 2016
Small charities and faith organisations are increasingly stepping in to fill a gap in basic support for destitute children as a result of welfare restrictions designed to deter migrants from coming to the UK, a new report published today by the Centre on Migration, Policy and Society (COMPAS) has shown.

A change in self-defence laws in Florida which gave citizens the right to use lethal force to protect themselves in public has been linked with the state’s homicide rates going up by nearly a quarter. The study published in JAMA Internal Medicine, led by Dr David Humphreys at Oxford’s Department of Social Policy and Intervention, researchers at the London School of Hygiene & Tropical Medicine and at the University of Pennsylvania, looked at homicide rates before and after the enactment of State Bill 436, known as the Stand Your Ground law.

Researchers from the Department of Sociology analysed foodbank data from across 259 local authorities between 2012 and 2015 and found that there is a ‘strong, dynamic’ relationship between people having their benefits stopped and an increase in referral to foodbanks, new research has found.

The World Bank has announced it will broaden the way in which it measures poverty by introducing a new ‘multidimensional’ measure that captures non-monetary aspects of poverty, using a methodology developed by Sabina Alkire and James Foster of the Oxford Poverty and Human Development Initiative (OPHI) at the Oxford Department of International Development.

Researchers at the Oxford Internet Institute launched the Online Labour Index, which finds US employers are the number one users of the ‘online gig economy’ (representing 52% of the market) but over the last few months UK employers have been fast catching up.

A new study by the Said Business School finds that low-quality infrastructure investments pose significant risk to the Chinese and the global economy. It argues that over half of the infrastructure investments in China have destroyed rather than generated economic value.

Further information: www.socsci.ox.ac.uk/news

Image 1, 3 and 4 courtesy www.shutterstock.com, Image 2 courtesy International Growth Centre.
2016-17 was another successful year in which the Division achieved its strategic aim of managed growth, with a total income of £183 million, growing 8% from the previous year and returning a £3.6m surplus.

Research income has also seen a considerable year-on-year growth to reach a new high of £35 million. The Division has seen significant cost growth, however, this growth continues to be managed and focuses on investment in personnel, infrastructure, scholarships and bursaries.

The Division continues to deliver sizeable surpluses which contribute significantly (much more than our size would suggest) towards the overall University result. This trend is set to continue into 2017-18 where we have a budget surplus of £3.5m and are confident of delivering another positive result.

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<th>Income, 2016-17</th>
<th>£m</th>
<th>Growth</th>
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<tr>
<td>J-RAM (Fees and HEFCE)</td>
<td>86.7</td>
<td>5.8%</td>
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<tr>
<td>Research income</td>
<td>35.1</td>
<td>10.8%</td>
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<tr>
<td>Other income</td>
<td>61.5</td>
<td>3.4%</td>
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<tr>
<td>Total income</td>
<td>183.2</td>
<td>7.6%</td>
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<th>Expenditure</th>
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<td>Core activities</td>
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<td>Payroll</td>
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<td>Operational costs</td>
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<td>Total Core activities</td>
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<td>Research</td>
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<td>Non-staff costs</td>
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<td>Total Research</td>
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<td>Total expenditure</td>
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<th>Balance, 2016-17</th>
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<tr>
<td>Surplus</td>
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![Divisional Surplus - Trend versus Budget](image)

![Research Income - 5 year trend](image)

![Income - 5 year trend](image)
Rapidly changing events and issues over the past year have highlighted the vital importance of social science research in general and the work of Oxford social scientists, in particular. From propaganda bots and cyberwarfare to leadership training and strategies for social inclusion at local, national and global levels, the Division strives to be at the forefront of teaching and research with impact. Development teams around the Division have been working closely with donors and academics to ensure that Oxford retains and extends its world leading contributions across all Social Science areas.

Philanthropists supported the Division’s work with donations totalling more than £20 million in FY 2016-17. Gifts to the Division, which accounted for 17% of all new funds raised by the University, allowed the Division to increase its impact across the board by producing world class research, delivering educational excellence, informing policy and changing lives around the globe. A small sampling of the exceptional generosity includes gifts from Jørn Lyseggen founder and CEO of Meltwater, from the partners of Goldman Sachs, and from Start-Up Nation Central.

- Jørn Lyseggen, founder and CEO of media monitoring service Meltwater has donated £350,000 to the Oxford Foundry, the University’s new entrepreneurial home, due to open in October 2017. The Foundry will expand on the activities at Oxford Said’s Launchpad to support a community of budding entrepreneurs by providing the skills, expertise, resources, as well as the right environment to advance ground-breaking ideas, and to help scale new ventures. Open to over 20,000 students across the whole University, the Foundry will be a co-working space that will facilitate collaboration.

- Partners of Goldman Sachs enthusiastically supported the Department of Education’s Go_Girl: Code+Create project with a combined gift of £141,000. The project aims to engage young women living in social housing around Oxford who are not in employment, education or training, and teach them how to code. Rather than being merely a coding club, the project seeks to empower women from very marginalised and disadvantaged backgrounds, and widen their aspirations by giving them new skills, both social and technological.

- This year the Blavatnik School of Government and Start-Up Nation Central (SNC) are engaged in their third year of partnership, awarding scholarships to nine 2016-17 Oxford Master of Public Policy (MPP) students to participate in the SNC Fellowship. Start-Up Nation Central serves as a gateway to Israeli innovation for global business, government, and NGO leaders and engages SNC Fellows in Israel’s world leading technology sector, and its relationship to public leadership and policy making. The Fellowship culminates in end-of-year projects which draw lessons from Israeli technology and innovation in order to inform policy-making in countries around the world.

