

Institute for Mental Health
College of Life and Environmental Sciences
School of Psychology

Senior Clinical Lecturer/Clinical Reader in Psychiatry and Honorary Consultant Psychiatrist - 59674

The organisation

For more than a century the University of Birmingham has thrived by being purposeful, pragmatic and pioneering; qualities which reinforce one another to strengthen our position as a leading global university.

With more than 7,000 staff and 32,000 students, we are the first – and today the largest – civic university in the UK. Our heritage as the original ‘redbrick’, is combined with one of the most compelling and ambitious agendas in higher education. Quite simply, at Birmingham we make things happen. Home to world-class researchers – whose work in everything from developing new cancer treatments to harnessing the power of atoms for future energy sources, makes a real difference to people’s lives – we provide innovative solutions to big problems. We think, recruit and compete worldwide.

Being named University of the Year for Graduate Employment in The Times and The Sunday Times Good University Guide 2015-2016 places Birmingham as the UK’s number one university for securing a graduate-level job and comes just two years after being named University of the Year in 2013-14. These coveted accolades recognise a transformative time in our history and recognised our bold, ambitious strategy and innovative approach to the challenges facing the sector. The University is a pioneer in sector-leading initiatives, including our ‘Birmingham Fellows’ programme, which has so far seen 70 of the world’s best early career academics join us; and the much-emulated unconditional offers strategy for exceptional students. We have a clear vision for the future, ambitious leadership, world-leading academic strengths and a secure financial base. With an annual turnover of more than £520 million, we use our financial strength to invest in the intellectual and physical future of the University.

Judicious planning has enabled us to embark on a £500 million capital development programme, including a new library, a major sports centre, outstanding new student accommodation and a state-of-the-art student services hub.

The spirit of innovation which is a key feature of the University’s history continues today, exemplified by the new University of Birmingham School; providing an outstanding academic education for the city’s young people and serving as a centre of teacher education in the region.

Birmingham is a leading member of the Russell Group and a founder member of the Universitas 21 global network of research universities (www.universitas21.com) of which our Vice-Chancellor is the current Chair.

The University’s Strategic Framework – Making Important Things Happen – builds on the aims and achievements of the last five years and sets out our ambition to 2020 (www.birmingham.ac.uk/strategy2020).

Exceptional Research

At the University of Birmingham we have created a research environment in which academic rigour, innovation and delivery are made possible by brilliant people, outstanding facilities and strong collaborative networks. The University is one of the UK’s most successful

institutions in terms of attracting research funding. We have a portfolio of over 2,600 live projects with an award value to the University of £594 million. More than 81% of all research carried out at Birmingham is rated as internationally excellent or world-leading, according to the latest UK-wide research quality survey (REF 2014). The results also showed that 87% of our research activity has a global impact, confirming our position among the world's top universities for research in a broad range of areas, from History and Education to Chemical Engineering and Psychology.

In the Physical Sciences we boast outstanding academic and research credentials, including in Chemical Engineering, in which we were recognised with a Queen's Anniversary Prize in the Jubilee year, and in Physics, where we have just received investment of £80 million to develop Quantum Technologies. Our substantive links with industry include receiving a £60 million investment from Rolls-Royce and the Higher Education Funding Council for England (HEFCE) for the world-leading High Temperature Research Centre.

In the Life Sciences, the University has a long established record in pioneering work, combining discovery science with translational imperatives supported by cutting edge enabling technologies. This is combined with clinical expertise and first-class surgical facilities all housed in one integrated life sciences campus. This continues today in the form of investments into the Institute of Translational Medicine and the Centre for Human Brain Health later this year.

Environmental research at Birmingham cross-cuts the Natural Sciences, Social Sciences and Humanities. It is aligned with major environmental and societal challenges such as living with environmental change; urban resilience and living; water and energy security; transitions and cultural economies; sustainable use of natural resources; biodiversity; and data acquisition technologies. We are home to the Birmingham Institute of Forest Research (BIFoR) focusing on the impact of environmental change on woodlands, and the ECOLAB, a new experimental outdoor facility designed to understand the influence of global change (climate, pollutants etc.) on freshwater ecosystems.

In the Social Sciences we have developed a broad range of initiatives, focused on enhancing, supporting and developing public sector services across the city and nationally. The Public Service Academy (PSA) brings together the University's teaching, research, consultancy and knowledge transfer expertise in public services with a focus on key themes including cohesion, health and well-being and localisation.

