

buzz

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'MY DADDY IS A NURSE'

Alumna Kerrine Bryan challenges career stereotypes

IMPROVING YOUNG PEOPLE'S RESILIENCE

The
Bratby

FROM THE LAB TO THE PUMP

WIN
£50
TO SPEND IN
THE BRATBY
for when life returns to normal!



UNIVERSITY OF BIRMINGHAM



Vice-Chancellor's *view*



Vice-Chancellor, Professor Sir David Eastwood

20 March: I have never felt as I did when I left my office on Friday. I left with an overwhelming sense of pride in, and gratitude to, the many colleagues who had worked remarkably, often heroically, to prepare the University to operate through an unprecedented crisis.

So much of this was necessarily improvised. Little guidance, no playbook, no previous experience that we could draw on. Emergency planning was in almost permanent session. Some colleagues were, literally, working round the clock. New ways of delivering teaching were developed. There was an unflinching commitment to graduating our students. Our duty of care to staff and students was to the fore. As the government's position evolved and advice and regulations changed, plans were amended, reworked, or replaced. By a heroic effort we closed buildings, protected key facilities, enabled essential work to continue, and ensured students who needed to stay had a home in their university.

Then I walked past the Great Hall and the memorials to members of our university who gave their lives in two world wars. Only five years after the Great Hall opened it became a field hospital in the First World War. The University had responded to a great crisis, and done so with courage and distinction. I reflected we were doing the same again.

And then I walked out into Chancellor's Court, already eerily silent. Our great campus should be a vibrant place. A place where ideas are forged, a place where people are transformed, a place of joy, a place of debate, a place of experiment, a place where new futures are forged. I felt a deep sadness that much of that was now paused. I felt for those students, especially our final-year and postgraduate students who may not be enjoying our uplifting graduation ceremonies. I felt even more for those members of our university family who would fall ill. I felt most of all for those we might lose.

24 March: In a few days so much changed. The country was now, in effect, locked down. Sitting in a room at Meadowcroft charring meetings remotely was becoming the new normal. The world was becoming virtual. The sun shone. In a short break I walked onto campus. A few students were exercising. Our wonderful security team was overseeing the safety of campus and the people on campus. Key colleagues were working on campus. There was the silent



buzz of the many working from home. I thanked those I could find.

I went to the hotel, where NHS key workers were now staying. The staff there said they were privileged to be able to play a part in supporting vital work and vital workers. Like the Great Hall a century before, our hotel was repurposed to a great national effort.

25 March: The emails and calls flood in telling of what our university, our people are doing to help the nation meet the challenge of COVID-19. A photograph of supplies from the First Affiliated Hospital at Guangzhou and Sun Yat-sen University, boxed to send to the NHS which our partners in China were so generously donating. Without the University these supplies would not be coming. There were pictures of colleagues who had manufactured hand sanitiser to address the shortage in the city's care homes. Then there was the daily increase in the work that our clinical colleagues and other researchers were doing on testing for the virus, on repurposing drugs for treatments, on potential vaccines, on how we might accelerate trials, and so much else. Truly they are in the front line.

Our students moving into clinical roles. Staff and students volunteering. Students

YOUR BUZZ

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Front cover image:

L–R: Kevin Herbert, Nicola Boore, Gavin Pye, Alan Coombes, Josie Mellor

UOB GLOBAL – INDIA

INDIA OFFICE LAUNCHED TO FORGE MEANINGFUL PARTNERSHIPS



supporting the elderly, the food banks, those in isolation. Individual acts, collective acts, all making a difference. And in the coming weeks, there will be yet more. A university continuing to operate. Students studying online. Researchers working in different ways. Staff working to ensure we keep functioning, supporting students, being a community. As I stand back and take stock, I see a university in the service of the nation; a university that is rising to the challenge; a university that is being true to its calling.

If you look above the doors to the Great Hall, there is a tablet commemorating the Great Hall's time as a field hospital, and those who gave their lives in war. It exhorts those to come after to enter the Great Hall 'in that same spirit of service'. In a way that is truly humbling, that is what we are doing. And so I write this in admiration; I write in confident hope that this university, our university, will more than play its part in meeting the challenges of the coming weeks; and I write in absolute confidence that the days that come will be some of our finest hours.

*Vice-Chancellor,
Professor Sir David Eastwood*

Our Vice-Chancellor, Professor Sir David Eastwood, accompanied by the Chancellor Lord Bilimoria and Pro-Vice-Chancellor (International) Professor Robin Mason visited India on 19–21 February 2020. Academic staff with prominent research projects across India joined the delegation and presented several workshops on the themes of clean water, air pollution and global surgical research.

In order to strengthen ties with India and deepen the Birmingham-India relationship, we held high-level Ministerial meetings during the visit and renewed and inaugurated seven Memoranda of Understanding with Indian partners in sports, global surgery hub, railways, rural road building and management, water technology, and collaborative education programmes. These themes not only fit our research and education strengths, but also match the India national and state government's key priorities.

Whilst in Delhi, our leading academic in Women's Enterprise, Leadership, Economy & Diversity, Professor Kiran Trehan, led a panel discussion in partnership with the British Council India on how to address the gender gap in Science and Business, and to create more inclusive leadership in higher education. The panel included a keynote address from Cathy Gilbert, Director of External Relations, who shared her own experience as a female leader in professional services.



