

WELCOME TO



UNIVERSITY OF WORCESTER  
**THE THREE COUNTIES**  
MEDICAL SCHOOL



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*“Our healthcare professional graduates already make a hugely beneficial impact on the health and wellbeing of our local communities. The opportunity to expand this further across the counties of Worcestershire, Herefordshire and Gloucestershire, through the creation of a new Medical School, will make a transformative contribution to the region’s health workforce.”*

**Professor Sarah Greer**

*Deputy Vice Chancellor and Provost  
University of Worcester, and Chair  
Three Counties Medical School Project*





# Our Vision

The creation of a new and distinctive medical school serving the three counties of Gloucestershire, Herefordshire and Worcestershire is an exciting development both for the University of Worcester and the local community and health sector.

Coinciding with unprecedented challenges now facing the NHS that threaten the health and wellbeing of the nation, it presents an exceptional and timely opportunity to answer pressing as well as long-standing needs for a fresh and more innovative and targeted approach to medical education.

The Covid-19 pandemic has highlighted the importance of urgently addressing existing shortages of doctors, GPs and other vital healthcare professionals nationally and particularly in rural regions that are significantly under-served, including those to be covered by the Three Counties Medical School (TCMS). It has also underlined a necessity to train doctors who are resourceful problem-solvers who are used to collaborating as part of a multi-professional team and are therefore capable of responding to rapidly changing situations. This perfectly describes the kind of individual we expect to graduate from our new medical school.

Training the doctors and healthcare leaders of the future means providing a programme that is in tune with the drive towards more care in the community and patient-centred practice. Our postgraduate course will feature a unique third year, which will include

an integrated community placement. We will fully utilise the untapped resource of community hospitals as a training ground for students, working alongside professionals and students from other health disciplines. The programme will stand out for its ambitious plan to embed interdisciplinary and problem-based learning in the curriculum, and for the way it will marry empathetic patient-focussed values with the latest knowledge and professionalism of the modern-day health service.

Responding to national and regional health demands requires a recruitment and training strategy designed to attract highly motivated and conscientious people from diverse backgrounds who represent the communities served by the medical profession.

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*“Creating the Three Counties Medical School to serve the people of this region and beyond is a major investment. There is a serious shortage of doctors in many rural areas as well as in the Acute Hospitals. The latest official workforce forecasts predict that the shortage of health personnel is going to balloon to 170,000 by 2027, which is just when doctors educated at the Three Counties Medical School should start coming on stream.”*

**Professor David Green CBE**

*Vice Chancellor and Chief Executive  
University of Worcester*



The TCMS is part of a new wave of medical schools in the UK that are aiming to widen access to careers in medicine. The University of Worcester, widely regarded as one of Britain's most inclusive higher education institutions, is in an excellent position to take a lead in this movement. Its commitment to widening opportunities and equality has been recognised in a string of national awards over the past four years.

The development of a medical school based at the heart of a new health and wellbeing campus is a logical next big step for the University, and is a key objective in its current strategic plan. It grows organically out of established strengths and a solid and long track record in delivering a wide range of high quality programmes in subjects allied to nursing and health. The TCMS will build

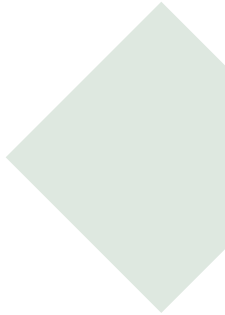
on existing staff expertise, relationships with Trusts and hospitals, professional regulatory bodies and university facilities. It will also allow for the development of an integrated course experience and community of practice - reflecting the current emphasis on integrated care - as trainee doctors, nurses and other health professionals learn in a shared environment.

But the benefits of opening the TCMS extend far beyond the evolution of university healthcare teaching. In developing the school, the University aspires in the long term to provide a practical solution to the significant difficulties in recruiting and retaining doctors in the region. Research has shown that focussing on recruitment of local students is likely to be an effective strategy. The TCMS will work in close partnership with

Trusts and hospitals in the region, as well as schools and other local stakeholders, to help realise these objectives. It amounts to a collaborative venture from which the regional community, healthcare system, medical profession, students, higher education sector and the NHS all stand to gain.

