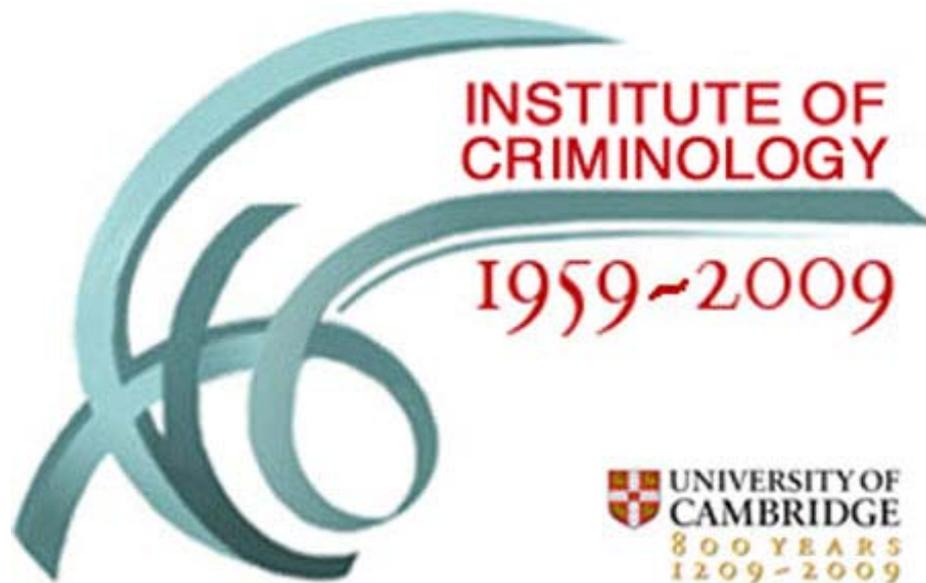


# The Cropwood Fellowship Programme 1968-2003

*Evaluating 35 Years of Building Bridges between  
Research and Practice*



**A Report to the Barrow Cadbury Trust**  
June 2009

Dr. Sarah van Mastrigt  
Research Associate  
Institute of Criminology

Professor Friedrich Lösel  
Director  
Institute of Criminology

# Acknowledgments

The authors are grateful to the Barrow Cadbury Trust for funding this evaluation and to the many Cropwood Fellows who provided thoughtful feedback regarding the scheme. Thanks also to Helen Krarup, Sue Rex, Brenda McWilliams, David Farrington, Loraine Gelsthorpe, Alison Liebling and Sir Tony Bottoms for their helpful assistance with various aspects of this research in terms of historical knowledge and information, and to Caroline Akers and Naomi Young for their assistance with practical aspects of the research.

# Contents

<b>1</b>	<b>Executive Summary</b>	<b>1</b>
<b>2</b>	<b>History of the Fellowship</b>	<b>3</b>
<b>3</b>	<b>Method of Evaluation</b>	<b>6</b>
<b>4</b>	<b>Results</b>	<b>9</b>
	4.1 The Fellows and their Research	9
	4.2 Fellows' Satisfaction with the Programme	14
	4.3 Outputs and Impacts of the Programme	
	17	
	4.3.1 Completion Rates and Formal Outputs	
	17	
	4.3.2 Impacts for Individual Fellows	19
	4.3.3 Impacts for Organisational Practice and Policy	
	23	
	4.3.4 Impacts for the Institute of Criminology	
	24	
	4.4 Challenges and Areas for Development	
	25	
<b>5</b>	<b>Recommendations</b>	<b>31</b>
<b>6</b>	<b>Conclusion</b>	<b>33</b>
<b>7</b>	<b>Appendices</b>	<b>35</b>
	7.1 The Questionnaire Survey	35
	7.2 Interview Themes and Opening Questions	
	45	
	7.3 Typical Comments from Past Fellows	46
	7.4 References	50



# The Cropwood Fellowship Programme 1968-2003

*'Almost thirty years on, I remember the Cropwood award with pride and pleasure. It was the first time I had been awarded recognition for my work and it gave me the confidence to think I had a contribution to make. I have been making that contribution ever since...'*  
(Voluntary Sector Manager, 1980 Fellow)

## 1 Executive Summary

This report provides a historical overview and an evaluation of the Cambridge Institute of Criminology's Cropwood Fellowship Programme (1968-2003). The aim of this vocational education programme was to build bridges between research and practice in the criminal justice field by enabling practitioners to carry out a small piece of research or intensive study under the academic guidance of researchers at the Institute of Criminology. Four sources of information were used to achieve a comprehensive process and outcome evaluation of the Cropwood Fellowship scheme: 1. archival record data, 2. data from a postal survey of Cropwood Fellows, 3. interviews with a subgroup of former recipients of the award, and 4. input from current and former Institute of Criminology staff. Beyond the descriptive documentation of the participants and outputs of the Programme an assessment is made of the success of the Cropwood Fellowship in relation to advancing academic knowledge about crime and justice, fostering practitioners' personal and professional development, and promoting evidence-based practice in the criminal justice field.

A total of 129 Fellowships were awarded during the Programme's 35 years of operation (an average of 3 or 4 annually). Fellows were 41 years of age on average, and the majority were male (78%) and resident in England (85%). A wide variety of occupational groups were represented, although Fellows from probation (33%), police (16.3%) and the legal community (14.0%) were particularly common. The work undertaken by Cropwood Fellows covered a diverse range of topics, ranging from historical examinations of the criminal justice system, to psychological studies of mentally ill offenders, evaluations of organisational practice and policy and a host of other subjects.

The evaluation results indicate that the Cropwood Fellowship Programme was highly successful on a number of grounds. Academically, Fellows reported extremely high levels of satisfaction with the scheme; 98% of survey respondents rated it as 'excellent' or 'good' overall, and many expressed particular appreciation for the excellent quality of supervision and resources available at the Institute. The vast majority of Fellows (91%) completed their Fellowships and many were highly successful in disseminating the findings of their Cropwood work. Based on the archival file review, 73% of Fellows produced at least one known output in addition to their mandatory final report (1.22 on average). These outputs included peer-reviewed journal articles, books, conference papers, Institute of Criminology

publications, internal/government reports and a range of other materials. In many cases, these works have become key references in their field.

At the personal level, Fellows reported numerous benefits of their award including confidence-building and the establishment of long-lasting social relationships. Professionally, 78% of the Fellows contacted felt that their award had a 'very positive' or 'somewhat positive' impact on their career. Key occupational benefits included career progression, time for professional reflection, and the development of transferrable research skills. In addition to these individual impacts, several Fellows reported that work undertaken through the Cropwood Programme played a significant and lasting role in shaping wider organisational practice and criminal justice policy.

In addition to benefitting individual Fellows and their agencies, the Cropwood Programme also enriched the academic and social life of the Institute of Criminology. Several former Cropwood supervisors expressed great appreciation for the opportunities that the Fellowship provided for fruitful exchange and ongoing collaboration.

Based on the demonstrated impacts of the scheme and Fellows' high levels of satisfaction, a recommendation is made that the Cropwood Fellowship Programme be reinstated if possible. A number of specific suggestions regarding the potential development of the scheme are presented.

## 2 History of the Fellowship

The Cropwood Programme of Short-Term Fellowship awards was established in 1968. Its main aim was to enable practitioners in the criminal justice field to make a contribution to knowledge in their area of interest by undertaking a small piece of research or intensive study under the academic guidance of experienced researchers at the Cambridge Institute of Criminology. Although continuing education and exchange between research and practice is seen as a key aim in current times, the Cropwood Fellowship scheme was far ahead of its time when it was established. Since its inception, the scheme has been generously supported by the Barrow and Geraldine S. Cadbury Trust (now known as the Barrow Cadbury Trust). Over the years, occasional supplementary funding has also been provided by the Home Office, The Scottish Office, the DHSS, and the Probation Education and Research Trust (PERT). With its longstanding history of promoting academic-practitioner dialogue, the Cropwood Fellowship scheme was and still is unique amongst Criminology departments worldwide.

The object of the scheme, as originally set out by Sir Leon Radzinowicz (the first Director of the Institute of Criminology), was to enable 'persons having responsibility in the field of criminal justice and the treatment of offenders [e.g., legal practitioners, police and probation officers, prison staff, psychologists, community agency/volunteer workers, youth workers, victim support workers, etc] to have a period of time away from their normal duties for a period of study concentrating on a definite purpose' (Radzinowicz 1988: 81). This purpose included undertaking a specific piece of empirical research, conducting analyses or preparing lectures, monographs, or articles related to enquiries already begun, or pursuing intensive reading on a particular topic of practical concern. Traditionally, there were no restrictions placed on the topics of study which could be proposed for the Fellowship; however, some specifications were made in this regard in later years (see below). Ultimately, the aim of the Fellowship was to bridge the worlds of research and practice in the chosen field of study.

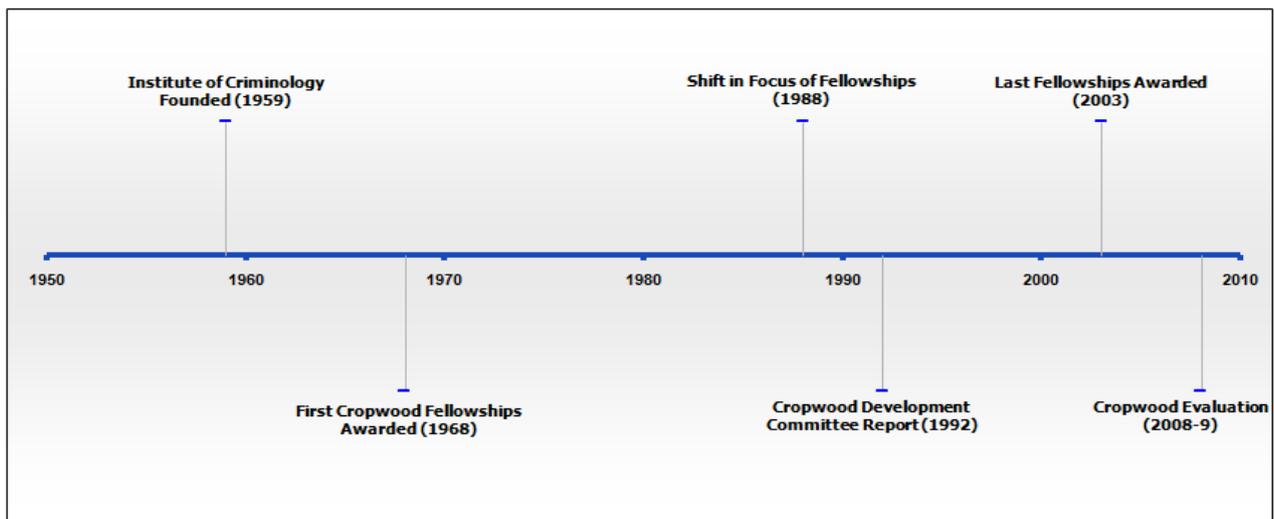
Cropwood Fellows were not required to hold any formal educational or professional qualifications and the annual award of Fellowships was made strictly on the basis of open competition. It was usual, however, for candidates to have had several years' experience in their particular field and to be eligible for secondment on full salary by their employers for the period of the Fellowship. The awards were not given for work on degrees, nor were they available to those in full-time academic work. Fellowships were typically advertised in the summer and formal applications (comprising a detailed study proposal, CV, letters of reference and a statement of support from one's employer) were due by the end of September. Applications were then carefully reviewed by a selection committee comprising senior Institute staff, external assessors and, occasionally, former award recipients. A small number of promising applicants were invited for an interview and successful Fellows were appointed for the following calendar year. Cropwood Fellowships were tenable for one year and Fellows were invited to spend up to 12 weeks working in the Institute of Criminology

during that period.<sup>1</sup> In recent years, Fellows have been given the choice to spend the entire 12 week period of their award in Cambridge in one block, or to space out their visits to suit their individual circumstances.

Upon appointment Cropwood Fellows were assigned an academic adviser (either a member of staff in the Institute or an affiliated researcher with specific expertise in the Fellow's research area) to whom they could turn for advice and assistance through the period of their Fellowship. Fellows were also provided with computing facilities and study space within the Institute and had full use of the Radzinowicz Library, one of the most extensive criminological and penological collections in the world. Fellows were also invited to use the main University Library, were granted membership of the University Centre, and were encouraged to participate fully in the academic and social life of the Institute. Award of a Cropwood Fellowship included an allowance towards Fellows' living expenses whilst in Cambridge and, where appropriate, a stipend for travel related to their study or research.

The central aims and features of the Fellowship remained relatively constant over its 35 years of operation, however, a number of important developments in the history of the scheme warrant brief mention here (see Figure 1). The first major development in the administration of the Programme occurred in 1988 when the Barrow Cadbury Trust adopted a new set of priorities and targets for their funding endeavours, and invited the Institute to shift the focus of the Programme to highlight issues of race, employment and reparation and mediation in the criminal justice system. This change in focus was adopted by the Cropwood Director of Studies at the time, Bill McWilliams, and these subjects remained a major (although not exclusive) focus of the Fellowship scheme until the last awards were made in 2003.

**Figure 1. History of the Cropwood Fellowship Programme**



<sup>1</sup> In the early years, Fellowships were awarded for a period of up to 24 weeks of study in Cambridge; in the mid-1970s the period of award was decreased to the current 12 weeks.