1



2

The Vice-Chancellor also launched the University's new India Office at the iconic Taj Mahal hotel complex, which is the prime location in central Delhi – close to the key stakeholders and partners. The new India Office, headed by India Institute country director Dipankar Chakraborty, hosts a team of four staff members. It will be a focal point for the University's activities in-country, acting as a catalyst for further partnership opportunities across India.

In addition to starting a new chapter of engagement in India, the Vice-Chancellor was able to reflect on relationships already forged – bestowing the first University of Birmingham India Institute Honorary Fellowships upon Minister Hardeep Singh Puri (Civil Aviation Minister of India and Ministry of Housing and Urban Affairs) and Minister S Jaishankar (Minister of External Affairs of the Government of India).

1. Vice-Chancellor opening the workshop on global collaborations to tackle air and water pollution challenges.
2. L–R: Dipankar Chakraborty, PVC (International) Professor Robin Mason, Nidhi Manocha, Aprajita Kalra, Pinkyla Wazilingpa, and Vice-Chancellor Professor Sir David Eastwood in the new office
3. L–R: Vice-Chancellor Professor Sir David Eastwood, Professor Philip Davies and Professor Francis Pope at the Water and Air Pollution workshop



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My Daddy is a Nurse



Alumna returns



to campus to kick off year-long celebration

Award-winning engineer and author Kerrine Bryan (MEng Electronic and Electrical Engineering with Languages, 2005) visited the Medical School in February to promote her new book, 'My Daddy is a Nurse', and launch celebrations for the World Health Assembly's Year of the Nurse and Midwife 2020.

The novel, written in partnership with Nursing Now, is the latest instalment in Kerrine's series of children's books that challenge gender stereotypes within careers. Co-written with her brother Jason, previous titles in the illustrated series include 'My Mummy is an Engineer', 'My Mummy is a Plumber' and 'My Mummy is a Farmer'.

'My Daddy is a Nurse', the first 'My Daddy' in the series, introduces children to the world of nursing. *'It's important to release this book now because it's the Year of the Nurse and Midwife,'* says Kerrine. *'It's a great time for the book to be used as a resource in schools and to address misconceptions around nursing, who can be a nurse and what the job entails.'*

Schoolchildren from St Peter's CE Primary School attended the event and enjoyed a reading of the book by student nurse Elliot Gillings, plus hands-on activities run by MedSoc's Teddy Bear Hospital in partnership with NurseSoc; activity stations included how to brush your teeth properly and how to call 999.

'We were delighted to support this event and raise awareness of nursing as a profession that is open to anyone regardless of their gender,' Patricia Hibberd, Head of the School of Nursing, explains. *'Nurses are a crucial part of the healthcare environment and we hope that this book will inspire many nurses of the future.'*



Beverley Matthews, Clinical Transformation Lead for NHS Horizons, also attended the event and gave further insight into why the Year of the Nurse and Midwife was so important from a recruitment and leadership perspective.

A number of student nurses were on hand to support the event and answer the schoolchildren's questions on what it's like being a nurse; the student nurses were kept on their toes with insightful questions ranging from 'What's the difference between a cold and a virus?' to 'How do you tell if someone is dead?'

The Year of the Nurse and Midwife launched 1 January 2020 and is held in partnership with the World Health Organization, the International Confederation of Midwives, International Council of Nurses, Nursing Now and the United Nations Population Fund, and aims to celebrate the work of nurses and midwives and advocate for increased investments in the nursing and midwifery workforce.

The College of Medical and Dental Sciences, through the School of Nursing and colleagues within the Institute of Applied Health Research, will support the year-long initiative with a series of events and activities involving our students, staff and alumni.

Find out more

www.birmingham.ac.uk/nurse-midwife

Follow on Twitter

UoB Nursing on @UniBham_Nursing

College of Medical and Dental Sciences

@unibirm_MDS





Prime Minister's recognition award for University of Birmingham School pupil

University of Birmingham School student, Waleed Khan is an #iwill ambassador; a social action campaign, which encourages young people to be active citizens. He is also a survivor of the Peshawar school attack that happened in Pakistan in 2014. Waleed spent two years in hospital in Birmingham recovering from his injuries and is now a leading advocate on the importance of education and the dangers of radicalisation, speaking to over 1,500 young people in schools and universities across England. He is also a representative for the UK Youth Parliament, where he has spoken on issues including criminal gangs and knife crime, and is a member of the Birmingham Aspiring Youth Foundation.

Waleed received a personal letter from Prime Minister Boris Johnson, who recognised his bravery: *'I know you do this with no thought of praise or reward, but allow me to offer my own recognition of your exceptional bravery in overcoming the horrific injuries you suffered from the Peshawar attack to share your experiences with young people across the country and advocate the importance of education in counteracting radicalisation.'*

This is great recognition of Waleed's achievements, who said: *'I am truly humbled and honoured to receive the Points of Light Award and I will continue to work for the empowerment of youth and the struggle against radicalisation'*. Head of University of Birmingham School, Mrs Tighe recognised how well deserved Waleed's award is and how he is *'an exceptional young man who humbly and bravely shares his message of peace and tolerance and sets an example for us all'*.