### [FIND OUT MORE](#)

Our Vision For  
The Three Counties Medical School film



# Why Worcester

The University of Worcester is a thriving university for the 21st Century, with one of the best records in the country of sustained graduate employment and a reputation for quality, equality and compassion.

The University was awarded the largest allocation of additional health-related student places in the UK in 2020, putting it in a strong position to add to its substantial and proven experience over the past two decades in training high-quality, effective and compassionate health professionals in nursing, midwifery, physiotherapy, occupational therapy and paramedicine.

A third of the University's students are currently studying courses allied to health. This year, it celebrates 25 years of delivering nursing and midwifery education and is now considered to be one of the best training centres in the country for these professions. In 2014, Worcester became the first university in the UK to introduce a postgraduate MSc Physician Associate (PA) course: a two-year intensive clinical programme to train clinical practitioners in the medical model to work alongside doctors, meeting the needs of a rapidly changing healthcare environment. The first cohort of PA students graduated in 2016 with a 100 per cent employment rate. This innovative programme provided local Trusts with a much needed resource, successfully reducing pressure on services and improving patient flow, while creating opportunities for a more diverse body of students.

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*“I think we have the opportunity here, with the University of Worcester as it is, with its large strengths in health professional education, to do something a little different with our medical school: very much more integrated with the NHS and the people who currently work in the NHS.”*

**Professor John Cookson**

*Professor of Medical Education  
and Development Dean of  
the Three Counties Medical School*



# A reputation for quality

Ranked in the top 3 in the UK for Quality Education and Number 1 in the UK for Gender Equality in the Times Higher Education's University Impact Rankings 2019 and 2020.

Three times finalist for University of the Year in the Times Higher Education annual awards, including in 2020.

Finalist for University of the Year in the 2019 and 2020 UK Social Mobility Awards.

Shortlisted six times, including in 2020, as Nurse Education Provider of the Year in the Student Nursing Times Awards.

Winner of the Guardian University Award for Internationalisation in 2019, and shortlisted for the Widening Access and Outreach Awards in 2019 and 2020.

Ranked among the top 10 universities in the UK for Student Experience and 16th for Teaching Quality in The Times Good University Guide 2021 (published in September 2020).

Named Sustainability Institution of the Year in the Green Gown Awards 2019.

Among the top 10 universities in the country for sustained employment of graduates, according to data published by the government.

Ranked among the top 10 universities in the country which best reflect society in a 2018 report from the Higher Education Policy Institute.

Winner of the Outstanding Contribution to the Local Community award (2019), winner of the Outstanding Contribution to Equality, Diversity and Inclusion award (2020), and shortlisted for Widening Participation or Outreach Initiative of the Year (2020) in the Times Higher Education Awards.

TOP 3 FOR

**QUALITY  
EDUCATION 2020**

TOP 10 FOR

**STUDENT  
EXPERIENCE**

TOP 10 FOR

**SUSTAINED  
EMPLOYMENT**

FINALIST

**UK Social  
Mobility Awards™**  
University of the Year 2020

FINALIST

**THE AWARDS  
2020**  
University of the Year

WINNER

**Green Gown  
Awards 2019**  
Sustainability Institution  
of the Year

All students studying on health-related courses benefit from the support of well-qualified and highly experienced staff as well as first class facilities, soon to be significantly enhanced with the addition of a new Three Counties Centre for Health and Wellbeing. The University also has an extensive network of placement providers and contacts across local NHS Trusts, GPs, other healthcare organisations, third sector and private providers.

The combination of a small but rapidly growing university with many health-related activities, which is based in a large, rural region under-served in primary care, provides an opportunity for a new medical school to flourish in collaboration with local and regional stakeholders. The focus of recruitment to under-doctored areas has been at the forefront of strategic

planning in NHS England. The Royal College of Physicians has estimated that nationally an additional 2,840 medical students per year are needed for the next five years to create 2,270 more consultant physicians by 2030. The Three Counties fulfils the NHS criteria for needing more locally provided solutions to this challenge. In Hereford and Worcester, in all medical specialities, 14 per cent of training posts were unfilled in 2016, while in Gloucestershire it is estimated that 40 per cent of GP practices have unfilled vacancies. In the Wye Valley NHS Trust area, most recent figures show consultant vacancies running at 10 per cent Trust-wide, but at 50 per cent in some specialities such as acute medicine. In the Gloucestershire Clinical Commissioning Group (CCG) area, 11 practices are currently holding GP vacancies, with 25 GPs predicted to retire soon.

