



ASSOCIATE PROFESSOR IN MEDICAL EDUCATION (EDI LEAD)

Norwich Medical School

ATS1366

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 Professor Susan Madden, Deputy Dean of Norwich Medical School, via s.madden@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

We are seeking to appoint an Associate Professor in Medical Education to provide strategic leadership for Equality, Diversity and Inclusion (EDI) across undergraduate and postgraduate medical education within Norwich Medical School.

This is a key leadership role that reflects Norwich Medical School's commitment to fostering an inclusive, equitable, and supportive educational environment for students, staff, patients, and partners. The postholder will lead the development, implementation, and evaluation of the School's EDI strategy within medical education, ensuring alignment with University priorities, GMC standards, and wider sector developments.

The successful candidate will work collaboratively across the School and wider University to support inclusive educational practice, reduce differential attainment, enhance belonging and representation, and promote inclusive curriculum and assessment design. The role will also contribute to the development of psychologically safe learning environments and equitable student support processes. The postholder will provide strategic leadership and expertise in relation to equality, diversity and inclusion within medical education, working closely with academic, clinical, professional services, and student stakeholders, alongside NHS partners and external organisations. The postholder will contribute to relevant School and University governance structures, providing expertise, oversight and reporting on EDI-related priorities, outcomes and improvement activity.

Alongside EDI responsibilities, the post holder will be expected to undertake wider academic, teaching and scholarship activities commensurate to the role of Associate professor in Medical Education.

The successful candidate will have experience in medical or healthcare education and a demonstrable commitment to advancing equality, diversity, inclusion, and widening participation initiatives within healthcare education or clinical practice.

The postholder must be a registered healthcare professional or academic with relevant experience in medical or health professions education.

KEY RESPONSIBILITIES

TEACHING

Teaching is a key activity. It includes the giving of lectures, seminars and individual supervision of dissertation students. In particular, your duties will be as follows:

- Support the development and review of inclusive curricula, teaching practices, and assessment strategies
- Promote culturally responsive and anti-discriminatory educational approaches
- Support faculty development relating to inclusive teaching, assessment, feedback, and supervision
- Work collaboratively with University and NHS colleagues to support institutional approaches to preventing harassment, bullying, discrimination, and sexual misconduct
- Advise on complex student issues relating to discrimination, inclusion, belonging, and differential experience where appropriate
- Support initiatives relating to widening participation, access, transition, and progression
- Taking an active role in the development of new and existing modules and course programmes at both undergraduate and postgraduate levels.
- Support the integration of sexual safety, professional behaviours, allyship, and bystander intervention approaches within the medical curriculum where appropriate
- Contribute to faculty development relating to inclusive supervision, respectful learning environments, and responding to professionalism and dignity concerns
- Support educational initiatives that prepare students to work effectively within diverse healthcare environments and multidisciplinary teams

Continued on the next page.

THE ROLE (CONTINUED)

ADMINISTRATION

The School and University provide support for administration; however all academic staff are expected to:

- Undertake appropriate administrative duties to support the delivery and quality assurance of teaching, assessment, student support, and related academic activities as required by the Head of School
- Contribute to the leadership, management, and ongoing development of undergraduate and postgraduate programmes within the School
- Contribute to the development of Norwich Medical School and the wider University through relevant committee membership, working groups, and quality enhancement activities, including providing specialist advice and assurance relating to equality, diversity and inclusion
- Support strategic initiatives relating to Equality, Diversity and Inclusion, student experience, professionalism, and educational culture across the School
- Take responsibility for the effective management and administration of individual academic and educational activities
- Attend Open Days, Visit Days, outreach activities, and interview prospective students on a regular basis

GOVERNANCE, LEADERSHIP AND STRATEGIC DEVELOPMENT

- Provide leadership for the implementation of EDI priorities within Norwich Medical School, ensuring alignment between University strategy and school objectives.
- Participate in relevant School and University committees, working groups and governance structures relating to equality, diversity and inclusion, education, and student experience, such as EDI Committee
- Provide regular updates and reports to the Head of Equality, Diversity and Inclusion and relevant governance committees on progress against EDI objectives, including key achievements, challenges, risks and areas requiring further action.
- Work collaboratively with the University EDI Team, Faculty EDI Leads, School leadership and professional services teams to ensure coordinated delivery of EDI priorities and avoid duplication of activity.
- Support the development, monitoring and evaluation of EDI action plans,

using appropriate qualitative and quantitative evidence to assess impact and inform continuous improvement.