BIRMINGHAM AND BAM EXTEND PARTNERSHIP AND LAUNCH JOINT RESEARCH CENTRE

The University has extended its strategic collaboration with Germany's Federal Institute for Materials Research and Testing (BAM) to 2022 after a successful exploratory year that has seen the establishment of a virtual joint research centre in Chemistry.

The Memorandum of Understanding with BAM gives us:

- Access to research data, sites and facilities for experiments
- Joint research projects including grant applications to UK and German funders
- Joint funded PhD studentships
- New research publications
- Staff/PGR placements at BAM and hosting BAM scientists
- Inclusion of BAM at key events at the University of Birmingham from delivering lectures through being involved in workshop delivery, to name just a few



Current thematic focus areas of the partnership are in Chemistry (led by Professor Tim Albrecht), Energy (led by Dr Gavin Harper) and Life Sciences (led by Dr Christian Pfrang), with focus on materials characterisation and corrosion, nuclear safety and hydrogen storage, and air pollution and microplastics.

Interested in finding out more? Visit our website: intranet.birmingham.ac.uk/bam

How are your research outputs represented online?

Have you ever checked your online profile on *Scopus*, *Web of Science* or *Google Scholar*? Did you know that decision makers, including university ranking schemes, use data from these platforms to help them judge research effectiveness?

Scopus, *Web of Science* and *Google Scholar* are important databases as they track links between papers, and count how many papers have cited a publication (citations). Each paper's citation score can be used to generate metrics at article, author, publication or institutional level.

Whilst there are ethical questions surrounding the use of such metrics, we also know that there are frequently issues with the data integrity of these platforms. These can arise especially where researchers have a common name, or have changed their name or institution. In order to ensure that the data is correct, researchers need to engage with these platforms and 'curate their online identity'.

In Library Services, the Research Skills Team has developed a suite of training under the 'Influential Researcher' umbrella – this includes advice, guidance and workshops on curating online identity. Find out more or request a workshop at intranet.birmingham.ac.uk/as/libraryservices/library/research/index.aspx






Supporting our community



'I am pleased that we are working together with the Guild to ensure that we put in place appropriate measures to tackle sexual harassment. We have to ensure that the University is a safe place for students and staff and that sexual harassment is simply not tolerated' Professor Jo Duberley, Deputy Pro-Vice-Chancellor for Equality, Diversity and Inclusion



The safety and wellbeing of the University community is a continuous priority. A number of measures are in place to provide a safe and supportive environment for all. In this edition, we are sharing some of the work taking place on campus around sexual harassment.

The Sexual Harassment Steering Group

The Sexual Harassment Steering Group is chaired by Professor Jo Duberley, Deputy Pro-Vice-Chancellor for Equality, Diversity and Inclusion and meets twice a term. From the Student Conduct, Complaints and Appeals team to Sport & Fitness, the group brings together representatives from across the institution to promote an environment where sexual harassment of any kind is unacceptable, ensure preventative measures are put in place, and to enforce the consequences for unacceptable behaviour when it occurs.

Thematic areas:

- Prevention, awareness-raising and training – promotion of the *Not On* campaign
- Reporting and supporting – *You Report, We Support* tool
- Code of conduct – *ensuring the University's misconduct rules and regulations are clear, fair, transparent and compliant*

Not-On campaign

The Sexual Harassment Steering Group works jointly with the Guild of Students on the *Not On* campaign, launched in 2015. The campaign aims to raise awareness of sexual harassment issues and to enable students to have the knowledge, ability and confidence to report and take action against all forms of sexual harassment. The Guild has appointed *Not On Ambassadors*, who offer training via workshops to help students learn more about consent in relation to sexual harassment,

ensuring they feel confident looking after their friends and themselves.

Colleagues from across the institution have been involved and UoB Sport & Fitness has delivered the training to their 55 sports clubs who support over 4,700 students. UoB Sport & Fitness is diversifying the training they provide to students to include *Bystander* training, which has been designed to challenge any negative behaviour they witness.

'Our sports clubs have been wonderfully receptive to new training methods, which help develop them as individuals as well as providing the most welcoming environment for all club members.'

Chris Anthony, Business Efficacy Manager, Sport & Fitness

The Steering Group are working to constantly review the resources and are developing new projects in relation to tackling sexual harassment and ensuring co-ordinated action. Following the success of the *Not On* campaign, the University has decided to extend the *Not On* training to staff, by running a pilot this academic year. The training aims to increase awareness of sexual harassment and provide advice and guidance on what colleagues should do if a student or staff member comes to them to report an issue.

You Report, We Support

The University offers the *You Report, We Support* tool, led by Student Services and is available for students to use if they want to make a complaint or report any incidents of harassment. The University is currently reviewing this tool and has established

a further consultative group to examine the *You Report, We Support* portal to evaluate changes made already and identify where we can make further improvements. The review will also consider how University policies can best meet the needs of the Office for Students and continue to align with recent guidance from Universities UK. This group consults directly with students and reports to the existing Sexual Harassment Steering Group.

Student conduct

In common with other institutions, the University has regulations that govern student conduct. These set out a range of disciplinary offences, including behaviours that are considered unacceptable, and enable the University to take appropriate action in response to any such incidents or behaviours.