Our research helps to shape the national political agenda too. The ground-breaking Birmingham Policy Commissions bring together key figures from the public, private and third sectors with our academics to generate new thinking on contemporary issues of global, national and civic concern. Commissions to date have included reports on the shape and nature of local public services in a 'big society', the future of nuclear energy in the UK, the security impact of drones and an investigation into doing cold energy smarter.

Our research strength is founded on an established and developing network of collaborations including a signature collaboration with the University of Nottingham, important relationships with partners in the university, health and public sectors, close links with companies such as Rolls-Royce and a global network of partnerships in Europe, Brazil, China, India and the USA.

The University of Birmingham's award winning reputation campaign Birmingham Heroes: Research That Matters, communicates our areas of excellence and highlights our leading academics (www.birmingham.ac.uk/heroes).

Over the past five years we have delivered a programme of major academic investments and established signature collaborations at home and overseas. Our goal now is to do more and better research, tackling the great challenges facing the world.

The city of Birmingham

Birmingham is a major European centre and the second city of the United Kingdom. It is a city of business and ballet, canals and world-class concerts, jewellery and jazz, historical interest and contemporary vision. Birmingham has a diverse community that creates a vibrant, multicultural and exciting place to live and work.

The heart of Birmingham is symbolised by Symphony Hall, considered one of the greatest concert venues in the world and a fitting home for the globally respected City of Birmingham Symphony Orchestra. Symphony Hall forms part of the impressive International Convention Centre, which overlooks attractive canals at the hub of the UK's canal network. At the magnificent Hippodrome Theatre is the internationally renowned Birmingham Royal Ballet, adding further cultural depth to the city. Apart from London's West End, Birmingham boasts the highest concentration of live theatre in the UK, including regular tours by major opera companies.

The brand new £189 million Library of Birmingham has recently opened, housing a collection of one million books, the library also has more than 200 public access computers, theatres, an exhibition gallery and music rooms making this the largest library in Europe.

The City Museum and Art Gallery houses the world's finest collection of Pre- Raphaelite paintings, alongside a major collection of Old Masters, Modern and Contemporary pictures. The restored Gas Hall Gallery has international touring exhibitions, while the Halcyon and Ikon galleries feature innovative contemporary works. National landmark sites abound, including the National Indoor Arena, the National Exhibition Centre, National Motorcycle Museum, National Car Heritage Museum, Cadbury World, and the National Sealife Centre.

The iconic Bullring is one of the largest dedicated shopping facilities in Europe. Sports and recreation are also well served; the city offers international Test cricket, Premiership football, International Championship golf and top-class rugby. The International Convention Centre and National Indoor Arena have spawned a whole new development at the centre of the city. The National Exhibition Centre, on the outskirts of the city, remains one of the largest exhibition facilities in Europe. Birmingham is also home to over 200 restaurants serving up 27 different kinds of cuisine and has more Michelin starred restaurants than any other English city outside London.

Birmingham is at the crossroads of the UK's motorways. From Birmingham International Airport, more than 50 different airlines operate scheduled services to 100 destinations worldwide. The University has its own railway station, while 50 million passengers a year use Birmingham New Street Station which will be at the centre of the proposed high speed rail network. London is 90 minutes away by shuttle service, with trains every 20 minutes.

There is a high standard of all types of private accommodation, with high-quality affordable family housing in several attractive residential suburbs, and excellent transport connections to smaller local towns. Public parks and large domestic gardens are an integral part of this green city.

Birmingham is also the ideal base for exploring one of Britain's most fascinating regions for tourism, being within an hour's drive of Stratford-upon-Avon, Warwick, Wales, the Potteries, and the Cotswolds. Quality public and private schools are widely available, with several consistently rated in the top 10 on examination performance in annual league tables for England and Wales.

The College of Life and Environmental Sciences

The College of Life and Environmental Sciences is dedicated to exploring the diversity and evolutionary challenges of life in all its forms. Across the breadth of Life and Environmental Sciences we discover, apply and translate science, forging major advances in human and environmental health.

Comprised of four Schools: Biosciences; Geography, Earth & Environmental Sciences; Sport, Exercise & Rehabilitation Sciences; and Psychology, we combine our discipline expertise with those across the wider University to address the most significant human and environmental questions of the past present and future.

