

**Academic Capacity Development Strategy  
2023-2028  
V1**

**November 2023**



## PSRC Academic Career Development Strategy Pro-forma

**1. Academic Career Development Lead:** Please provide the name and email of your academic career development lead and the PSRC site at which you are based.

Our Academic Career Development Lead is:

- Dr Beth Fylan: [B.Fylan@bradford.ac.uk](mailto:B.Fylan@bradford.ac.uk)

**2. Governance:** Please outline where the academic career development lead's role sits in the PSRC's governance structure.

Academic Capacity Development is overseen by a Career Development Steering Group (Chair: Beth Fylan), reporting into the PSRC Executive. The Academic Capacity Development Lead is a member of the PSRC Executive and the PSRC Strategic Advisory Board:

Members of the Career Development Steering Group are:

- Ms Sobia Bibi, Research administrator
- Dr Edmund Breckin, Research Fellow
- Ms Deborah Clark, PhD student (clinical pathway)
- Mr Sam Francis, Research Dietician
- Dr Beth Fylan (Chair), Assistant Director
- Dr Angela Grange, Manager, Clinical Research team
- Dr Daisy Halligan, Research Fellow
- Dr Jenni Murray, Programme Manager
- Dr Ugochi Nwulu, Senior Research Fellow

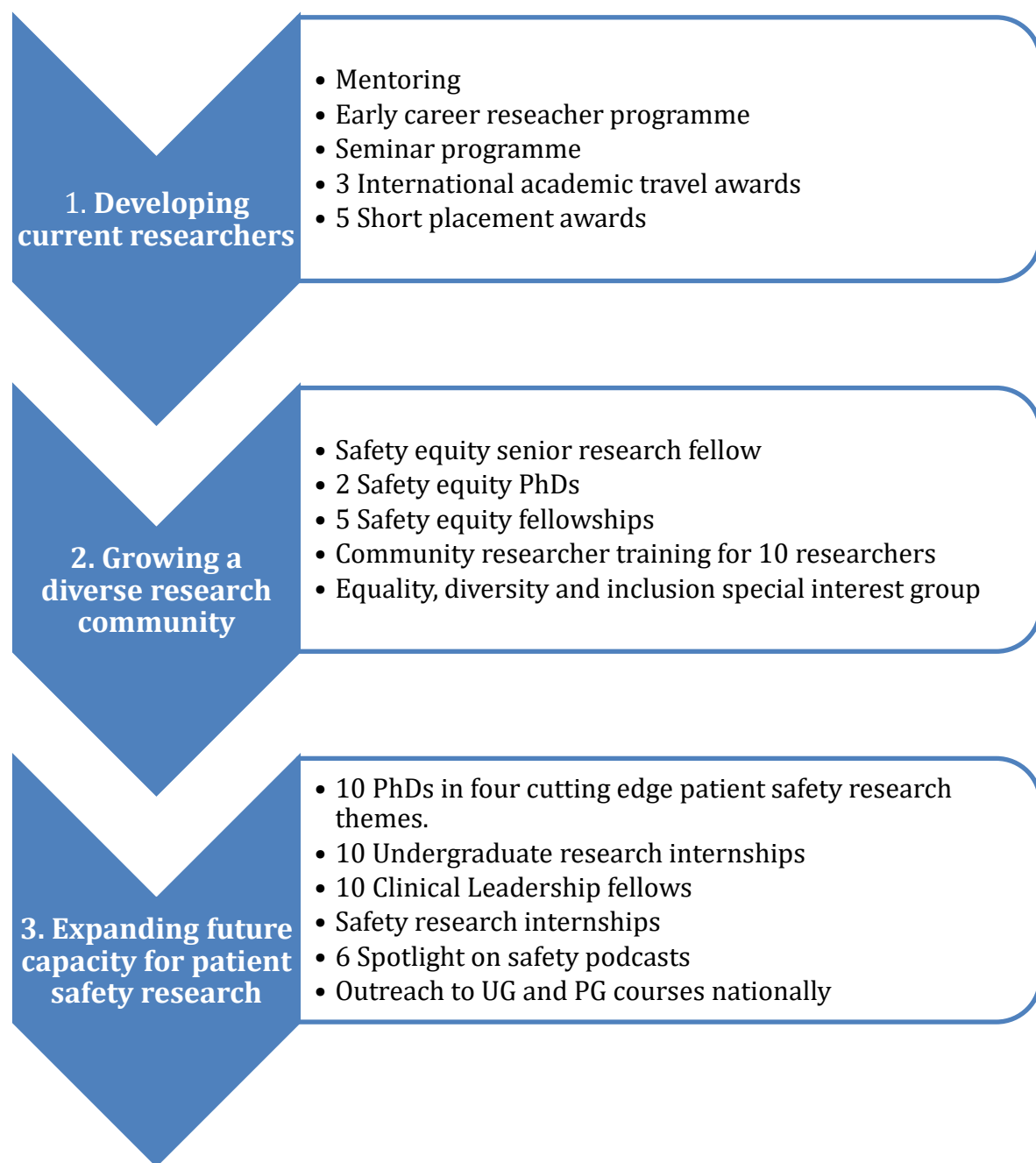
The Career Development Steering Group is supported by the PSRC Equality, Diversity and Inclusion Champion, Professor Uduak Archibong with support from Professor Anne Maree Keenan, who is a member of our Executive Group.

