

# HEALTH AND SAFETY BUSINESS PARTNER (INCIDENT REPORTING)

University Safety Services

ALC1635

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 Karen Thompson, Director of University Safety Services, via [karen.thompson@uea.ac.uk](mailto:karen.thompson@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 holder will be part of a central team of health and safety professionals working to develop, implement and continually improve the University's health and safety management system and drive towards a positive health and safety culture and the development of corresponding behaviours.

Reporting to the Deputy Director of Safety Services, the role holder will participate in the work of the central team across its full range of activities and will provide a proactive, consistent and a professional 'health and safety business partner' support and advisory service to the Faculty of Arts and Humanities and a number of Professional Services Departments.

In addition, the role holder will act as the strategic lead on the management system arrangements for reporting and investigating accidents and hazardous incidents at the University. You will be responsible for the maintenance of the University's digital incident management system and champion its use across all schools and Professional Services departments.

## KEY RESPONSIBILITIES

### GENERAL HEALTH AND SAFETY MANAGEMENT

As part of the team, participate in the regular review of the health and safety management system, policies, rules and procedures and the development and implementation of new management systems.

Provide a health and safety 'business partner' service to the Faculty of Arts and Humanities and allocated Professional Services, including:

- Act as a key contact and coach to develop effective working relationships, influencing and working with senior managers and their team(s) to enable them to implement health and safety management arrangements.
- Provide targeted advice, support and training require to ensure compliance with health and safety policies and rules and appropriate management of risks related to work activities.
- Ensure staff and students are clear about their responsibilities for health and safety and how they link to the local and University health and safety strategies.
- Remain appraised with structural changes in business partner divisions and familiar with work activities that affect their health and safety risk profile.
- Identify opportunities for continual improvement for allocated business partner areas and jointly monitor KPIs with the Managers of those areas.
- Undertake internal health and safety audits and be involved in the ongoing planning, reporting, review and action tracking to ensure timely closure of actions.
- Undertake audits of external companies working for UEA to ensure compliance with health and safety legislation.
- Conduct safety inspections to monitor practice and performance.
- Participate in the investigation of accidents and dangerous incidents identifying underlying and root causes and pursuing necessary remedial action to ensure maximum learning and improvement.
- Attend Health and Safety meetings with business partners, ensuring key health and safety information is discussed and appropriate decisions are made.



## THE ROLE (CONTINUED)

- Liaise with external health and safety regulatory authorities as required.
- Prepare reports and delivering safety briefings as required.
- Liaise with TU Safety Representatives to promote co-operative working.

## SPECIALISM

Provide advice, guidance and support on the development, implementation, maintenance, and review of all allocated Faculty and Professional Services health and safety practice and, across the University, managing accident / incident reporting and investigation, including but not limited to:

- Act as lead contact with HSE regarding statutory notification of incidents that fall within the requirements of RIDDOR or other relevant regulations, ensuring they are made to the HSE / appropriate authority, within specified timescales.
- Implement, review, and revise the accident / incident reporting and investigating arrangements of the University's H&S management system to ensure compliance with relevant regulations, national standards, guidance from professional bodies, and sector best practice.
- Develop, manage and monitor the accident / incident reporting system to ensure ease of reporting, recording of investigations, implementation of remedial measures, and production of management information.
- Produce management reports and statistical information on accidents / incidents to support senior managers across the University with the management and continual improvement of health and safety.
- Produce reports and statistical information on accidents / incidents at the University to national / sector bodies as required.
- Lead advanced level accident / incident investigations, including formation of an appropriate investigation team.
- Design and delivering accident / incident investigation training programme for basic and intermediate level investigations for managers.

- Promote the reporting of accidents and hazardous incidents to all staff, students and visitors.
- Collaborate with other H&S Advisers in the team to ensure accidents / incidents are sufficiently investigated and remedial actions implemented, in their allocated Faculties and Professional Services.
- Liaise with Trade Union H&S representatives on accident / incident information and collaborating on investigations as appropriate.
- Liaise with the University's insurance team and other key stakeholders on the impact and outcome of accidents and incidents.
- Undertake training and development opportunities to maintain Continual Professional Development, maintain a minimum of Technical status of IOSH (or other relevant H&S Professional body) and work to obtain a level 6 Health and Safety qualification with development to achieve Chartered status of IOSH (or other relevant H&S Professional body) within a four-year period.