The second major development in the history of the scheme occurred in 1992, when the Cropwood Development Committee was formed. The Committee comprised members both internal and external to the Institute and was convened in order to examine how the scheme had developed under the 1988 guidelines, and to contemplate future directions for the Programme. The Development Committee held two meetings in May and September of 1992 and ultimately concluded that the Fellowship was a valuable and unique programme that provided numerous benefits for the individuals and organisations involved. In addition to recommending continuation of the scheme, the Development Committee provided a number of specific recommendations regarding the future of the programme. These included a suggestion that publicity material stress the fact that Fellowships could provide an opportunity not only for original research, but also for concentrated study relating to current agency practice, development of training guides, and other practice-related work (a suggestion which was adopted in subsequent years).

The Committee also recommended that dissemination of Fellow's reports could in some cases be more actively facilitated by the Institute (e.g., by publishing particularly high-quality reports as Cropwood Occasional Papers). This recommendation, too, was picked up in later years. It was further suggested that priority should be given to 'the relevance of the Fellowship period to practitioners' ongoing working lives' and that 'new initiatives should be taken to tailor the organisation and content of the Cropwood Fellowship projects to the needs of sponsoring agencies'. The Committee suggested that these initiatives could include seeking applications from a wider range of occupational groups and making direct contact with organisational training managers in order to more closely integrate the Cropwood programme with the training goals and strategies of key criminal justice agencies (Barclay et al, 1992).

Many of the Development Committee's recommendations were enthusiastically taken on board by Helen Krarup who replaced Bill McWilliams as the Director of Studies of the Cropwood Programme in 1993. Helen played a particularly important role in developing an updated publicity strategy to advertise the scheme. This included placing systematic no-cost advertisements and announcements in journals and newsletters which circulate within the field of criminal justice, distributing advertisements to every prison establishment in the UK, providing past and current Fellows with posters to be displayed in their workplaces, and targeting publicity efforts to encourage applications from new agencies, including charities. This wide dissemination of information about the programme and the direct contacts made with the aforementioned agencies was very successful, and led to increased enquiries and formal applications to the programme in the years that followed.

Following Helen Krarup's retirement as Director of the Cropwood programme in 2000, Dr. Sue Rex took the lead in furthering efforts to raise the profile of the Scheme. These efforts were rewarded when, in 2002, the Institute secured support from the Probation Education and Research Trust (PERT) to fund one dedicated Cropwood Fellowship per year for an individual employed by the National Probation Service or Probation Board. The willingness,

on the part of PERT, to support the Fellowship scheme in this way highlighted the Probation Services' great level of confidence that the Fellowships had meaningful contributions to make in relation to knowledge development and evidence-based practice in the Service. This development, along with the other aforementioned outcomes resulting from the 1992 Committee report played an important role in securing a high profile for the scheme and facilitating important connections between the Institute, the Fellowship and key criminal justice agencies.

The third major turning point in the Cropwood Programme's history occurred in 2002 when, after evaluating and restructuring its funding portfolio, the Barrow Cadbury Trust took the decision to cease funding for the Fellowship scheme. The last Cropwood Fellowships were awarded the following year and, in 2004, the scheme was suspended after 35 years of operation. This was a disappointing development for both the Institute and the many agencies who had become involved with the Programme over the years. Despite its recent dormancy, however, the high profile of the Cropwood Programme has been maintained and even today frequent enquiries from practitioners interested in the Fellowship are received at the Institute. It is for this reason that, in 2006, under the new Directorship of Professor Friedrich Lösel, the Institute made an application to the Barrow Cadbury Trust to consider revisiting the Cropwood Fellowships by funding a formal evaluation of the scheme. Recognising the importance of the Programme to the history of both the Institute and the Trust, a grant was awarded for this purpose and in 2008 a formal evaluation of the Cropwood Fellowship Programme began. The aims of this evaluation were threefold: (i) to paint a detailed picture of the history of the Fellowship; (ii) to consider its value for the individuals and agencies involved; (iii) to provide recommendations regarding its potential future development and scope. The remainder of this report is dedicated to detailing the methods and results of this evaluation.

### **3 Method of Evaluation**

The evaluation was carried out in several stages. First, an extensive archival file review was conducted, which involved collecting descriptive information on the number of Fellowships awarded, the advisors appointed, Fellows' proposed topics of research, outputs, working periods in Cambridge, publications of the research and other issues. Contact details were also recorded where they were available. In total, records for 129 Fellowships awarded between 1968 and 2003 were found. Although the more recent records were quite comprehensive, files from the early years of the Fellowship were patchy and, unfortunately, in some cases provided limited information regarding the Fellows and their work. Even so, attempts were made to gather and computerize as much information from these records as possible before proceeding with the next step in the evaluation.

In the second stage of the evaluation we developed and distributed a survey questionnaire which was sent to former Fellows by post. The questionnaire included a combination of fixed-choice and open ended questions. It had three main aims: (i) to supplement the basic

descriptive information gathered in the file review (e.g., Fellows’ age and gender, period of award, advisor, job post at the time of award, topic of research, and formal outputs); (ii) to assess Fellow’s overall satisfaction with the Fellowship and their ratings of a number of specific dimensions of the award (e.g., quality of supervision, access to resources, level of financial support, social integration, impact on career) and finally; (iii) to provide Fellows with the opportunity to share their recommendations regarding potential development of the scheme.

Because many of the addresses listed in the original records held by the Institute were quite old, considerable time and effort was dedicated to searching for Fellows’ updated contact details (we are grateful to Caroline Akers for the time she dedicated to this task). As illustrated in Table 1, this process involved several steps, including conducting an online search using the Fellows’ name, project title, and/or ‘Cropwood’, ‘Cambridge’ and ‘Criminology’ as search terms, checking published probation, police, and prison directories and, in cases where Fellows were employed as psychiatrists or psychologists, searching professional psychology and medical registries. In some cases, Fellows’ former employers were also contacted and asked to relay messages or to provide Fellows’ forwarding details. Unfortunately, because of data protection concerns, we had little success with the latter pathway.

**Table 1. Contact Details Search Procedures**

<b>Search Process</b>	<b>Action Taken</b>
Step 1	Archival File Search for Home/Work Contact Details
Step 2	Google Search for Updated Contact Details
Step 3	Professional Registers/Agency Searches
Step 4	Former Director of Studies/Senior Staff Consult
Step 5	Former Fellow Consult

In cases where no contact details could be found using the aforementioned procedures, a list of missing Fellows’ names was checked against Institute mailing lists and was sent to Helen Krarup (former Cropwood Director of Studies), Brenda McWilliams (the wife of the late Director of Studies, Bill McWilliams), and three senior members of staff at the Institute of Criminology who had a long history of involvement in the Cropwood Scheme (David Farrington, Sir Tony Bottoms and Loraine Gelsthorpe). In two cases, former Fellows also reviewed this list in hopes that personal or professional contact might have been maintained with some of the missing Fellows. This was true in a number of cases, and updated details for a handful of Fellows were located using this method.

In total, 15 Fellows were confirmed to be deceased at the time of review, and contact details for an additional 12 could not be found. Questionnaires were thus sent to the last known home and/or work address of 102 Fellows. A sticker was prominently placed on the questionnaire’s outer envelope requesting that if the addressee was no longer at that

location, the letter be forwarded or returned to sender. In cases where a questionnaire had not been returned within four weeks of the deadline, a reminder questionnaire was sent with a follow up letter. In total, questionnaires for 39 of the 102 Fellows (38%) were returned to sender. Of the remaining 63 Fellows to whom a questionnaire was sent and not returned to sender, 46 individuals returned a completed questionnaire (73% of those with a valid contact address).<sup>2</sup> This return rate was impressive given the considerable time that had passed since many of the respondents had completed their Fellowships. All questionnaire data was entered into an electronic database and was summarized using quantitative and qualitative analysis.

The third stage in the evaluation was to conduct a small number of interviews with former Fellows. These interviews were built on the information provided in the questionnaires and explored in more detail some of the issues that emerged from the open-ended questions. All questionnaire respondents were asked if they would be willing to take part in an interview, and the vast majority (96%) agreed. Only those Fellows awarded from 1978 onwards were considered for interview, as many of the earlier Fellows noted in their questionnaires that their memory for the details of their Fellowships had faded. Of the remaining 40 Fellows who were eligible and willing to be interviewed, one-quarter (N=10) were selected to take part in this final stage of the evaluation.<sup>3</sup> A decision was made not to select these Fellows at random. To get a broad picture they were purposively chosen to capture a range of Fellowship years, topics of study, and career trajectories. The Fellows who participated in the interviews included two police officers (1978 and 1999), two probation officers (1989 and 1994), two senior prison managers (1995 and 2002), two Magistrates (1988 and 1993), a Fellow from the voluntary sector (2003), a psychologist (1986) and a former journalist (1991). The gender breakdown of the interviewees (80% male) was approximately representative of all Fellows (see Results section, below).

The interviews were semi-structured in design and provided Fellows with an opportunity to share details of their Fellowship experience and the impacts they felt that it had on their own development and that of their organisation. Interviews were approximately half an hour in duration and typically included a discussion of how the Fellows heard about the scheme originally and whether they had any suggestions for fruitful outlets that could be used to publicise the programme in the future, a discussion of the level of support that Fellows felt they had received from their employers and suggestions regarding how to maximize attractiveness to sponsoring agencies, elaborations regarding the outputs and impacts of the Fellowship, and a discussion of areas for improvement. Appendix 7.2 contains an overview of the interview schedule. All Fellows granted permission for their interview to be audio taped and for their (anonymised) comments to be used in this report. These comments appear throughout this report.

---

<sup>2</sup> Based on the advanced age at which some of the early Fellows conducted their research; it is likely that some of the individuals who could not be contacted had died.

<sup>3</sup> Time and resource constraints limited the number of interviews that could be carried out.

Comments from current and former staff at the Institute of Criminology were also elicited in relation to the impact that they felt the scheme had had for the Institute. Seven individuals, all of whom had been Cropwood supervisors in the past, were asked to reflect on this question and provide feedback in person or by email. Their responses also appear in this report (see section 4.3.4).

Once all of the aforementioned data was collected, the final stage in this evaluation was to integrate the information from the three phases in order to make an overall assessment of the success of the Cropwood Fellowship Programme, and to provide recommendations regarding its potential development.<sup>4</sup> The degree of success of the Fellowship in the individual case is conceptualised in multiple ways, e.g. in relation to the Fellowships' contribution to advancing academic knowledge about crime and justice, fostering practitioners' personal and professional development, and promoting evidence-based practice in the criminal justice field. It is measured using data on Fellowship completion rates, satisfaction levels, formal outputs, and career progression. Attention is also given to gauging the less concrete impacts of the Programme. As one Fellow stressed, 'Publications/career progression are only one metric of success... practitioners and their managers are likely to be as interested in making a contribution to improvement of their service delivery, either overall or through the individual's own improved practice' (Magistrate, 1993 Fellow). As such, we gave equal weight to the quantifiable outputs of the scheme and the more subtle impacts that the Fellowship has had on the day-to-day working lives of criminal justice practitioners.

## 4 Results

### 4.1 The Fellows and their Research

In total, 129 Fellowships were awarded between 1968 and 2003.<sup>5</sup> One individual was awarded the Fellowship twice, and two Fellowships were awarded jointly (to two individuals each). Between 1 and 6 Fellowships were awarded each year between 1968 and 2003, with an average of 3.7 Fellowships per year. Information on the total number of applications made to the scheme is not available for all years of the programme. However, based on the years for which records were kept, a comparison of the number of applications received and the number of Fellowships awarded suggests an overall success rate of approximately 35% and a shortlist success rate of 60%. Because limited information was available on the backgrounds and proposed topics of study for unsuccessful applicants, a comprehensive comparison of applicants and awardees was not possible. Therefore our analysis is focused specifically on outlining the characteristics of the 129 successful applicants.

---

<sup>4</sup> Although this evaluation was conducted internally, it is based primarily on objective file data and external assessments of the Cropwood scheme. This, paired with the fact that the Institute does not benefit financially from hosting the Programme allowed us to take a neutral stance in interpreting the findings of this evaluation.

<sup>5</sup> A full list of Fellows is available upon request, but was not included here in order to protect the anonymity of the Fellows who participated in this research.

A number of different paths lead successful applicants to apply for the Programme. Data from the interviews suggest that whilst some individuals became aware of the Fellowship independently and applied individually, others were informed about the Programme and encouraged to apply by their employers or by members of the Institute. One Fellow explained his entry into the Fellowship as follows: ‘I had an interest that I had developed over my experience up to that date in the police service - I then went to them [his superiors] and said this is what I’d like to investigate, and they were supportive of that’ (1978 Fellow, Police Officer). Another recounted a different story, stating, ‘I was directed to it by the person who was the head of the clinic I was working in at the time... he had had contact with the Institute over the years and it was his suggestion’ (Forensic Psychologist, 1986 Fellow). In some cases, members of the Institute were also influential in eliciting applications directly. One Fellow recalled a meeting in which she heard about the Fellowships ‘from a member of the university, who said why don’t you apply?’ (Magistrate, 1993 Fellow).