**3. Strategy:** Please outline your overall strategy for developing research capacity across the duration of the PSRC award.

The Yorkshire and Humber Patient Safety Research Collaboration is committed to developing a diverse workforce that drives world-leading patient safety research. We aspire to be the place that staff involved in patient safety research aim to develop their careers and plan their future development and growth. We aim to further increase the representativeness of our research team and the wider group of people we work with to offer equitable opportunities to progress their careers.

Drawing on and growing our networks, we will support people from different academic, clinical, professional or lay backgrounds to develop patient safety research expertise and to realise the impact of their work. Our approach is to value the individual, the different skills and experience they bring, and to provide the physical and social environment in which they can flourish. We aim to support clinical, academic, research, support staff and our lay members, at different stages of their research careers from undergraduate to experienced clinician or academic. To do so, our strategy focuses on three key areas, shown in Figure 1, below:

Figure 1 NIHR Yorkshire and Humber PSRC Academic Capacity Development strategy underpinning activities



Our EDI maturity level is discussed in our EDI strategy. We will aim to improve our maturity level over the lifetime of our PSRC under the leadership of our Equality, Diversity and Inclusion Steering Group

**3. Objectives:** Please outline your short- and long-term objectives for research capacity development and academic career development and how you will achieve these objectives across the PSRC award.

**Objective 1: To expand our team of researchers/managers and grow our existing skills and knowledge base**

- Produce a skills map of the PSRC team (including methodological, disciplinary, research population) expertise. (year 1)
- Recruit a full complement of research staff, increase the number of our lay leaders, and recruit our new PhD students, informed by the gaps identified in the skills map. (year 1)
- Develop a patient safety research career opportunities micro site. (years 1-3)
- Develop a programme of early career researcher training and a safety seminar series for PhD and post-doctoral researchers to enhance patient safety research knowledge and skills. (years 1-5)
- Expand our mentoring scheme for researchers, post-docs and students, exploring the possibility of working with other PSRCs to provide a cross-centre network of mentors. (years 1-5)
- In consultation with our PSRC Academy members, map the range of careers available to staff and their entry points and identify modifiable barriers and enablers to career development from pre-PhD through to experienced staff. (year 2)
- Support PhD students and post-docs to build academic research collaborations (e.g. with Policy Research Units and NHS England), or to gain skills or experience outside of NIHR infrastructure. (years 2-5)
- Support PhDs and post-doctoral researchers to be hosted for short placements within an international patient safety research group providing the opportunity to forge meaningful research collaborations and gain new perspectives and networks. (years 3-5)