- Ensure that equality considerations are embedded within relevant educational policies, procedures and decision-making processes.

GENERAL

- Advising a full complement of student advisees.
- To promote Enterprise and Engagement at UEA. Enterprise and Engagement incorporates 'knowledge transfer' and comprises academic enterprise and business, community and public engagement, and is normally the use of or development of intellectual capital through an interaction between the university and non-academic sectors.
- Attending School meetings as required and participating in the development of teaching and research within the School.
- Engaging in continuous professional development, for example through participation in relevant staff development programmes.
- Undertaking, subject to the agreement of the Head of School and the University as appropriate, external commitments which enhance the reputation of the University.
- Contributing to quality audits and/or assessments in higher education.
- Such other duties at a comparable level of responsibility as may be reasonably requested from time to time by the Head of School, e.g. contribution to School events.
- Contribute to the continuous development and implementation of the School.
- Positively support and promote the University's Values in all aspects of work.
- Abide by all University Regulations and Policies relevant to the role.
- Observe the strict rules of confidentiality applicable to work within the School.

THE PERSON

EDUCATION AND TRAINING

- A first degree (or equivalent qualification) in a relevant subject area (E)
- PhD (or equivalent qualification) in a relevant subject area (E)
- Primary healthcare qualification (D)
- Postgraduate qualification in higher education, medical education, or equivalent experience (E)
- A relevant teaching qualification, or willingness to work towards one (E)
- Fellowship of Advance HE (E)

SKILLS, KNOWLEDGE AND EXPERIENCE

- Significant experience in undergraduate and/or postgraduate medical or health professions education (E)
- Demonstrable experience of leading or contributing to Equality, Diversity and Inclusion initiatives within higher education, healthcare, or clinical practice (E)
- Experience supporting inclusive curriculum design, teaching, assessment, and student support practices (E)
- Understanding of differential attainment,

barriers to participation, and factors influencing student belonging and success in medical education (E)

- Knowledge of current sector developments relating to Equality, Diversity and Inclusion, widening participation, professionalism, sexual safety, and student wellbeing (E)
- Experience of working collaboratively across multidisciplinary teams and organisations (E)
- Understanding of GMC standards and expectations relating to equality, diversity, inclusion, professionalism, and student support (E)
- Demonstrable administrative and prioritisation skills with the ability to manage a varied workload in a high paced environment (E)
- Excellent interpersonal skills; ability to quickly establish and maintain good working relationships at all levels (E)
- Strong verbal and written communication skills, with the ability to communicate complex information clearly (E)
- Competent IT skills (E)
- Effective teaching and presentation skills (E)
- Effective use of IT for teaching and learning (E)
- Ability to motivate colleagues (E)

- Ability to use initiative (E)
- Experience of managing enterprise and engagement projects (E)
- Experience of marketing HE courses (E)
- Experience of working within academic governance structures, contributing to committees, working groups or other institutional improvement activities (D)
- Experience of using data, evaluation evidence or student experience information to inform strategic decision-making and improvement activity (D)

Continued on the next page.

THE PERSON

PERSONAL ATTRIBUTES

- 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)
- Ability to balance strategic leadership with effective partnership working across diverse stakeholder groups (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

This full-time post is available from 1 August 2026 on an indefinite basis.

Salary will be £58,225 to £67,468 per annum on Grade 9 on the single salary spine.

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

Shortlisted applicants will be asked to show evidence of right to work in the UK. 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>.

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 **9 August 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 **late August 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

Norwich Medical School (MED), established at the University of East Anglia in 2001, has developed into a high-performing, multidisciplinary academic School with a strong reputation for excellence in education, research, and clinical partnership. The School comprises over 300 staff across teaching, research, academic, and professional services roles, supported by NHS secondees and honorary appointees spanning medical specialties, clinical psychology and psychological therapies, biological sciences, health economics, epidemiology, and medical statistics.