In terms of the demographic profile of Fellows, the archival file review revealed that more than three-quarters (78%) of Fellows were male, a fact that likely reflects the high proportion of male employees in many of the core criminal justice occupations (police, prison, probation). However, the proportion of Fellowships awarded to females increased significantly during the second half of the scheme (1986-2003) as compared to the first half (1968-1985). During this time, the proportion of female Fellows more than doubled, from 13.6% to 31.7%.<sup>6</sup> Whether this trend reflected structural changes in the criminal justice field, a greater willingness to admit females into the Programme or a general shift in the gender profile of applicants is impossible to discern. What is clear is that, for whatever reason, females comprised a more equal proportion of Cropwood Fellows in the later years of the scheme. The average age of Cropwood Fellows varied less over time.

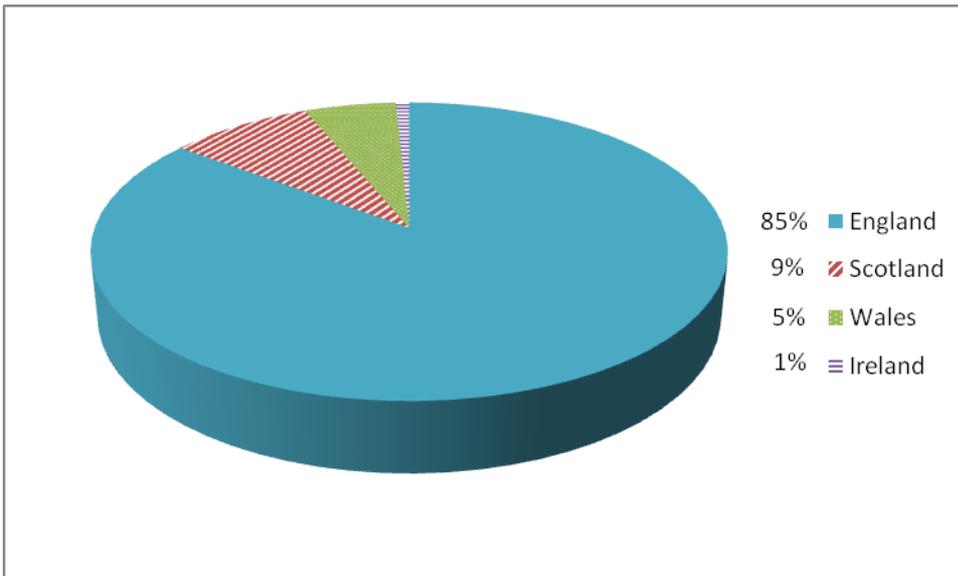
Based on individuals for whom information was available, Fellows had an average age of 41, and this remained relatively constant over time. Very few Fellows were under the age of 30 (N=2) or over the age of 60 (N=3) at the time of their award. Further, the majority of Fellows were resident in England at the time of their award; although Fellowships were also occasionally awarded to practitioners from Scotland, Wales and Northern Ireland (see Figure 2). Although a decision was taken, in late 1968, ‘to open the scheme, in exceptional cases, to persons from the Commonwealth’ (Radzinowicz 1988:83), no foreign applicants have, to date, been awarded a Fellowship.

Based on the records available, Fellowships were awarded for approximately 12 weeks duration on average, and the questionnaire responses suggest that Fellows spent approximately 8 of these weeks at the Institute. In total, 37 different academic advisors (both from within the Institute and from the wider academic community) provided guidance to the Fellows during these periods of residence in Cambridge.

#### **Figure 2. Residence of Cropwood Fellows 1968-2003**

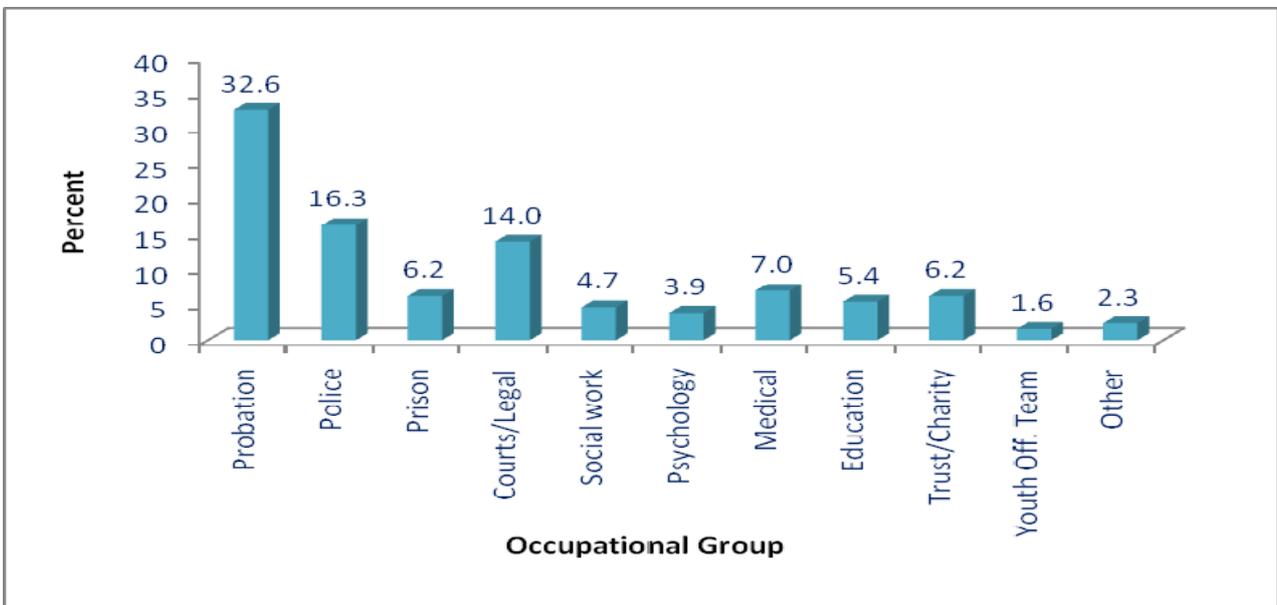
---

<sup>6</sup>  $\chi^2=6.07, p<.05, OR=2.95$



Throughout the history of the scheme, Fellows have been drawn from a large number of different occupational groups; however, probation officers have consistently been represented in the largest numbers (see Figure 3). As has been noted in previous reports to the Trust, ‘the dominant position attained by members of the probation service in the award of Fellowships possibly reflects the traditional commitment of that agency to research and willingness to second members of staff for the purpose of study’ (McWilliams 1985).<sup>7</sup>

**Figure 3. Occupational Status of Cropwood Fellows 1968-2003**



Although the high proportion of Fellowships awarded to probation (and also police and prison) workers has been maintained over time, one of the most notable trends in the award

<sup>7</sup> The extent to which the observed clustering of occupational groups reflects application vs. selection processes cannot be assessed in the absence of detailed records on unsuccessful applicants.

of Cropwood Fellowships is the appearance, in later years, of representatives from charitable trusts, the educational sector, the media and other community organisations working in the area of criminal justice. This diversification reflected targeted efforts to direct publicity at occupational groups that were previously underrepresented in the scheme. The wide spread of Fellows from across a range of professional circles, reflects the far reach that the Programme achieved. With one notable exception, however, there has been a consistent underrepresentation of Fellows from organizations working with victims of crime. It might be worthwhile to consider whether concentrated efforts to involve practitioners working in this field would be beneficial in further extending the reach of the Programme.

Table 2 provides a general overview of the topics studied by Fellows since 1968. The work undertaken by Cropwood Fellows has covered a diverse range of topics over the past three decades, ranging from historical examinations of the criminal justice system to psychological studies of mentally ill offenders. In many cases, Fellows' individual studies have spanned several substantive subjects. These projects are double or triple coded in Table 2. Within the general subject categories identified, a variety of viewpoints, approaches, and topics have been examined. In the category, 'Probation Practice/Organisation' for example, studies have included an examination of inter-agency cooperation in probation practice, a study of racially motivated crime and probation practice, and research on the training of borstal volunteers. In respect of the category 'Police Practice/Organisation', Fellows have examined topics such as the prevention aspects of police work with juveniles, crime reporting and community safety, and the recruitment of minority ethnic officers. Research conducted under the heading 'Prisoners and Prison Practice/Organisation' has been equally diverse, including studies on restorative justice practices in prison, the role of the female prison officer, and the deaf in prison. Similarly, studies concerned with 'Legal Processes/Sentencing', have included examinations ranging from European legal approaches to the common challenge of terrorism, non-English speakers and the English legal system, and the use of pre-sentence and social enquiry reports.

Space does not permit a detailed breakdown of each of the subject areas outlined below, but it is obvious that a very broad range of topics have been captured, including research examining protocols for the early identification of young people at risk of offending, the response of psychopaths to a therapeutic community, employers attitudes to the rehabilitation of offenders, the health visitors' role in social education and delinquency prevention, disproportionality and the Black victim, and media coverage of drug raids.

**Table 2. Cropwood Fellows' Areas of Study 1968-2003**

Area of Study	Based on Archival File Review	Based on Completed Questionnaires
	N	N
Probation Practice/Organisation	31	15
Police Practice/Organisation	16	7
Prisoners and Prison Practice/Organisation	25	10
Legal Processes/Sentencing	32	5
Staff Training and Development	8	3
Mentally Disordered Offenders	11	7
Juvenile Offenders	23	7
Gender Issues	5	-
Race/Ethnic Minority Issues	19	11
Drugs	9	4
Specific Offence Types	9	1
Education of Offenders	4	-
Volunteers in the CJ System	4	5
History of the CJ System	2	-
Crime and the Media	2	2
Other	9	1
<b>TOTAL</b>	<b>209</b>	<b>78</b>

*Note: The totals do not correspond to the number of Fellowships awarded because some projects spanned more than one subject area.*

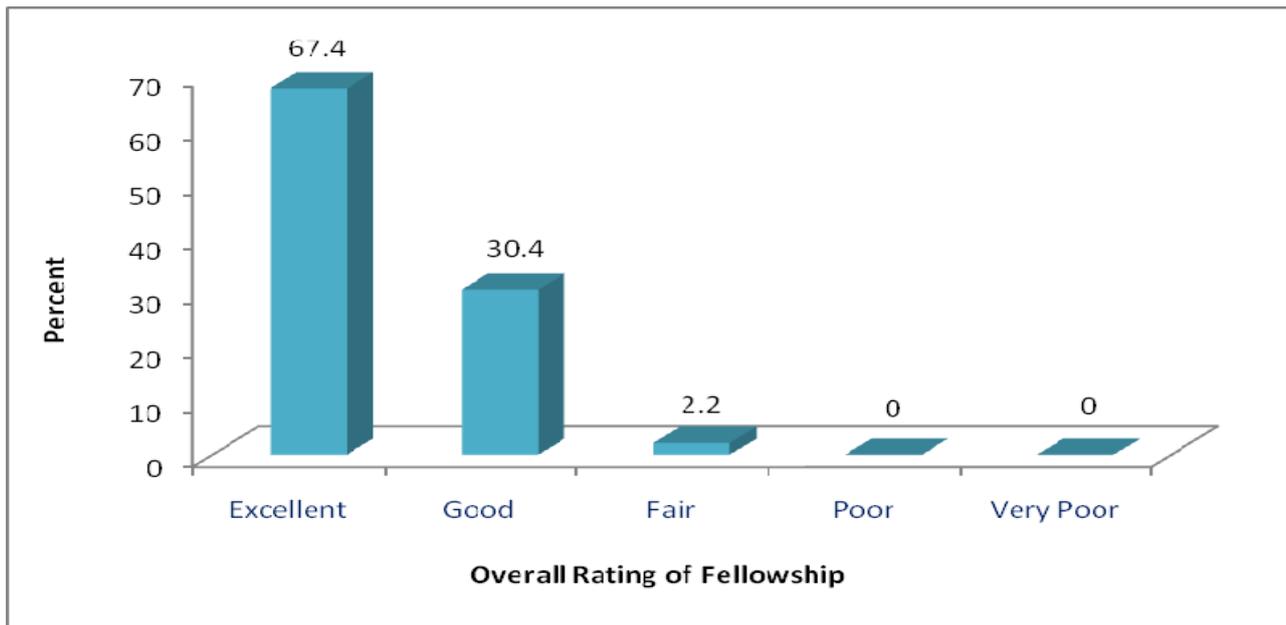
The wide diversity of topics examined under the auspices of the Cropwood Programme have been evident from year to year; however, in the late 1980s and early 1990s the number of studies which examined (either directly or indirectly) the topics of race, gender, and equal opportunity increased considerably. This trend reflected the 1988 shift in focus of the Fellowship due to the recommendations of the Barrow Cadbury Trust. Although the Trust's new focus increased the proportion of studies investigating minority issues in the criminal justice system, there were still a substantial number of awards made over the years for worthwhile proposals investigating other topics.

As illustrated above, all of the subjects explored by Cropwood Fellows clearly align with the Barrow Cadbury Trust's stated interest in promoting social justice, empowerment, and partnership. Further, many projects mirror the Trust's specific commitment to improving the life chances of disadvantaged young people who are involved or at risk of criminal activity, addressing gender-based disadvantage, and tackling issues of race and ethnicity (Barrow Cadbury Trust, Strategic Plan 2009-2012).

## 4.2 Fellows' Satisfaction with the Programme

As illustrated in Figure 4, Fellows reported extremely high overall levels of satisfaction with the scheme. Nearly 70% of all questionnaire respondents gave it the highest possible rating of ‘excellent’. There were no significant differences between the overall satisfaction ratings provided across sex or by Fellows in different occupational categories (probation, police, prison, legal, and other). Further, no differences were observed in overall satisfaction ratings over time. In light of the high return rate of questionnaires, we can be fairly confident that the high satisfaction ratings observed here are illustrative of the overall success of the first 35 years of the scheme as perceived by the participants themselves.