## GENERAL

- Remain up to date with developments in their own field and keep abreast of changing issues and business-related threats both internally and externally.
- Any other duties commensurate with the grade of the post as required by the Director of Safety Services, or designated deputy.
- In line with the evolving nature of safety service requirements, the above key responsibilities are not exhaustive, and changes to the content of the role may occur over time in line with service needs and priorities, in consultation with the post holder.
- Abide by all University Regulations and Policies relevant to the role.
- The postholder is bound at all times to observe the strict rules of confidentiality applicable to work in USS.

# THE PERSON

## EDUCATION AND TRAINING

- NEBOSH Certificate (level 3) or equivalent academic qualification in Occupational Safety and Health (E)
- Minimum of Technical Membership of Institute of Occupational Safety and Health (IOSH) or equivalent status of a relevant Health & Safety professional body (E)

## SKILLS, KNOWLEDGE AND EXPERIENCE

- Significant experience in a similar health & safety role (E)
- Demonstrable experience of liaison with stakeholders to develop, review and implement health and safety policies and procedures in a diverse organisation (E)
- Experience of carrying out audits and risk assessments across a broad range of projects (E)
- Experience of undertaking investigations (E)
- Experience of developing and delivering health and safety training programmes (E)
- Experience of analysing and interpreting data, drafting reports, and delivering briefings to others (E)
- Demonstrable practical experience as a

health and safety professional across a diverse range of health and safety risks (E)

- Health and Safety Auditor qualification (e.g. ISO 45001) (D)
- A recognised level 3 training qualification (or higher) (D)
- A recognised qualification or completion of a recognised course in accident investigation (D)
- Experience of working in the HE sector or an analogous sector (e.g. NHS) (D)
- Experience of working/advising in laboratory/workshop and/or theatre/studio environments (D)
- Experience of liaising with health and safety related regulatory authorities (D)
- Demonstrable up-to-date knowledge of the content and application of current health and safety legislation and requirements (E)
- Good attention to detail and investigatory skills (E)
- Proficient IT skills with a good understanding and experience of Microsoft applications, particularly SharePoint, Word, Excel, Teams and Outlook (E)

## PERSONAL ATTRIBUTES

- Excellent interpersonal and communication skills and the ability to engage, negotiate with and influence others (E)
- Ability to maintain current and accurate records (E)
- Excellent organisational and time management skills (E)
- Ability to work in a pro-active manner to further continual improvement and the objectives of the University (E)
- Commitment to high service standards (E)
- Ability to apply a considered approach to health and safety issues and exhibiting confidence in decision making and in the delivery of advice and guidance (E)
- Ability to work independently and as part of a team (E)
- Willingness to undertake training and development opportunities to maintain Continual Professional Development and develop to Chartered Member status of IOSH over 4-year period (E)

Continued on the next page.

## THE PERSON (CONTINUED)

- Demonstrate UEA's Values and behaviours in day-to-day work and support a team culture that reflects them (E)
- Willingness to change and develop work practices (E)
- Proactive and self-motivated and willing to take ownership of tasks without close supervision (E)
- Confident, articulate and credible (E)
- Able to maintain confidentiality (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 13 April 2026 on an indefinite full-time basis.

Salary will be £38,784 to £46,049 per annum on Grade 7 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](mailto: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](mailto: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 **1 March 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 **10 March 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 UNIVERSITY SAFETY SERVICES

The University of East Anglia (UEA) was founded with a mission to make a difference globally, nationally and locally. Innovation, interdisciplinarity and imagination are the watchwords that drive UEA's achievements in teaching and research.

At UEA we don't believe there are simple solutions to complex problems like the climate crisis, to inequality, to poverty or disease. It's why we come together from many different fields to learn, innovate, collaborate and help create a better future. We call it Thinking Without Borders.

University Safety Services is a team of qualified, experienced health and safety practitioners and support staff providing a centralised service of advice, guidance and support in all aspects of workplace health and safety across the University. This service supports the University in achieving the highest standards of health and safety management and performance and ensuring statutory health and safety obligations are fulfilled by enabling staff to understand and effectively manage health and safety risks associated with their work activities. The service also supports the University's Business Continuity Management and Emergency preparedness processes.

A transformation of the Safety Services provision across the University has recently been undertaken, increasing the size of the team and investing in a number of new roles that will be essential to the success of our new service, which is based on a Business Partnering model. The team is composed of health and safety and fire safety advisers, alongside technical and administrative support.

The team works in a hybrid way but are primarily campus based, working collaboratively to support their allocated Faculties and Professional Services both on and off campus.







# OUR VALUES

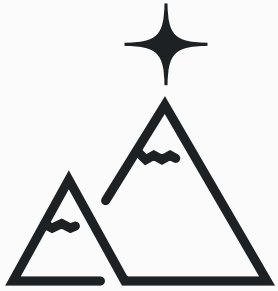
Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

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](#).

