

HEAD OF RESEARCH GOVERNANCE, INTEGRITY AND COMPLIANCE

Research and Innovation Services

ALC1603

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. 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 Sir 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 Associate Director Research Services, Julia Sheldrake via J.Sheldrake@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

The purpose of this post is to lead the development, implementation and oversight of research governance, integrity and compliance frameworks within the University in support of research and innovation activities. This role ensures that all research and innovation activities comply with regulatory requirements, ethical standards and University policies and will include:

- Research ethics
- Good practice in research, and research misconduct
- Trusted research and innovation, international security
- Relevant concordats, protocols, legislation, regulations and agreements

And other relevant requirements of a vibrant, engaged and sustainable, world class University research culture.

In terms of relevant:

- Compliance monitoring and reporting
- Policy development and implementation
- Process development and implementation
- Training and communications
- Internal and external audit
- Team management
- Research governance systems development

The postholder will keep abreast of the national research culture landscape, advising the University on funder, regulatory and legislative requirements. Whilst actively supporting best research practices and compliance requirements, you will also be the University's administrative lead for any research misconduct investigations.

The postholder will take ultimate responsibility in RIN for research integrity and research ethics, working with all stakeholders on relevant issues to maintain the highest standards of research integrity and compliance. The scope of this post also includes operational responsibility for the University's online ethics review system (Ethics Monitor), and taking forward work in the areas listed above to strengthen the University's research culture, supporting the University's Research and Innovation Strategy. They will be the institutional lead for Integrated Research Application System (IRAS) applications (NHS ethics and HRA Governance) for the University, authorising applications and supporting researchers in achieving successful approvals.

The postholder will work collaboratively with other roles within RIN (particularly project and contracts teams) as well as with other professional services divisions, and provide strategic advice and guidance to the PVC Research and Innovation (R&I), the University Research Ethics Committee Chair, the Associate Directors of Research and Innovation Services, and other senior colleagues to achieve the goals of the post.

The postholder will also maintain a liaison role with colleagues across the University to maintain research and innovation input to institutional support and policy for open research, research data management and reporting, use of AI in research, data protection, and other relevant institutional policies and developments. This will involve active engagement with working groups to represent research and innovation when necessary.

THE ROLE (CONTINUED)

Development of strong internal and external networks will be key to strengthening the University's research culture. There is also a need to work with partner institutions across the Norwich Research Park and in other strategic networks to maximise synergies of approach.

The postholder will line manage some administrative staff, providing support, mentoring and direction of work in line with University HR guidelines.

KEY RESPONSIBILITIES

- Lead and supervise the continued development of the University's research and innovation policies, guidelines and procedures across key areas of responsibility including – Research Integrity, Research Ethics, Trusted Research and related international security, and providing compliance across the University with concordats and associated regulations, legislation, and best practice; and with requirements of external organisations and funders such as UKRI. Facilitate their approval and implementation across the University, including delivering training. Design, implement and maintain a communication plan to raise awareness of changes to research governance, integrity and compliance within the University.
- Ensure all University research policies, processes and standard contractual requirements comply with local, national and international regulations and ethical standards.
- Lead on the implementation and development of action plans for the Concordat to Support Research Integrity; and embed the principles of the Concordat through training, awareness raising, communications and new processes. Produce the University's publicly available Annual Report on Research Integrity.
- Lead on the University's ongoing response to the UK Government's Trusted Research agenda, and related matters concerning due diligence, export controls, NSI Act, and FIRS etc, as appropriate for research and innovation. Liaising with the Government's Research Collaboration Advice Team on behalf of the University for matters of project-specific and general international collaboration advice, and making formal applications for licensing. Lead on developing and implementing record keeping, training and guidance for the research and innovation community on these matters.
- Work closely with the Chair of the University Research Ethics Committee (UREC) to have day-to-day responsibility for and oversight of the University's ethics review procedures across UEA's 10 devolved Research Ethics Committees (S-RECs) and contribute to their training and cascading of information within the University to Schools/Faculties, and provide day to day advice. Maintain an effective auditing process across all types of ethics applications and escalate concerns to the UREC Chair as required. Advise on Adverse Events reported in connection with projects that have UEA ethics approval. Contribute to the UREC's programme of work and provide support to the UREC as Committee Secretary.
- Understand and provide guidance to the University's research community on the UK Policy Framework for Health and Social Care Research. Lead on the support for applications and process guidance for all NHS ethics and Health Research Authority governance Integrated Research Application System (IRAS) applications for research activities where the University is the formal Sponsor Representative for health and social care projects.
- Represent the University on the NNUH-UEA Joint Research Governance Committee and undertake the periodic review and signing of the joint NNUH-UEA Standard Operating Procedures.
- Advise the PVC R&I, Associate PVCs Research & Innovation, UREC Chair, and the Directors of the Research & Innovation Division of areas requiring development or improvement in the key areas of responsibility by conducting regular audits and risk assessments to identify and mitigate compliance risk.