**Figure 4. Fellows’ Overall Rating of the Cropwood Programme 1968-2003**

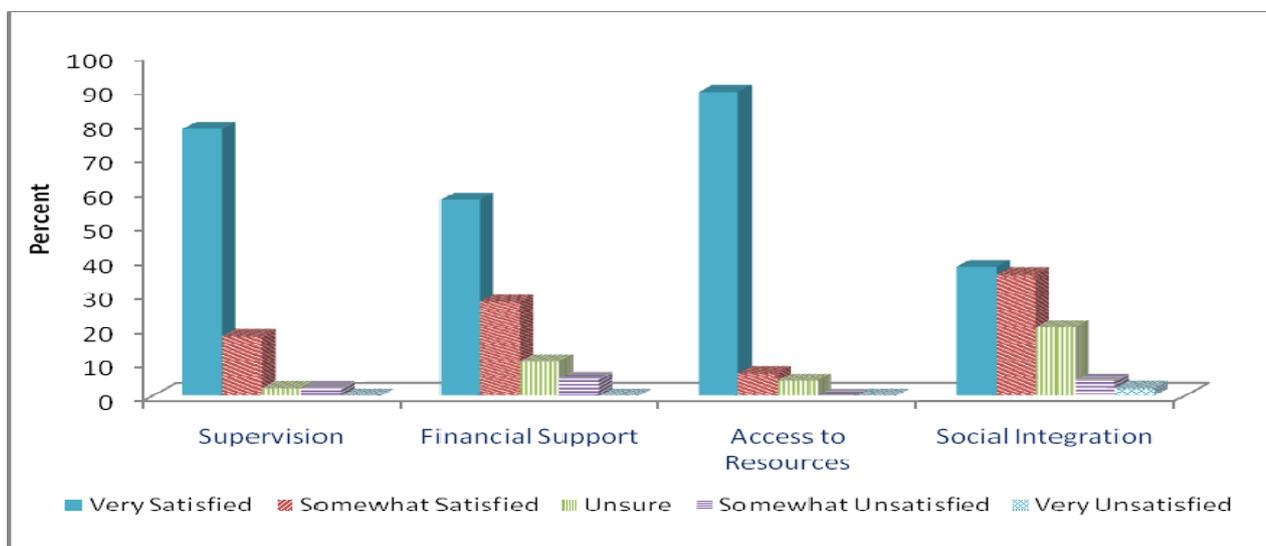


Perhaps the clearest statement of Fellows’ assessment of the value of the scheme was reflected in the fact that 96% of questionnaire respondents stated that they would certainly or probably encourage others to apply for the Fellowship. Many Fellows expressed warm thanks to the Trustees of the Barrow Cadbury Trust, and to their contacts at the Institute of Criminology for supporting what many perceived as a unique and valuable venture. Fellows variously described their experience of the Fellowship as a ‘life changing experience’ (Probation officer, 1991 Fellow), a ‘turning point’ (Magistrate, 1988 Fellow) and ‘inspiring’ (Health visitor and magistrate, 1987 Fellow) and others praised ‘the flexibility and ambitious scope of the programme’ (Journalist, 1991 Fellow) as ‘a useful tool for keeping the door open between practitioners and academics’ (Probation officer, 1996 Fellow).

In addition to providing an overall rating, Fellows were also asked to report on their level of satisfaction with a number of specific aspects of the scheme, including quality of supervision, access to resources and financial support, and social integration with staff and students at the Institute. As illustrated in Figure 5, Fellows rated all of these dimensions highly, but more variation was observed than in the overall scores reported above. Feedback regarding access to resources, such as a workspace and use of the Radzinowicz library was

overwhelmingly positive; 89% of questionnaire respondents were ‘very satisfied’ with this dimension of the Programme and a number of Fellows specifically mentioned their appreciation for the unparalleled quality of the library. Academic supervision was similarly rated very highly (78% of respondents were ‘very satisfied’), and in their questionnaires many Fellows identified the guidance they received from their academic advisors as one of the highlights of their Fellowship experience. In the small number of cases where Fellows expressed concerns regarding access to resources or supervision, it was generally in relation to the desire for more hands-on assistance when using Institute resources (e.g., computer software), or because of difficulty scheduling time to see their supervisor, rather than the quality of the resources or supervision per se.

**Figure 5. Fellows’ Satisfaction with Specific Aspects of the Programme 1968-2003**



In comparison with the aforementioned ratings, satisfaction with the level of financial support provided by the Fellowship and the degree to which Fellows felt integrated into the life of the Institute varied to a greater degree. This deviation perhaps reflects Fellows’ varied individual circumstances in relation to the amount of time spent at the Institute and the need for financial aid. Whereas the majority (85%) of Fellows were ‘very satisfied’ or ‘somewhat satisfied’ with the stipend they received to cover the costs of their Fellowships, in a small number of cases it was difficult for Fellows to make ends meet whilst in Cambridge. This was particularly the case for the small number of magistrates who were self-funded and one individual (a Judge, 1990 Fellow) who reported taking on the Fellowship in lieu of his annual holiday leave. In 2003, Fellows were provided with a weekly stipend of approximately 250-300 pounds for living expenses whilst in Cambridge. Although this was generally sufficient to cover the most basic costs, one Fellow explained that he had to limit the number of days spent resident in Cambridge in order to stay within this budget, stating ‘I would have liked to have spent more time in Cambridge, but the living allowance ran over budget for a B & B’ (Probation officer, 2002 Fellow).

The greatest variability in specific satisfaction ratings was observed in relation to Fellows' social involvement with Institute staff and students. There was considerable difference of opinion, expressed in both the questionnaires and interviews, on this point. On the one hand, several Fellows expressed a feeling that they felt that at times they had an uncertain status in the Institute, and had sense of being not quite 'of the Institute' (Probation Officer, 1987 Fellow). On the other hand, a number of Fellows expressed great enthusiasm for the friendships they developed whilst on award. One individual recounted having made friendships 'that have lasted to this day' (Magistrate, 1988 Fellow), and another fondly remembered getting to know his advisors' family (Judge, 1990 Fellow). Owing to the variety of opinion observed in the questionnaires regarding the issue of social integration, this topic was addressed in some depth in the follow-up interviews (see section 4.4).

In addition to the fixed-choice survey questions regarding Fellows' satisfaction with the Programme, an open-ended question invited Fellows to share their feelings regarding what they 'appreciated most' about the Fellowship. In addition to frequent comments praising the guidance received from advisors and the resources available at the Institute, one of the most commonly cited benefits of the Fellowship was the rare opportunity that it afforded practitioners to 'stand back' from their day-to-day duties and think about their work. As one Fellow explained, 'I just think it is marvellous to have a supported space and a place of safety where you can go and think - most of the time you rush around with an undigested mess... that you never have time to stop and look at' (Magistrate, 1993 Fellow). This opportunity was seen by many as unique to the Fellowship and as crucial in helping practitioners to look at their work 'more objectively and analytically' (Probation officer, 1989 Fellow).

In the questionnaire, Fellows were asked if, had they not been awarded a Cropwood Fellowship, they would have had the opportunity to pursue a similar period of study or reflection through other means; 93% of the Fellows stated that it would not have been possible to do so. Of the few Fellows who stated that it might have, theoretically, been possible to conduct some research as part of their usual duties, most stated that at a practical level this would have been unlikely. As one Fellow stated, 'in principle the work could/should have been feasible as part of my professional duties but workload and... responsibilities would have made this very difficult and it is doubtful if it would ever have been done without the Fellowship' (Forensic Psychologist, 1975 Fellow). In this sense, for many practitioners satisfaction with the Fellowship appeared to be linked to a widely-felt but largely unmet need for supported professional reflection.

## 4.3 Outputs and Impacts of the Programme

In addition to providing information on their overall satisfaction with the scheme, Fellows were also asked, in the questionnaires and interviews, to report on the perceived impacts of their Fellowship at the academic, personal, and professional/organisational level.

### 4.3.1 Completion Rates and Formal Outputs

At the academic level, Fellows were generally very successful in completing the tasks they had set out for themselves. In total, 91% of the Fellows who returned a questionnaire reported having completed their Fellowships. Of the small number of Fellows who were not able to see their Fellowships through, most explained that they were forced to abandon their award due to illness or a change of jobs. Of those who completed the Fellowship, 87% did so within the allotted 12-month award period, although a small number of Fellows required a short extension to complete their final reports.

Overall, 90% of Fellows who completed the Fellowship reported having submitted a final report. The individuals who did not do so generally reported that, through agreement with the Institute, they summarized their findings using other outlets (e.g., publication as an article, book or book chapter), or that they were simply unable to complete a report upon their return to demanding operational duties. With few exceptions, Fellows have been highly successful in disseminating the findings of their Cropwood work. Based on the archival review of Cropwood files held by the Institute, 73% of Fellows produced at least one output in addition to their mandatory final report (1.22 outputs on average). In total, records were found for 158 documented outputs resulting from Cropwood research (see Table 3). This figure is likely to be an underestimate, however, as the number of outputs reported in the questionnaires was generally greater than that captured in Institute records. In total, 38 of the 46 Fellows (83%) who returned a questionnaire reported at least one output in addition to their final report and these Fellows reported a total of 80 outputs resulting from their Cropwood research (1.74 outputs on average).

The most commonly reported outputs were reports used in Fellows' own agencies, articles in peer reviewed journals and professional magazines, Institute of Criminology publications, and conference/oral presentations. It is encouraging, considering the aims of the Fellowship, that a sizeable proportion of Fellows' work has been used within their supporting agencies and disseminated in such a way as to reach both academic and professional audiences.

**Table 3. Outputs of Fellows' Cropwood Projects 1968-2003**

Type of Output	Based on Archival File Review	Based on Completed Questionnaires
	N	N
Peer Reviewed Journal Article	38	10
Book	16	3
Book Chapter	6	6
Institute of Criminology Publication	27	5
Article in Professional Magazine/Newsletter	16	10
Report Published by Own Agency	10	5
Work Incorporated into Government Report	4	4
Unpublished Report used in Own Agency	26	15
Unpublished Report used in IoC Teaching	4	2
Conference Paper/Oral Presentation	7	14
Other	4	6
<b>TOTAL</b>	<b>158</b>	<b>80</b>

*Note: Totals do not correspond to the number of Fellowships awarded because some Fellows produced more than one output. 'Other' outputs included, amongst other things, television, radio, and newspaper pieces, professional training seminars, legal briefs, and pamphlets.*

Many of the academic publications arising from the Cropwood programme have become key texts in the criminal justice field. In the early years of the Fellowship, outputs like Jarvis' (1968 Fellow) *Probation Officers Manual* and Wilcox's (1970 Fellow) *The Decision to Prosecute* made fundamental and lasting contributions to both academic and professional knowledge in their respective fields. In a 1972 letter found in the Cropwood files, a former Chief Constable with the British Transport Police wrote, 'I am writing to say how much I have enjoyed reading *The Decision to Prosecute* which you were kind enough to send me. I think it is a first class effort and you will be glad to know that I have obtained a number of copies and virtually made it compulsory reading for all my senior officers up and down the country'.

Even in later years, after the award of Fellowships was decreased from 24 to 12 weeks (thereby limiting, to some extent, the magnitude of study possible), the considerable academic and professional impact of Fellows' outputs was maintained; Corsellis' (1993 Fellow) Cropwood Occasional Paper on *Non-English Speakers and the English Legal System* was adopted as recommended reading by the Home Office, and Cooke's (1986 Fellow) research on violent and disruptive prisoners in Barlinnie Special Unit produced a number of key articles, one of which has been re-printed on multiple occasions. He states, 'people are still interested in it and I still get asked to talk about it, although my research interests are quite different now'. In addition to the formal reports and publications noted above, more

informal reports have also been important in raising the profile of the Cropwood scheme. Chandler (1984 Fellow) wrote an article about his experience of the Fellowship for *The Justices Clerk* in 1985, and Stockdale (1981 Fellow) has recently provided a brief overview of the Fellowship in his 2008 memoir, *From Wig and Pen to Computer: Reflections of a Legal Author*.

