

HEAD CHEF (PASTRY)

Catering/Retail Department

GG697

CANDIDATE BROCHURE



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WHAT MAKES UEA SO SPECIAL?

The University of East Anglia is a publicly funded major UK research and teaching university based in Norwich, Norfolk, United Kingdom. It was built to embody a radical new vision for higher education, where interdisciplinarity is crucial and excellence in both research and teaching is valued. UEA consistently ranks within the top quarter of universities in the UK for the quality of research and teaching.

As a major regional employer and cultural centre, we take our regional civic responsibilities very seriously and have kept our sights on the people and place we call home. In fact, we launched our University Civic Charter in October 2023; created from in-depth community engagement, renewing our commitment to the region as part of our 60th anniversary.

There are many things which make UEA special, not least of which is the community of staff and students that work and study here. UEA includes three Nobel prize winners, including Sir Paul Nurse and Sir Michael Houghton, and many fellows of the Royal Society and British Academy amongst our alumni and current staff.

Our campus is home to Sir Denys Lasdun's iconic brutalist architecture set in hundreds of acres of beautiful country park that includes a large broad (lake). In the spirit of Lasdun's ambition to inspire an anatomy of ideas, today, UEA is tackling some of the key challenges of the changing world. UEA's research combines disciplines

and breaks new boundaries across its priority research themes of climate, creative and health.

UEA is the place where global warming was first documented. Since the 1970s, UEA's Climatic Research Unit, and more recently Tyndall Centre for Climate Change (Headquarters hosted at UEA), have played a pivotal role in developing temperature records and climate models, contributing to the understanding of climate change, and informing global policy. Many UEA scientists have played significant roles in the Intergovernmental Panel for Climate Change (IPCC), which was jointly awarded the 2007 Nobel Peace Prize for its efforts to increase public knowledge of anthropogenic climate change. Environmental Science and Global Studies at UEA continue to be a major powerhouse for research and teaching.

UEA is widely regarded as a pioneer in creative writing, having established the UK's first Creative Writing Masters programme in 1970. This renowned programme has since attracted and produced numerous successful writers, including Booker Prize winners such as Ian McEwan and Anne Enright, and Nobel Prize Winner Kazuo Ishiguro. In recent years, UEA academics have played a pivotal role in the discovery and presentation of the Gloucester Royal shipwreck (Norfolk's Mary Rose). Our iconic Sainsbury Centre for Visual Arts is a major museum and arts research facility.



Health research at UEA not only embraces the Faculty of Medicine and Health but draws in research from both social and natural sciences. Research under this theme has made major contributions in the fields of healthy ageing, epidemiology and involving citizens (via our innovative Citizens' Academy) in improving health care outcomes. This theme benefits from close association with the other major research institutes on the Norwich Research Park; notably the Norfolk and Norwich University Hospital and the Quadram Institute. The Norwich Cancer Research Network, and Norfolk Institute for Healthy Ageing, are examples of key mechanisms for delivery of real impact from health research at UEA.

UEA has been a major success over the last 60 years and looks forward with confidence to the next 60 years.

For an informal discussion about the post please contact Daniel Lawrence, Executive Chef, via Daniel.O.Lawrence@uea.ac.uk

UEA is part of the Norwich Research Park

Norwich Research Park (NRP) membership locates UEA in one of the largest concentrations of research institutes in the whole of Europe – four independent internationally-renowned research institutes: John Innes Centre, Quadram Institute, Earlham Institute and The Sainsbury Laboratory; with the University of East Anglia and Norfolk and Norwich University Hospitals NHS Foundation Trust, supported and funded by The John Innes Foundation, The Gatsby Foundation, and UKRI Biotechnology and Biological Sciences Research Council.

The NRP provides an ideal environment for collaborative use of infrastructure and facilities, with a single portal for academics and businesses to access the specialist facilities across the Park.

The Enterprise Centre is a regional business, knowledge and innovation hub, with workspace provision and supports over 80 businesses working alongside UEA staff and students in a dynamic and vibrant entrepreneurial community. On the wider NRP, there are dedicated laboratory and office spaces in the Innovation Centre and Centrum hosting over 600 staff within a total of 115 businesses and spinouts.



