



UNIVERSITY OF
BIRMINGHAM



College of Medicine and Health

The Birmingham Springboard Fellowship

Background
<p>The College of Medicine and Health (CMH) University of Birmingham offers pump-priming postdoctoral fellowship awards to early career researchers to support development of their independent research programme. This new competitive fellowship scheme aims to support high-calibre post-doctoral researchers to develop proposals for submission to prestigious fellowships schemes such as NIHR Postdoctoral Awards, ERC starter grants, Future Leaders Fellowship, Wellcome / MRC Career Development Awards etc. The fellowship aims to boost the competitiveness of the postholder for these externally funded, independent fellowship applications by offering the opportunity to complete key research outputs in progress, develop new skills and/or generation of preliminary data. The postholder will work in a high-quality research environment and will be sponsored by a senior mentor for development of their independent research within the strategic areas of research in CMHS. The awards are open to both internal and external candidates and will provide salary of the fellow for up to 2 years and research costs. The postholder is expected to submit their independent fellowship application within the first 12 months of appointment and if/as successful, move into the fellowship role on a new contract within the 2 years.</p>
Summary of Role
<ul style="list-style-type: none"> • Design and submit a research project for an externally funded research fellowship
Main Duties / Responsibilities
<p>The responsibilities may include some but not all of the responsibilities outlined below.</p> <ul style="list-style-type: none"> • Develop research objectives and proposals for their research, with input from a mentor as appropriate • Lead or make significant contributions to writing bids for research funding • Analyse and interpret data • Apply knowledge in a way which develops new intellectual understanding • Disseminate research findings for publication, research seminars etc. • Supervise students on research related work and provide guidance to PhD students where appropriate to the discipline • Contribute to developing new models, techniques and methods • Undertake management/administration arising from research • Contribute to Departmental/School research-related activities and research-related administration • Collect research data; this may be through a variety of research methods, such as scientific experimentation, literature reviews, and research interviews • Present research outputs, including drafting academic publications or parts thereof, for example at seminars and as posters • Provide guidance, as required, to support staff and any students who may be assisting with the research • Deal with problems that may affect the achievement of research objectives and deadlines • Promotes equality and values diversity acting as a role model and fostering an inclusive working culture.
Person Specification
<ul style="list-style-type: none"> • First degree in area of specialism and normally, a higher degree relevant to research area or equivalent qualifications • Demonstration of a competitive track record (research outputs, merits) for personal fellowship • Possession of a research proposal in development, which will be advanced to submission to a funding body in the first year of the appointment • Demonstration of the ability to utilise the appointment for strengthening your researcher profile towards competitiveness for externally funded fellowship (e.g. completion of

research output, complementary skills training and/ or key preliminary data generation for a grant proposal)

- High level analytical capability
- Ability to communicate complex information clearly
- Fluency in relevant models, techniques or methods and ability to contribute to developing new ones
- Ability to assess resource requirements and use resources effectively
- Understanding of and ability to contribute to broader management/administration processes
- Contribute to the planning and organising of the research programme and/or specific research project
- Co-ordinate own work with others to avoid conflict or duplication of effort
- Knowledge of the protected characteristics of the Equality Act 2010, and how to actively ensure in day to day activity in own area that those with protected characteristics are treated equally and fairly

Informal Enquiries:	Tim Giles, email T.Giles@bham.ac.uk
Full/part time:	Part time or full time
Duration of post:	2 year fixed term contract in the first instance, or until independent fellowship award is made, whichever is the sooner
Post is open to:	Internal and external candidates
Grade:	Grade 7, or higher for outstanding candidate

How to apply

To apply, please complete an application form (**including a separate upload of your research proposal**) and attach your CV.

The closing date is Monday 8th June at 17:00BST. A provisional date set aside for interview is Thursday 7th and 9th July. It is expected that successful candidates will be able to take up the appointment by October 2026. If you have any queries or concerns please contact Tim Giles (Researcher Development Manager) on t.giles@bham.ac.uk to discuss further.