In line with the University's approach to continuous improvement, the University has established a new Student Conduct Review Group led by Professor Lisa Webley, Head of the Birmingham Law School, who along with representation from the Guild of Students and other areas of the institution will consider the complex questions across the whole of our disciplinary processes and procedures and will propose any revisions to University policies by the end of this academic year. If staff members are in contact with any students who have concerns regarding these issues, there are University resources available:

- The *Not On* campaign and ambassadors
- *You Report, We Support*
- Wellbeing officers

RESEARCH IN FOCUS:

IMPROVING YOUNG PEOPLE'S RESILIENCE THROUGH MENTAL SKILLS TRAINING

In line with the University's aims to promote mental wellbeing, provide support and improve resilience in young people, the SPRINT project team in the School of Sport, Exercise and Rehabilitation Sciences, led by Dr Jennifer Cumming, has been working on several ground-breaking pieces of work.

Let's find out how evidence-based sports psychology techniques, normally used by elite athletes to improve performance, are being adapted and applied by researchers at the University to tackle homelessness and improve outcomes for young people.

Lessons from sports psychology

In the UK, roughly 86,000 young people are currently homeless, many of whom are not in education, employment or training (NEET) and are struggling with mental and physical health problems. These factors result in young people facing social exclusion at an important point in their lives.

To challenge these inequalities, the team asked the question: 'Could similar mental skills training that elite athletes receive help to improve resilience in homeless young people?'

The SPRINT team have been finding out some answers through their My Strengths Training for Life™ (MST4Life™) programme.

MST4Life™ programme

In collaboration with local homelessness charity St Basils, a team of sports psychologists and academics at the University have spent more than six years developing, delivering and evaluating their strengths-based, bespoke life skills programme MST4Life™, drawing on sports psychology to strengthen the resilience, confidence and coping skills of young people. The interventions that the programme encourages are:

- Developing new coping strategies
- Supporting emotional wellbeing
- Learning how to set effective goals
- Understanding social support networks better
- Building awareness of mental skills and strengths
- Mapping personal journeys

Research has found the programme to be extremely effective in supporting homeless or at-risk young people. Initial evaluation has already indicated positive outcomes for over 600 young people who are experiencing homelessness by improving their resilience and wellbeing; in addition to increasing the proportion of young people entering into education, employment and training one month after completing the programme.

Toolkit and guide launch

Through their collaborative work with charities St Basils, Youth Voice and Homeless Link, the SPRINT team has also co-developed a practical and accessible mental skills training toolkit. The freely available Mental Skills Training Toolkit was launched early this year and developed in collaboration with St Basils staff and service users.

The team has additionally released an accompanying delivery guide, which offers practitioners advice on how to effectively deliver the toolkit content, based on best psychological practice.

Moving forward

The Mental Skills Training Toolkit and delivery guide will enable those working within the homelessness and housing sector to more easily facilitate the mental skills development and wellbeing of their service users.

To mainstream the learning from MST4Life™, the SPRINT team recently produced a guest feature on Fika, the emotional fitness training app designed for the UK's 2.3 million university students. Named the Dream Team, this tool can help anyone to promote positive wellbeing and support emotional fitness by building their social support networks.

If you are interested in learning more about strengths-based tools for working with young people, the toolkit and delivery guide are free to download right now via www.sprintproject.org/toolkit and you can follow the team's story on Twitter using #MSTtoolkit #MST4Life

For further information about supporting youth homelessness in Birmingham, please visit www.stbasils.org.uk

...my confidence is shooting straight up. The way I speak to people, the way I'm working in a team. I've learned that I can handle myself in those situations a lot better than what I thought I could.

MST4Life™ participant

Photo courtesy of MST4Life™

transforming our campus



The Teaching and Learning Building

The view from the students

This new facility opened in January 2020 and is already proving popular with students. We spoke to two members of the building's Student Reference Group, who helped inform the design:

'The Teaching and Learning Building makes a huge difference to the study space available on campus, and a large part of this is the environment and atmosphere created in the building. The combination of a social café space and quieter study spaces around and above encourages me to work after lunch or in the early evenings. I have found myself writing up lab reports on the quieter upper floors, and I am especially keen on the wide choice of styles of working, provided by the creative use of furniture and floor space. I enjoyed having a chance to shape the development of the building as a part of the Student Reference Group and I believe that its success is down to listening to students and considering how the building would be used from a student's perspective.'

Alex Agnew, MSci Physics

'To have followed the development process of the Teaching and Learning Building has been an honour – it is a reminder that I am at a university that cares about its students. The thought and hard work that has gone into the building is reflected in the end result of what is a spectacular piece of architecture and design, whilst serving the needs and wants of its users. Everything from table lights in lecture theatres to the variety of study spaces makes it a wonderful environment for teaching and learning, as the building was intended, but has gone above and beyond to achieve.'

Rebecca Roberts, BSc Business Management

Those stairs...

A lively discussion has sprung up around the stairs in the Teaching and Learning Building, as they are not the usual design one might expect. They have brought up many questions from both staff and students.

So, the facts:

The building is unique in its need to cater for so many people moving in and out at one time. They are Roman stairs, and have been specifically designed to help flow through a building in which, on the hour, there could be as many as 750 students leaving at the same time as 750 students arriving.

