

SENIOR BUSINESS PERFORMANCE AND OPERATIONS MANAGER, NORWICH BUSINESS SCHOOL

Faculty of Social Sciences

ALC1636

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 Amanda Dorr, Director of FPS Operations, Social Sciences and Arts and Humanities via a.dorr@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 ROLE

The Senior Business Performance and Operations Manager plays a pivotal role, delivering exceptional leadership and operational management to the Faculty Professional Services Team and, importantly, strategic support to the Head of School and the Senior Leadership Team (SLT). This role leads a team of professional services managers and administrators in the Norwich Business School (NBS), ensuring the effective deployment of resources to support strategic delivery and a proactive, efficient, and forward-thinking administrative service aligned with the School and Faculty strategic objectives.

Norwich Business School is entering an exciting phase of growth and progressing toward Triple Crown Accreditation, with our student experience remaining a central priority. A key focus of this role is uniting the FPS team and shaping a cohesive, positive working environment that delivers a streamlined, operationally driven service that performs efficiently and achieves strong outcomes.

Students - across all stages from admissions through undergraduate, postgraduate and PhD study to graduate outcomes – are central to NBS. The postholder will lead, manage and deliver the elements of the NBS strategy that relate to the student journey, ensuring a high-quality experience.

KEY RESPONSIBILITIES

STRATEGY AND STRATEGY DELIVERY

Drive alignment between the NBS Strategy and the University's Strategic Plan, ensuring the Faculty Plan and School strategy are fully integrated and effectively executed.

Apply comprehensive knowledge of Business School development in higher education to evaluate competitors, benchmark status, and identify risks and opportunities that advance the School's Strategic Plan.

- To work with the Director of FPS Operations to deliver a high level of professional aptitude and continuous improvement of the FPS Team to fulfil the strategic delivery.
- To work in partnership with the Head of School on strategic development, planning and delivery.
- To work in collaboration with the Director of FPS Operations on a range of Faculty objectives where NBS is key stakeholder in delivery.

Lead research and analysis for strategic initiatives and projects, providing evidence-based insights to the Director of FPS Operations and Faculty Pro-Vice Chancellor, applying management information to monitor School and Faculty performance against key indicators and optimize resource allocation

Provide authoritative guidance to NBS Faculty staff on University-wide regulations by maintaining a comprehensive understanding of policies and procedures across all areas of the business.

LEADERSHIP AND MANAGEMENT

Provide empowering leadership that fosters growth, upholds the highest standards of operational administration, including continuous improvement that always ensures full compliance with University policies and procedures.

Deliver authentic leadership that provides clear expectations for the whole team and taking a coaching approach to management. Offer direct reports and stakeholders reliable, high-quality operational administration and guidance based on best practice and quality, digitally focussed expertise.

THE ROLE (CONTINUED)

- To lead and manage the Faculty Professional Services Team to high performance, effective delivery, and continuous improvement, fostering a culture of collaboration and digitally enabled process development.

Lead on all aspects of staff management, including recruitment, onboarding, development, and training. Set clear objectives through PDRs, establish FPS team priorities aligned with School business needs, and ensure staff have the skills, resources, and professional development opportunities to succeed. This would include providing guidance, feedback, and foster a culture of accountability and continuous improvement.

- Drive the delivery of key School initiatives and projects, ensuring alignment with Faculty and University priorities.
- Represent the School, and on occasion, the Faculty at Faculty and University-wide forums, building strong relationships with stakeholders across the institution.

RESOURCE MANAGEMENT

Lead resource planning and allocation to ensure optimal use of staff, budgets, and facilities in line with strategic priorities.

- To work in partnership with key stakeholders in the School including SLT and leads from key areas of business development. Working with those focussed on income generation and profile enhancement by managing resource in line with the School Strategy.
- Develop, manage and effectively work with Finance Business Partners on annual and multi-year budgets aligned with the Norwich Business School priorities and strategic objectives whilst using developed knowledge of, and working within the University's financial strategy and regulatory requirements.
- Effectively collaborating with senior Business Partners in Finance and People & Culture divisions to align financial planning with workforce

strategies and operational goals.

Develop and manage budgets, monitoring expenditure and ensuring compliance with financial policies and procedures. Apply strong financial acumen to evaluate performance, forecast trends, and implement cost-effective solutions.

Drive income generation initiatives by identifying opportunities to maximise revenue and strengthen financial sustainability, working closely with senior leadership to align financial and resource planning with School delivery goals. Forecast future financial requirements, including staffing, facilities and capital projects alongside seeking cost-efficient efficient optimised use of resources without compromising quality.

Understand needs, and oversee data management and reporting, ensuring accurate, timely, and insightful analysis to support decision-making for Accreditation.

- Ensure compliance with institutional policies and external regulatory requirements for the School and in particular the FPS Team.

GENERAL

- Be flexible in undertaking additional or alternative duties commensurate with the grade.
- Contribute to the continuous development and implementation of the Service.
- Act in accordance with the University's Values, in all aspects of work.
- Abide by all University Regulations and Policies relevant to the role and observe confidentiality as required.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- Level 7 leadership and management qualification, or equivalent demonstrable leadership and management skills and experience in a similar role (E)
- Significant experience in a senior administrative or operational leadership role, ideally within a higher education or similarly complex environment (E)
- Strategic and creative thinker with the ability to translate strategic objectives into meaningful and successful interventions (E)
- Evidence of strategic thinking, planning, and organisational skills (E)
- Ability to build effective business partnering relationships with senior academic and professional colleagues (E)
- Strong financial and resource management capabilities (E)
- Excellent communication, influencing, and problem-solving skills (E)
- Proven experience of effective team management (E)
- Experience of working in higher education sector, and/or a Business School (E)