It is widely recognised that to attract GPs to a rural region like the Three Counties, which has pockets of sparse populations, they have to have either been born there, lived there, or undertaken their training in the area. Yet there is currently no medical school within the Three Counties region and contiguous areas such as South Shropshire and part of Wales. There are also relatively few medical students in relation to the populations of these areas. The local Trusts currently providing placements for these students do not anticipate difficulties in accommodating students from the new medical school alongside these existing arrangements.



*"The Three Counties will offer a rich variety of experiences – rural and urban, primary and secondary care, specialist and generalist experience. It has many experienced educators, skilled in pastoral care with supported nurturing environments. The school will be embedded within the NHS with early exposure to clinical environments. There are many opportunities to work in a pleasant environment - whether within general practice or in hospital care."*

**Dr Ananthakrishnan Raghuram**

*Consultant Physician, Head of Postgraduate School of Medicine, Health Education England, working across the south west*





# Medical history at Worcester

The University's City Campus is based in the beautiful Georgian buildings of the former Worcester Infirmary.

The Infirmary operated from the site from 1771 until 2002 and in that time observed many advances in healthcare and innovation. A local physician, Sir Charles Hastings, presided over the first meeting of the Provincial Medical and Surgical Association in July 1832. The organisation, which later became the British Medical Association and continues to print the British Medical Journal, was founded at the Infirmary.

Records and archives of the historic building and activities at this site are held in the University's Hive Library and in the on-campus Infirmary Medical Museum and are available for research purposes.



# A genuine partnership between University and Trusts

The TCMS will serve the three counties where most of the University's student population live: Worcestershire, Herefordshire and Gloucestershire, as well as the surrounding areas. It will be a genuine partnership between the University, NHS Trusts and Clinical Commissioning Groups (CCGs) in the region, with which it already has well-established relationships. The creation of a medical school will enhance the reputation both of the University and the regional

hospitals and health sector that will play a critically important role in its establishment and success. It also aims to make a significant contribution to the quality improvement programme of the regional health service.





# Trust and CCG partners

## Worcestershire Acute Hospitals NHS Trust

The Trust runs the the Alexandra Hospital (Redditch), Kidderminster Hospital and Treatment Centre, and Worcestershire Royal Hospital. In 2015, in partnership with University Hospitals Coventry and Warwickshire NHS Trust, it developed a £25 million state-of-the-art Oncology Centre, based at Worcestershire Royal Hospital, to provide local radiotherapy services to 1,500 patients a year who previously had to travel to be treated. The Trust performs about 95,000 planned and emergency operations each year, with 140,000 A&E attendances and about 500,000 outpatient appointments.

## Herefordshire and Worcestershire Health and Care NHS Trust

The Trust delivers a wide range of services in a variety of settings, including in people's homes, care homes, schools, community centres and in-patient facilities such as seven community hospitals and recovery wards. Established in 2011, the Trust is the main provider of community nursing, therapy and mental health services across the county. In April 2020, it also took over the delivery of mental health and learning disability services in Herefordshire. The Trust employs around 5,000 staff across the two counties. In 2017 it was named as a Global Digital Exemplar for Mental Health in the Next Steps on the NHS report, produced by NHS England as part of the implementation of the Five Year Forward View. It has been given up to £5 million of national funding to develop new digital systems to support mental health patients.

## **Gloucestershire Hospitals NHS Foundation Trust**

Gloucestershire Hospitals NHS Foundation Trust is the largest employer in the county, with over 8,000 staff, and is one of the largest NHS Trusts in the UK. It provides a wide range of specialist acute services - including a regional cancer centre - from its two large general hospitals, Gloucestershire Royal Hospital and Cheltenham General Hospital, as well as maternity services at Stroud Maternity Hospital. Its specialist clinicians also see patients in the county's community hospitals including Stroud, Berkeley Vale, Forest of Dean, Tewkesbury, the North Cotswolds and Cirencester. The Trust has developed ground-breaking services such as its Mobile Chemotherapy Services, and also provides a national lead in Diabetic Retinal Screening and AAA Screening Services.