The College has benefited from significant investment in key interdisciplinary initiatives, including a Centre for Computational Biology, which builds on our outstanding infrastructure and reputation for enabling technologies. This supports our Institute of Microbiology and Infection, and our most recent investment; the Centre for Human Brain Health.

We cannot address the grand challenges facing human health through biomedicine alone. By taking a holistic approach, we engage across the broadest spectrum of the life and environmental sciences. This includes investing in exploring and understanding environmental change and its impact on life through the development BIFoR and the ECOLAB.

We have a faculty of more than 200 academics, each with their own research group, and a total staff complement of approximately 670. In the most recent Research Excellence Framework (REF 2014) the majority of our research was rated as world leading (4*) or internationally excellent (3*). Our extensive engagement with partners across academia, industry and communities deliver growing impact on the local, national and global stage. These include initiatives with partners in the USA (UIUC), India (Delhi), Australia (Melbourne), China (Guangzhou) and Brazil (Sao Paulo region).

The College is home to around 4,000 students studying a diverse range of undergraduate, postgraduate taught and research programmes. The combination of outstanding research, training, fieldwork and facilities enables our students to engage with the most exciting and pioneering research through to its impact and application to real world societal challenges. As a result, they learn both transferable and discipline-specific skills giving them the confidence and experience to succeed in a wide range of careers across the globe. This is evidenced by our 84% graduate employability rate contributing to the University of Birmingham being named University of the Year for Graduate Employment 2015-16 by *The Times* and *The Sunday Times*.

For more details about the College of Life and Environmental Sciences visit: www.birmingham.ac.uk/les

School of Psychology

The School of Psychology at the University of Birmingham is one of the largest and most successful in the UK, currently ranked in the top five Schools in the country (REF 2014). The School is soon to move to new accommodation in the form of a fully refurbished, purpose-designed space, and a new-build Centre for Human Brain Health that will house our new MRI, MEG, EEG, NIRS, sleep lab, and the recently appointed Chair in Translational Neuroscience. The University of Birmingham is an equal opportunities employer. The School of Psychology has a Bronze Athena SWAN award and strives to maintain a flexible and supportive environment that enables its staff to flourish

The school has excellent connections with local medical, clinical and forensic institutions, including the new Queen Elizabeth Hospital (including a new Trauma centre) and other local hospitals. There are opportunities for collaboration with neurobiology, neuropharmacology and psychiatry within the College of Medical and Dental Sciences and with psychologists and physiologists within the School of Sport and Exercise Science. We also have excellent relations with other schools including Computer Science, Geography and Environmental Science, and Engineering, underpinning collaborative research projects and initiatives. Psychology is playing a major role in the University's new Data Sciences Institute, which is affiliated with the Alan Turing Institute.

Further information about the School of Psychology is available at www.birmingham.ac.uk/schools/psychology

Institute for Mental Health

The Institute for Mental Health has been established to maximise the collaborative efforts of academics at the University, and builds on the strong existing partnerships with practice in the NHS, established through the Birmingham Health Partners. Its objective is to ensure a sustained impact on public policy and practice, and to improve the care and outcomes of those suffering from problems in their mental health, with a focus on youth and life course mental health. Our approach to mental health recognises its multi-dimensional nature and that a broad approach is required to understand the biological, psychological, anthropological, sociocultural and socioeconomic factors that shape individual and population mental health.

This approach requires an ambitious research agenda and multi-sector engagement, and recognises the importance of mental health. Key themes include: Research excellence in discovery science and latest technologies informing best practice; Inter-disciplinary research and multisector engagement across the region and internationally; Focus on innovative service delivery and practice in the 0–25 age group; Strength in social policy and implementing research into practice, and parity of physical and mental health care.

In line with NHS strategy and the Taskforce report ‘Five Year Forward View for Mental Health’, the Institute for Mental Health will largely focus on transforming NHS services from an evidence base of the highest quality research. Our response at the University of Birmingham lies in the strength of our discovery science through the Centre for Human Brain Health. We have created unique research-led partnerships with Forward Thinking Birmingham (FTB), a unique mental health partnership for 0–25 year olds, and with Birmingham and Solihull Mental Health NHS Foundation Trust (BSMHFT). We will work with FTB and BSMHFT to deliver mental health services to young people to meet the aspirations of the ‘Five Year Forward View’.