- Experience of operating in business networks (E)

SKILLS AND KNOWLEDGE

- A high level of digital skills, including accomplished use of a corporate database system and ability to master report generation and to develop associated workflow procedures (E)
- Proven excellent numerical and analytical skills (E)
- Evidenced ability to manage a complex budget; research, gather and process data and information; analyse and interpret results; and determine appropriate action (E)
- Excellent oral, written and interpersonal and communication skills with ability to deal face-to-face, via telephone and email with individuals from a variety of backgrounds, cultures and nationalities, supported by strong report writing proficiency (E)
- Excellent presentational skills (E)
- Proven project management skills with the ability to implement effectively in the workplace whilst dealing with multiple priorities (E)
- A good knowledge of University regulations, Codes of Practice, policies and other quality assurance requirements (D)

PERSONAL ATTRIBUTES

- Demonstrate UEA's Values and behaviours in day-to-day work and support a team culture that reflects them (E)
- Ability to build and maintain excellent relationships with colleagues to deliver projects and outcomes (E)
- Professional and positive attitude with ability to promote a responsive and 'can do' culture (E)
- Evidenced effective team player with the ability to lead and motivate, set work and monitor performance of staff (E)
- Coach and train staff, promoting best practice within the team (E)
- Organised and methodical, effectively prioritising work to create trust and maximise team impact (E)
- Attention to detail and accuracy in all work undertaken (E)
- Proven excellent interpersonal skills – with the ability to work sensitively with different people's needs, to adapt approach when dealing with sensitive and confidential issues, to engender cooperation and to work collaboratively (E)

THE PERSON (CONTINUED)

- Excellent negotiation skills - articulate, confidential, persuasive, tactful, diplomatic (E)
- Ability to demonstrate a commitment to continuous professional development and a willingness to undertake further training as appropriate, learn new IT and other skills and apply skills learnt in the workplace (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.

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. For this post, the expectation will be that 80% of working time will be spent on campus.

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 leave 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 **24 April 2026**.

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 **13 May 2026** 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 SCHOOL

The University of East Anglia's Norwich Business School stands out as a premier institution in the UK, renowned for its teaching and research excellence on a global scale. Our commitment to quality is evident in our top rankings, 14th overall in the REF2021 exercise and 93% of our outputs ranked as world leading or internationally excellent. We consistently feature in the UK top rankings for various business subjects, including Accounting and Finance (29th Complete University Guide 2026), Marketing (19th Complete University Guide 2026) and Business and Management Studies (34th Complete University Guide 2026).

Offering a diverse range of undergraduate and postgraduate programs, we attract students from around the world to explore contemporary business and management developments. Our executive and professional education programs, such as the AMBA accredited MBA and nationally recognised Help to Grow Programme, cater to professionals seeking to advance their careers.

Collaborating closely with industry leaders, our Business School fosters a dynamic environment for research and innovation. Our partnerships with large and small employers enrich our curriculum - supporting employability initiatives, authentic assessment and placements, ensuring our students are equipped with real-world practical skills and knowledge.

As an integral part of the University of East Anglia, we align our efforts with the university's mission to address societal concerns. By working with key stakeholders including policymakers, businesses, and third sector organisations, we leverage our expertise in areas like health and wellbeing, competition policy, and environmental sustainability to make a meaningful impact.

Since our establishment in 1995, we've cultivated a truly global community with over 100 internationally recognised academics and business experts. Our seven subject groups encompass a wide spectrum of disciplines, reflecting our commitment to interdisciplinary collaboration: Accounting and Quantitative Methods, Responsible Business Regulation, Employment Systems and Institutions, Finance, Innovation, Technology and Operations Management, Marketing, Strategy and Entrepreneurship.

Our mission is clear: to provide outstanding student learning and conduct world-class research that informs business, management, and policy thinking. We aspire to nurture world-class talent capable of transforming business and management practices, shaping the future of our society.

Join us at the University of East Anglia's Business School and become a part of a vibrant community dedicated to pushing the boundaries of business innovation and fostering responsible leadership for the future.



ABOUT THE FACULTY

The Faculty of Social Sciences is a vibrant and stimulating environment, which is home to seven Schools of study at the forefront of teaching and research in a range of social science and professional subjects:

- School of Economics (ECO)
- School of Education and Lifelong Learning (EDU)
- School of Global Development (DEV)
- UEA Law School (LAW)
- Norwich Business School (NBS)
- School of Social Work and Sociology (SWK & SOL)
- School of Psychology (PSY)

As a Faculty we:

- Provide high-quality learning and teaching, and postgraduate training, aimed at developing critical reasoning skills and employability
- Generate research and scholarship across disciplines that not only contribute to the development of disciplines themselves, but also produces socially useful new knowledge
- Put enterprise and engagement, locally and globally, at the heart of our mission

Faculty Professional Service (FPS) is the collective name for a community of interdisciplinary teams based across the University campus. These teams consist of a range of professional services staff who work as business partners with academic units, students, central University services, and a huge range of external stakeholders. We operate in a multitude of campus environments and in many diverse roles including Laboratory Technicians; Executive Personal Assistants; Events Co-ordinators; and School Business Management Teams. We are a group of creative problem solvers with the business agility and skills to make things happen, and a cultural ethos that promotes positive change and continuous improvement.





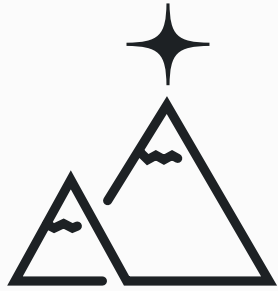
OUR VALUES

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), Sir Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Sir 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 X [@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) 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 1930s 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](#).