**Objective 2: To grow a diverse patient safety research community and develop cultural humility in our team**

- Led by our Equality, Diversity and Inclusion Steering Group, complete an assessment and update of our job descriptions, person specifications vacancy advertisements and our website to reduce barriers to attracting a diverse range of applicants. (years 1-2)
- Recruit and support the development of a Safety Equity Research Fellow to grow our portfolio of research targeting safety inequities and expand our diverse network of linked researchers. (years 1-5)
- Target minoritised groups and encourage applications to our safety equity fellowships (placements) to i) purposefully develop researchers from minoritised

groups; and ii) to undertake small scale patient safety research or improvement in minoritised groups. (years 1-5)

- Work with our equality, diversity and inclusion group to develop cultural humility in our team through delivering our EDI strategy and creating opportunities for learning and listening. (years 1-5)
- Diversify our recruitment processes and channels to recruit people from minoritised groups. (years 1-5)
- Develop a team of community-based researchers to advise us in research design and approaches to working with different communities and increase our capacity to undertake research with minoritised communities. (years 1-3)
- Recruit two safety equity PhD students to develop research targeting safety inequities. (year 2)
- Develop a Safety Equity Network – a cross-PSRC network to bring together researchers working in this space (years 2-3)

**Objective 3: To expand future capacity for patient safety research through nurturing the patient safety research skills of healthcare and research staff at different stages of their research careers**

- Offer two undergraduate research internships per year to increase awareness of and skills in patient safety research. (years 1-5)
- Raise our profile with NHS staff in our region to promote patient safety research opportunities and encourage collaboration. (years 1-5)
- Deliver a programme of seminars to our PSRC community on patient safety research topics. (years 1-5)
- Offer specialist patient safety advice and teaching support to undergraduate and postgraduate programmes. (years 1-5)
- Continue our collaboration with the Yorkshire and Humber Improvement Academy Clinical Leads and Clinical Leadership Fellowship programme and clinicians within our team to support staff from the region to access training, undertake research and improvement projects, and develop their research expertise. The positions are available to staff from different clinical disciplines at different career stages (including non-medical healthcare professionals, for example pharmacists, physiotherapists, paramedics, and nurses) and supported by a financial contribution from the PSRC. (years 1-5)
- Partner with organisations across the region to develop clinical academic careers through supporting applications across different clinical academic pathways for staff from different clinical professions including nursing and pharmacy. (years 1-5)
- Develop and offer patient safety research internships to NHS staff from a range of clinical professions to work on defined projects within our research themes to gain a greater understanding of the research process, develop new research skills and learn about how to apply research into practice. (years 2-5)

**4. Areas of NIHR strategic need:** Please give details of any planned activity which supports the NIHR areas of strategic need.

**Embed EDI across NIHR’s research system and culture:**

Through the activities outlined above and across our objectives and associated activities, we are consciously addressing diversity in our research team and in our research portfolio. Our second objective to grow a diverse research community will provide training, development and support to staff considering a patient safety research career from diverse groups and grow research skills from within the community.

**Bring clinical and applied research to under-served regions and communities with major health needs:**

We are growing our team of researchers, research-active clinicians, community researchers and public contributors from our base in Bradford which has some of the most deprived areas of the country. Our research across the Yorkshire and Humber region covers multiple communities which experience health inequities. Our processes for EDI review support our researchers’ capacity to develop inclusive projects addressing the needs of those communities, for example in the Safety Equity Fellowships.

In addition, our team will lead a cross-PSRC stream of work on safety equity research within the Safety Net (which provides co-ordination and leadership across the six PSRCs) which will develop solutions to address inequities and inequalities in the safety of care.