THE ROLE

Assist and support the Executive Chef in the management of the kitchen and stores teams in all food production and storage areas and ensure that the food quality reflects the standard and expectations of the University whilst maintaining a cost effective, safe, legal and hygienic environment.

The provision of quality, customer-led service by controlling the operation of catering and providing direct leadership for the kitchen operations.

KEY RESPONSIBILITIES

STRATEGIC PLANNING AND DEVELOPMENT

- Be well informed of current food trends; retain market awareness of customer needs appropriate to both students and staff.
- Support outlet promotions and marketing campaigns and suggestion opportunities to help increase customer enthusiasm and sales.
- Understand and embrace cultural food diversity, with particular reference to food preparation and dietary preferences.
- To analyse sales patterns, food trends and promotional offers to drive business, retaining an awareness of customer needs.
- Participate in the creation of innovative and exciting menu options and service ideas that are in line with the expectations of an ever-changing market.
- Plan and produce seasonal menus of great quality food which meet a wide variety of dietary requirements.
- Develop and maintain standard recipes for each dish, to ensure consistency and clear guidance for the chef/s.

OPERATIONAL

- Assist management of food production areas, maintaining

standards for production and presentation of all food offered in each outlet, events and delivered catering.

- To ensure the prompt and efficient operation of all food service at the required times, provided to the high standard expected by the University and to demanding customer satisfaction.
- To assist the SCVA catering and hospitality operation to meet or exceed the client's high expectations.
- Deliver an outstanding UEA Hospitality delivered catering offer and service, meeting or exceeding the high expectations of clients.
- Constantly improve food offers by actively gaining feedback from customers by being visible in all outlets and inviting comment.
- Report and take action regarding guest complaints and compliments.
- Work with Maintenance colleagues to assist the management of the life-cycle replacement programme of all kitchen fixtures, fittings and equipment.
- Maintain all procedures and documentation relating to effective management of the kitchen, including procedures in relation health and safety and food production.
- Maintain an awareness of, and understand the practical application of, the UEA Sustainable Food Policy and ensure good environmental practice is adhered to in all catering activities e.g. waste management, energy efficiency.
- Where delivered food is provided, oversee the packaging of the meals ensuring presentation standards are met and dispatch temperatures are checked and recorded.
- Ensure that food quality is consistent by raising and addressing issues that prevent consistency and do not comply to set standards.
- Act as a role model for the catering and hospitality team setting standards and ensuring staff understand and embrace the UEA values.

THE ROLE (CONTINUED)

KEY RESPONSIBILITIES

FINANCIAL MANAGEMENT AND PROCUREMENT

- Ensure that recipes and working methods are followed in accordance with the digital stock control system.
- Ensure that all stock within the department is stored correctly and that stock rotation methods are enforced.
- Order, purchase and stock control; planning and organising requirements for each service.
- To manage cost control through effective purchasing, actively minimising waste, portion control both front and back of house and clear and concise recipes linked to accurate costings.
- Where possible and appropriate, food procurement to be seasonal and sustainable.
- Participate in the stocktake process to ensure accurate recording of goods and stock holding levels are maintained at appropriate levels.
- Propose selling prices according to gross profit target and sales mix history.
- Comply with all UEA finance and procurement regulations and ensure resources are used only in the best interest of the University.
- To check deliveries are to standard and in line with Food Safety policy and procedures.
- Maintain all stock control and UEA Financial Regulation processes (both digital and manual) as directed.
- Comply with the UEA code of practice regarding receiving goods from suppliers and other sources that includes gifts and unauthorised samples and does not contravene the 2010 Bribery Act.

HUMAN RESOURCES

- Monitor UEA policies relating to food hygiene and health and safety and to co-ordinate and undertake training those policies

to all members of the catering and hospitality team.