The School has achieved significant growth in recent years, particularly in response to the national expansion of medical student numbers to address workforce shortages. Alongside our flagship MB BS programme, which has over 1000 students, Norwich Medical School delivers a diverse education portfolio, including Graduate Entry Medicine (GEM) and the BSc Clinical Sciences, alongside a substantial postgraduate portfolio aligned to NHS workforce priorities.

A key strategic priority is the expansion of Transnational Education (TNE) partnerships, enabling the School to extend its global footprint, diversify income streams, and enhance its international reputation. These partnerships support collaboration in education, research, and workforce development, positioning the School to respond to global healthcare workforce needs and sector-wide financial pressures.

Research activity is organised around thematic priorities across three departments, addressing major health challenges from discovery science through to clinical trials and applied health research.

The School is a core partner within the Norwich Research Park, with collaborations including the Norfolk and Norwich University Hospital, the Quadram Institute, the Earlham Institute, and the John Innes Centre.

The School is closely aligned with the Norfolk and Waveney University Hospitals Group, strengthening its role within an integrated regional health system and supporting clinical education, workforce development, and collaborative research across hospital, primary care, and mental health settings.



ABOUT THE FACULTY

The Faculty of Medicine and Health Sciences is led by the Pro Vice Chancellor of Medicine and Health Sciences, Professor Philip Baker, working closely with the Deans of School, and the Associate Deans who share responsibility for the areas of Research; Enterprise and Engagement; Education; Admissions; and PGR. These senior academics, together with the Heads of Research Departments, Faculty Director of Operations, the Human Resources Business Partner, and the Senior Finance Business Partner (Faculty), form the Faculty Executive.

Teaching is organised through the Faculty's two Schools of study, comprising Health Sciences (HSC) and Norwich Medical School (MED), assisted by a Centre for Inter-professional Practice (CIPP).

The Faculty also has strong research links with the Norwich Research Park, comprising the Quadram Institute (QI), the John Innes Centre (JIC), the Earlham Institute (EI) and the Norfolk and Norwich University Hospital NHS Foundation Trust, see <https://www.norwichresearchpark.com>.





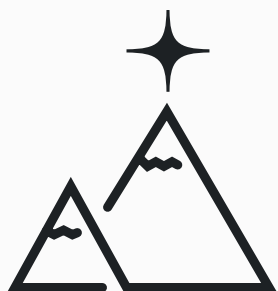
OUR VALUES

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.

RESEARCH AT UEA

REF21 results showed that 91% of our research is world leading or internationally excellent ([The University of East Anglia : Results and submissions : REF 2021](#)); and the Knowledge Exchange Framework (KEF) results show UEA as above average across most indicators in our Cluster-X grouping ([Knowledge exchange framework: Dashboard \(kef.ac.uk\)](#)).

UEA research is highly cited, the 6th most cited in the UK and 41st globally (THE Research Citations rankings 2022). Ten researchers associated with the Norwich Research park and seven researchers from UEA have been named in the annual [Clarivate Web of Science Group Highly Cited Researchers list for 2022](#).

UEA is listed in the World Top 100 for research citations (Times Higher Education World University Rankings 2023) and World Top 50 (Times Higher Education Impact Rankings 2022).

REF21 Highlights – Top 20s

- 1st overall, 6th for outputs and 1st for impact - for (Anthropology and) Development Studies (8th for research power)
- 1st overall, 2nd for outputs and 1st for impact - for Agriculture, Food and Veterinary Sciences
- 3rd overall, 7th for outputs and 8th for impact – for History
- 4th overall, 14th for outputs and 5th for impact -

for Earth Systems and Environmental Sciences (9th for research power)

- 4th overall, 9th for outputs and 1st for impact - for Social Work and Social Policy
- 5th overall, 8th for outputs and 7th for impact - for Area Studies

UEA is home to several world-renowned Research Centres and Networks

- Climatic Research Unit (CRU) [Climatic Research Unit - Groups and Centres \(uea.ac.uk\)](#)
- Tyndall Centre [Homepage -Tyndall Centre for Climate Change Research](#)
- Norwich Institute for Healthy Ageing (NIHA) <https://healthyageingnorwich.com/>
- Centre for Japanese Studies & Sainsbury Institute for the Study of Japanese Art and Cultures <https://www.uea.ac.uk/groups-and-centres/centre-for-japanese-studies> <https://www.sainsbury-institute.org/>
- Biomedical Research Centre <https://www.uea.ac.uk/groups-and-centres/biomedical-research-centre>
- Centre for Competition Policy <https://www.uea.ac.uk/groups-and-centres/centre-for-competition-policy>
- Norwich Institute for Sustainable Development (NISD) [Home - The Norwich Institute for](#)

