

2021

A DIFFERENT KIND OF MEDICAL SCHOOL

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Hull York Medical School was founded on partnership, and a desire to make a real and lasting difference to its community.

Our commitment to transforming the health of people in our region and beyond – through our teaching, our research, our partnerships and through our engagement with our communities – underpins everything we do.

Through our unique partnership between the University of Hull and the University of York we continue to inspire clinical and academic leaders of the future.

We train doctors and physician associates with a strong grounding of patient-centred care, broad-based medicine, and work-readiness, crucial to patient care and the effectiveness of our healthcare systems. Our approach is based on our shared belief that primary care is the foundation of healthcare systems; providing insight into health in community settings to prepare them to work in any setting.

Our graduates and researchers respond to the needs of our diverse local

populations while understanding the impact of global interconnections on individual health, communities and societies.

Through our research we are advancing developments in healthcare – treatment, diagnosis and care – across areas such as cancer, mental health and addiction, experimental medicine and biomedicine and palliative medicine. This work is making a difference to the lives of people within our immediate communities, but also nationally and internationally.

Our strategy for 2021-26 sets out our mission and strategic aims and provides a framework against which we will make decisions, prioritise resources and develop and implement our plans. Underpinned by our values of everyone counts, pursuing excellence, socially responsible, collaborative, it will help us to ensure that our Medical School is a rewarding place to work, to learn, to research and a vital and supportive partner of our NHS partners, patients and carers and our local communities. Together we can make a difference and inspire others to make a difference too.

WELCOME TO OUR 21-26 STRATEGY

OUR MISSION

To ensure those we teach and the research we do improves health, advances knowledge, reduces inequities and builds strong community bonds to respond to local and global challenges.



OUR VALUES

Developed by our staff, our values are the basis for decision-making at all levels.



Everyone Counts

We promote a culture of diversity, respect and aspiration, and empower everyone to realise their potential.



Socially Responsible

We are dedicated to public service and to improving lives within our communities.



Collaborative

We work in partnership, recognising the strengths of others.



Pursuing Excellence

We combine a pioneering approach with innovative methods to drive excellence in all we do.

OUR STRATEGIC AIMS



COMMUNITY
ENGAGEMENT



GLOBAL
CONNECTIONS



RESEARCH
IMPACT



EDUCATION
AND TRAINING



DEVELOPING
STAFF POTENTIAL



Our strategic aims are underpinned by our values, they support our vision to build on our established growth trajectory and address five interlinked components of our work:

- **develop the potential of our staff**
- **train health professionals and scientists**
- **to extend the quality, scale and impact of our research**
- **better serve and engage with our community**
- **practise in a global world and build international connections**

Over the next five years we will build on the growth trajectory established in our last Strategy period, seeking out opportunities to grow across all of our programmes and research.

DEVELOPING THE POTENTIAL OF OUR STAFF

**1.1.**

We will create a vibrant connected community across Hull, York and the NHS, where colleagues are motivated and empowered to use their skills and expertise to the best use of the School and our universities within a culture of respect and kindness.

1.2.

We will ensure a culture and environment where colleagues are able to thrive and be excellent in their role irrespective of their background and where they feel their perspectives are listened to and considered in decision-making.

1.3.

We will prioritise the wellbeing of our staff, including supporting colleagues with disability to reach their full potential; and supporting all our staff in the development of self-care and resourcefulness.

1.4.

We will enable colleagues to develop within their role and fulfil their potential by attracting, nurturing and retaining talent and providing career developing opportunities.

1.5.

We will create a digitally enabled organisation, supporting the development of digital capabilities to ensure the effective and innovative use of digital technologies and services across all School activities.

1.6.

We will develop the infrastructure needed to enable colleagues to be as high performing as possible, including removing unnecessary bureaucracy and duplication and will work with our universities to similarly reduce bureaucracy.

1.7.

We will support the development of wider partnerships locally, nationally and internationally to enable colleagues to network, grasp new opportunities and perform to their best.

VIBRANT, CONNECTED
COMMUNITY

A CULTURE TO THRIVE

FULFILLING POTENTIAL

DIGITALLY ENABLED

IN-ROLE DEVELOPMENT

PRIORITISING WELLBEING

TRAINING HEALTH PROFESSIONALS AND SCIENTISTS



2.1.

We will ensure the provision of excellent education, offer an outstanding student experience, while seeking to innovate and prepare both our undergraduate and postgraduate students for the post-pandemic workplace.

2.2.

We will equip our healthcare students to offer patient-centred care grounded in an appreciation of the impact of social determinants on health and challenge the conscious and unconscious bias that exists in the health and social care systems, instilling in them the principles and ethos of public service.

2.3.

We will teach our students in a modern, personal, evidence-based and supportive way to ensure we train compassionate doctors, researchers and leaders who are innovative and resourceful, considering the big issues of our time such as Black Lives Matter, the climate crisis and new pandemics.

2.4.

We will shape our curricula and teaching to ensure our graduates can improve the health of all by embracing and understanding the diversity among the people they serve.

2.5.

We will adopt innovative education methods in teaching and assessment ensuring curriculum content and assessment are aligned to our values and for our healthcare students, the needs of a changing NHS.