## **Gloucestershire Health and Care NHS Foundation Trust**

Gloucestershire Health and Care NHS Foundation Trust was formed in October 2019 from the merger of 2gether NHS Foundation Trust and Gloucestershire Care Services NHS Trust to provide joined up physical health, mental health and learning disability services. It is in the early stages of establishing a new community hospital in the Forest of Dean. The Trust employs more than 5,800 members of staff and works in partnership with a wide range of commissioners, collaborators and colleagues across the health and social care community. It provides assessment, support, treatment and advice on a range of mental health, physical health and learning disability conditions. These services are provided both in the community – in people's homes and other settings – and in hospitals and

inpatient units. Specialist services include Chat Health, which enables young people to obtain confidential health and wellbeing advice from the school nursing team via text message, Let's Talk, an Improving Access to Psychological Therapy (IAPT) service and Hope House, a Sexual Assault Referral Centre in Gloucestershire.

## **Wye Valley NHS Trust**

Established in 2011, Wye Valley NHS Trust is the provider of healthcare services at Hereford County Hospital, based in the city of Hereford, along with a number of community services for Herefordshire and its borders. It also provides healthcare services at community hospitals in the market towns of Ross-on-Wye, Leominster and Bromyard. The 3,000-strong workforce provides a range of specialist and generalist functions.

With a turnover of over £230 million in 2019/20, serving a population of 180,000, the Trust is one of the smallest rural District General Hospitals in England. The Trust is a member of a 'Foundation Group', created in 2017 in partnership with South Warwickshire NHS and George Eliot Hospitals NHS Trust (GEH). The three organisations face similar challenges and the group provides a wider platform to share strategic thinking, best practice and improve whole system patient pathways. A ward replacement project is underway at the Hereford County Hospital site, which will provide a new 72-bed ward block to replace the last of the two 1940s hutted wards, and is planned to open in 2021.

#### **NHS Herefordshire and Worcestershire CCG**

NHS Herefordshire and Worcestershire Clinical Commissioning Group was established in April 2020 following a merger of NHS Herefordshire CCG, NHS Redditch and Bromsgrove CCG, NHS South Worcestershire CCG and NHS Wyre Forest CCG. It has 83 GP practices and is responsible for buying health services for 800,888 people across Herefordshire and Worcestershire. With a £1.19 billion budget, the group plans and commissions hospital, community and mental health services. It also monitors the quality of the services provided and works with local partners with the aim of providing preventative and anticipatory care and seamless pathways across organisational boundaries.

#### **NHS Gloucestershire CCG**

All 74 GP practices in Gloucestershire are members of the NHS Gloucestershire CCG, which commissions NHS services to meet the needs of local people. Services include emergency care, operations or treatments that can be planned in advance, community services and mental health services. As well as commissioning services, CCG clinicians and managers at county and local level focus on planning, prevention and self care, joining up services, community support and the provision of information across health and social care. The CCG is also developing alternatives to hospital care, including more care, treatment and support at home and in the local community.

# Our research and areas of expertise

The University of Worcester has significant research strengths, and in the last Research Excellence Framework exercise (which took place in 2014) it was judged to be the most improved university in the country for 'research power' – a measure of the volume of research multiplied by quality. Its strengths lie especially in health-related areas, particularly in relation to mental health. Research at the University will underpin the aims of the new medical school to create a community of staff and student scholars who think carefully about what they do, read widely, and base decisions on evidence whenever possible. Some graduates will become researchers, but all will be scholars.



Professor Dawn Brooker MBE is the Director of the Association for Dementia Studies, which she established in 2009. She is internationally recognised for scholarship in practice development of person centred dementia care and has long established working relationships with practitioners and scholars worldwide. A clinical psychologist, Professor Brooker MBE worked in the NHS in a variety of clinical and managerial posts for 17 years before moving into academia in 1999. She was involved in Dementia Care Mapping at the University of Bradford where she was awarded a personal chair in 2005.





**Dr Steven Coles** leads several Biomedical research projects at the University of Worcester. His research interests include cancer immunology, exercise immunology, diagnostics and the role of oxidative stress in disease pathogenesis. Currently he is involved with two clinically relevant projects, including research into the use of a new monoclonal antibody to target an immune checkpoint molecule as a potential treatment for acute myeloid leukaemia which may now enter clinical trials; and another involving collaboration between Worcester Biomedical Research Group and the Worcestershire Acute Hospitals NHS Trust which is running a clinical trial to establish new predictive biomarkers for acute coronary syndrome.