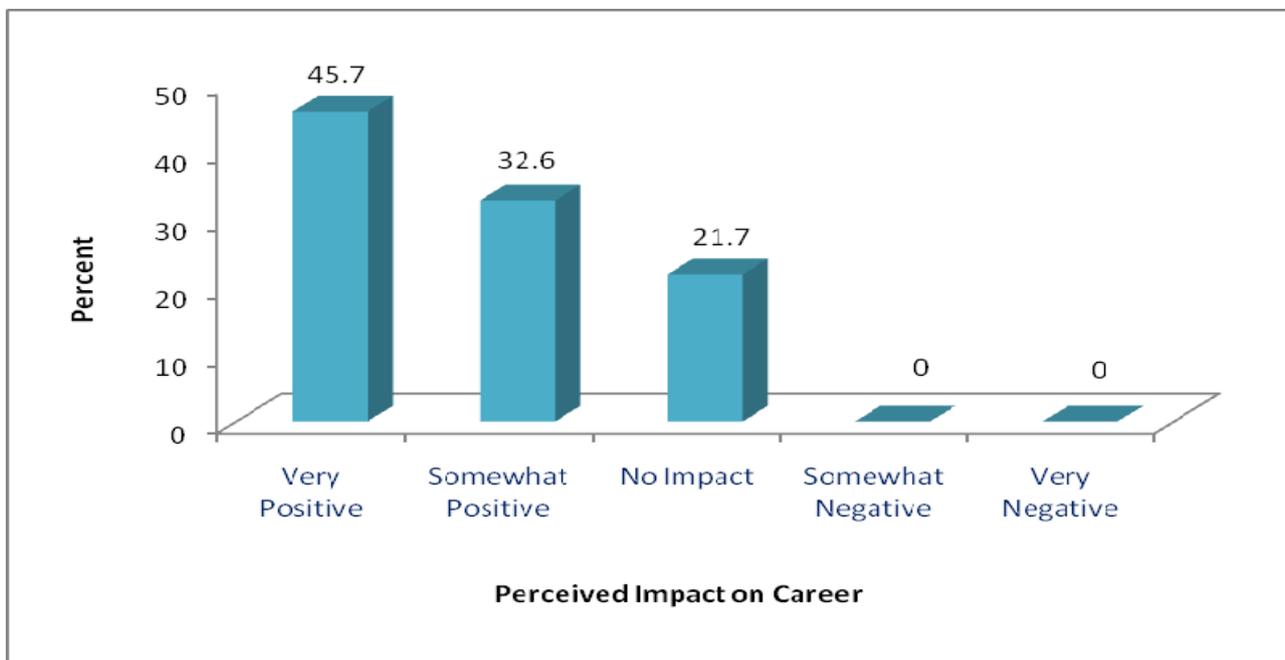
The examples given above are only some of the many possible illustrations of the far-reaching academic impacts of the scheme. However, formal outputs provide only one metric of the Fellowships' success. As one individual (Police Officer, 1999 Fellow) stated, 'although I made little of my work in terms of publications, the Fellowship did help to shape my approach to work.' We turn to these important impacts, below.

#### 4.3.2 Impacts for Individual Fellows

At the individual level, Fellows reported impacts across a number of dimensions including career progression, professional development, and personal development.

In terms of the Fellowships' importance for individuals' careers, 78% of the Fellows who returned a questionnaire reported that the award had a very positive or somewhat positive impact (see Figure 6). No significant differences in the mean perceived career benefit were observed across gender, occupational group (probation, police, prison, legal, or other), or time.

Figure 6. Perceived Impact of the Award on Fellows' Careers 1968-2003



In the follow-up interviews, Fellows were asked to elaborate on the various ways in which their awards had influenced their careers. Important impacts were reported both in terms of

promoting career progression and with respect to the general development of professional skills.

### *Impact on Career Progression*

A number of the Fellows interviewed felt that the award of a Cropwood Fellowship played an important role in helping them to move up the ranks in their organisations. One Fellow stated, 'in terms of progression in the police service, there are many facets to that, but without a doubt the fact that I had been successful in getting the Fellowship, and then had demonstrated that it was a worthwhile exercise by following up with a presentation and so on, I don't think there's any doubt that that would have been a useful tool in terms of progression' (Police Officer, 1978 Fellow). Another Fellow echoed this sentiment, stating that the award 'undoubtedly... helped me gain promotion in policing' (Police Officer, 1999 Fellow). Today, a large number of former Fellows hold senior positions in the criminal justice system.

Even in cases where Fellows did not feel that the Fellowship had a direct impact in terms of promotion, several stated that it nonetheless had a role in shaping the direction that their careers subsequently took. As one Fellow stated, 'really it's been ongoing since I had the Cropwood Fellowship... all sorts of interesting side-lines developed from the Cropwood experience' (Magistrate 1988), and another felt that it 'started a line of research that still continues today' (Forensic Psychologist, 1986 Fellow).

For some Fellows, the award of a Fellowship marked an even larger change in career trajectory. A number of individuals, having developed a taste for research whilst on award, later went on to pursue higher degrees and a handful of these individuals are now employed as full-time academics. In many cases, these individuals have maintained links with the practitioner world, and have themselves adopted the Cropwood model of promoting academic-practitioner dialogue.

In addition to the career impacts noted above, in a number of cases the award of a Cropwood Fellowship was also instrumental in putting Fellows on a path to receiving later professional honours and external recognition; to date, at least three former Fellows have been awarded OBE/MBE honours for outstanding contributions to their respective fields. One Fellow, recently recognized for his contribution to improving victims services, explained 'following the various publications and conference engagements resulting from the Fellowship, I was awarded an MBE in the January 2008 New Years Honours List. Without the Cropwood Fellowship however, the change in probation practice in relation to work with victims... would have taken far longer to achieve. The MBE was in very large part an acknowledgement of the value of the Cropwood Fellowship scheme in pushing back boundaries of practice and policy' (Probation Officer, 1994 Fellow).

### *Impact on Professional Development*

A number of Fellows expressed the feeling that although their Fellowships did not contribute directly to career development via promotion or a change in trajectory, it still had definite impact on their general professional development and was of considerable benefit in informing their day-to-day service delivery.

For some Fellows this impact was manifested as an opportunity to read more widely in their area and to contextualize their particular piece of research within their larger field of study. As one individual explained, ‘as a clinical psychologist I had been working in non-forensic settings until a couple of years before the Fellowship, so I was quite new to forensic clinical psychology... which was then not very developed... it gave me the opportunity to read around the literature not only about specifically what I was doing, but also more generally because of the quality of the library... it helped me academically in improving my research, but that contributed to practice as well... it helped to have two months to actually sit and read and think - in the clinical world you don’t get that opportunity... it was perhaps the most important opportunity given to me in my development as a forensic psychologist’ (Forensic Psychologist, 1986 Fellow).

Other Fellows identified very specific professional benefits. For example, one journalist and former Fellow stated that the greatest advantage of the Fellowship was ‘being taken perhaps a bit more seriously by people within the criminal justice system that I would regard as contacts... I wrote a number of articles in magazines like *Police Review* and other journals that would be seen by police officers or probation officers... so I think they got the impression that this guy’s not just a hack that’s writing daily stories. He’s thought about some of these issues, and that helped I think... it added credibility, and all of that had that twin effect of being both personally beneficial to my career... and beefing up or giving more depth and quality to the [media networks] coverage’ (Journalist, 1991 Fellow).

A number of Fellows also mentioned having developed particular skills during the Fellowship that they were able to apply upon their return to work. As one Fellow explained, ‘one of the things it [the Fellowship] emphasised is that every practitioner should have an approach to research that is imaginative and positive and looks for evidence... and I used that very much when I became an assistant chief and became responsible for the evidence based practice initiative in London... I had a working understanding of data, and used the very useful learning I had undergone in the Institute and applied some of those principles to the work I was doing (Probation Officer, 1989 Fellow). Similarly, another Fellow stated, ‘there were new skills that I learned throughout this whole process that have helped me professionally... my writing skills benefited, my interview skills definitely benefited, my managerial skills benefited... there were all kinds of transferrable skills’ (Voluntary Sector Manager, 2003 Fellow).

### *Impact on Personal Development*

In addition to the professional impacts outlined above, many Fellows reported that the Fellowship also marked an important event in terms of their personal development. As one individual explained, ‘as a career police officer having left school with only 5 ‘O’ levels, it was a most valuable opportunity to broaden my horizons... it was very eye-opening for me’ (Police Officer, 1978 Fellow). A later Fellow expressed a similar sentiment, stating ‘it was a wonderful and personally extremely valuable experience for me as I had missed out on University and yet had an academically enquiring mind. Before undertaking the Cropwood, I lacked confidence academically... it was quite a life-changing experience and I shall always be grateful for having been given the opportunity’ (Probation Officer, 1991 Fellow).

Several Fellows also mentioned an appreciation for having had the ‘Cambridge experience’. One Fellow recalled with fondness ‘going to Kings for evensong, and watching a little blackbird in his nest’ (Magistrate, 1988 Fellow), and another referred to her time in Cambridge as ‘an education in the broader sense’, stating, ‘I loved the buildings, the atmosphere, and particularly the choral music which became a passion’ (Health Visitor and Magistrate, 1987 Fellow). For some Fellows, recollections of their time spent in Cambridge became an established part of their family history. The daughter of one Fellow (now deceased) shared the following: ‘He was thrilled to be able to do research at Cambridge, having had to leave school and start work at the age of 15 when his father died. He stayed in a college Monday to Thursday each week... and was amused to note that the students ambled along to breakfast at the last moment and was amazed by their general relaxed attitude to studying!!’

Despite the concerns that some Fellows expressed regarding social integration in the Institute, others felt that the Fellowship had also been hugely beneficial in establishing new friendships. Speaking of his emerging friendship with another Cropwood Fellow who was working at the Institute at the time, one Fellow recalled that they brought their own ‘experience and understanding of imprisonment to bear in the numerous discussions and arguments we had at all times of the day and night’. Another Fellow met his current partner whilst on award in Cambridge, with whom he now has a son (Police Officer, 1999 Fellow).

When asked about the ideal time to undertake a Fellowship, questionnaire respondents were hesitant to generalize, however, many suggested that whilst the personal rewards could be gained at any stage in ones’ career, the professional benefits of an award might be maximized if taken up mid-career. As one Fellow stated, the ideal time would be when one is ‘experienced enough to have accumulated data/topics/problems which need attention and which normal duties prevent one from doing, but early enough to make use of the results during the rest of one's career’ (Forensic Psychologist, 1975 Fellow).

### 4.3.3 Impacts for Organisational Practice and Policy

As well as positively influencing Fellows' individual service delivery, in several cases work undertaken through the Cropwood Programme had a significant and lasting impact on larger organisational practice and policy.

In addition to the cases in which Fellows' outputs became recommended reading at the agency level, a number of Fellows recounted instances in which they felt that their Cropwood work had played a more direct and immediate role in shifting criminal justice policy. One Fellow explained: 'I can honestly say... that had I not enjoyed the privilege of time-out from the hurly burly of full-time work the future of prison inspection in this country might have been very different, and dare I say, not nearly as successful... the memory of feeling highly elated about what now appeared to be a real breakthrough is still with me and I recall very clearly the first meeting I had with colleagues on my return from Cambridge when we began to produce the first full draft [of related policy recommendations]' (Prison Inspector, 1995 Fellow).

Another Fellow described how his Cropwood project had the dual impact of influencing policy and improving the life chances of offenders, 'I believe it led to a major practice change in probation residential works. South Yorkshire continues the policy of using hostels as the gate to prison so that all housing for offenders became a co-operative dedicated to keeping the 'gate' as closed as possible (into prison) and as open as possible (out of prison). It also enabled us to settle on a major priority to construct for offenders a 'protected' route to establish a housing record - a contribution to giving offenders some 'purchase' in the world' (Probation Officer, 1978 Fellow).

There was also a sense amongst some Fellows that the Cropwood Programme provided an outlet to push the boundaries of policy and to shed light on potentially controversial topics. One Fellow reflected on this point, stating, 'I struck lucky - but I don't think probation would have moved on so quickly in terms of its victim work without the chance to do the Cropwood - and that's one of the values of it... you can take something that's new and maybe controversial and is only happening in one or two places and really have time to look at it and spell out what the policy implications might be and where it might go. We do need that sort of thing because probation is becoming increasingly centralized and subject to micro-management in order to meet the politician's desires. I just think that we have to be so careful... we have to meet their needs and concerns, but we also need to sometimes be telling them things based on good research and evidence... maybe things they don't want to hear... stop telling them things they want to hear and start telling them things they need to hear. I think Cropwood can do that - especially because people who have been practitioners, they're close to the ground, close to the action... it lends weight to actually influencing policy long term, and I think that's what the Cropwood on the victim charter did; I just hope it comes back and gives other people a chance' (Probation Officer, 1994 Fellow).

Although a number of Fellows were very successful in translating their Cropwood research into policy and practice, others expressed frustration at the barriers they encountered in attempting to have the implications of their work recognised by their agencies. Although Fellows rarely encountered direct opposition, in some cases they felt that their findings were sidelined either because they were challenging for the organisations involved or because the resources were simply not available to take their recommendations forward. As one Fellow described, ‘I personally found the experience invaluable but [my organisation] did not use it... and kept suggesting that I concentrate on my “real” job’ (Health Visitor and Magistrate, 1987 Fellow). Another explained, ‘I was able to present my work to several people - particularly I was able to discuss it briefly with the then Deputy Director General and one or two other key people... but it was not a subject that, without government approval, was going to be embraced... even when there is tacit approval, if there is no financial support for the work it is not sustained, and it is not sustainable without some investment. Conceptually... the people I spoke to thought it had a lot of potential, but given major issues around funding... there’s no money for it’ (Prison Governor, 2002 Fellow).

Shifts in political agendas were also an issue in getting ones work heard in some cases. One Fellow explained how his findings were overshadowed by a change in national leadership: ‘the political world overtook - tougher sentencing... and the ‘prison works’ routine... and the ability we had to be flexible as regimes disappeared, so I think politically, my particular piece of research was overtaken by the tougher sentencing background which emanated from the Tory government at the time’ (Probation Officer, 1989 Fellow).

Despite these challenges, Fellows maintained a sense of optimism. As one Fellow expressed, ‘the fact that I was awarded a Cropwood Fellowship for what was deemed a contentious piece of work gave me a degree of validation. I am still hoping that... the Cropwood Fellowship will play a vital role in securing change’ (Probation Officer, 1997 Fellow). In the interviews, some Fellows provided useful recommendations regarding the most effective means to maximize the policy impact of Cropwood work. One individual (Prison Governor, 2002 Fellow) recommended that uptake could be improved if ‘some form of dialogue between the Fellowship, policy makers, and practitioners could be more formally developed’.