The College

History

The University of Birmingham's Medical School's beginnings have been dated back to December 1825, when a local surgeon, Mr Sands Cox, commenced a course of 'anatomical demonstrations' in his father's house at 24 Temple Row, Birmingham.

In 1828, a school comprising a lecture theatre and museum/dissecting room was constructed at Snow Hill and, in 1841, the Queen's Hospital opened as a teaching hospital underpinning the medical school and was one of the first hospitals opened specifically as a 'teaching hospital. Well-funded, the school encountered difficulties due to the restrictive way in which it was managed and its requirement that resident students belong to the Church of England. As a result, in the 1850s, a rival school started in St Paul's Square with the General hospital as its teaching hospital.

Eventually, with a change in regime, the schools merged in 1868. A subsequent merger with Mason's Science College considerably augmented the curriculum and, in 1900, the School became a University Medical Faculty. The late Queen Mother and the Duke of Gloucester officially opened the Medical School on the University's Edgbaston site on 14 July 1938. [To find out more about the College's history and heritage, visit our 'About Us' page.](#)



College overview and structure

The [College of Medicine and Health](#) (CMH) is the largest of the University's five Colleges with over 1,700 members of staff ensuring teaching and research excellence across a wide range of pre-clinical and clinical disciplines.

The College is structured into three Schools:

- [School of Medical Sciences](#)
- [School of Health Sciences](#)
- [School of Infection, Inflammation and Immunology](#)

Our Schools are focused academic units in identified areas of high-performing research and teaching excellence, each with an ambitious strategy and empowered leadership. We draw together outstanding academic, clinical, and professional services staff around coherent and highly collaborative themes.

Professional services

A diverse range of committed and high-performing professional services staff, managed through integrated College-wide teams, underpin and provide support to the establishment, development and delivery of all aspects of the College's activity. They support academic staff and students and provide core functions and support services in addition to delivering specialist technical services.

The model of central management with localised focus and delivery provides flexible, high-quality support according to academic need. The teams operate in close and effective partnership with colleagues across campus and in the NHS.

College location

The principal base of the College is part of the main campus of the University in Edgbaston, one of the largest single-site biomedical campuses in the UK, co-located with Queen Elizabeth Hospital Birmingham, Birmingham Women's Hospital, and the Barberry Hospital. There are also a number of other key buildings both on and off-campus, including [the new £225million Birmingham Health Innovation Campus](#) development on-site with Bruntwood SciTech, as well as the Birmingham Dental Hospital and School of Dentistry at Pebble Mill, just a mile from the central campus.



Research

With over 900 academic staff and around £80 million new research funding per year, CMH represents a major international centre for biomedical and health research.

Our goal is to improve human health by tackling global healthcare problems through excellence in basic, clinical, applied and implementation science. We are proud to deliver tangible real-life benefits in the fight against acute and chronic disease. We take pride in a truly translational pipeline, delivering cutting edge clinical trials and patient studies, underpinned by cell and molecular biology research on both model organisms and humans.

Our research is supported by peer-reviewed multi-million-pound funding from a broad range of funders, including UK Research and Innovation, medical research charities such as Wellcome, Cancer Research UK, Blood Cancer UK, Versus Arthritis and the British Heart Foundation as well as the National Institute for Health Research and the European Union.

This is complemented by strategically important support from other government bodies (such as Birmingham City Council, West Midlands Combined Authority, the Department of Health & Social Care, and Office for Life Sciences) and increasing funding from industrial partners including large pharmaceutical companies and SMEs.