**Dr Beverley Adams-Groom** is a leading expert in pollen forecasting and provides the UK and Ireland with forecasts for all the main airborne allergens, aided by colleagues in the pollen forecast team, and working in association with the UK Met Office. Dr Adams-Groom is also involved in the field of Palynology, which is the study of microscopic biological particles (mainly pollen and spore identification). Dr Adams-Groom has recently produced a body of work on pollen levels in surface soil and is currently working on the characterisation of UK honeys and the production of regional pollen calendars for the UK.



**Dr Janina Iwaszko** is Principal Lecturer in Medical Education. She is the medical director of the Physician Associate MSc and the RCP UK Clinical Lead for the Physician Associate National Exam. Her primary research interests are in the early acquisition of clinical reasoning and the use of simulation as an effective clinical teaching modality. She has presented regularly at international conferences on this topic and has also been Lead Investigator in an HEE funded Interprofessional Simulation Learning Project. Dr Iwaszko was previously the Senior Clinical Teaching Fellow for Worcestershire Acute Hospitals NHS Trust, where she took a lead in the development of simulation and interprofessional teaching within the Trust.




**Professor Kay Mohanna** is a partner in general practice in the UK and a trainer, with expertise in supporting trainees in difficulty. She is Professor of Values Based Healthcare Education at the University of Worcester and is a collaborating partner at the Centre for Values-Based Practice in Health and Social Care at St Catherine's College, University of Oxford. Her research interests include leadership, teacher development and appraisal. Her doctoral work used conversation analysis to look at differential attainment in postgraduate exams. Professor Mohanna is a PLAB (Professional and Linguistic Assessments Board) examiner for the General Medical Council.



**Professor Lisa Jones** is Professor of Psychological Medicine and leads the Mood Disorders Research Group, which aims to investigate genetic and other factors that may contribute to the aetiology and course of bipolar disorder and related mood and psychotic illnesses, such as schizoaffective disorder and postpartum psychosis.

Professor Jones has been researching the causes of major mental illnesses for over 25 years, and founded and leads the UK Bipolar Disorder Research Network (BDRN) in collaboration with colleagues at Cardiff University. With funding from two of the world's leading medical research charities,

the Wellcome Trust and the Stanley Medical Research Institute, BDRN is recruiting one of the largest research samples of individuals with bipolar disorder in the world (currently, over 7,000 and counting).



# Leading the way on widening access, inclusion and equality

The University of Worcester has, since its inception, strongly promoted educational and social inclusion, and this is firmly embedded in the institution's culture, provision and infrastructure. The University has pioneered a whole-institution approach to widening participation in higher education, a move that has been recognised in numerous national awards and reports. For example, it was ranked in the top 10 UK universities for best reflecting society in terms of socio-economic class, according to analysis by the Higher Education Policy Institute, an independent higher education think tank. In the first ever national gender pay reporting in 2018, the University was found to have the smallest average pay gap of any university, a result that was repeated in 2019.

The University has deliberately chosen to develop its estate inclusively, creating buildings that are conducive to co-operation

and success. The opportunity to study at The Hive, Europe's first integrated university and public library, is a day-to-day encouragement to active citizenship and learning. Sustained investment throughout the campus, typified by the University of Worcester Arena, the country's first indoor sports arena purpose-designed to include wheelchair athletes, promotes participation for those with physical impairment and encourages wellbeing.

These values of widening access, inclusion and equality will be reflected in the ethos of the new medical school and its approach to student recruitment. The TCMS will aim to remove barriers to a medical career to help create a health workforce in the region which is diverse, highly capable and representative of the community it serves.

# Our Course


One of the great advantages of launching a new medical school is that it makes it possible to design a course that offers an innovative method of education and training: one that fits the current needs and aspirations of the health service and students. The four-year graduate-entry MBChB (Bachelor of Medicine and Bachelor of Surgery) programme will form part of the evolution of medical education, responding to the needs of an ageing population, emerging diseases and advancements in knowledge. Its most unique feature will be a third year consisting entirely of long-term placements in primary and secondary care environments in the community. A high proportion of clinical placement experience

will be in the large number of community hospitals in the region. Practitioners based in the community will also play an integral role in the development, delivery and assessment of the university-based programme.