#### **4.3.4 Impacts for the Institute of Criminology**

In addition to benefiting practitioners and their organisations the Cropwood Fellowship Programme has, throughout its history, also enriched the life of the Institute of Criminology by providing ongoing opportunities for fruitful exchange between the insights of practice and research and by directing ‘the attention of the Institute to some of the most sensitive or topical issues in criminal justice and criminal justice policy’ (Radzinowicz 1999: 215). As one senior staff member explained, ‘the nature of the projects undertaken by Fellows means that academic staff are forced to think about the practical world of criminal justice. Work with practitioners on the scheme encourages an ‘outward looking’ perspective and presents an opportunity to engage with real work issues. Overall, I think that the Cropwood

Fellowship scheme [has] helped to counteract the 'ivory tower' image that the University has had in the past.'

The Fellowship has also generated much good will and publicity for the Institute over the years, and has in some cases been instrumental in extending the Institute's social and professional network. As one Fellow described, 'it made a link between the Institute and [my organisation], and they have gone on and furthered that link with a bid for additional research' (Voluntary Sector Manager, 2003 Fellow). A similar collaboration is currently being planned by a former Cropwood supervisor who is hoping to embark on a new research project with a practitioner she supervised ten years ago. These initiatives speak to the value of the relationships that often developed between Cropwood Fellows and their supervisors. As one Fellow explained, these relationships were often extremely rewarding for both parties: 'the Cropwood association with [my supervisor] spawned changes in direction for both of us' (Police Officer, 1999 Fellow). In this sense, some Fellows reported feeling that they were able to 'give something back' to the Institute whilst on Fellowship. As one individual explained, 'people were only too happy to spend time talking to colleagues who were from the field... because obviously they were also learning things picking our brains' (Probation Officer, 1989 Fellow).<sup>8</sup>

A number of senior Institute staff member shared this feeling. As one professor explained, 'I have supervised several Cropwood Fellows and always found the experience highly rewarding and enjoyable. Several of these working partnerships led to important publications and longstanding friendships. The Fellows add value to the Institute, often mixing with students as well as staff. Many [Fellows] return to give talks, contribute to careers seminars, or to discuss ongoing research... for the Institute, [the Fellowships] represent an opportunity to forge outstanding collaborative partnerships with key players in the field'.

#### **4.4 Challenges and Areas for Development**

In addition to providing feedback regarding the strengths of the Fellowship Programme outlined above, Fellows were also given the opportunity to specify what, if anything, they would suggest to improve the scheme. A number of themes developed in relation to this point, with respect to marketing the benefits of the Programme to sponsoring agencies, managing the relatively short length of award, encouraging social integration in the Institute, and providing Fellows with some basic methods training. Each of these themes is discussed in some detail below.

---

<sup>8</sup> Even so, one individual expressed the feeling that Fellows could contribute more, stating, 'Cropwood Fellows bring a range of knowledge/experience which could be used better by the Institute - for example, in undergrad/postgrad seminars and courses' (Prison Service College Manager, 1998 Fellow).

### *Marketing the Cropwood Fellowship Programme to Employers*

In light of widespread cost-cutting trends across many criminal justice agencies, there was a sense, particularly amongst recent Cropwood Fellows, that convincing employers to release practitioners on secondment for a Fellowship award may be difficult in the current economic climate. A challenge for the Programme in the future will thus be to work closely with criminal justice agencies to increase awareness of the potential organisational benefits afforded by the scheme. To this end, many Fellows felt that it would be particularly important to align individual Cropwood projects with the needs and interests of sponsoring agencies. As one Fellow explained, 'my experience was very positive... but I think I chose a subject that was relevant to them [his employers] and the work that I was involved in... I think that probably added to the support... they insisted that it related back to the work I was doing in the organisation' (Voluntary Sector Manager, 2003 Fellow).

One Fellow felt that the key to marketing the Fellowship to employers will be highlighting the 'mutuality of reward... for the three parties involved: The Institute, the Cropwood Fellow and the Fellow's employer'. She went on to say, 'I don't think you make enough of the benefit to the employer, because it's also the sticking point that employers won't let people go. There are lots of employers who want things done: they want a discrete piece of work doing; they want to evaluate something or to think about something; and they also want to encourage research skills within their own staff... If your boss or chief constable says, I need this done, then you would know how to clear the decks, how to do the research, what information might be needed, the depth of analysis, all that sort of stuff, which I was taught, en passant [during the Fellowship], but didn't realise I had been until I was finished (Magistrate, 1993 Fellow). A Cropwood Fellowship offers excellent research training and supervision, the opportunity to participate for a short time in the life of one of the leading criminological centres in the country and to meet practitioners and academics from other criminal justice agencies. Efforts should be made to show employers that these opportunities can provide valuable career development opportunities for their agencies and members of staff (e.g., dissemination of this report may provide one possible outlet to publicise the benefits of the Programme).

According to one Fellow (Prison Governor, 2002 Fellow), emphasizing these potential benefits and aligning the structure of the Cropwood Programme with the interests of criminal justice agencies might be best achieved through formal discussions with the organizations being studied at the outset of a Cropwood project, and via attempts to include Fellows' employers as stakeholders early in the research process. In this vein, Fellows suggested a number of potential initiatives such as linking Fellows with a senior member in their organization at the beginning of the Fellowship in order encourage later interest in and dissemination of the findings, encouraging Cropwood applications from agencies as well as individuals, or organising invited seminars where Fellows could present their work to other

practitioners and managers.<sup>9</sup> Since 2003, a number of developments within the Institute of Criminology suggest that the task of identifying and involving various stakeholders might be more easily achieved now than in the past. For example, links between the Institute and key practitioner agencies have been strengthened in various ways. For example, the Institute's Prison Research Centre is closely collaborating with Her Majesty's Prison Service and the National Offender Management Service. The Director of the Institute is working on the Correctional Services Programme Accreditation Panel and the Director of the MSt Programme in Applied Criminology of Policing and Management has established a strong and productive relationship with the National Policing Improvement Agency (NPIA). There is also a new International Board for the MSt Programme that strengthens relationships with senior managers in practice institutions in the UK and various other countries. All of these contacts will prove invaluable in re-launching a successful and impactful Fellowship scheme.

Sustained co-operation and dialogue between all stakeholders (the Trust, the Fellows, the Institute, and Fellows' sponsoring agencies) will be particularly important in outlining clear expectations for all parties regarding the potential future structure and outputs of the Fellowship. With respect to the structure of awards, for example, whilst employers may be hesitant to release practitioners for their entire 12 week award period at one time, more than one Fellow stated that they felt that it was important, as far as possible, to encourage employers to do so. One Fellow argued, 'I'm firmly of the belief that... if you had to try and fit something like the Cropwood in around your normal job, I don't think you'd get the same value as I got out of it, just being able to stand back... I don't see how you can do that properly when you're trying to carry on doing your job, albeit in a more limited sort of way. I would say very strongly that employers ought to really just release people for a block of time' (Journalist, 1991 Fellow).

With clear expectations in place, many employers are likely to be enthusiastic about becoming involved in the Fellowship Programme, in spite of present economic circumstances. One former Fellow, who is now himself a Chief Constable with responsibility for secondment decisions was of the opinion that, 'for employers, it seems like quite a good deal. I can think of a number of people who I think would really benefit personally from completing a Fellowship and I think my organization would benefit from them doing it, but I'd be waiting for them to come back, having agreed with them the nature of the Fellowship and I'd be looking to then use it in the workplace... the hardest thing normally in the police context is paying a few thousand pounds, but releasing a person is... an easier decision to make... I would certainly be interested in sending people on it' (Police Officer, 1999 Fellow). If and when the Fellowships are reinstated, a first step towards encouraging employers to get involved may be to speak to former Fellows like this one, who are now in positions of power and may hold sway in shaping their organisations' attitude and approach to the Fellowship Programme.

---

<sup>9</sup> The PERT seminar, which took place at the Institute in 2003, is a good example of one such initiative.

It is recommended that a shared discussion bringing together members of the Institute, the Trustees of the Cropwood Fellowship Scheme, and key players from criminal justice agencies should be a first step towards addressing the challenge of marketing the scheme to employers and maximizing its mutuality of reward for all parties involved.

### *Managing Short Fellowships*

Some Fellows felt that it was a challenge to complete the research for their Fellowships during the 12 week award period. This was particularly the case for Fellows who took some time to settle in to Cambridge and organize their programme of study. As one Fellow explained, ‘the first few weeks were squandered in getting to understand what needed doing, and how’ (Forensic Psychologist, 1975 Fellow). As a result, some Fellows felt that ‘12 weeks of study and residence, although very welcome, only allow for a relatively small-scale research project, at least if fieldwork is involved’ (Probation Officer, 1987 Fellow).

Whilst the benefits of original empirical research are undeniable (and such research is certainly possible in cases where Fellows have immediate access to data/participants), it is worth reiterating the point made in the 1992 Cropwood Development Committee report that Cropwood work can take many forms. As it was originally conceived, the Fellowship was designed ‘to stimulate a few carefully selected practitioners to embark upon an active and critical stocktaking of their own work in the field of criminal justice, or to pursue in depth a significant topic which was of special interest to them’ (Radzinowicz 1999: 215). Over the years, these aims have been achieved in different ways, not all of which have involved formal data collection and analysis. A number of Fellows have, for example, conducted historical studies, practical reviews of current practice, or concentrated reading on a particular topic of practical significance.

In re-launching the scheme, it may be useful to revisit the various ways in which the relatively short Cropwood Fellowships awards can be used to their full advantage. For some Fellows (particularly those with some prior knowledge of the research process), this may involve conducting original empirical research but, for others, the Fellowship might be most useful if it takes a different form. It might be possible, for example, to encourage some Fellows’ to conduct systematic reviews on their topic of interest. The Institute of Criminology is home to several academics with extensive experience in this area, and is heavily involved in the Campbell Collaboration Crime and Justice Group, a highly respected organisation conducting systematic reviews worldwide (following the model of the very successful Cochrane Collaboration in medicine). It may also be possible, in cases where Fellows have proposed a very substantial piece of work, to extend the period of Fellowship to allow extra time for fieldwork in a small number of cases. In any case, publicity of the scheme should continue to highlight the many ways in which Cropwood Fellowships can be used. Creativity and flexibility in relation to the types of proposals considered will ensure that Fellows make the most of their short award period.

Helping Fellows to make ongoing use of their award may also be facilitated by inviting individuals who have made particularly good use of their Fellowships to return to the Institute for a shorter 'refresher' Fellowship at a later date during which time they could update their knowledge and maintain/develop the line of academic thought established during the original Fellowship. One Fellow felt that it would be very useful 'to maintain links with the practitioner to enable the academic thread to be sustained'. She explained, 'I got back to my very busy job... and any hope that I might have had of either developing or sustaining academia was lost' (Health Visitor and Magistrate, 1987 Fellow). Another Fellow expressed a similar sentiment, stating 'It was a pity that the year I had an award the time was shortened to 3 months... I did manage to come back for a few short visits in the New Year, but more time would have resulted in more outcome information from my data. I could have done with two or three more sabbaticals to analyse the rest of the data still awaiting attention!' (Forensic Psychologist, 1975 Fellow).

### *Improving Social Integration*

One of the most common themes to emerge from Fellows' suggestions to improve the scheme was related to enhancing social integration. As discussed earlier, Fellows reported a wide range of experience and satisfaction with respect to their interactions (or lack thereof) with other Fellows and with Institute staff and students. Although a number of Fellows were very satisfied with the social aspects of the scheme (one stated, 'everybody was so helpful... I didn't feel left alone or out of it, I had introductions and was shown various things and I can't think of anything that could have gone better' (Probation Officer, 1994 Fellow), others reported feeling somewhat isolated and felt that more could be done to integrate Cropwood Fellows into the Institute 'family'. One fellow summarised a feeling expressed by many: 'I think the one thing I missed was the opportunity to meet up with and share ideas with anyone else on the Cropwood Fellowship scheme at the time. Although it's likely that the pieces of research would have been very different, I think this would have been valuable... if people were coming at it like I was, I'm sure we were probably learning the same lessons, and we could have shared that and we could have said, well, have you looked here or done that, and that kind of peer support never happened' (Voluntary Sector Manager, 2003 Fellow).

In part this is likely owing to the fact that, particularly in recent years, Fellows have taken up their 12 week award at different times of the year, and have often spent only a few days at the Institute at a time. It is our sense that it would be advantageous for the Fellows if they spent concentrated and coordinated periods of time in Cambridge. This would encourage a sense of camaraderie between Fellows and increase their opportunities for peer support.

In addition to fostering contact between Fellows themselves, some participants in this evaluation felt that interactions with Institute staff and students could also be improved. With respect to relationships with Institute staff, one Fellow felt that the lack of interaction was 'partly because the Institute staff themselves are so overworked... I mean you don't pop

up and say let's go out for a beer and have a chat... everybody is too busy' (Magistrate, 1993 Fellow). In this sense, organised events held during regular working hours might be the best forum for Fellows and staff to meet. The regular coffee and cake afternoons that the Institute now holds on the last Friday of each month could be a useful outlet for these kinds of meetings. An annual seminar highlighting Cropwood Fellows' work (similar to the PERT conference held in 2002) could also be useful in this regard. As one Fellow suggested, 'A yearly event to show-case the work of Fellows for the benefit of the Institute staff and students could raise the profile [of the Fellowship] within the Institute' (Probation Officer, 1994 Fellow).