The Research Excellence Framework (REF) 2021 confirmed our position among the UK's top research universities:

- Our Clinical Medicine (UoA 1) research saw significant growth, as demonstrated by our rise from 25th in REF 2014 to joint 11th (GPA) with a research power ranking of 6th
- Our Public Health, Health Services and Primary Care (UoA 2) research is in the UK's top 5 (GPA) with a research power ranking of 12th
- 100% of our impact case studies in UoA 2 were deemed to be 4* – outstanding in terms of reach and significance
- We are ranked in the UK's top 20 (GPA) institutions for Allied Health Professions, Dentistry, Nursing and Pharmacy (UoA 3)

With an average field weighted citation impact of 2.58 for medical and dental sciences our research is truly world-leading and over 20% of our publications appear in the top 10% cited papers worldwide, including The Lancet, British Medical Journal (BMJ), and Nature. Our collaborative ethos and the multi- and interdisciplinary nature of our research are highlighted by the fact that nearly 90% of our publications are developed in collaboration with national and international partners.

Our Schools

Our Schools are responsible for driving the further development and delivery of priority themes identified in the wider University Strategic Framework 2030. They are championing interdisciplinary collaboration across the University's Colleges, in partnership with our regional NHS Trusts and with a host of UK and global collaborators. Each School is made up of several Departments which contribute to our translational pipeline, supporting fundamental research excellence through to clinical and applied health programmes.

This strategy ensures that our research delivers real impact in health and wealth generation and that our educational programmes are informed by our research strengths. Co-location and core focal points for each of the Institutes ensure cohesion, while at the same time promoting cross-School working and collaboration.

This is further enabled through access to key College and/or cross-campus-managed facilities and resources and the provision of high-quality professional services support including core academic, technical and specialist administration in support of teaching and research delivery.

Education

Each year the College trains more than 350 medical students. Nearly one third of our medical students intercalate on a choice of programmes after the second, third or fourth year of their course. We also train 70 dental students, over 170 biomedical science students, over 150 nursing students, over 150 pharmacy students and 40 physician associate students.



There are also approximately 850 postgraduate taught students and nearly 500 postgraduate research students in the College, managed by a cross-College Graduate School. The College has excellent library and reference facilities, including the Barnes Library and Doug Ellis Learning Hub, which complement the wider facilities available to students on campus. Around 1500 students each year join us on undergraduate, postgraduate taught and research programmes. These students come to us from around the globe and represent over 80 countries. First-class teaching is crucial to ensure that our students – the biomedical and healthcare workforce of the future – get the very best out of their time at Birmingham; delivering an outstanding student experience is a top priority.

We are committed to providing students from all backgrounds with the opportunity to discover education and research in biomedical sciences and healthcare. We deliver a range of widening participation activities to bring students onto campus allowing them to explore what it is like to be a student at our University while giving them an insight into the courses they could study here and the pioneering research underpinning them; almost 3,500 students have received support from our extensive widening participation activities over the last 10 years and around 15% of our medicine intake is now from under represented backgrounds.

Our employability rates within the College are excellent, with 95% of all surveyed students achieving employment within a year of study. [Some notable alumni are in influential positions all around the world.](#)

Global league tables:

- QS World rankings 2023: joint 62nd for Life Sciences and Medicine overall, 67th for Medicine, 40th for Anatomy & Physiology, 92nd for Pharmacy and 22nd for Dentistry. Nursing is ranked top 100 in the world.
- US News rankings 2023: 26th for Surgery, 37th for Endocrinology and Metabolism, 58th for Cardiac and Cardiovascular Systems, 14th for Gastroenterology and Hepatology and 65th for Clinical Medicine.
- Shanghai rankings 2022: 22nd for Dentistry and 51st – 75th for Clinical Medicine.
- Times Higher Education rankings 2022: 68th for Clinical and 86th for Life Sciences.



Working in partnership

Birmingham Health Partners

Our partnership working with regional NHS Trusts is very strong, as exemplified by [Birmingham Health Partners \(BHP\)](#), an exciting collaborative platform between the University of Birmingham, University Hospitals Birmingham NHS Foundation Trust, Birmingham Women's and Children's Hospitals NHS Foundation Trust, Sandwell and West Birmingham Hospitals NHS Trust, Royal Orthopaedic Hospital NHS Foundation Trust, West Midlands Academic Health Science Network and Aston University.