- Frequent liaison with Front of House colleagues to ensure a consistent and efficient operation, which meets required standards and customer expectations.
- Support the Executive Chef in the effective first-line management, direction and support to the kitchen team, motivating and encouraging engagement at all levels and proactively tackling HR-related issues such as capability concerns, misconduct and absence issues.
- Participate in recruitment and selection activities, training and development, induction and appraisals.
- Complete duty rosters for all food production and wash up areas and maintain agreed staffing level in line with or under budget whilst reflecting the needs of the business.
- To set production and service standards for your team and ensure that those standards are adhered to at all times.
- Ensure that relevant on-job training and coaching is carried out and recorded to encourage and develop skills in all members of the food production team, with attention to Health & Safety and HACCP; demonstrating efficient methods of practice.
- Provide open, effective and meaningful communication of key issues, updates and good practice methods, acting as a point of liaison between the staff and management team.
- Ensure that members of the team present a smart and professional image at all times.
- To lead daily team briefings to assist staff with product knowledge and outline key priorities for the week ahead.
- Train and coach staff as necessary with particular attention to mandatory training to be undertaken within timescales set.

THE ROLE (CONTINUED)

KEY RESPONSIBILITIES

HUMAN RESOURCES CONTINUED

- Provide effective direction and support to the team and report training needs and performance issues to their line manager.
- To contribute to the effective and efficient communication within the department through meetings, team briefs and liaison.

HEALTH AND SAFETY AND HYGIENE

- All staff are expected to observe all health and safety at work regulations as set out by the UEA in accordance with its statutory obligations.
- Ensure that all University and statutory regulations and policies relating to hygiene, health, safety and fire are enforced and maintained.
- Ensure all records relating to food safety are maintained at all times.
- Participate in internal food safety / health and safety audits in line with existing policy.
- To ensure a high standard of personal and general cleanliness and hygiene to comply with statutory and University requirements.
- Adhere to procedures for the reporting of accidents and near-miss incidents (including environmental incidents).
- Ensure correct use, maintenance and cleaning of equipment for self and those providing supervision for; using equipment as instructed through relevant training and observing all safe practices, so that accidents are avoided.
- Undertake and maintain Food Safety and Health & Safety training as required.
- Train team for the emergency evacuation of the building and upkeep training for the safe use of fire extinguishers.
- Maintain all records relating to wastage control, temperature

controls, cleaning schedules and goods received.

ANY OTHER DUTIES

- Maintain an awareness of, and understand the practical application of, the UEA Environmental Policy and UEA Sustainable Food Policy to ensure best practice is adhered to in all catering activities.
- Ensure that the on-site key, cash, stock, premises and equipment security systems and procedures are effective and maintained to regulation.
- To prepare and serve any events or functions which may be outside of normal working hours.
- Undertake any other duties as may reasonably be requested to suit the operational needs of the business.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- Relevant experience in a second chef or head chef role (E)
- Experience of working in a range of catering establishments of varying types and scale (E)
- NVQ in Professional Cookery Levels 1-3 or equivalent qualification (D)
- Food Hygiene, Safety and/or Health and Safety Qualifications Levels 1-3 (D)
- Train the Trainer award (D)
- Experience of identifying and presenting opportunities for income growth (E)
- Experience of dietary food preparation (E)
- Line management experience (E)
- Experience of maintaining procedures and documentation (E)
- Experience of recruitment, induction and training (E)
- Group training and presentation skills experience (D)
- Experience of catering for people from a diverse range of cultures and backgrounds (D)
- Experienced in appraisals and development of staff (D)

SKILLS AND KNOWLEDGE

- Evidence of producing seasonal menus (E)
- Well informed about current food trends (E)
- Understands good environmental practices, e.g. waste management, energy efficiency (E)
- Evidence of sustainable purchasing (D)
- Internal food safety / health and safety audits experience (D)

PERSONAL ATTRIBUTES

- Ability to set standards and processes for food production (D)
- Ability to manage cost control through effective purchasing, waste management, portion control, recipes, costings (E)
- Ability to manage stock holding levels (E)
- Ability to manage food production and presentation (E)
- Able to maintain food safety records (E)
- Flexible approach to working hours and additional hours (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

FURTHER INFORMATION

The post is available immediately on an indefinite full-time basis.