**Strengthen careers for research delivery staff and under-represented disciplines and specialisms:**

Our focus on developing clinical academic careers actively supports professions such as pharmacy and nursing in developing research active clinicians outside of medicine. In addition, we will contribute to developing healthcare professional careers through increasing research skills which can in turn support enhanced research cultures in their wider teams. For example, we will support researchers to develop methodological specialisms in areas such as linked data analysis, the economics of patient safety and safety policy research.

**5. Academic career development budget:** Please provide details of your planned academic career development expenditure each year. Please note that we will ask for a breakdown of the following in the annual reports:

- Cohort costs for networking/ career development/ events for NIHR Academy members
- Salary and support costs for NIHR Academy members (incl stipends, travel, training, equipment, PPI)
- Costs for wider academic career development activities

Activity	2023/24	2024/5	2025/6	2026/7	2027/8	Total
Conferences workshops and seminars	£ 6,000	£ 16,000	£ 6,000	£ 10,500	£ 6,000	£ 44,500

PhD studentships (8 funded by PSRC)	£ 84,183	£ 168,365	£ 168,365	£ 84,183	£ -	£ 505,096
Research interns (2 per year)	£ -	£ 16,000	£ 16,000	£ 16,000	£ 16,000	£ 64,000
Safety equity fellowships (numbers depend on funding applied for)	£ 11,300	£ 17,800	£ 17,800	£ 17,800	£ 5,300	£ 70,000
Safety research internships (numbers depend on funding applied for)	£ -	£ 28,000	£ 28,000	£ 28,000	£ 28,000	£ 112,000
Improvement academy	£ 17,222	£ 17,222	£ 17,222	£ 17,222	£ 17,222	£ 94,181
Staff training	£ 11,000	£ 11,000	£ 12,800	£ 12,800	£ 12,800	£ 60,400
<b>Grand Total</b>	<b>£ 129,705</b>	<b>£ 274,387</b>	<b>£ 266,187</b>	<b>£ 186,505</b>	<b>£ 85,322</b>	<b>£ 950,177</b>

**6. Impact:** How will you measure the impact of your research capacity development?

To evaluate our impact in the following areas we will:

**A nurturing research environment**

- Work with our early career researchers to understand what could be done better to improve their experiences and opportunities.
- Monitor the next destinations of our team members.
- Evaluate experiences of our early career research training workshops.
- Evaluate experiences of our internships and fellowships and those we host on training awards, such SPARC placements and Development and Skills Enhancement Awards.

**An active and varied research dissemination programme**

- Measure the number of publications and abstracts submitted to journals and conferences.
- Measure the number and nature of non-academic research outputs.

**Awareness of patient safety research**

- Measure the number from underrepresented professions who we engage with through our internships and fellowships.

- Monitor the professions of those who register for our patient safety research seminars.

**Diversity in patient safety research**

- Monitor the number of research projects undertaking equality impact assessments or EDI review.
- Monitor diversity in our research participants, in our team, in our PPIE groups and in our community researchers

**7. Collaboration:** Please give details of planned collaborative training and research capacity building activities with other parts of NIHR Infrastructure, wider NIHR and other partners (including industry).

We will work with existing and new collaborators locally and nationally to provide resources and infrastructure to enable our researchers to succeed.

- We will partner with our co-hosted research infrastructure to extend our early career researcher training to their cohorts and to benefit from their relevant training opportunities. We are co-hosted with the NIHR Yorkshire and Humber ARC, a Patient Safety Collaborative, the Yorkshire and Humber Improvement Academy and the Born in Bradford family of research projects.
- We will work with the Yorkshire and Humber Improvement Academy to support the development of the annual cohorts of clinical leadership fellows.
- We will partner with network of local Voluntary and Community Sector organisations to develop training for community-based researchers.
- We will partner with our local Universities to identify opportunities for enhancing patient safety research within healthcare curricula and to identify areas for strengthening patient safety research skills within the faculty.
- We will engage with existing and new partners including NIHR infrastructure, NHS Trusts and HEIs to provide a network to champion academic capacity development.
- We will support NIHR Academy through engaging with and promoting cross NIHR schemes, such as SPARC and mentorship.
- We will partner with the five other PSRCs nationally to combine, where appropriate, our academic capability development activity to develop a national cohort of patient safety researchers, through mechanisms such as a cross-PhD network and short placements.