BHP has an outstanding healthcare infrastructure based on a campus that encompasses renowned hospitals, world-class multi-disciplinary research facilities, clinical and industry-focused space and a range of flagship national centres of excellence. Globally Birmingham is one of the few cities that can deliver such comprehensive co-located expertise.

The co-location of the partners allows BHP to deliver an integrated approach to research and healthcare innovation; working together to shape the future of healthcare to benefit our communities and change lives.

BHP leads one of six sites across the UK created to address challenging healthcare issues through use of data science, funded by £30 million from Health Data Research UK. The University of Birmingham and University Hospitals Birmingham NHS Foundation Trust form part of the Midlands site, together with the Universities of Leicester, Nottingham and Warwick.

Birmingham Health Innovation Campus

[BHIC](#) is a world-leading life sciences campus, currently being developed through a long-term collaboration between the University of Birmingham and experienced investor-developers Bruntwood SciTech. Phase 1 of the ten-year masterplan – which is set to open in Autumn 2023 – will offer 133,000 sq ft of premium lab and office space for forward-thinking businesses in the health and life sciences sector and provide unique opportunities for collaboration between clinical and academic experts. It will be home to the Precision Health Technologies Accelerator ([PHTA Ltd](#)), the University of Birmingham's flagship life sciences innovation and incubation facility which will bring entrepreneurs, start-ups and scale-ups together with the next generation of academic and clinical leaders, creating unique opportunities to commercialise ideas and accelerate the rapid development of cutting-edge therapies and technologies.

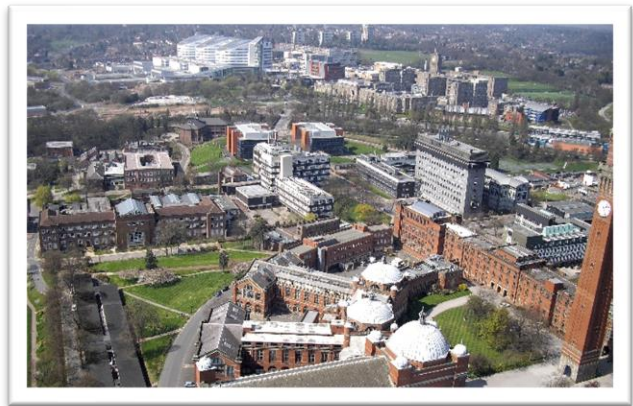
Working closely alongside Birmingham Health Partners, PHTA offers access to a wide range of clinical research, trials, and health data, as well as opportunities to work with leading teams and key opinion leaders across the academic and clinical spectrum.

Institute of Translational Medicine

The £24 million [Institute of Translational Medicine \(ITM\)](#), which sits between the College and University Hospitals Birmingham NHS Foundation Trusts, bringing together world class clinicians, scientists and clinical trials teams to accelerate access to new diagnostics, drugs and medical devices thereby enabling patients to benefit more rapidly from breakthrough therapies and technologies.

Collaboration

Our cross-campus collaborations within the University are vital, to share expertise and knowledge across disciplines, as well as facilities, equipment and resources. We have strong relationships with all other University Colleges, from mental health research with the College of Life and Environmental Sciences to health technologies collaborations with colleagues in Engineering & Physical Sciences, health management with Social Sciences and regulatory science with Arts & Law.



In addition to the NHS Trusts in our immediate vicinity, the College works closely with many of the teaching hospitals, clinical commissioning groups (CCGs) and training practices across the West Midlands. We have particularly strong research links with Sandwell and West Birmingham Hospitals NHS Trust, which hosts much of our clinical academic work in rheumatology, ophthalmology and cardiology.

We also partner with many other Universities both in the UK and overseas on collaborative research projects and split site PhD opportunities. These collaborations maximise our research outputs and provide PhD students with opportunities to broaden their knowledge and skills across multiple world leading institutions.

