

UNIVERSITY OF  
WESTMINSTER 



APPOINTMENT OF  
PRO VICE-CHANCELLOR  
AND HEAD OF WESTMINSTER  
BUSINESS SCHOOL

# OUR UNIVERSITY ABOUT US

Under the inspirational leadership of Dr Peter Bonfield OBE, the University of Westminster is a place where discoveries are made, barriers are broken, diversity is celebrated and where everyone is welcome. Serving more than 21,000 undergraduate, postgraduate, apprentice and executive students, our mission is to transform the lives of young people from all backgrounds. We seek to make the world a more inclusive, sustainable, better and healthier place through our educational, research and knowledge exchange endeavours.

Since our founding in 1838 we have stood out as innovators, committed to tackling social inequalities. In 2021, our University ranked 2nd in England out of more than 100 higher education institutions for social mobility. The ranking - produced by the Institute for Fiscal Studies and the Sutton Trust – compares the number of students from low-income backgrounds at universities, and the extent to which their

studies helped them to move up the income ladder. Westminster has the second highest performance among universities in England.

As we focus forward to 2029, we will continue to do so in a way that is true to our progressive, compassionate and responsible values. Our education offer will be more personalised and authentic, giving students from all backgrounds an opportunity of transformative learning, helping them succeed in their studies and professional lives. Our curriculum will be employability-linked, leading to stronger outcomes and helping prepare our graduates for the world of work and for life. Our research and knowledge exchange will enable us to maximise our positive impact on societies in the UK and around the world in an environment where everyone is inspired to succeed. Our priorities of wellbeing, inclusion and sustainable development will help us as we navigate through the challenges and opportunities towards 2029.

# OUR PRIORITIES

The University's 2022-2029 strategy, **Being Westminster**, sets us apart and builds on our unique history and achievements. In our University, we value social justice, moral conscience, inclusivity and equality, acting positively together to make change for good.

The University of Westminster has three priorities.

## WELLBEING

Working and studying together at Westminster as a community of students and colleagues is a big part of our lives – doing so in an environment that places our wellbeing front and centre helps us to be safe and feel safe. We care for the safety, health and wellbeing of those around us as well as ourselves.

## INCLUSION

All Westminster, colleagues and students are in a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and is a place where harassment and discrimination are not tolerated.

As a responsible institution, we strive to ensure and to champion equality. As a progressive institution, we take pride in our diversity. As a compassionate institution, we commit to an inclusive culture that allows students and colleagues to reach their full potential.

## SUSTAINABLE DEVELOPMENT

We take inspiration from the 17 United Nations' Sustainable Development Goals (SDGs) in how we drive our actions and activities and governance across our University. As a community, we bring together our collective energies to play our part in addressing the climate crisis and inequalities to enable a more sustainable and socially just world. We are one of the top 20 universities in the world in SDG 5 for providing equal access and supporting the academic progression of women. We are one of the top 25 universities in the world in SDG 10 tackling economic, health based and international inequalities. We are in the top 50 universities in SDG 12 for promoting resource and energy efficiency, having a sustainable infrastructure, and providing access to basic services for all.



# OUR OBJECTIVES 2022-2029

Against a backdrop of a changing and challenging higher education environment, the University has recently completed a major review of its objectives and strategy, and has published its commitments for the period 2022-29.

## EDUCATION

We will offer personalised and authentic education, underpinned by an inclusive curriculum, to enable all our students, from all backgrounds, to engage in transformative learning and to succeed in their studies and professional lives. We will address global, political, and social challenges through a relevant demand-led and forward-looking portfolio. We will do this by offering authentic teaching, learning and assessment modes which immerse students in the wider-world through live projects, work-based learning and global opportunities. We will invest in our people to enable all teaching colleagues to plan and deliver exceptional learning experiences and professional colleagues to offer exceptional support. Students will be empowered by working in partnership with colleagues and fellow students to shape the Westminster experience. We will develop an integrated physical and digital environment that

supports excellent practical, active and collaborative learning for all our students.

## RESEARCH AND KNOWLEDGE EXCHANGE

Research and knowledge exchange are fundamental to our commitment to making a positive difference to the world and transforming lives. We are committed to research in four priority areas: Diversity and Inclusion; Health Innovation and Wellbeing; Sustainable Cities and the Urban Environment; Arts, Communication and Culture. Our excellence in research and knowledge exchange will infuse our education endeavour, inspiring and equipping our students as agents of change locally as well as globally. We will continue to grow our community of PhD researchers, ensuring that the Westminster postgraduate research experience remains sector-leading and the foundation for great careers. In knowledge exchange we will focus on engagement with government, business and with the public and local community. We will achieve more when we identify shared interests and build partnerships with our communities and collaborate for the public good with a clear civic purpose.