This approach will enhance opportunities to embed interdisciplinary and interprofessional learning into the curriculum, which will be another distinctive feature of the course. Students will spend an extended period in an environment where they will be working alongside, and learning from, professionals and students in a wide range of other health-related disciplines. This will encourage the development of a community of practice, and will help nurture the softer but vital skills of patient communication and empathy. Another exciting prospect is the development of a training ward in a

community hospital, where students under supervision could take on responsibilities working in conjunction with students and staff in nursing and other professional areas.

Interdisciplinary learning will also take place as part of the school's problem-based style of teaching, in which students search for solutions to complex situations that might arise in a ward by collaborating in problem-solving groups. They will be involved in discussing hypothetical case scenarios and encouraged to discuss the roles and responsibilities of each profession; working together to ensure that the 'patient' in the centre of discussions receives the best and most appropriate care. They will be expected to come to such workshops armed with knowledge gleaned from a range of available resources, including online lectures.

A photograph of a man and a woman sitting at a desk in an office. The man, on the left, has a beard and is wearing a light pink hoodie. The woman, on the right, has long blonde hair, wears glasses, a brown cardigan, and a colorful patterned scarf. They are both looking towards each other, appearing to be in a conversation. The desk is cluttered with two computer monitors displaying data, a keyboard, a mouse, a telephone, and various office supplies. The background shows a typical office environment with shelves and papers.

Worcester has a long-standing reputation for health education and interdisciplinary learning across the health profession.



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*“The development of the Three Counties Medical School at the University of Worcester will be wonderful news for the whole community and for everyone who is passionate for health and medical education.”*

**Mr Steven Thrush**

*MBBS, FRCS, consultant surgeon at the Worcestershire Royal Hospital, one of the country’s top breast surgeons and named in the top five NHS Doctors in the country in the ‘NHS at 70’ awards*



The philosophy of the course will be to recognise the centrality of the patient in medical education, and the importance of public and patient involvement in learning, and in providing additional perspective on course design and student admissions. To this end, the course will be organised around common patient presentations. The role of generalists will be fundamental to address the key issues of changing demographics, frailty, multiple co-morbid conditions, living with long-term conditions including cancers and the increasing prevalence of dementia. Mental health issues pervade all of medical practice and therefore will be addressed throughout the curriculum. Formal psychiatry learning will take place largely in the community, in outpatient and crisis teams and in emergency departments, with some exposure to in-patient care.

The programme will include 15 weeks spent in acute hospitals in years one and two, where teaching and learning will otherwise largely be campus-based, with consultation skills training taking place each week. Students will benefit from the support of an online virtual learning environment.

Year four will consist of placements in acute medicine and surgery – a 'shadowing' period to prepare for the Foundation Programme as a junior doctor, and an elective.

#### **Our partner – Swansea University**

In line with General Medical Council (GMC) requirements, the University has identified a contingent partner with Swansea University: the Graduate Entry Medicine (GEM) Programme within the Medical School, Faculty of Life and Health Sciences, at Swansea University.

The GEM programme is strongly orientated to producing caring, excellent and inclusive doctors with a significant focus on primary, community care and mental health, which the TCMS expects to build upon. Swansea University Medical School has an excellent reputation in medical education. It is ranked as the 3rd best medical school in the UK (The Times and Sunday Times Good University Guide 2021, published September 2020), and has excellent GMC reports.

Swansea University Medical School shares our ethos and approach to pastoral care and support for students. Its curriculum is interesting and innovative, with early patient contact and clinical training from Year 1, based on a series of case studies within a spiral curriculum over the four-year graduate entry course. It has much expertise in the education of doctors who practice in rural settings, including a longitudinal placement in general practice in the third year of its programme in west and mid-Wales.

# Admissions

Building on the University of Worcester's exceptional and proven record on widening access to higher education, the TCMS will aim to direct recruitment primarily at those groups that are under-represented in medical courses and in the profession. This includes, in particular, students from lower socio-economic backgrounds, who still account for only around 10 per cent of all admissions nationally.