Another Fellow suggested that interactions with students and researchers could also be improved if individuals were assigned 'a mentor in addition to the academic advisor - who could also provide support and advice on how Cambridge works... for example, a PhD student or Jr. Fellow' (Manager, Prison Service College, 1998 Fellow). We think this is an excellent idea, and a plausible one given the large number of PhD students and researchers now working in the Institute. As one Fellow explained, 'you need someone steady who knows what it's all about and who has been there' (Magistrate, 1993 Fellow). These relationships could prove useful for both parties.

More general integration into Cambridge life could also be facilitated by a College affiliation. Several Fellows mentioned that, 'as life in Cambridge revolves around Colleges... a College affiliation of some sort... would be a brilliant experience' (Probation Officer, 1989 Fellow). The potential of arranging formal College membership for Cropwood Fellows has been investigated in the past but, to date, the bureaucratic intricacies of the Cambridge system have limited the possibilities in this regard. If and when the scheme is re-established, the issue of short-term college membership should be revisited and taken forward, in the first instance, by members of the Institute with college affiliation. Failing this, it would be desirable for students and staff of the Institute to invite Fellows to take part in the occasional College dinners and events within the MSt course for senior practitioners.

In addition to helping Fellows feel part of the Institute during their actual period of award, social integration could also be improved through stronger alumni links. Many of the Fellows interviewed for this evaluation expressed enthusiasm for the idea of an alumni event where they could meet other Cropwood Fellows and discuss the ways in which they had applied their Cropwood work upon completion of their Fellowship. It would be worth considering whether such an event could be organised to coincide with a re-launch of the Programme. As one Fellow stated, 'I've come across a number of people who have been Cropwood Fellows... and it's a sort of bond that links you together. It's a nice little fraternity if you like... I think there should be more interaction between the Fellows and it's an opportunity missed if that isn't encouraged' (Journalist, 1991 Fellow). In addition to encouraging Cropwood-specific alumni links, the Programme could also be better integrated by including past Fellows in general alumni events held at the Institute. To this end, all of the Fellows that could be contacted for this review have now been added to the Institute's

alumni mailing list and will be invited to alumni weekends and other events held in the Institute throughout the year (e.g., the Bill McWilliams memorial lecture, the upcoming conference and dinner to celebrate the Institute's 50<sup>th</sup> anniversary, etc). Such occasions will provide improved opportunities for Fellows to maintain links with the Institute in the future. On the whole, it is clear that thanks to the new and larger Institute of Criminology building and the corresponding increase in the number of full-time students and staff, the Institute is in a better position now than in the past to address concerns regarding social integration. The Institute's new common room, regular coffee afternoons, termly visiting lectures, MST events, many visiting Fellows and scholars, and regular alumni weekends will all provide future Fellows with ample opportunity to become actively involved in the stimulating life of the Institute.

### *Methods Training*

Another area of potential development that was identified by a number of Fellows was to provide a short-course in methods training at the beginning of the Fellowship that could provide a foundation for the Fellows' planned work. As one Fellow said, 'what I could have done with was a week of methods - it would have been useful to have something a bit more formal in the beginning' (Police Officer, 1999 Fellow). The possibility of providing some formal methods training to the Fellows who want/need it should be investigated for the future. One possibility might be to make arrangements for the Cropwood Fellows to take part in the short course of practice-oriented methods training provided to Diploma and MSt students on the Applied Criminology courses. Another option – depending on numbers of Fellows - would be to include PhD students and contract researchers in methods training for Cropwood Fellows.

## **5 Recommendations**

The Cropwood Fellowship is a unique and valuable programme that should, if possible, be resumed. It would be of great benefit to individual Fellows, criminal justice organisations, and the Institute itself, if the scheme could be continued. The vast majority of the Fellows contacted for this evaluation stated that they would not have had any other opportunities to conduct similar research without the aid of a Fellowship. In light of this and other evidence presented above, we provide a number of specific recommendations regarding the potential development of the Cropwood Fellowship Programme:

1. The focus of the Cropwood Programme should continue to align with the stated aims of the Barrow Cadbury Trust, and in particular with the Trust's present interests in young people and criminal justice, social inclusion and global exchange. Applications for Fellowships relating to these topics could be invited specifically (e.g., early interventions with young offenders, offender reintegration, and comparative European/international research). This would fit with the Institute's strong involvement in Developmental Criminology which is not only indicated by the Cambridge Study in Delinquent

Development but also by four more recent and partially international longitudinal studies on young offenders, children and their families.

2. The interests and needs of Fellows' sponsoring agencies should also be considered in further developing the scheme. The possibility of inviting agency-based, as well as individually-based Cropwood applications should be investigated.
3. In order to enhance employers' willingness to release practitioners for Fellowship, publicity material should highlight the numerous benefits of the Cropwood Fellowship for criminal justice organisations.
4. Although award of a Fellowship can be advantageous at any stage in a practitioner's career, in order to maximize its impacts the Programme should continue to be pitched to middle manages/senior practitioners (although applicants at other stages of their careers should not be excluded from consideration).
5. Wherever possible, multiple stakeholders should be invited to share in discussions regarding the aims, structure, and outputs of the Fellowship. In order to maximize mutuality of reward, the interests and expectations of all parties should be explicitly identified at the outset of each Fellow's Cropwood study.
6. In order to encourage sustained professional reflection, Fellows should be encouraged, whenever possible, to undertake their Cropwood work over 12 consecutive weeks rather than in short blocks of time interrupted by regular working duties (although flexibility should be permitted in order to meet individual and agency demands).
7. An updated cost-assessment should be conducted in order to determine a reasonable weekly allowance to cover Fellows' living expenses whilst in Cambridge and the Institute's administrative and material costs.
8. Steps should be taken to encourage a sense of camaraderie and community amongst the Fellows' during their shared period of award. This could be enhanced by arranging Fellows' visits so that more than one Fellow is in Cambridge at the same time.
9. In order to foster Fellows' general social integration whilst in Cambridge, the possibility of securing a College affiliation for Cropwood Fellows should be re-visited. Failing this, Cropwood advisers and other Institute staff and students should be encouraged to invite Cropwood Fellows to participate in the occasional College dinners and other social events. Possible initiatives aimed at pairing Cropwood Fellows with PhD student mentors should also be considered, and alumni Fellows should be invited to participate in annual Cropwood events in order to help maintain the relationships forged whilst on Fellowship.

10. Individual Fellows should be given the opportunity to benefit from research methods training if needed. It should be investigated whether this could be arranged in co-operation with the MSt course or with individual help from PhD mentors and contract research staff.
11. Flexibility should be encouraged with respect to the formal output(s) produced as part of the Fellowship. For example, Fellows might be permitted to prepare an article on their findings for publication in an academic journal or a professional magazine as an alternative to writing a traditional final research report.
12. Ongoing evaluations of the scheme should be built into the Programme. e.g., individuals should have monitoring interviews with senior staff members, complete a process evaluation form during their stay in Cambridge and be sent an evaluation questionnaire six months after the completion of their Fellowship. The availability of regular evaluation and quality assessment data would not only ensure positive and ongoing development of the Programme, it could also prove useful in maintaining up to date contact details for former Fellows (a problem for the current evaluation).
13. The Cropwood Fellowship scheme should be marketed as a model for similar initiatives in other institutions and parts of the world. This would not only further increase the profile of the scheme; it could also act to broaden the international network of the Institute.
14. It might be worthwhile to consider opening a quota of the Fellowships to European and/or international practitioners. This would further the Trust's interest in global exchange, and would also provide interesting opportunities for practitioners to explore the growing internationalization of practice and knowledge in criminology and criminal justice. Because of its strongly international student, staff and visitors' profile, the Institute would be the ideal place for such an approach.
15. Finally, the recommendations made here, and those stated in the 1992 Cropwood Development Committee Report should be used to inform the resumption and revitalisation of the Cropwood scheme. In the event of renewed funding, a re-launch of the scheme should be celebrated with an event bringing together alumni, staff, and interested stakeholders.

## 6 Conclusion

The aim of this report has been to provide some basic information regarding the operation and success of the Cropwood Fellowship Programme since its inception in 1968. Based on both objective and subjective data, this evaluation suggests that the Cropwood Fellowship scheme has been hugely successful on several grounds. On academic grounds, its success has been demonstrated by very high completion rates and the number and quality of outputs

which have resulted from Cropwood research. Fellows' reports regarding the impact of their Cropwood work on their own practice and that of their agencies speaks to its success on professional grounds. And at the personal level, Fellows' overwhelmingly positive assessment of their Fellowship experience highlights the value that such a scheme has in shaping the lives of individual criminal justice practitioners.

In sum, this evaluation suggests an immense value of the Cropwood Programme. The worthwhile opportunities that it provides for academic-practitioner dialogue, professional reflection, and the development of evidence-based practice are considerable and much-needed in the criminal justice field now as over the 35 years covered by our review. On the basis of the findings reported here, there can be no doubt that the Cropwood Fellowship Scheme has more than fulfilled the expectations of its originators. In the words of former programme director, Bill McWilliams (1989:1), 'the Cropwood Fellowship Scheme... can be regarded as one of the most successful ventures in post-experience vocational education ever mounted in this country'. In light of the demonstrated success of the scheme over its first 35 years of operation, it is our hope the Trustees will feel able to re-establish their highly valued financial support for the Cropwood Fellowship Programme in the future.

# 7 Appendices

## 7.1 The Questionnaire Survey

Professor Friedrich Lösel

*Director*



Institute of Criminology

November 2008

**Re: Cropwood Short-Term Fellowship Programme**

Dear Cropwood Fellow,

We are writing to request your help with a small research project, the purpose of which is to evaluate the Cambridge Institute of Criminology's Cropwood Fellowship Programme (1968-2003). As a former recipient of this award, your feedback on the scheme is central to this research and would be very much appreciated.

As you know, the Cropwood Short-Term Fellowship Programme has a long history in the Institute, thanks to the long-standing generosity of the Barrow Cadbury Trust and a number of other funding bodies. This year marks the 40<sup>th</sup> anniversary of the Cropwood Fellowship, and on this occasion the Trust and the Institute have agreed to conduct an evaluation of the scheme. Your input has an important role to play in this process, and we would therefore be extremely grateful if you could complete the enclosed questionnaire and return it in the envelope provided as soon as possible and no later than January 1<sup>st</sup>, 2009.

This short questionnaire queries your personal experience of the Cropwood Fellowship, and provides space for you to convey specific comments that you feel would be useful in informing the future development of the scheme. The questionnaire is an integral part of the current research and your co-operation in completing it will ensure the success of the project. The data from the questionnaire will remain confidential and your name will not be mentioned in the research report. Only we will see your completed questionnaires.

We appreciate that your time is at a premium, but do hope that you will take this opportunity to reflect upon your time as a Cropwood Fellow and assist us in evaluating this unique research programme. We thank you in advance for your co-operation.

With best wishes,

Dr. Sarah van Mastrigt

Professor Friedrich Lösel

# QUESTIONNAIRE

## THE CROPWOOD SHORT-TERM FELLOWSHIP PROGRAMME:

Evaluating 40 Years of Building Bridges Between Research and Practice

### Purpose of the study:

Thank you for taking the time to complete this questionnaire. The purpose of this research is to gain insight into your experience as a Cropwood Fellow. The information that you provide in this questionnaire will be used to help evaluate the Cropwood scheme and inform recommendations regarding its development.

### Instructions:

Please answer all questions as truthfully as possible. Both positive and negative feedback will prove useful for this evaluation. Please return your completed questionnaire in the envelope provided as soon as possible and no later than January 1<sup>st</sup>, 2009.

### Confidentiality:

The data from this questionnaire will remain confidential.