# OUR OBJECTIVES 2022–2029

## EMPLOYABILITY

We will ensure that all our students benefit from employability-led learning and purposeful engagement with employers, business and industry, to give students from every background the best possible preparation for the world of work and enable the best possible employability outcomes. We will do this through the further extension and embedding of programmes such as work-based and placement learning; the Westminster Employability Award; Westminster Working Cultures; mentoring; and student enterprise. Employability-related learning will be a core and critical part of the courses and curriculum we offer, right across the University. It will be front and centre of life at the University for students and colleagues.

A key priority will be the development of a dedicated Centre for Employability and Enterprise at 29 Marylebone Road, intended to transform our student experience and our engagement with business, industry and employers. The Centre will provide a game-changing experience through which undergraduate and postgraduate students from across Westminster will come together and practise enterprise; develop an entrepreneurial mindset and skills; access training, work, projects, business advice and mentoring; and connect directly with employers.

The future-focused environment of the Centre will scale up our employability provision, helping our students to be 'fit for the future' in the most challenging of post-pandemic labour markets and economic environments. It will strengthen links between our UK-based and international employer partners and our motivated, bright, work-ready students, affording employers access to a diverse mix of people right for the needs of the contemporary workforce.

## GLOBAL ENGAGEMENT

We will raise the international reputation and reach of the University, ensuring that 30% of our undergraduate community and 70% of our taught postgraduates come to us from overseas. Overseas partnerships will remain central to our global engagements. We will prioritise the outward mobility of our students to partner institutions, contributing to students' development of employability skills and competences. We will extend and deepen our Trans-National Education relationships. These partnerships, particularly that with Westminster International University in Tashkent, will move beyond franchised or validated arrangements to embrace employability, alumni-related research, CPD and knowledge exchange connections.



# OUR STRUCTURE

## ACADEMIC STRUCTURE

Our structure is built to deliver an enhanced learning environment, stronger and broader industrial, international and professional connections and pioneering and impactful research. The University comprises three Colleges:

### Westminster Business School

- School of Organisations, Economy and Society
- School of Finance and Accounting
- School of Applied Management
- School of Management and Marketing

### Design, Creative and Digital Industries

- School of Architecture and Cities
- Westminster School of Arts
- School of Computer Science and Engineering
- Westminster School of Media and Communications

### Liberal Arts and Sciences

- School of Social Sciences
- Westminster Law School
- School of Humanities
- School of Life Sciences

The University Executive Board comprises of:

- Vice-Chancellor and President
- Deputy Vice-Chancellor (Employability and Global Engagement)
- Deputy Vice-Chancellor (Education and Students)
- Chief Operating Officer and University Secretary
- Three Pro Vice-Chancellor Heads of College

## PROFESSIONAL SERVICES

Our Professional Services teams support the effective and professional delivery of our teaching, research and knowledge exchange and the management of student residences and sports facilities.

- Academic Registry
- Business Engagement
- Estates
- Finance and Commercial Activities
- Global Recruitment, Admissions, Marketing and Communications
- Information Systems and Support
- People, Culture and Wellbeing
- Strategy, Planning and Performance
- Student and Academic Services



# WESTMINSTER BUSINESS SCHOOL

The Westminster Business School was established in 1997 and is located on the University's Marylebone Campus. The Business School has a large and diverse student community of c.5,500 students. We generate c.£68m annually, with close to 300 fulltime and visiting faculty. We are distinctive in a number of ways. We are known for our practical and applied teaching. Our community of staff and students brings together one of the most diverse cultural and international populations of any Business School in the UK. Our programmes enjoy the recognition, endorsement and accreditation of a wide range of national and international professional bodies.

Our purpose is to transform the prospects of our students by equipping them with the knowledge, skills and mind-set to succeed in management and through research and knowledge exchange, to positively influence and shape policy and management practice. We are committed to building a Business School that is distinctive, globally-connected, research-engaged and financially strong, and a provider of choice for applied and professionally-accredited management education.

Westminster Business School is led by a Head of College, who is also a Pro Vice-Chancellor of the University.