'Circulation around the building was important from day one. We wanted to make sure students and staff could easily flow through the building. We also wanted to encourage students and staff to use stairs rather than the lift. This is why we put in the Roman stairs – wide and easy flowing stairs – to promote wellbeing and healthy lifestyle. The way we designed them was to be easily accessible and easily walkable.'

**Svetlana Solomonova
Lead architect from BDP**





From the lab to the pump

Beer and its relationship with the University takes us back 120 years to our civic routes. By 1900, according to Historic England, large commercial breweries were producing around 30 million barrels of beer.

Brewing and malting are both complex areas of applied biochemistry, and the industry in the UK at the time lagged behind their European counterparts who had readily established partnerships with universities on the continent to develop their craft.

This led the Midlands Association of Brewers – in response to an increasing desire to establish a university in the Midlands that supported the manufacturing classes – to pledge £20,000 to help set up the British School of Malting and Brewing in 1899; contributing to the establishment of the University of Birmingham in 1900.

The School was led by the first Professor of Brewing, Adrian Brown, who supported the region's brewing scholars by fine tuning, using science, beer making from 1899 until his death in 1919.

Professor Brown carried out research on the contamination of beer with arsenic, which in 1900 caused widespread poisoning and illness that was particularly bad across the Midlands. Professor Brown was also responsible for organising the supply of English-style beer to the British Army in France during the First World War.

A word from the *Bubble Guru*

The School of Malting and Brewing has since closed, and nowadays Chris Clarke is our resident bubble expert within the Microstructure Engineering research group. Chris regularly shares his expertise on Channel 4's *Food Unwrapped*.

Buzz's editor Matt Collins joined Chris for a drink in the Bratby, and as we both pondered over a pilsner the brilliance of bubbles, Chris explained the science of achieving the perfect head.

'I'd say that around 90 per cent of a beer's quality, by the time it reaches your glass, is determined by the conditions in which it has been stored and the way it's served.'

'The glass plays a surprisingly large role. Brewing companies invest millions into glass development; it's vital in bubble and foam formation, and a well-kept, well-designed glass will keep the beer's head replenished and releasing just the right level of pleasant, hoppy aromas for longer.'

'Most bubbles are essentially carbon dioxide that forms during the fermentation process. For the mass-produced markets, pasteurisation and filtration will usually kill off most of the beer's bubble-forming properties and the drink has to be artificially carbonated after the process: injecting carbon dioxide or nitrogen, the latter resulting in smaller bubbles, and the soft, velvety foam found in drinks like Guinness.'

[Chris is focusing intently on the bubbles circulating in his glass and encourages me to take a closer look].

'What you see here is essentially gas bubbles surrounded by liquid, but stuck to the surface of those bubbles are proteins and iso-alpha acids left over from the grains and hops that originally went into the beer.'

'These particular molecules are very special as they have split personalities when it comes to being at an interface between gas and water. Some parts of the molecules hate water – ie, the beer itself – so they pull towards the carbon dioxide inside the bubble instead of succumbing to their surrounding liquid enemy. However, there is a problem as other parts of the molecules absolutely love beer, and they're trying their hardest to get to it. It's a bit like handcuffing a group of teetotalers and alcoholics together and going for a stroll past a pub, with lots of shoving and pulling in both directions.'

'The result of this internal dispute is a protein-rich coat around each bubble, which stops them bursting and keeps them separate once they reach the surface, making a nice foamy head. The coat is also very effective at stopping gas from slowly moving between the bubbles, helping to maintain the bubble size and, overall, increase the longevity of the foam.'



Brewing students, 1923

Something's brewing!

A remnant of the University's old brewing days is the Adrian Brown Scholarship, a very old brewing scholarship. It's currently funding Chris's PhD colleague, Thomas Holt, who is researching the formulation and processing of ingredients in low-alcohol and alcohol-free brewing, which has seen a huge rise in popularity over the past few years catering to the health conscious and people who abstain on religious grounds.



Today, the University's relationship with the drink is most commonly associated with the Bratby, a campus fixture in Staff House named after John Randall Bratby (1928–92), the rogue Kitchen Sink artist who was awarded an honorary degree by the University shortly before his death.

Buzz joined a current custodian of the famous pumps to find out a bit more about our local and our colleagues who are always around when it's your round.

Gavin Pye is a self-described family man who's married to his wife Katie with whom he has four children: Sienna, Amelia, Jessica and Isobelle. Gavin has worked at the University for 15 years.

What do you like most about working at the University?

My day starts with dropping my children at school, and then I head to work. Sometimes I finish at 3.00pm, which is great as I can pick my children up from school and spend more time with them – so it's perfect for me. The flexibility is really good but we've also got a great team – we have such a laugh together and there's never a dull moment. There's a lot of camaraderie between us, we tease each other at times but always in good spirit. It makes for a nice environment and we all get on really well.

How important do you think is it to have spaces on campus like this?

Really important. This is a busy place. We get a lot of academics, not so many students, but they are more than welcome here too. Come 4.00pm there are always people here and we always have groups coming in for meetings, birthday parties, leaving dos, etc. If this place didn't exist, we'd lose a lot of the social side of working here, which is really important to people, I believe.

The name of this bar is associated with the angry young men movement, but the atmosphere here is pretty chilled and friendly?

It is, and it's always relaxed and a really good vibe. We're all colleagues so we'd expect not to have any trouble, and in the 15 years I've been here the Bratby has a 100% peaceful record; it's a really nice atmosphere.