Facilities

Situated in the largest healthcare region in the country, with access to one of the largest and most diverse populations in Europe, the College is perfectly positioned to address major global issues and diseases affecting today's society.

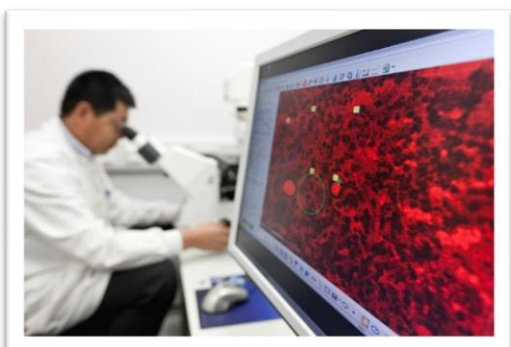
The principal base of the College is on the University's main campus in Edgbaston, adjacent to the Queen Elizabeth Hospital Birmingham and Birmingham Women's Hospital. Other College buildings are located on and off campus, including [Birmingham Dental Hospital and School of Dentistry](#).



The College has a vast and impressive range of facilities that support both its teaching and research activities. Researchers have access to world leading facilities which are equipped with the latest cutting-edge research instrumentation and managed by highly trained technical staff.

Research Facilities

Our outstanding facilities and strong ethos of partnership working, combined with multi-disciplinary academic excellence across the University and a diverse regional population of over five million mean that Birmingham is ideally placed to occupy a world-leading position in the rapidly evolving Life Sciences sector.



Cross-College enabling technologies platforms support and strengthen our research in key areas including sequencing, mass spectrometry, whole organism and cell imaging, cell sorting and flow cytometry and NMR based metabolomics and structural biology. This is supplemented within the College by our protein expression, genome editing and intra-vital imaging facilities. [A full list of our research facilities can be found here.](#)

Equality, Diversity, and Inclusion

Equality, diversity, and inclusion (EDI) is at the heart of the College's strategic vision and is something that the College Board takes very seriously.

The College's EDI team drives and embeds behavioural and cultural change; by promoting EDI events, developing and signposting EDI -related policies and services, exploring barriers to success and providing scrutiny and advocacy for strategic decisions.

The College was awarded an Athena SWAN Silver Award in 2020 in recognition of long-term progress toward gender equality, and has a race equality action plan as part of the University's Race Equality Charter Bronze award. The College's EDI team maintain strong relationships with the University's Staff Networks for disabled staff, LGBTQ+ staff, parents and carers, race equality, and women to ensure these groups have input into plans and policies and so equality issues can be flagged.

We work hard to effect positive change, such as a training a network of Speak Up Guardians and Mental Health First Aiders, providing comprehensive support for academic promotion applicants and funding for caring costs for any staff attending conferences/training. We also host a programme of events to raise awareness and celebrate the diversity of our College's community throughout the year.

We believe there is no such thing as a typical member of staff and that diversity is a source of strength that underpins the exchange of ideas, innovation, and debate. We also recognise that in order to create a truly inclusive environment we must be pro-active in recognising and addressing the barriers experienced by some groups of staff. We are proud to hold Athena SWAN, Race Equality Charter and Disability Confident accreditation and have recently established an Equality Diversity and Inclusion Centre to as a focal point for our work in this area. You can find out more about our work to create a fairer university for everyone on our website [Equality, Diversity & Inclusion - University of Birmingham](#)

The University

The University of Birmingham was founded on the vision of Joseph Chamberlain in 1900 to provide a university for the people of Birmingham, 'a great school of universal instruction... taking all knowledge in its province'. This philosophy has defined and shaped us as an institution for our city ever since, founded on equality of opportunity for all.

We are proud to continue to find new expressions for these civic roots. The University is now a global institution, with our doors open, welcoming the best to Birmingham, and taking the best of Birmingham to the world.