A further priority will be to encourage and support applications from local students, as part of the medical school's mission to address difficulties in recruiting and retaining doctors in the region. A number of specific initiatives will bring these two aims together, to produce a step change in applications from local students with widening participation backgrounds. Although the TCMS will be offering a graduate entry course, existing outreach networks in schools and colleges will be used to highlight opportunities for students to progress into the medical programme via a range of feeder routes, with a guaranteed interview for those achieving academic entry requirements.


“““ “Regardless of your background, we have got routes into medicine that aim to remove some of the barriers that are preventing the medical workforce from reflecting the diversity of the population.”

**Professor Kay Mohanna**

*GP and Professor of Values Based Healthcare Education at the University of Worcester*







In addition there will be a range of tailored activities including targeted mentoring with qualified graduate entry doctors (initially from partner organisations); the use of digital media to help explain the routes to medicine; academic study workshops embedded in programmes; career events focused on medicine; and taster placements and workshops in NHS Trusts.

An important third strand in the TCMS admissions strategy will be to offer places to graduates from a wide range of disciplines, including for example behavioural and social sciences, humanities and psychology,

who may be more likely to progress into general practice or psychiatry. The TCMS will be one of only a few medical schools adopting this strategy, which it has based on evidence from Swansea University Medical School showing that students from a non-science background perform equally as well as their bioscience peers after the first year of a medical programme.

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*“The good thing about the Three Counties is that it will look for slightly different characteristics than a typical medical school. We are looking for really well-rounded people, not just people who are purely academic. You could have a background in all sorts of different subjects, it doesn’t have to be science based. As long as you are prepared to put the work in and are passionate about it, give it a go and apply!”*

**Ms Fiona Court**

*Award-winning consultant breast surgeon at Gloucestershire Hospitals NHS Foundation Trust, and a member of the TCMS Curriculum Development Group*

**[FIND OUT MORE](#)**

‘My journey into medicine’  
Fiona Court, award-winning surgeon

# Our Facilities

A new £16 million Three Counties Centre for Health and Wellbeing, which will house the TCMS, will become the latest addition to what has been described as a “string of pearls” of significant buildings, including some award-winning examples, that are part of the University of Worcester’s three-campus city centre estate.



Designed to maximise opportunities for interprofessional learning, the new Centre will be a physical embodiment of the aims of the TCMS and its programme. Centrally situated on the Severn's St John's riverbank in Worcester, it will be a major new resource for skills across the health professions. Its facilities will include a specialised anatomy skills room using high fidelity models for visualisation of anatomy, pathology and physiology; a simulated GP's surgery with a suite of consultation rooms; technology for viewing and feedback space; and easily dividable units for Objective Structured Clinical Examinations. The use of state-of-the-art simulation and visualisation facilities means there will be no need for laboratories for cadaveric dissection and standard wet laboratories to support basic science courses. Instead, space will be available to provide students access to computers and to allow them to engage in small study groups. A large open-plan learning space with café facilities will act as a communal

area for students from different health disciplines to meet and collaborate in an informal environment. The new building will also provide a significant expansion of continuing professional development opportunities for those who are currently working in the regional health service.

The Centre for Health and Wellbeing will significantly enhance the University's existing health and science facilities, which include extensive clinical simulation suites and a simulated hospital environment; dedicated biomedical research laboratories containing specialist equipment such as an LC/MS for lipid analysis; a Flow Cytometer for immunophenotyping and qPCR machines for gene expression analysis; and advanced laboratories for pollen and aerobiology research, with a negative pressure room for secure handling of harmful microorganisms and an environmental chamber for testing equipment and people in different environmental settings.

The Medical School's students will also have access to the University's other first class facilities, such as The Hive, Europe's first fully integrated university and public library based in a multi-award winning iconic building providing access to a quarter of a million books and over 12 miles of archive collections.

### Pioneering Philanthropic Giving

Known for its imaginative innovation as well as its generosity, the Clive and Sylvia Richards Charity has made a [major donation](#) of a quarter of a million pounds towards the creation of the new anatomy suite at the Three Counties Medical School.



### [FIND OUT MORE](#)

'An investment in the future'  
An interview with Clive Richards CBE KSG DL



# Find out more

To read more about the Three Counties Medical School and to stay up to date with the latest developments, please visit our website at [www.worcester.ac.uk/tcms](http://www.worcester.ac.uk/tcms)