With events like the Euros around the corner and the Commonwealth Games coming to Birmingham, can we expect any specials?

We always promote the big events, for the World Cup we opened early so that people could come in and watch the games. We've got four TVs and it'll be packed in here for the Euros I'm sure.

Who decides what drinks to sell?

James Hyde is the manager, but all the bar staff input into what we sell. We're really flexible and if we notice something isn't selling, we'll change what's on offer. Also, if people want something, we always try our best to get it. We change our three cask ales on a weekly basis, so it's never the same week-to-week. A lot of people come here because of that.

Who does your social media and authored 'Black Sheep's back, alright'?

A week ago, our new recruit John Elis joined and we've given him responsibility for social media and he's loving it. We haven't really done too much on it recently but John has taken over and he seems to be really enjoying himself.

Who's the most famous person you've served?

[At this point Al, who's lugging big kegs of beer around interrupts: 'Excuse me my friend, but if you don't mind just making a note of who's actually doing all the work around here that'd be much appreciated'.]

We've had a few people from the TV show *Doctors*, and the one from *Eastenders*, Nicholas Bailey.

['The Beast', shouts someone from behind the kitchen counter who's overheard our conversation. 'He had a gammon baguette; said it was lovely!' The Beast is the gentleman from the TV show The Chase.]

What's your most interesting or funniest moment?

I don't want to put it in here!



Competition time

We'd love to hear about your favourite memories from the Bratby, whether it be celebrating a birthday, a new job, retirement or leaving do, a get together with friends, or, if you just had a really nice time – tell us your story and share your photos with internalcomms@contacts.bham.ac.uk

If you follow and tweet [@buzzunibham](https://twitter.com/buzzunibham) on Twitter with your favourite Bratby moments (and photos!) using the hashtag [#Bratby](https://twitter.com/Bratby), one lucky person will win a £50 bar tab. Cheers!

Inclusive by design



ONE IN NINE
OF OUR STUDENTS HAS DECLARED
SOME FORM OF DISABILITY.

MORE THAN
2,700

OF OUR STUDENTS DO NOT
IDENTIFY AS HETEROSEXUAL.



OF OUR UK UNDERGRADUATE
STUDENTS ARE THE FIRST
MEMBERS OF THEIR FAMILY
TO GO TO UNIVERSITY.

The diversity and vibrancy of the cultural melting pot that is our university is rightly celebrated and spoken of with a profound sense of pride. But how can we ensure that we build on our well-established widening participation programmes and make the University a more welcoming and safe space for everyone?

Buzz spoke with the University's Equality and Diversity team (Sammy Li, Peter Collins and Daniel Walker) and the Equality and Diversity champion at Birmingham International Academy (Rina De Vries) about what the University is doing to improve equality and diversity.

Over to Sammy:

'The University has taken an innovative and sector-leading approach in our response to implementing the Public Sector Equality Duty (PSED) by setting up the Department of Equality and Diversity for Students. This was made possible thanks to seed funding from the University and Office for Students (OfS) for improving outcomes for students of BAME or low socio-economic backgrounds.

'The new team sits within Student Services, but what makes it unique is that it's staffed by students to champion student equality, diversity and inclusion. It's part of the University's aspiration to go beyond the typical "student representative in committee" by instilling intuitional cultural change through embedding Equality, Diversity and Inclusion (EDI) and targeting problems such as attainment gaps and micro-aggression through methods of co-production.

'The students who work in these part-time staff roles are Equality and Diversity Student Ambassadors (EDSAs), and they work with different Colleges and Professional Services departments to develop and embed local initiatives for student EDI, which enables us to utilise students' lived experience and peer-to-peer networks.'

Daniel Walker is one of the University's EDSAs, he said:

'Promoting Equality, Diversity and Inclusion is a strong passion of mine. In the Birmingham International Academy (BIA) we, as a team, are developing new methods to create an inclusive curriculum and learning environment. I have collaborated with my colleagues to create an Equality & Diversity training series for international students, focusing on areas of the law and protected characteristics and how to be an active bystander. As an international student, my pivotal focus is to provide a platform for my fellow international students to gain the confidence and willpower to make a change anywhere our career takes us.'

Part of an EDSA's work involves working with new students and 'student influencers', such as sport club captains and class representatives. They're having a real impact. Last summer, a sport club captain was inspired by an EDSA workshop, and talked about their identity as a non-binary sport person and they eventually joined the team as an EDSA this year.





ABOUT
40%

OF OUR STUDENTS ARE BLACK, ASIAN
AND MINORITY ETHNIC (BAME)

Christopher Anthony of Sport & Fitness, said: *'On a practical level, the student Club Committee members attend training covering topics such as racism, sexual harassment and diversity, and the termly President's Network covers welfare and inclusion. The Sport team now works with student sport clubs to support events, raising awareness for causes such as Not On and Rainbow Laces, and last year we introduced the Pride Award to the annual Sports Awards; a recognition that acknowledges the club celebrating diversity and inclusion within their sport most – with Women's Basketball being the inaugural winners in 2019.'*

This new model of working is enshrined in the University's new five-year Access and Participation Plan and will create a lasting legacy for the University. Coming next year is the University's new Equality Scheme (2021–25), which will seek to embed culture change into practice across a range of areas such as catering and accommodation. As our campus continues to grow, we must ensure that our buildings are future-proofed and designed with both physical and mental health issues in mind. We've already had a glimpse of what's possible with the Teaching and Learning Building thanks to the work of Hilary Tansley (Estates) and Sue Onens (Student Services) who have worked on the inclusivity features of the building.