Ranked in the top 100 universities globally, Birmingham is a member of the Russell Group and a founder member of the Universitas 21 global network of research universities. Ten of our alumni and staff have been recognised with Nobel Prizes, and many others are recipients of the most prestigious awards in their fields. We rank highly amongst employers seeking to recruit graduates.



Our heritage as the original ‘redbrick’ is combined with an ambitious agenda to continue the transformation of the University. In recent years we have significantly increased the number of leading academic colleagues, and have undertaken a £1 billion renewal of the campus estate. We have established our own non-selective secondary school and sixth form serving the diverse communities of Birmingham, and have just opened our new campus in Dubai.

We take our role seriously as an anchor institution for the UK’s diverse, youthful, and dynamic second city, and are one of the largest employers in the region. We value our partnerships with local organisations including through our Civic University Agreement signed with Birmingham City Council and the West Midlands Combined Authority. Through The Exchange we now have a city centre base from which to work with partners. We are currently working with Bruntwood SciTech and NHS partners to develop the Birmingham Health Innovation Campus which will open in 2023.

Birmingham 2030 strengthens our commitment to sustainability as one of the core pillars of our activity. This includes using our research and education to make a major global contribution to the UN Sustainable Development Goals, and a headline aim to be net zero carbon for scope 1 and 2 by 2035 and overall by 2045. We are active partners in Birmingham’s Tyseley Energy Park developing new technologies to contribute to Birmingham’s net zero ambitions.

Birmingham 2030 Strategic Framework

Through our Birmingham 2030 Strategic Framework we have set an aspiration to become a top 50 global institution. We recognise this is a genuinely challenging aim, which will require a vibrant, intellectually exciting, and diverse University community for research and education, as well as working closely with our partners in Birmingham and around the world.

With world-class research and outstanding global education as our core mission, we will strive to increase the volume and quality of our research to make an even greater difference to the world around us. We will be the UK’s exemplary civic university, remaining firmly committed to our foundations in the highly diverse communities, people, and economy of the city of Birmingham and the West Midlands.

A link to the Birmingham 2030 Strategic Framework can be found here: www.bham.ac.uk/2030

Student Experience

We have been encouraging independent thinking and providing academic programmes that stretch and challenge for more than a century. Our stunning Edgbaston campus is a distinctive element of the experience we offer to our students.

Centred around the Green Heart, one of the largest open green spaces of any UK University, our 672 acre campus also includes The Vale student accommodation village, set around a lake in its own beautiful parkland. Our research enhances and reinforces our teaching, and we value and reward teaching quality. We have continued to provide in-person teaching through the pandemic and have blended this with enhanced digital learning. Our student experience is enriched by a huge range of extra-curricular opportunities from sport and music to volunteering.

A University of Birmingham degree is valued by the country's top employers, founded on our commitment to provide our students with both an outstanding education and the intellectual confidence, knowledge, and skills required to thrive in their careers and make a difference in the world. We are pleased with our high rates of graduate employment, and our students are the most frequently targeted of any university by the country's top employers looking for graduate recruits.

Our student population has increased by over 4,000 since 2009-10, and we now have a total student population of over 25,000 undergraduate and 13,000 postgraduate students. We are a global community, with nearly 11,000 international students studying either at Edgbaston or overseas (at our Dubai campus, through our partnership with Jinan University, and on distance learning courses). We have 2,500 students undertaking distance learning courses.



Exceptional Research

The University is one of the UK's most successful institutions in terms of research. In the latest Research Excellence Framework, we were placed 13th in the UK in terms of GPA, with the highest rise in position of any Russell Group university. This included a significant rise for the Birmingham Business School. Our areas of research excellence are unusually comprehensive for a UK university, with a submission to 28 of a possible 34 Units of Assessment in the REF2021. The total value of research funding won by the University has grown rapidly to over £200 million per annum for the last two years. We have a portfolio of over 2,600 live projects with an award value to the University of over £900 million.