THE ROLE (CONTINUED)

- Deliver training to RIN staff on key areas of responsibility. Maintain and support training for the wider University research and innovation community on key areas of responsibility including managing the University's online 'Research Integrity and Ethics' training, and the HEECA subscription for export controls training. Promote the UKRIO and other free resources available to UEA as a subscribing institution, and manage the UKRIO annual subscription.
- Understand and provide guidance to the University's research community on other relevant legislation and requirements relating to research and innovation compliance. This will include various concordats (e.g. Concordat to Support Research Integrity, Concordat on Openness on Animal Research in the UK) and agreements (e.g. Nagoya Protocol).
- Supervise and contribute to the delivery and development of the University's effective and efficiently managed online ethics review system (currently Ethics Monitor).
- Foster and promote a culture of research integrity across the University, including: increasing researchers' understanding of their responsibilities in respect of all aspects of research integrity; raising the visibility and understanding of research integrity and ethical issues across the full breadth of research activities and methods undertaken at UEA; promoting best research practice; developing a comprehensive suite of resources and maintain and develop the University's training programme.
- Participate in the University's Research Culture Group as a member and provide leadership in the development of the University's research culture and vision. With the UREC Chair, lead the Research Integrity and Ethics priority areas in the development of the University's Research Culture Strategy and Action Plan.
- Evaluate and analyse potential Research Integrity Indicators and contribute to the development of UEA's response to the People, Culture and Environment (PCE) element of the Research Assessment Exercise (REF29), including membership of relevant internal and external working groups
- The University's administrative authority and contact for all stages of any research misconduct allegations against staff. Liaise with the Doctoral Training and Quality Manager on any allegations against PGR students who are/were members of UEA staff may be required. On behalf of the Registrar and Secretary, lead on the management of any research misconduct cases at the Formal Investigation Stage in accordance with the University's Procedures for Dealing with Allegations of Misconduct in Research. Directly advise the PVC R&I, Head of School (or equivalent) and People & Culture Division on any research misconduct complaints against University staff.
- Coordinate and submit the Insurance Assurance and Annual Report to the Office of Research Integrity (ORI) to renew UEA's research misconduct assurance. Act as initial point of contact for funders for matters relating to staff research misconduct allegations and liaise with regulatory bodies, when required, to ensure timely reporting of compliance related matters. Prepare other external reports on the University's compliance in this area, as required.
- Keep up to date with external developments such as funder policy and strategy changes, developments of relevant concordats, and by other organisations in the sector such as UKRIO and UKCORI and make other colleagues in RIN and other Professional Services/ Schools aware of the implications by updating policies and procedures accordingly.
- Maintain up to date information of key areas of responsibility on the University's internal portal pages and external webpages.
- Line manage a small team and play an active part in the research management in RIN and the University.