2.6.

We will embrace diversity within our student body, strengthening the recruitment and ongoing support of students from underrepresented backgrounds.

2.7.

We will create an inclusive and safe environment for all our students by celebrating diversity through events and in our teaching, and by actively challenging racism.

2.8.

We will ensure an inclusive and safe environment, and advocate zero-tolerance on racism, sexism, homophobia, and transphobia.

2.9.

We will prioritise the wellbeing of both our undergraduate and postgraduate students, including supporting students with a disability to study with us, providing them with the skills to reach their full potential and teaching all our students the principles of self-care and resourcefulness.

2.10.

We will ensure our students can navigate available information and technology, including big data, to critically use this evidence base to inform decisions as clinicians, managers, researchers, educators and future leaders.

2.11.

We will strengthen our education partnerships with the NHS and other healthcare providers, co-creating outstanding learning environments for our healthcare students.

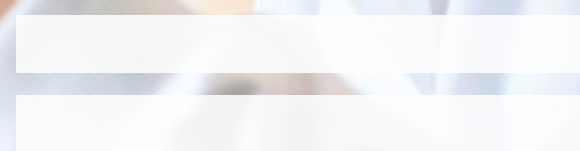
2.12.

We will provide opportunities for students to engage with and be inspired by our research.

2.13.

We will strengthen our partnerships with students by listening to their voices, empowering them to participate in the School's decision-making process, co-create high-quality learning environments and supporting them to be the best they can be.

EXTENDING THE QUALITY, SCALE AND IMPACT OF OUR RESEARCH



RESEARCH THAT BENEFITS THE PUBLIC
SUPPORTING OUR STAFF
EXTENDING AND STRENGTHENING
PARTNERSHIPS
PROVIDE LEADERSHIP
EXPANDING PROGRAMMES
CLEARLY COMMUNICATING FINDINGS

3.1.

We will deliver research for the benefit of the public, locally, nationally and globally through expansion of our portfolio of multi-disciplinary research, building on our successful research groups and investing in areas of research strength in our universities.

3.2.

We will support our existing staff to sustain, grow and improve our research.

3.3.

We will extend and strengthen our partnerships with the NHS and multi-sectoral organisations relevant to health, optimising opportunities for our students and researchers to work with business and industry partners, local authorities, public health, the integrated care system and third-sector organisations to drive the quality, relevance and applicability of our research.

3.4.

We will provide leadership to the development of health research, shaping future priority areas and being the catalyst for the development of new research collaborations, while driving the dissemination and implementation of new findings in partnership with patients and the public.

3.5.

We will expand our postgraduate and doctoral programmes building on the research strengths in the University of Hull, University of York, and the NHS in our region.

3.6.

We will ensure that patients and the public can influence research priorities and benefit from clearly communicated research findings.

TO BETTER SERVE AND ENGAGE WITH OUR COMMUNITY

4.1.

We will promote, publicise and value all aspects of knowledge exchange.

4.2.

We will provide opportunities for staff and students to engage with our diverse communities contributing to local improvements and enhancing student expertise in working with local communities and third-sector organisations to transform health and address inequities.

4.3.

We will provide our students with the skills to develop as advocates for patients and their communities, using their privileged positions and networks to improve lives, confronting inequalities including the climate crisis and challenging political policies which mitigate against fairness and health for all.

4.4.

We will strengthen connections with our alumni to provide role models to encourage local recruitment, progression and retention that recognise our diverse communities by demonstrating our positive influence on health provision within the region.

4.5.

We will ensure our infrastructure and activities are environmentally sustainable and engage with local businesses and communities to champion sustainability and will grow strategic partnerships to support economic growth.

PROMOTING KNOWLEDGE EXCHANGE
COMMUNITY ENGAGEMENT
DEVELOPING PATIENT AND
COMMUNITY ADVOCATES
STRENGTHENING
ALUMNI CONNECTIONS
ENVIRONMENTALLY
FRIENDLY INFRASTRUCTURE

PRACTISING IN A GLOBAL WORLD AND BUILDING INTERNATIONAL CONNECTIONS



5.1.

We will provide opportunities for our students to understand contemporary global health issues, and the experiences of ill-health in resource-poor and fragile states, so increasing their understanding of health inequalities and ability to work in a global context, including the drivers underpinning migration and care for migrant communities.

5.2.

We will enable our students to practise, manage and lead improvements in health within the context of our globally connected world by building on our existing strong partnerships with academic institutions, including those in the global south.

5.3.

We will develop a small number of strategic global partnerships and will consolidate and strengthen current partnerships to enable us to work in equal partnership to address global health challenges through research, postgraduate and doctoral training and medical education.

5.4.

We will develop opportunities for students to experience elective and study abroad with our principle international partners, using these to develop their understanding of different cultures and global inequities.

5.5.

We will build the international reputation and standing of the School, seeking greater recognition of its internationally relevant research and first-class education experience.

UNDERSTANDING GLOBAL
HEALTH ISSUES
BUILDING ON PARTNERSHIPS
ADDRESSING GLOBAL
HEALTH CHALLENGES
**INTERNATIONAL STUDY
OPPORTUNITIES**
BUILDING INTERNATIONAL
REPUTATION