Further information is available at: www.campaign.ox.ac.uk/socialsciences
Our People, Capital and Space Strategy

The University’s continued investment in facilities has resulted in a number of state-of-the-art buildings including the Blavatnik School of Government, opened by HRH Prince William the Duke of Cambridge.

Capital and Space Strategy

We continue to progress our capital and space strategy focussed on providing consolidated, functionally-suitable space and exploiting opportunities for co-location or physical adjacencies (so-called ‘hubs’) between units and departments. The strategy will deliver coherent and vibrant academic communities, promote inter- and multidisciplinary collaboration and delivery of top quality educational provision, and enable the sharing of facilities and services.

In 2016-17, major improvements to the St Cross Building have been delivered for the Law and English faculties and their respective libraries. These works mark the end of the second of three phases to enable the consolidation of the Law Faculty in one building. The final phase will be completed when the English Faculty and Library relocate to a new Humanities building on the Radcliffe Observatory Quarter.

The refurbishment of 1 and 2 South Parks Road for academic and research teams from the School of Archaeology and the Oxford Department of International Development has now completed, and works are beginning on the adjacent Dyson Perrins Building to enhance laboratory facilities and create a dedicated graduate student workspace for the School of Archaeology.

We continue to progress the strategic objective to redevelop the Old Power Station in Osney as a future home for the Saïd Business School’s Executive activities. The project is now moving towards RIBA Stage 3 and planning permission, with an emphasis on ensuring continued community engagement and opportunities for feedback.

Work also continues with Nuffield College to explore the potential of working in partnership to provide effective academic adjacencies and a prime location for departments, close to the rail station. The Department of Sociology will move to a new, consolidated site on Park End Street in the summer of 2018, and work is progressing on the Oxford Foundry – a new entrepreneurship centre, providing co-working and incubator space for all Oxford staff and students – which will open on Hythe Bridge Street later this year.
Equality and Diversity

We strive to create a working environment which enables our staff and students to contribute, flourish and excel: to enable everyone to give their talents fully for the benefit of us all.

We are delighted that, during 2016–17, our commitment to addressing gender equality in academia has been recognised in three of our departments: the School of Anthropology and Museum Ethnography, the School of Geography and the Environment, the Faculty of Law have achieved Bronze awards under the Athena SWAN Charter. The Charter was established in 2005 to advance the representation of women in science, technology, engineering, maths and medicine (STEMM). In May 2015, its scope was expanded to include arts, humanities, social sciences, business and law. We would like to express our many congratulations to Geography and the Environment and Law for achieving their awards, which is just the start of their journey: they are now beginning work to implement their Athena SWAN Action Plans.

We are continuing to support all our departments to apply for awards with the aim of achieving Athena SWAN awards in all our departments by 2020. We recognise that there is more to do to diversify the talent pool in the social sciences at Oxford and our efforts do not stop at gender equality: we are strongly supporting the University’s planned application for a Race Equality Charter award in 2018 and will be piloting actions to improve the representation, progression and success of minority ethnic staff and students within the Division and the wider University from 2018 onwards.

We have established an Equality & Diversity Steering Group at divisional level and are implementing our Equality & Diversity Action Plan (2016-2020), encompassing the following actions and objectives:

Inclusive
- Foster a sense of inclusivity among staff and students by improving communication and transparency
- Explore the experiences of all minority groups, promote a diversity of scholarship and embed implicit bias and race awareness training in departments
- Eliminate bullying and harassment

Enabling
- Continue to strengthen our recruitment and selection practices
- Increase the proportion of women in senior academic and research roles, including at Associate Professor level
- Ensure appropriate career development support is provided to all staff
- Promote leadership on the part of women and those from minority groups
- Improve transparency and equity of academic workload, reward and recognition

Family Friendly
- Provide a supportive environment for those with caring responsibilities
- Increasingly schedule meetings and events at family-friendly times

Awards and Appointments

New Year’s Honours
Members of the Social Sciences Division have been recognised in the New Year’s Honours list for 2017.

- Colin Mayer, Peter Moores Professor of Management Studies and Professorial Fellow of Wadham College, appointed CBE for services to business education and the administration of justice in the economic sphere.

- John Furlong, Emeritus Professor of Education and Emeritus Fellow of Green Templeton College, appointed OBE for services to research in education and government.

Queen’s Birthday Honours
The pioneering work of one of our researchers has been recognised in the Queen’s Birthday Honours List.

- Jonathan Gershuny, FBA, Professor of Economic Sociology, Co-Director of the Centre for Time Use Research in the Department of Sociology and Senior Research Fellow of Nuffield College, is appointed CBE for services to the social sciences and sociology.

Academy of Social Sciences
Two Oxford academics were honoured by Academy of Social Sciences:

- John Haskey is Senior Research Associate in the Department of Social Policy and Intervention.

- Luciano Floridi is Professor of Philosophy and Ethics of Information at the Oxford Internet Institute.

British Academy Fellows
The new Fellows of the British Academy are:

- John Armour, Hogan Lovells Professor of Law and Finance.

- Sir Paul Collier CBE, Professor of Economics and Public Policy at the Blavatnik School of Government.

- Mary Daly, Professor of Sociology and Social Policy and a Fellow of Green Templeton College.

- Charles Hulme, Professor of Psychology and Education at the University and William Golding Senior Research Fellow at Brasenose College.