Our academic community achieves remarkable things. We are proud that the University has contributed to the national and international response to Covid-19, drawing on our expertise across our disciplines including virology, immunology, business, economics, law and social sciences.

As a comprehensive university, the breadth of our subject base creates many opportunities for inter-disciplinary research to solve global challenges. These are encouraged by our Institute for Global Innovation (IGI), as well as our close collaboration with industry, business, and healthcare.

Our robust industrial partnerships support enterprise and innovation across a number of sectors, working with companies as diverse as Siemens, AstraZeneca and the Royal Shakespeare Company, and drawing on our innovation assets such as the Birmingham Health Innovation Campus and the Manufacturing Technology Centre in Ansty, near Coventry.

We support academics to engage with policy makers, and through the work of University of Birmingham Enterprise, manage the University's extensive technology transfer and academic consultancy business, IP protection and spinout portfolio.

We have been integral to some of the greatest scientific discoveries of recent times, such as the discovery of the Higgs boson particle and the detection of gravitational waves. We enjoy world-class expertise in areas as diverse as mental health, Shakespeare, history, conflict and security, psychology, water science, air pollution, corpus linguistics, inter-faith understanding, and character education.

The City of Birmingham

The City of Birmingham has undergone a major transformation in the last decade and regularly features as a top place to visit – in fact it was the only place in the UK listed in the Rough Guide's Top 10 places in the world to visit in 2015.

In a recent Sunday Times/Zoopla report, 'Best Places to live in Britain', three areas of Birmingham all made the top 50 best places to live in Britain, with the suburb of Moseley being voted the overall winner. A city of historical interest and contemporary vision, Birmingham has a rich and diverse community that creates a vibrant, multicultural, and exciting place to live and work.

The city is home to the internationally renowned Birmingham Royal Ballet and one of the world's greatest concert venues: Symphony Hall. 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, while 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, top-flight football, international championship golf and tennis, and top-class rugby. As a multicultural city, Birmingham is also renowned for the breadth of its cuisine and has more Michelin starred restaurants than any other English city outside London.

Birmingham is within an hour's drive of Stratford-upon-Avon and the Cotswolds. From Birmingham International Airport, more than 50 different airlines operate scheduled services to 100 destinations worldwide. The University has its own dedicated railway station, while 50 million passengers a year use Birmingham New Street Station, and the city will be a major hub for the UK's new high-speed rail network. London is 80 minutes away by shuttle service, with trains every 20 minutes.



Equality, Diversity and Inclusion

The promotion of equality, diversity and inclusion is central to the mission and vision of the University of Birmingham. On our founding in 1900, a core commitment was to accept women and people of all religious backgrounds as equal members of the University community. Today, challenging discrimination, addressing inequalities, and promoting greater understanding continues to be one of the key challenges we face as part of a globalised society.

We are committed to creating and maintaining an inclusive learning and working environment where discrimination is not tolerated, where all members of the University can flourish and reach their full potential; where we engage with and learn from our community and where we affect positive change within the University, our city and wider society. We see this as integral to our mission and vision as a global university.

Our Equality, Diversity & Inclusion Scheme 2021 – 2024 sets out our objectives and actions based on the inter-locking themes of:

- **Creating an inclusive environment:** developing a University community where everyone feels welcome, included and empowered to succeed
- **Dismantling barriers:** addressing the structural barriers faced by groups within the University in order to create more equitable outcomes
- **Integrating equality, diversity and inclusion:** issues and impacts are considered and addressed across our activities

We are proud holders of the Advance HE Race Equality Charter and Athena Swan Charter, with a majority of our Schools also holding Athena awards, including the Business School. We are actively working to increase our proportion of senior female academics, the number of people from minority ethnic groups we employ and the degree awarding gap. In November 2020 the University formally adopted the IHRA definition of Anti-Semitism – this is in parallel with our existing expectations that all members of the University community should be treated with dignity and respect and that there is no place on our campus nor within our community for any form of discrimination. We are also members of Stonewall's Workplace Equality Index and Global Champions.