Peter Collins explains more:

'It is hugely exciting to see progress being made in terms of accessibility. As a society, we need to move towards spaces that are designed for all. The Teaching and Learning Building is a great example of that trajectory, advancing progress in universal design in terms of both mobility and neurodivergence. Speaking from a neurodiversity perspective, the inclusion of soundproof spaces, softer lighting, reduction in reflective surfaces, and colour schemes calmer than those of previous design generations, is an extraordinarily welcome development.'

Going forward, Hilary and Sue will be forming an Inclusivity by Design working group to map out the best practice baseline for the University.

Another challenge that we need to address is to ensure that international students are supported to integrate with the University community.

Rina De Vries is a programmes coordinator and tutor in the BIA; they also act as E&D champion at the BIA. Rina explains: *'At the BIA, we recognise that it's a shared responsibility between the University and our students, and not just the responsibility of the students to fit in.'*

'Our team looks after students who can often feel isolated from the beginning, so we look at ways to enable them to integrate better; we teach English language and academic skills, but also try to enhance our pre-sessional curriculum to stimulate the development of multicultural skills, and putting on training for teachers on how to lead E&D-related discussions. With Daniel's help, we've set up E&D workshops for international students, in which the students learn about the Equality Act, and we've put together a proposal for an extra-curricular "cultural CV" project for students to help them acculturate to the UK. HEFI's initiative of the inclusive educator, which will be launched this summer, is also really valuable because it addresses other aspects in teaching that can put up barriers to understanding for international students, such as idioms that we may use in the classroom.'

In May, Sammy and his team will lead the University's representation at the city's Pride celebrations. The University will join forces with Aston, BCU, UCB, Newman, and Wolverhampton for a joint float and marching contingent at the Carnival Parade of Birmingham Pride 2020 on 23 May, synergising with the 2020 theme of 'Stronger Together'.



A joint approach in Europe



The University has joined an alliance of seven leading European universities in response to the European Commission's call to create a European campus. The alliance will be known as the European University for Well-Being (EUniWell).

IN EUROPE

We are transforming

how we understand atrial fibrillation and heart failure and care for patients with the condition

We are challenging

how we think about migration, asylum and integration

We have developed

ethics guidelines on AI grounded in Europe's foundational commitments to human rights, democracy and the rule of law

We are tackling

air pollution and delivering cleaner air in Europe by providing science advice to inform policies for the UK and the EU

We are improving

the quality of life in built-up areas by tackling Europe's cities' sustainability challenges

#WeAreInternational
#BirminghamIsGlobal

The alliance, through education and research, will help to create an environment that allows for European citizens and their global neighbours to be well-educated, socially responsible, healthy, inclusive and diverse — all critical aspects of wellbeing.

Across seven European countries — the UK, Germany, Italy, the Netherlands, Sweden, France and Hungary — we come together through a shared mission and common values with the universities of Köln, Firenze, Leiden, Linnaeus, Nantes and Semmelweis.

EUniWell was launched with joint seed funding to stimulate research, teaching and policy development partnerships across Europe. This will support multilateral projects involving the universities' combined 255,000 students and 44,000 staff members. We were delighted to welcome students and leaders from our partner universities to campus during February to explore a collaborative approach to improving wellbeing in Europe.

Whilst the initial focus of the alliance is wellbeing, especially of those people living in cities, in the longer term the collaboration will define how a modern, civic and entrepreneurial university can support social and individual wellbeing in a global setting.

Wellbeing is one of the cornerstones of the European Union and a common European value. Since understanding and improving

wellbeing requires a holistic approach, the collaboration will span research, education, and policy engagement. It will support learning at all ages: not just for university students, but also for lifelong learners and the training of teachers. It will foster equality and diversity, including multilingualism and multiculturalism.

In coming together at this scale and reach, the partner universities in EUniWell recognise their responsibilities for training the next generation of Europeans, enabling scientific breakthroughs and ensuring successful knowledge transfer to benefit society as a whole. As Europe's next generation, students are at the core of the alliance and are involved in all its aspects including governance.

On launching the collaboration, the leaders of the universities in the alliance said:

'We are delighted to combine the forces and strengths of our seven universities.

We are creating an ambitious, visionary and distinctive alliance that will support the wellbeing of our students, staff, cities and regions, and Europe more broadly.

'This alliance will show how diversity and working across national boundaries, bringing together diverse but complementary universities, is the best way to address the key issue of the wellbeing of Europe's population.'



CAMPUS CURIOSITIES

What is it?

The Commodore PET 2001 computer, 1977, Research and Cultural Collections.

Where is it?

Research and Cultural Collections Study Centre (viewable by appointment)

The Commodore PET 2001 is considered the first commercially successful all-in-one home computer. Amongst other things, it could be used to work out maths problems, and design simple graphics and animations.