THE ROLE (CONTINUED)

- Actively lead/participate in a range of strategic internal and external projects, e.g. Generative AI and research, and other working groups as applicable to the role, and also in activities as determined by the PVC R&I, the UREC Chair, and the Associate Director of Research Services.
- Represent the University at professional events and maintain networks with other professionals (for example UKRIO roundtables, Eastern ARC network). Take up opportunities to contribute and influence developments in external policy and strategy pertaining to research integrity and governance.
- Any other such duties as may be required by the Director of Research and Innovation Services or their nominee.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- Degree in a relevant field such as law, ethics or a scientific discipline (E)
- Extensive experience in research governance, integrity, compliance or a related field (E)
- Experience of working with regulatory bodies, research/innovation funding, and ethical review bodies or equivalent (E)
- Experience of translating new mandatory requirements into organisational policy and processes, and successful implementation and monitoring (E)
- Experience of committee membership and secretariat activities (E)
- Experience of line management and training others (E)
- Experience of developing new systems and processes to support service delivery (E)
- Advanced degree (Masters or PhD) in a relevant field such as law, ethics or a scientific discipline (D)
- Experience of a leadership role within a research-intensive institution (D)
- Certification in research compliance or related area (D)

- Experience of conducting research misconduct investigations or equivalent (D)
- Membership and engagement with relevant professional bodies (D)

SKILLS AND KNOWLEDGE

- In-depth knowledge of regulatory requirements and ethical standards in research and innovation (E)
- Ability to produce accurate and effective reports for management, audit and risk assessment in a timely manner (E)
- Strong leadership and management skills (E)
- Excellent communication and interpersonal skills (E)
- Ability to work collaboratively with diverse teams (E)
- Strong analytical, numeracy and problem-solving abilities (E)
- Attention to detail and a commitment to maintaining high standards of integrity and recording and filing documentation in a timely manner (E)
- Ability to work well under pressure, manage a concurrent workload of different issues, respond to shifting priorities and meet deadlines (E)

- Ability to make and convey important or difficult decisions and consider the consequences, and ability to deal with challenges to decisions (E)
- Familiarity with use of corporate databases, online application systems or equivalent (D)
- Familiarity with Ethics Monitor (or a similar online ethics review system) and/or IRAS systems (D)
- Familiarity with UEA systems (such as UERP/ RCP, PURE) (D)

PERSONAL ATTRIBUTES

- Accuracy and attention to detail (E)
- Ability to establish rapport, form good working relationships to communicate and collaborate effectively with people at all levels both internally and externally (E)
- Ability to work independently on sensitive matters within the confines of strict confidentiality requirements (E)

THE PERSON (CONTINUED)

SPECIAL CIRCUMSTANCES

- Occasional out of hours work and national travel to events may be required (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 from 3 November 2025 on an indefinite full-time basis.

Salary will be £48,822 to £56,535 per annum on Grade 8 on the single salary spine.

Relocation expenses are reimbursable under certain conditions.

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. We have a hybrid-working policy which supports a mix of at home and on campus 'hybrid' working for many roles. For the majority of hybrid roles, the expectation is a minimum of 60% of working time will be spent physically present in the workplace.

The flexibility of the hybrid-working policy allows the possibility of some remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

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 Universities Superannuation Scheme and there is an annual holiday entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. 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: <https://vacancies.uea.ac.uk/>

The closing date for this role is 11:59pm on **13 October 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 presentations and interviews will take place on **31 October 2025** and we will inform you of the outcome of your application prior to this date.

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.

ABOUT THE DIVISION

RIN is responsible for supporting and managing the administration for all research, training and consultancy grant applications and awards and other similar externally-funded grant opportunities.

Research and Innovation Services support the lifecycle of research and innovation activity by:

- Advising and supporting academics in their research and innovation activities
- Supporting research integrity
- Investigating research misconduct
- Managing relationships with a range of funders, partners and organisations
- Supporting the work of the University's Research and Innovation Executives
- Co-ordinating REF and HEIF submissions and associated activity
- Providing management information to support research and innovation
- Managing UEA's Current Research Information System (Pure)
- Linking with external organisations in support of RID/UEA activity





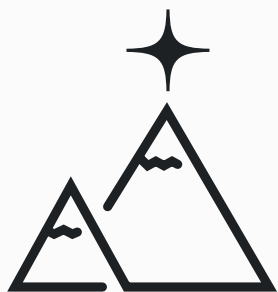
OUR VALUES

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.