The role holder will be required to work any five days from seven and across the working day covering early mornings and evenings on a roster basis, as the business deems it necessary. The role holder will be required to work in any UEA Catering Services outlet as directed by management.

Salary will be £30,805 to £37,174 per annum derived from a starting hourly rate of £16.34 on Grade 6 on the single salary spine.

Place of Work - The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during their working week in support of these goals.

If successful you will be asked to show evidence of right to work in the UK prior to any formal offer being made. Non-British and non-Irish nationals entering the UK to undertake employment or who are currently in the UK will have to meet eligibility criteria under the points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met. Please note, due to the complexities of the immigration system, Skilled Worker visa sponsorship is not guaranteed for every role. If you would like further information about whether this role is eligible for visa sponsorship, please contact staff.visacompliance@uea.ac.uk

The post is superannuable under the Group Personal Pension and there is an annual holiday entitlement of 25 days plus statutory (8 days) and customary (6 days) holidays, pro rata for part-time. The University is committed to creating an environment where the health, welfare and safety of all students and staff is of paramount importance. The University's Safeguarding Policy addresses both child protection and safeguarding children, young people and vulnerable adults within the work of the University. Appointment will be subject to satisfactory pre-employment checks, which may include an Occupational Health assessment.

Information on the benefits of working at UEA can be found

at <https://www.uea.ac.uk/about/working-at-uea>.

If you require the information contained within this candidate brochure in a different format please email staff.recruitment@uea.ac.uk

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <http://vacancies.uea.ac.uk>

The closing date for this role is 11:59pm on **18 August 2025**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

It is anticipated that interviews will take place on **20 August 2025** and we will inform you of the outcome of your application prior to this date.

Candidates should note that travel and incidental expenses incurred in attending an in-person interview will not be reimbursed.



ABOUT THE SPORT AND COMMERCIAL SERVICES DIVISION

Our Sport and Commercial Services Division supports the commercial activities of Sport, Accommodation, Retail, Catering and the Nursery across the University of East Anglia. This integrated approach ensures that each department has the same outlook in supporting the UEA Community. The aim of the division is to make the campus an attractive place to live, work and study

as well, as well as offering excellent experiences for the local community. The facilities we manage include the multi-purpose Sportspark and uea+sport department, 13 restaurants and cafes across campus, hospitality bookings and delivered catering, shops, student accommodation with award winning architecture, guest accommodation and a lively and inspiring nursery.

Welcome to UEA, and welcome to the Sport and Commercial Services Division!

We are constantly looking at how we can create new, and improve existing services to our customer base which stretches from students and staff to the wider community – all of whom make use of our amazing campus and facilities.

I have been a part of UEA since 2012 and believe in the little differences we can all make to improve services. For that we need the best clear thinkers, team players, but most importantly people that can provide the highest levels of service in all circumstances.

If this is for you then good luck with your application and I'd hope I can be welcoming you to the team soon.

Regards

Phil Steele, Director of Sport and Commercial Services, UEA



ABOUT THE CATERING AND RETAIL DEPARTMENTS

CATERING

From a cappuccino in the Atrium Cafe to premium quality dining at the Sainsbury Centre, there are plenty of options at UEA. We offer a wide range of delicious food and hot and chilled drinks across campus aiming to meet every taste and budget. Our students, staff and visitors can choose from a variety of tasty food and drink in one of our 13 outlets all over campus, using fresh, healthy and nutritious ingredients, ranging from our Fairtrade barista coffee with homemade patisserie to premium quality dining in the Sainsbury Centre.

We also offer professional and quality food and beverage service, delivered campus-wide. Looking to greet your delegates with coffee and a pastry for breakfast? No problem. Need to order in a working lunch for your team? We've got light bites for all tastes. Having a celebration? Let us bake the cake and pop the prosecco. From hot fork buffets, light bite lunches, to traybakes and celebration cakes, we can deliver (and serve!) your event. We can even deliver a gourmet lunch, for those looking for something extra special!

RETAIL

Shop at UEA includes a Post Office, National Lottery, Stationery, Toiletries, Greetings Cards, Meal Deals, Coffee Machine, Fresh Fruit & Veg a Daily Deli with hot food to go and a wide range of groceries and world foods.