Released in 1977, it appears that the designer Chuck Peddle was inspired by the sentient AI machine Hal 9000, from Stanley Kubrick's *2001: A Space Odyssey*. Peddle paid homage through the use of a three letter name combined with the number '2001' and PET's Microgramma logo, this being the font of Hal's interface.

The PET 2001 was based on a MOS 6502 processor, which later came to power the popular Apple II, and an operating system produced by the newly founded company, Micro-Soft. The computer initially held a maximum storage capacity of only 4KB – equivalent to around 21 text messages!

As it was a relatively cheap computer, it was popular in schools and sold widely, despite complaints about its tiny 'chiclet' keyboard. Unfortunately for Commodore, prosperity did not last long, as the Apple Macintosh and IBM PC were soon to follow.

The University of Birmingham's Computing Collection showcases technological advancements in IT and the impact that technology had on research at the University. Technological advancements such as the PET 2001 enabled staff and students throughout the University to improve the way they managed information and data, marking a radical move away from paper into the digital realm.

Find out more

Research and Cultural Collections hosts a vast range of extraordinary objects that play a valuable social, cultural and educational role in campus life. To find out more visit www.birmingham.ac.uk/rcc.

Chancellor's column

The University Annual Meeting (UAM) is always a highlight in the year, and every time we all come away from it enthused and inspired by the achievements of our wonderful institution. This year's theme, *Shaping Global Cities*, highlighted the breadth of expertise and impact the University has.

On the same day as the UAM, we also had the official opening of the Institute of Global Innovation and the Institute of Advanced Studies (IGI-IAS), the University of Birmingham's (UoB) mechanism for supporting multi-disciplinary research. The Institute's aim is to inspire world-leading interdisciplinary research that addresses the world's challenges.

The University is perfectly placed to engage in this. On the University's delegation to India in February, I accompanied the Vice-Chancellor, Professor Sir David Eastwood, and Pro-Vice-Chancellor, Professor Robin Mason, who's also head of our India Institute, as well as senior academics. We were able to forge so many impactful collaborations, including our Sports Science department, led by Martin Toms – we will be collaborating with India's two sports universities, as well as with the Sports Authority of India, helping with training and excellence.

Our Centre for Railway Research and Education, headed by Professor Clive Roberts, met with the Chairman of the Indian Railways, one of the largest employers in the world, employing 1.3 million people. We are going to be collaborating with the railways in signalling and simulation, as well as working with the newly established University, National Rail and Transportation Institute (NRTI).

Along with Professor Dion Morton of our Medical School, we met with the National Health Authority (NHA) of India, launched by Prime Minister Narendra Modi just 18 months ago. The NHA is on track to include 500 million Indians under the new health system, and we will be collaborating with the NHA, as a university, learning with each other, particularly with regard to technology. I could carry on listing so much other work, including tackling air and water pollution and global health, addressing the fact that more people die due to post-surgical complications around the world than malaria, TB, and HIV combined.

Our superbly impressive brochure, *Constantly Questioning*, 'over 100 years of research that matters', clearly demonstrates the depth, breadth and strength of England's first civic university, enabling us to genuinely shape global cities. Now with the IGI-IAS founded on the belief that research works best when barriers are broken down, the IGI-IAS will help make this happen, combining expertise of academics across the University, and developing multi-disciplinary projects across a range of challenge areas. Onwards and upwards!

Lord Billimoria is the founder and chairman of Cobra Beer, Chancellor of the University of Birmingham and the founding Chairman of the UK-India Business Council.



UNIVERSITY OF
BIRMINGHAM

Dear Reader,

As you'll have guessed, this edition of *Buzz* was largely planned and produced before the widespread global coronavirus (COVID-19) outbreak.

Some content will therefore mention events and information that may no longer apply given the circumstances, please accept my apologies for this. But I hope that our features on the University's efforts to improve equality and diversity, making campus a safer space, and our researchers who are doing so much to improve young people's mental health in particular have brought you some pride and optimism during these uncertain times. We have since learned about all the amazing ways that the University is helping in the global fight against COVID-19, and hope to share some more of these stories in our next edition.

I would like to thank everyone for their contribution to this edition, in particular the team at the Bratby who feature on our cover, and colleagues in Creative Media who have worked hard in these difficult circumstances to produce *Buzz*. Reflecting on piecing the magazine together, it offered some light relief, namely the questions posed by the children who attended the reading of 'My Daddy is a Nurse'... it's almost as though they *did* see this coming.

While some key and vital colleagues will remain on campus to keep essential services running (thank you!!), many of us are now working from home, which is a completely new way of working. For some people, this might also be a lonely, anxious and stressful time. It's important that people pull together in times of need and help each other, so remember to check in with your friends and colleagues, and if you are struggling with anything make sure you tell your line manager. There is a helpful guide on the intranet for staff while they are working remotely – this includes advice on practical issues for working at home. The University also provides, through Workplace Wellness, a 24/7 helpline for immediate emotional support, debt management services, general advice and information. The helpline access number is: **0800 1116 387**.

We'll stay in touch with you online for the time being. You can keep up-to-date by visiting the Buzz team's Twitter account **@buzzunibham** (remember to enter our Twitter competition to win £50 to spend in the Bratby... after this has all blown over and we are back on campus) and the University's channels on Twitter, Instagram and Facebook.

In the meantime, stay safe and keep washing your hands.

Matt Collins (editor)