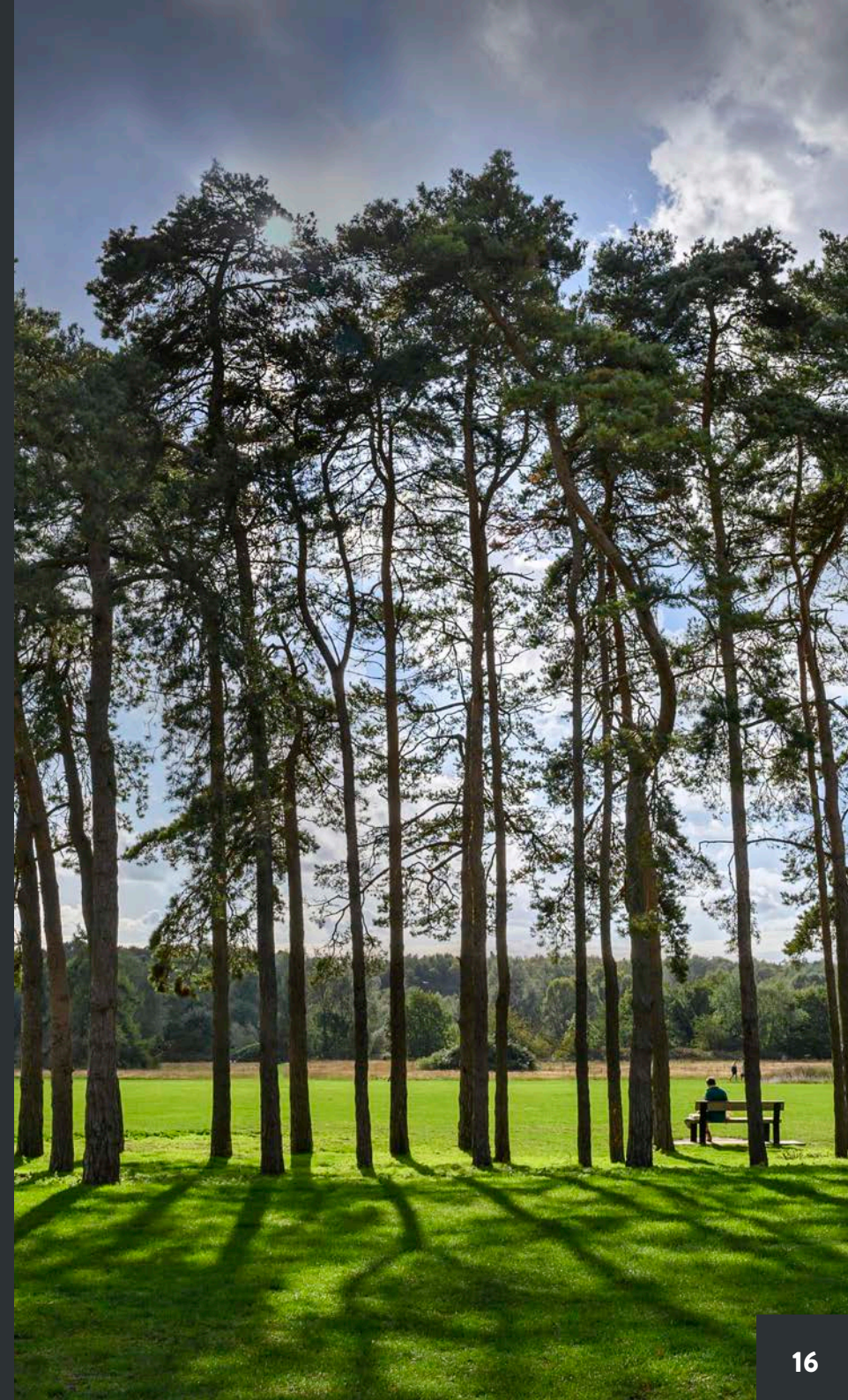
At a basic level, our sustainable development means that we try to balance the ‘three pillars’ of environmental, economic and social elements.

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](#).