The Shop at UEA is open late into the evenings and early mornings with the Night Hatch – a window hatch where our friendly staff will serve you up until 3am.

Eat at BARSU is the food outlet we offer inside BARSU. Stayed with your mates longer than you thought? Share a pizza or some nachos!

We also have a Kiosk outlet in Union House, where you can purchase a wide range of UEA branded clothing and merchandise.

The Shop employs a number of student staff and shifts are available to work alongside your studies so please keep an eye out for any vacancies.





OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ AMBITION
- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT

OUR VALUES (CONTINUED)



AMBITION

We are ambitious for our future success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seizing opportunities that are responsible and sustainable. We are ambitious for the advancement of education and research.



COLLABORATION

We are collaborative in our approach.

We work together with shared purpose. We build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower ourselves and each other.

We develop ourselves and others, trusting people to make decisions based on their expertise and knowledge. We continually improve systems and processes to support us in working in an agile and efficient way.



RESPECT

We respect each other.

We treat everyone with respect and dignity. We value diversity and foster a community where people can express different thoughts and views. We are open to challenge, so we can learn and improve. We encourage a positive, inclusive environment where everyone has opportunities to fulfil their potential.

ACCOLADES

- Queen's Anniversary Prizes for Higher and Further Education have been awarded to UEA for international development studies (2009), creative writing (2011) and environmental sciences (2017). Notable alumni include Sir Paul Nurse (1973, Nobel Prize for Medicine 2001), Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Michael Houghton (1972, Nobel Prize for Medicine 2020) and Sarah Gilbert (1983) who led the Oxford University team to develop a COVID-19 vaccine, approved in 2020.
- Our Doctoral College, established in 2018, hosts six Doctoral Training Partnerships and integrates Faculty and School provision for 1600 Postgraduate Research Students (including those from across the Norwich Research Park), enabling collaboration and innovation.
- We recognise our global impact and were one of the first universities to declare a climate and biodiversity emergency in June 2019. Our sustainable campus, including over 50 acres of environmentally valuable parkland, is constantly evolving with ambitions to be 100% net zero by 2045 or sooner.
- UEA is a University of Sanctuary, an accreditation given to universities that show an ongoing commitment to creating a welcoming culture of inclusivity and awareness.
- UEA was awarded the Silver Athena SWAN Award in 2019, and all our Schools hold awards at Bronze or Silver.

A vibrant place to study, learn and work, UEA is a very special place.



A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

At a basic level, our sustainable development means that we try to balance the ‘three pillars’ of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and ‘eco’ products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on Twitter [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office), banking facilities and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930's parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, staff benefits, picturesque campus and the UEA working environment, please visit the 'Careers at UEA' microsite <https://www.uea.ac.uk/about/working-at-uea>. Additional information about living and working in the city of Norwich can be found at <https://www.workinnorwich.co.uk/>



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



LOCATION

Some cities you've heard of, others you have to discover.

Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY RAIL

LONDON • 2 HOURS

CAMBRIDGE • 1 HR 15 MINS

BIRMINGHAM • 4 HOURS

Many European cities (including Paris and Amsterdam) easily accessible by train

BY ROAD

KINGS LYNN • 1 HOUR

CROMER • 45 MINUTES

SOUTHWOLD • 1 HOUR

BY AIR

NORWICH AIRPORT • 20 MINUTES

STANSTED AIRPORT • 2 HOURS

London is a major airline hub and all main international destinations are easily accessible



An internationally renowned university, UEA is ranked in the UK Top 25 (Complete University Guide 2025), UK Top 30 (The Mail 2025) and the World Top 100 (Times Higher Education Impact Rankings 2024), where it ranks in the UK Top 20 for research quality (Times Higher Education Rankings for the Research Excellence Framework 2021) and World Top 20 for Health and Wellbeing (QS World University Rankings for Sustainability 2024), reflecting the international excellence of its research environment. The University holds UK Teaching Excellence Framework Silver status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. For example, we already hold an Athena Swan Silver Institutional Award in recognition of our advancement towards gender equality. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