### Contact details:

Dr. Sarah van Mastrigt  
Institute of Criminology  
Sidgwick Avenue  
Cambridge  
CB3 9DA

Tel: 01223 335360  
Fax: 01223 335356  
Email: sbv20@cam.ac.uk

**PART I. BACKGROUND INFORMATION**

<b>Your name:</b>
<b>Fellowship year:</b>
<b>Fellowship advisor(s):</b>
<b>Approximate length of Fellowship awarded (in weeks):</b>
<b>Approximate time spent resident in Cambridge (in weeks) :</b>
<b>Approximate value of stipend (per week):</b>
<b>Age at time of award:</b>
<b>Occupational post at time of award (job title and employer):</b>

<b>Please tick the box that most accurately reflects your occupational category during the Fellowship:</b>	
Probation	<input type="checkbox"/>
Police	<input type="checkbox"/>
Prison	<input type="checkbox"/>
Courts/legal services	<input type="checkbox"/>
Social work	<input type="checkbox"/>
Psychology	<input type="checkbox"/>
Medical practice	<input type="checkbox"/>
Education/teaching	<input type="checkbox"/>
Trust/charity	<input type="checkbox"/>
Youth Offending Team	<input type="checkbox"/>
Other (please specify below)	<input type="checkbox"/>

**PART II: YOUR CROPWOOD RESEARCH AND ITS DISSEMINATION**

**Please specify the topic/title of your Cropwood research:**

--

**Please tick the box(es) that most accurately reflect the subject area(s) of your Cropwood research:**

Probation practice/organization	<input type="checkbox"/>
Police practice/organization	<input type="checkbox"/>
Prisoners/Prison organization	<input type="checkbox"/>
Legal processes/sentencing	<input type="checkbox"/>
Staff training/development	<input type="checkbox"/>
Mentally disordered offenders	<input type="checkbox"/>
Juvenile offenders	<input type="checkbox"/>
Gender issues	<input type="checkbox"/>
Race/ethnic minority issues	<input type="checkbox"/>
Drugs	<input type="checkbox"/>
Specific offence types	<input type="checkbox"/>
Employment of offenders	<input type="checkbox"/>
Education of offenders	<input type="checkbox"/>
Volunteers in the justice system	<input type="checkbox"/>
History of the criminal justice system	<input type="checkbox"/>
Crime and the media	<input type="checkbox"/>
Other (please specify below)	

**Please answer yes or no to the following questions:**

**Yes      No**

Did you complete your Cropwood research project?  
If not, please explain:

Did you produce a final report?  
If not, please explain:

**Please answer yes or no to the following questions:**

**Yes      No**

Did you require an extension of your award? If so,  
please explain and indicate the length of your extension:

Did the topic of your research change during the Fellowship?    
If so, please explain:

Had you not been awarded a Cropwood Fellowship, would you have had the opportunity to conduct similar research through other means?   If so, please explain how:

**Please identify the outputs(s), if any, that resulted from your Cropwood research:**

- Unpublished report used internally in own agency
- Unpublished report used in Institute teaching
- Conference paper/oral presentation
- Report published by own agency
- Work incorporated into government report
- Institute of Criminology publication
- Peer reviewed journal article
- Book
- Book chapter
- Annotated bibliography
- Article in professional magazine/newsletter
- Film
- Other (please specify below)

**If your Cropwood research resulted in any publications, please provide the full citations below (or on a separate sheet of paper):**

**PART III: YOUR IMPRESSION OF THE CROPWOOD SCHEME**

Please indicate your level of satisfaction with the following aspects of the Cropwood Fellowship scheme:					
	Very Satisfied	Somewhat Satisfied	Unsure	Somewhat Unsatisfied	Very Unsatisfied
Quality of academic supervision	<input type="checkbox"/>				
Level of financial support	<input type="checkbox"/>				
Access to Institute resources (e.g., library, workspace)	<input type="checkbox"/>				
Social involvement with Institute staff and students	<input type="checkbox"/>				

**What impact, if any, do you feel that the award of a Cropwood Fellowship had on your career?**

- Very positive impact
- Somewhat positive impact
- No impact
- Detrimental impact

**Based on your personal experience, how would you rate the Cropwood Fellowship Programme overall?**

- Excellent
- Good
- Fair
- Poor
- Very poor

**Would you encourage others to apply for a Cropwood Fellowship?**

- Certainly
- Probably
- Unsure
- Probably not
- Certainly not

**At what stage in one's career do you feel the award of a Cropwood Fellowship would be most beneficial?**

**What did you appreciate most about the Cropwood Fellowship?**

**What, if anything, would you suggest to improve the programme?**

**In the section below, please provide any additional comments that you think would be useful to our evaluation of the Cropwood Fellowship scheme:**

**PART IV: UPDATED CONTACT DETAILS AND FOLLOW-UP INTERVIEWS**

Please help us update our records by providing your current contact details below:

Current occupational title and post (if applicable):

Work Address:

Work Telephone:

Work Email:

Home Address:

Home Telephone:

Home Email:

Preferred mode of contact:

- Post
- Telephone
- Email

Preferred contact location:

- Work
- Home

Do you consent to having your contact information added to the Institute of Criminology's alumni database (used for Institute business only)?

- Yes
- No

In order to further investigate the issues raised in this questionnaire, we will be conducting a small number of follow-up telephone interviews in due course. Please indicate below whether you would be willing to be interviewed for this purpose:

Yes

No

If yes, please indicate the most convenient phone number and time at which to reach you:

THANK YOU FOR YOUR PARTICIPATION.

PLEASE RETURN YOUR QUESTIONNAIRE IN THE ENVELOPE PROVIDED.

## 7.2 Interview Themes and Opening Questions

### *Pathway into the Fellowship/Publicity*

- Do you recall where you heard about the Fellowship originally?
- Have you seen advertisements in subsequent years?
- Recommendations for outlets to disseminate future calls for applications?

### *Support from Employer and Impact on Organisational Practice and Policy*

- What was the extent of support (either explicit or implicit) that you felt you received from your employer with respect to taking time away from your regular duties for the Fellowship?
- Were you able to share the findings of your Cropwood work with your employer or organisation (or others)? How were these findings received?

### *Impact on Individual Fellows*

- You stated in the questionnaire that you felt that the Fellowship had a \_\_\_\_\_ impact on your career- can you elaborate on that (in relation to career progression and/or professional development)?
- What about personal growth?

### *Social Interactions in the Institute*

- You stated in the questionnaire that you were \_\_\_\_\_ (un)satisfied with the social interactions you had with other students and staff at the Institute. Can you elaborate on that?
- Did you meet the other Cropwood Fellows in your year?
- Where there any formal opportunities for you to be introduced to the department?
- Suggestions for improvement if needed?

### *Finances*

- Was the stipend you received sufficient to cover your costs of living in Cambridge?

### *Other Comments/Recommendations*

- Do you have any other comments that think might be useful for this evaluation in terms of your personal experience of the Fellowship or with respect to developing some recommendations for the Trust regarding the future of the Cropwood Programme?

### 7.3 Typical Comments from Past Fellows (Questionnaire and Interview)

#### *General Comments*

- 'I look back on my time as a Cropwood Fellow with great enthusiasm'
- 'It was such an important opportunity for me...I remember it well'
- "I still think back to those days... of lolling around on the cam... and sleeping in the Radzinowicz library... and I even got my report written. It was brilliant!"
- 'I look back with fondness and pride on my time at Cambridge'
- 'I thoroughly enjoyed the challenge that my Fellowship presented me with'
- 'Undoubtedly the Cropwood Fellowship inspired me... I wish that I could have it again!'
- 'At the time I was a senior probation officer in London and... I was running two hostels, and at the time... they [probation] were quite interested in developing a good guidance manual... and they had heard about Cropwood Fellowships and their idea was to link the work they needed doing (a good guidance manual) to someone doing a Cropwood Fellowship... and I was picked to do it... So I went off and spoke to Bill McWilliams... he made it very clear that Cropwood Fellowships were NOT about funding the work that ACOP should be doing... but started to talk to me generally about what I was interested in doing... so I went back to my boss and said 'the manual isn't a runner- they're not interested in funding what we want', but there is an alternative proposal, to which my boss said, 'let's get it for that, then'

#### *Comments Regarding What Fellows Appreciated Most about the Fellowship*

- 'Being given the opportunity to stand back from the work environment and think, organise one's experiences and write them coherently'
- 'I really appreciated the opportunity to use the resources at the Institute. The support and direction I received from my Fellowship advisor was invaluable'
- 'Entry into another world, and the time and opportunity to compare it with my own. I learned new skills- research skills which benefit me to this day'
- 'The extraordinarily powerful (and friendly) intellectual culture at the Institute. I had never experienced anything like it'

- 'The whole experience - access to institute resources, being able to work with Bill McWilliams, gaining the acquaintance of Institute staff, learning something of academic discipline, being able to step back from day to day work to concentrate on an area of interest'
- 'Protected time and space to think and write. Staff interest in my subject that was seen as peripheral by others. Friendly support, particularly by library staff'
- 'Time with my tutor and with the other Fellowship students made the experience for me'
- 'Ability to take time away from day job and to focus on a specific piece of academic study directly relevant to my occupation. The ability to be a 'practitioner-researcher' and to conduct some academic research that would impact on operational delivery'

#### *Comments Regarding Professional Impacts*

- 'It allowed me a rare (in my profession) period of study and reflection. I appreciated the intellectual freedom the Cropwood Fellowship allowed me'
- 'I am probably one of the only [Police] Chiefs in the country who didn't have a first degree - so I was probably in an unusual position - Cropwood actually taught me about research methodology and doing a proper read of my area and learning how to do it and writing it up... and then when I went on to do the diploma and then the masters in criminology, you see how it all fits together, and that certainty really helped my thinking and the way I operate... you can't say because of that, it helped me get promoted, although it was a good thing to evidence in an application, obviously... for me it was one element of a number of things I have done as adult education that helped me develop and has helped me move on in my career'
- 'It is very difficult not to fall into pragmatic, often commonsensical thinking, when working day-to-day with the practical problems that beset the criminalised. From having the opportunity to stand back and take a breather from it all, my broader vision improved'
- 'I enjoyed it tremendously and have used the contacts I made there in future work in the criminal justice system'
- 'I found the Cropwood Fellowship a remarkable opportunity which spanned the operational and academic side of criminology and which helped me in developing a more rigorous approach to my work...'

- 'My Cropwood was to do some work on an area that had been used in other contexts, but had not been used very extensively in prison work. I think it's a very useful pieces of work- it certainly aided several other people to take it on further- it addressed a fairly fundamental issue about prison culture which could be applied with any piece of work in 'how is it that things don't change in organizations even when there's a lot of impetus and money put into it', etc'
- 'It was in the course of visiting my fellowship advisor...that I learned about a specific PhD opportunity in the Institute. Had I not visited in respect of the Cropwood, I would never have heard of it. I got the PhD award and started it immediately after the Cropwood Fellowship. That really changed my life'.

#### *Comments Regarding Organisational/Policy Impacts*

- 'I recall doing a presentation to the most senior managers in the force. At that time, I think there was a general acceptance of the findings of my research, which enabled them to apply it, at least in part'
- 'I used my research and knowledge in securing the role of head of prevention at the Youth Justice Board for England and Wales and have used my knowledge to change government policy and practice in youth justice'
- 'I was in the right place at the right time... the Victims Charter came out... and when other areas heard about the Cropwood and that I was looking into it... we were just pulled all over the country to do conferences and presentation and write papers... there was absolutely no problem getting the very topical and controversial research out. I fell lucky... other people might say it was an excellent piece of work... but I'm too modest to say that'

#### *Suggestions for Improvement and Comments Regarding the Future of the Scheme*

- 'More opportunities to work with other fellows and students or in groups would have been appreciated'
- 'The fellowship could be better integrated... sometimes there is a feeling of isolation'
- 'A formal link with a college would assist in integrating and getting the hang of Cambridge life'
- 'A yearly event to show-case the work of fellows for the benefit of the IoC staff and students could raise the profile [of the Fellowship] within the Institute'

- 'Clearer expectation around the final report could have been useful. Once back in the workplace, I struggled to find any time to convert my report into an article or similar. Although this is largely my concern (and perhaps a weak excuse), I would have benefitted from some help at the end of the Fellowship'
- 'For me, some preparation for the difficulties of research and some basics on research methods would have been useful'
- 'The programmes' link to such a prestigious university may be intimidating to some. Encouragement to participate in research of very practical areas of criminal justice work may allow those without an academic background to consider application'
- 'If at all possible, resist the temptation to be overly formalised regarding the types of proposals which are funded, and specific outcomes which must be achieved. By all means seek to improve outputs, but don't neglect less quantifiable effects'
- 'Even more than in the early 90's the media and representations of criminal justice are so widely commented upon by people within the system, that it seems to me that including media people and having that sort of interaction can only be of benefit... reaching out to media could be a good thing'
- Fellows work could be 'summarised in a yearly fellows lexicon'
- 'I think it's a tremendously valuable program.... you could do big stuff... it could become really famous and do all sorts of good'
- 'I recall it [the Fellowship] with fondness, and I would be saddened to think that it wouldn't continue'

## 7.4 References

- Cooke, D. (1989). 'Containing Violent prisoners: An Analysis of Barlinnie Special Unit' *British Journal of Criminology* 29(2): 129-143.
- Corsellis, A. (1995). *Non-English Speakers and the English Legal System*. Cropwood Occasional paper No. 20. Cambridge: Institute of Criminology.
- Chandler, D. (1985). 'The Cropwood Fellowship' *The Justices Clerk* Vol. 127.
- Jarvis, F. (1969). *Probation Officers' Manual*. London: Butterworth.
- Radzinowicz, L. (1988). *The Cambridge Institute of Criminology: Its Background and Scope*. London: Her Majesty's Stationary Office (HMSO).
- Radzinowicz, L. (1999). *Adventures in Criminology*. London: Routledge.
- Barclay, A., Dholakia, N., Fullwood, C., Gelsthorpe, L., Grounds, A., Herbst, K., McWilliams, B. (1992). *Report of the Cropwood Development Committee*. Unpublished.
- Barrow Cadbury Trust. (2009). *Strategic Plan 2009-2012*. Available online at: [http://www.barrowcadbury.org.uk/pdf/BarrowCadburyTrust\\_StrategicPlan\\_2009to2012.pdf](http://www.barrowcadbury.org.uk/pdf/BarrowCadburyTrust_StrategicPlan_2009to2012.pdf)
- McWilliams, B. (1985). *Cropwood Short-Term Fellowship Program*. Report to the Barrow Cadbury Trust, Annex C. Unpublished.
- Stockdale, E. (2008). *From Wig and Pen to Computer: Reflections of a Legal Author*. London: Wildy, Simmonds and Hill Publishing, pp. 84-86.
- Wilcox, A. (1972). *The Decision to Prosecute*. London: Butterworth.