NHS component of post

Forward Thinking Birmingham (FTB) led by Birmingham Women’s and Children’s NHS Foundation Trust and Birmingham and Solihull Mental Health NHS Foundation Trust (BSMHFT)

On negotiation, and in keeping with candidates’ strengths and clinical expertise, NHS appointment will be in either FTB or BSMHFT.

The Birmingham Women’s and Children’s NHS Foundation Trust

Birmingham Children’s Hospital is a large, multidisciplinary dedicated children’s hospital with a capacity of more than 300 beds.

The Trust provides secondary level paediatric services for the child and adolescent population of much of the city of Birmingham, both in the hospital and through its community and clinical support services. It is also the regional referral centre for the West Midlands and many of its specialist services extend their referral base beyond regional boundaries. As well as child & adolescent mental health services, general paediatrics and paediatric surgery, the clinical services provided by the trust include cardiology and cardiac surgery, endocrinology, ENT surgery and cochlear implantation, gastroenterology and hepatology, inherited metabolic diseases, neurosurgery, oncology and haematology, ophthalmology, orthopaedic and trauma services, spinal surgery, paediatric dentistry, plastic surgery including cleft lip and palate work, respiratory medicine and cystic fibrosis, rheumatology and thoracic surgery. The hospital is a designated regional and supra regional centre for Craniofacial surgery, Cardiothoracic surgery, Dermatology, Endocrinology, paediatric burns

and complex liver disease and liver transplantation, and is the national centre for paediatric small bowel transplantation.

There is comprehensive provision of diagnostic and support services including all aspects of paediatric laboratory medicine, radiology and pharmacy. Therapy services include dietetics, physiotherapy, orthoptics, occupational therapy, and speech and language therapy. Pastoral and social support is offered by a multi-faith chaplaincy, the bereavement support team and by the social work department.

The Trust was granted Foundation Trust status in 2007.

Forward Thinking Birmingham (FTB)

Forward Thinking Birmingham is a ground breaking mental health partnership established to revolutionise mental health care and give children, young people and young adults up to age 25, the modern service that they need and deserve.

Our vision is to be the first city where mental health problems are not a barrier to children, young people or young adults achieving their dreams.

Bringing together the expertise of Birmingham Children's Hospital, Worcestershire Health and Care NHS Trust, the Priory Group, Beacon UK and The Children's Society, Forward Thinking Birmingham will provide a single point of access for children, young people, young adults and families, GPs, schools and local authorities, to access the right support at the right time.

From flexible community and home-based care, to inpatient and urgent care services, our service offers children, young people and young adults mental health support, care and treatment, which is truly fit for purpose and tailored to their needs, no matter where they live in the city, or how complex their needs.

Our ambitious mission is to exceed all expectations of what mental health services can achieve for children, young people and young adults in Birmingham; resetting the bar for generations to come. Young people have told us that the people are key to their experience, just as important as the actual care they receive. We have redefined the way we deliver support and are looking for staff, who are committed to delivering safe, caring and innovative solutions to mental health services for 0-25s.

Birmingham and Solihull Mental Health NHS Foundation Trust

Trust Profile

Birmingham and Solihull Mental Health NHS Foundation Trust provides a comprehensive mental healthcare service for residents of Birmingham and Solihull and to communities in the West Midlands and beyond. We operate out of more than 50 sites and serve a culturally and socially diverse population of 1.2 million spread over 172 square miles, have an annual budget of £240 million and a dedicated workforce of over 4,000 staff - making this one of the largest and most complex Mental Health Foundation Trusts in the country. Our catchment population is ethnically diverse and characterised in places by high levels of deprivation, low earnings and unemployment. These factors create a higher requirement for access to health services and a greater need for innovative ways of engaging people from the most affected areas.

We provide a wide range of inpatient, community and specialist mental health services, including:

- adult community and inpatient services
- substance misuse services
- mental health services for older people
- services for children and young people

- specialist and complex care, including perinatal, deaf service, eating disorders and neuropsychiatry
- offender health, including delivery of healthcare services at HMP Birmingham
- specialist psychological services
- services for homeless people
- RAID – liaison psychiatry service within acute hospitals
- Improving Access to Psychological Therapies (IAPT)

Together, these services include elements of rehabilitation, crisis and home treatment, assertive outreach, early intervention, addictions, day services and mental health wellbeing.