**8. Equality, Diversity and Inclusion:** Please outline how you will provide equity of access to opportunities and support for creating a positive research culture at the PSRC

Our aim is to create a supportive and diverse environment that values people’s different skills, experiences and perspectives.

To achieve this, we will:



- Be guided by our Equality, Diversity and Inclusion Steering Group and link with our PPIE activities to embed EDI principles in all our work, from recruitment of research teams through to implementation of safety solutions.
- Recruit and support the development of a Safety Equity Research Fellow to grow our portfolio of research targeting safety inequities and expand our diverse network of linked researchers.
- Target minoritised groups and encourage applications to our safety equity fellowships (placements) to i) purposefully develop researchers from minoritised groups; and ii) to undertake small scale patient safety research or improvement in minoritised groups. (years 1-5)
- Operationalise our objectives focussing on growing the diversity of our patient safety research community and monitor our impact measures (outlined in previous sections)
- Use our EDI strategy to guide our activities and constantly review the impact of this strategy on the experience and aspiration of all our researchers and those interested in joining our team.
- Monitor the number of research projects undertaking equality impact assessments or EDI review.
- Monitor diversity in our research participants, in our team, in our PPIE groups and in our community researchers.
- Generate ideas and questions for research that address inequalities in patient safety outcomes and encourage diverse researchers to join our team.
- Ensure our academic capacity development steering group has representatives from different professions, stages of research career and from diverse backgrounds to best support our PSRC training activities.
- Actively seek opportunities to promote and celebrate a positive research culture and cultural humility.
- Actively seek opportunities to hear from people from different backgrounds as part of our work.
- Seek opportunity to work with research groups, locally, regionally and nationally who have expertise and experience in cultural humility.

**9. Summary:** Please provide a summary of the information above that we could share with other academic career development leads. Please use the headings provided (up to 500 words).

The Yorkshire and Humber Patient Safety Research Collaboration is committed to developing a diverse team that drives world-leading patient safety research. We aspire to be the place that staff involved in patient safety research aim to develop their careers and plan their future development. We aim to further increase the representativeness of our research team and the wider group of people we work with to offer equitable opportunities to progress careers.

Drawing on and growing our networks, we will support people from different academic, clinical, professional, and lay backgrounds to develop patient safety research expertise and to realise the impact of their work. Our approach is to value the individual and the different skills and experience they bring and to provide the physical and social environment in which they can flourish. To do so, our strategy focuses on three key objectives:

- 1: To expand our team of researchers/managers and grow our existing skills and knowledge base.
- 2: To grow a diverse patient safety research community and develop cultural humility in our team.
- 3: To expand future capacity for patient safety research through nurturing the patient safety research skills of healthcare and research staff at different stages of their research careers.

We will generate and evaluate impact in three key areas:

- A nurturing research environment.
- An active and varied research dissemination programme
- Awareness of patient safety research
- Diversity in patient safety research

We will work with existing and new collaborators locally and nationally to provide resources and research infrastructure. To do this we will partner with the other PSRCs nationally, our co-hosted, regional and national research infrastructure, universities and the network of local Voluntary and Community Sector organisations.

Our Academic Capacity Development will be overseen by a Career Development Steering Group reporting into the PSRC Executive. The Academic Capacity Development Lead is a member of the PSRC Executive and the PSRC Strategic Advisory Board.



# **NIHR** | Yorkshire and Humber Patient Safety Research Collaboration

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