[Sustainable Development \(nisd.ac.uk\)](#)

- Centre for Research on Children and Families (CCRF) <https://www.uea.ac.uk/groups-and-centres/centre-for-research-on-children-and-families>
- Water Security Research Centre (WSRC) [Water Security Research Centre - Groups and Centres \(uea.ac.uk\)](#)
- Productivity East <https://www.uea.ac.uk/groups-and-centres/productivity-east>

UEA houses the British Archive for Contemporary Writing (with material from renowned authors such as Doris Lessing and Lee Child), the nationally accredited East Anglian Film Archive, Sainsbury Centre for Visual Arts, Sainsbury Institute for the Study of Japanese Arts and Culture, and Sainsbury Research Unit for the Arts of Africa, Oceania and the Americas.

OTHER 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.



EQUALITY AND DIVERSITY

The University of East Anglia is proud of the increasing diversity of its campus and works with staff, students and organisations around Norwich, Norfolk, regionally and nationally, to achieve its aim of being an inclusive place for study and work. The University is strongly committed to the Athena SWAN principles and is the proud holder of an institutional Silver Athena SWAN award www.uea.ac.uk/equality/athenaswan

This Award recognises and celebrates good practice in recruiting, retaining and promoting women in science, technology, engineering, mathematics and medicine (STEMM) in higher education.

Norwich Medical School is committed to the principles of the Athena SWAN charter; obtaining a Bronze Award in 2014, and awarded a much coveted Silver in November 2015.

"I am very proud to see the progress that the School has made towards supporting equality and diversity in our community, as we have responded to the Athena SWAN charter."

- Professor Michael Frenneaux, Former Head of School.

In May 2015 the charter was expanded to recognise work in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly as well as barriers to progression that affect women.

The School aims to provide the facilities and the working environment that allow all staff and students to contribute fully, to flourish, and to excel. MED's Equality & Diversity Committee SEESAW (Supporting Excellence Equality and Satisfaction for All at Work) is committed to recognising and addressing inequality and to promoting a culture that supports diversity and encourages all staff across a wide portfolio of activities.

The School recognises the importance of supporting women at all stages of their careers, and we proactively support women in applications for promotion, pay awards, flexible working, training, and career development in both research and teaching. We also support a range of initiatives tailored to sup-

port those returning from parental leave or career breaks.

The UEA Campus has a range of facilities to promote familyfriendly working, including a fully equipped dedicated baby change and feeding room with hand washing facilities, a baby changing station, fridge, microwave, bottle and food warmer, and a medical bed for rest purposes. Baby changing facilities are also available in our campus coffee shop. The campus has a medical centre, a dental practice, and a nursery offering Ofstedrated 'Outstanding' day care for children from three months until school age in purpose built surroundings with large outside play spaces.

Many other aspects of the University contribute to the overall quality of life and work for our staff at UEA, further details can be found here www.uea.ac.uk/web/working-life/home

Details of MED's Equality and Diversity Committee and our work in Norwich Medical School can be found at <https://www.uea>.

POSITIVE ACTION STATEMENT

Norwich Medical School positively encourages applications from Black, Asian or other minority ethnic backgrounds and welcome. Applications from all protected groups as defined by the Equality Act 2010. Appointment will be made on merit.



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, picturesque campus and the UEA working environment, please visit the 'Working Lives' microsite <https://www.uea.ac.uk/working-life/home> where you will find details about staff benefits, living and working in the city of Norwich and the surrounding area.



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 26th in the UK (Complete University Guide 2026) and is in the UK Top 25 for research quality (Times Higher Education Rankings 2026) reflecting the international excellence of its research environment. We are in the World Top 60 (QS World Rankings for Sustainability 2025) and the World Top 13th for reduced inequalities (Times Higher Education Impact Rankings 2025). 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](#).