We provide our services on a local, regional and national basis, dependent on the needs of the client group.

Improving mental health wellbeing is our purpose. It sums up exactly why we are here and is at the heart of everything we do and every decision we make.

Our values are core to our Trust, are integral to our strategy and who we are and are promoted through everything we do:

- Honesty and openness – We will keep each other well informed through regular communication. We will have the honest conversations and explain our decisions
- Compassion – We all bring compassion to all our dealings with service users and carers and expect it in our colleagues
- Dignity and respect – We will respect all those whom we deal with at work, especially our service users
- Commitment – We commit to help our colleagues provide the best care services that we can. We do what we say we will

One of our core strategic aims is to, 'drive research, innovation and technology to enhance care' and as such, the Trust Board have supported a refresh of the Trusts Research and Innovation (R&I) Function. The R&I Department support widespread development and opportunity across the Trust from providing Research Assistant and Fellow support for the development of local grants and associated outputs through to supporting the delivery of national trials. We are working closely with our academic partners to ensure our collaborations lead to positive impacts on patient care and patient outcomes.

BSMHFT is part of the Mental Health Alliance for Excellence, Resilience, Innovation and Training (MERIT). This is made up of four Trusts in the West Midlands who work in partnership to transform the way acute mental health services are provided to service users, patients and their carers across the region.

Our Trust is one of the four Trusts involved in this NHS England's Vanguard site, following a successful joint bid with Black Country Partnership NHS Foundation Trust, Coventry and Warwickshire Partnership NHS Trust and Dudley and Walsall Mental Health Partnership NHS Trust.

Working together, the alliance will focus on three priority areas where the greatest challenges for urban mental health services exist and where it can rapidly release quality and efficiency benefits, spread best practice and reduce variations in cost and quality through integration across current geographical and organisational boundaries. These areas are:

- Seven day working in acute services
- Crisis care and the reduction of risk, and
- Promoting a recovery culture

BSMHFT was recently awarded Global Digital Exemplar status and has an ambitious programme of improving patient care and efficiency using digital technology and systems.

Quality is an important focus for our Trust and is embedded in every aspect of our work.

Management Structure

The Trust Chair is Sue Davis, CBE and the Chief Executive is John Short. Our Trust Board currently comprises our Chair, six Non-Executive Directors, the Chief Executive and four Executive Directors. The Board has collective responsibility for the direction and performance of the Trust and to ensure that the Trust meets its obligations to the current independent regulator for Foundation Trusts, Monitor.

Job Outline

Full-time

Duration of post – Open

Post is open to internal and external candidates

Grade – Senior Clinical Lecturer/Clinical Reader and Honorary Consultant Psychiatrist

Salary – £76,761 to £103,490 a year (salary will be determined on the basis of seniority under the New Consultant Contract)

Informal Enquiries: Professor Matthew Broome m.r.broome@bham.ac.uk or Dr Rachel Upthegrove r.upthegrove@bham.ac.uk

The Appointment

We wish to make two appointments in clinical academic psychiatry as part of the University and NHS investment in the newly formed Institute for Mental Health, a cross-College Institute within the University of Birmingham. The appointees, must hold a psychiatrist role and have a Certificate of Completion of Training (CCT) or be within three months of attainment of CCT. They will have clinical commitments at either Birmingham and Solihull Mental Health Foundation Trust (BSMHFT) or Forward Thinking Birmingham (FTB).

The appointees will undertake research in Youth Mental Health, Perinatal Psychiatry, or other areas pending discussion, forming networks across the School and wider University. Research involving the Institute for Mental Health's interdisciplinary focus on translational cognitive neuroscience, health service evaluation, social policy, philosophy and ethics, and emerging disorders will be encouraged. There will also be access to other state of the art clinical research opportunities within University space embedded within the Barberry Centre, The Institute for Mental Health, and the Centre for Human Brain Health.

Main responsibilities

Academic:

The appointment to these strategically crucial posts will promote the emerging interests of the Institute for Mental Health and its allied Trusts. The successful candidates will also take roles in the teaching programme within the Institute for Mental Health, and the development of our MSc.

Research is the primary and key component of these appointments, and it is anticipated that the successful applicants will develop a programme of research in line with increasing links across the University, in related disciplines within the School of Clinical and Experimental Medicine, Psychology and the wider College and University. We would expect the appointees to lead grant applications and to submit high quality research for publication. For these posts, an interest in psychosis, mood disorders, developmental disorders, child and adolescent mental health, computational psychiatry, neuroimaging, epidemiology, trials and predictors of outcome in severe mental illness, and modelling with complex data sets would fit well with the strategy of the IMH. In Psychology, the appointees will join a large team of cognitive neuroscientists interested in cognitive biomarkers of disease and in developing new approaches to imaging the brain. Thus, the ability to contribute to and strengthen research in these areas would be expected. Given the important development component of these posts, the appointees will have support to develop a larger profile in research for this programme.

NHS/Clinical:

It is anticipated that the successful candidates will be offered Honorary Consultant Contracts at Birmingham and Solihull Mental Health NHS Foundation Trust (BSMHFT) or Forward

Thinking Birmingham (FTB). The candidates will work with the clinical leads to identify appropriate clinical duties that will be sensitive to the expertise of the appointees as well as their academic needs. BSMHFT are able to offer Research Assistant/Research Fellow support to the successful candidate(s). The appointees will be expected to take part in the on-call rota.

Person Specification

We wish to appoint an outstanding academic able to contribute to cross disciplinary interests in the IMH, to lead on a research programme, to apply for external funding, and to develop research in collaboration with the allied Trusts, FTB and BSMHFT

Experience in teaching and education will also be a mandatory requirement. The appointee will be expected to show evidence of leadership in teaching. The appointee will be involved in teaching of students. There will be a particular emphasis on supporting the IMH in developing and delivering an inter-disciplinary Masters in Mental Health.

Clinical duties will take place in BSMHFT or FTB in either General Adult or CAMHS psychiatry. The appointee would be expected to have an appropriate Certificate of Completion of Training (CCT) or equivalent with eligibility for inclusion on the Specialist Register of the UK General Medical Council.

An indicative job plan is shown below:

	Mon	Tues	Wed	Thurs	Fri
Am	Supporting professional activity/CPD	University: academic session	NHS Direct Clinical Care	NHS Direct Clinical Care	University; academic session
Pm	University: academic session	University; academic session	NHS Direct Clinical Care	NHS Direct Clinical Care/ Admin	University: academic session

There may also be a regular commitment to on-call on the Consultant rota.

The full-time job plan will comprise 10 programmed activities (each PA having a timetable value of 4 hours), which will include 5PAs for the NHS (3.75 PAs as Direct Clinical Care, and 1.25 PAs for Supporting Professional Activity/CPD) and 5PAs for the University.

Qualifications

Essential:

Eligible for GMC Registration

Inclusion on Specialist Register in Adult Psychiatry or Child and Adolescent Psychiatry (CCT)

MRCPsych (UK) or equivalent

Higher Degree (MD or PhD)

Clinical Experience

Essential:

Considerable experience in the speciality as appropriate

Desirable:

Experience of area of clinical practice which aligns with services in FRB and/or BSMHFT

Research

Essential:

A successful track record of research that will complement or strengthen existing research in adult psychiatry and in psychology, and wider research groups within the School, College and University

Academic profile nationally with the potential for international profile, and on-going, research collaborations

Evidence of the ability to attract significant external funding

Evidence of the ability to lead a research group

Strong publications, appropriate for return in the Research Excellence Framework

Person Skills/Qualifications

Essential:

Capable of building strong and effective professional relationships with patients, families and colleagues

Able to respond to and cope with change

Demonstrates honesty and integrity

How to apply

Applicants are invited to submit their application on-line to us, via www.hr.bham.ac.uk/jobs

Equal Opportunities

The School of Psychology at the University of Birmingham (<http://www.birmingham.ac.uk/schools/psychology/index.aspx>) is one of the largest and most successful in the UK, currently ranked in the top 5 Schools in the country (REF 2014). The School is soon to move to new accommodation in the form of a fully refurbished, purpose-designed space and a new-build Centre for Human Brain Health that will house our new MRI, MEG, EEG, NIRS, sleep lab, and the recently appointed Chair in Translational Neuroscience. The University of Birmingham is an equal opportunities employer. The School of Psychology has a Bronze Athena SWAN award and strives to maintain a flexible and supportive environment that enables its staff to flourish