The College Executive Group consists of:

- Associate Head of College (External Relations)
- Associate Head of College (Education and Students)
- College Research & Knowledge Exchange Director
- Four Heads of School
- Director of College Operations
- Finance Business Partner
- HR Business Partner
- Marketing Business Partner

The College comprises of four schools:

- School of Finance and Accounting
- School of Management and Marketing
- School of Organisations, Economy and Society
- School of Applied Management



# WESTMINSTER BUSINESS SCHOOL

## EDUCATION

We deliver applied, practical programmes linked closely to the requirements of business and the professions. Our courses have accreditation, recognition or endorsement from a wide range of professional bodies including the Agile Business Consortium, Association of Chartered Certified Accountants (ACCA), Association for Project Management (APM), Chartered Institute of Personnel and Development (CIPD), Chartered Institute of Procurement & Supply (CIPS), Chartered Institute of Marketing (CIM), Chartered Institute of Public Relations (CIPR), Chartered Institute for Securities & Investment (CISI), Chartered Institute of Building (CIOB), Chartered Management Institute (CMI), Chartered Institute of Management Accountants (CIMA), Digital Marketing Institute (DMI), Institute of Data and Marketing (IDM), Institute of Practitioners in Advertising (IPA), Project Management Institute (PMI), and the Royal Institute for Chartered Surveyors (RICS). Such accreditations, together with the strength of our corporate connections, means that we ensure a strong professional practice focus.

Our team of exceptional faculty bring together a unique combination of academic, professional and industrial experience. Accordingly, our curriculum is professionally and practically focused but underpinned by applied research. In addition, we maintain a strong emphasis on connected and integrated thinking, breaking down the traditional silos in business and management education.

We offer courses at undergraduate, postgraduate and executive level, and across a wide range of disciplines and sectors. These include broad-based degrees in management, digital business and international business, alongside more specialised programmes in marketing, accounting, finance, HRM, economics, entrepreneurship, project management, construction, property management, development and investment. All courses are designed with due regard for the expectations of employers and the professions, and we complement our courses with an exceptional range of extra-curricular opportunities to enhance the experience and skills of our students. In 2018, the UK Institute for Fiscal Studies and the Department for Employment ranked Westminster Business School's degrees 20th in the UK (4th in London) in terms of their labour market return, as measured by earnings and employment five years after graduation.

Based in the recently modernised complex on the Marylebone Road, our teaching and study facilities are high-spec and continually evolving. They include a state-of-the-art Bloomberg Financial Markets Suite, a fully equipped MBA Board Room and a Digital Advertising and Marketing Suite (Switch-23). We endeavour to provide fresh, inspiring and authentic places to teach, learn and socialise.





# WESTMINSTER BUSINESS SCHOOL

## RESEARCH AND KNOWLEDGE EXCHANGE

Our research mission is to deliver internationally excellent business research that advances theoretical and applied knowledge to inform, engage and shape academic research, to inform practice in business, industry and society and to influence policy makers in London, the UK and globally. We have a vibrant and focused research environment producing world-leading research in our key areas, underpinned by a strong and well-supported base of early, mid and later career researchers. We host three research centres that have portfolios recognised to be world-leading:

- Centre for Employment Research
- Centre for the Study of the Production of the Built Environment
- Centre for Digital Business Research

We have a growing PhD programme, with plans to expand to 100+ research students over the next three years. We have a well-established Research Support Allowance Scheme that provides support and encouragement to our researchers at all levels and rewards high quality output and income generation.

We have a thriving portfolio of executive education programmes and we also undertake consultancy for a wide range of businesses and public sector organisations. Our successful short courses include a range of renowned programmes in Project Management.

## GLOBAL ENGAGEMENT

Westminster Business School has one of the most diverse student and colleague communities in the UK. Currently 27% of our undergraduate and 90% of our postgraduate students come from overseas. We enjoy a wide range of partnerships with international universities. We have 31 active exchange partnerships in 13 countries and 14 articulation/progression partners in six countries.

We are identifying and establishing new partnerships in key regions with international partners who have a close fit with our values and growth objectives. We encourage outward mobility and exchange for both our colleagues and students. Uniquely, we have a thriving partnership in Uzbekistan, through the Westminster International University in Tashkent, where large numbers of students are engaged in studying a range of our validated and franchise undergraduate and postgraduate business programmes.



# JOB DESCRIPTION

**Job Title:** Pro Vice-Chancellor and Head of College, Westminster Business School

**Reports to:** Vice-Chancellor and President

## ROLE PURPOSE

The PVC and Head of College, Westminster Business School will provide strategic leadership to the College and as a member of the University's Executive Board (UEB), contribute to the wider leadership of the University, representing Westminster and promoting its values, distinctiveness and mission within London, nationally and internationally.

PVCs are accountable for providing academic leadership to deliver successful, high quality transformative learning and an exceptional experience for all students, ensuring that each College provides an infrastructure for high performing academic Schools, contributing to a focussed, high-performing University.

The PVC will be responsible for providing leadership and management of the College and representing the College's interests in the formulation of University policy. They will also be responsible for the implementation of University policy within the College and for managing colleagues and resources of the College in a manner consistent with University policy and that nurtures inter-disciplinary and cross-School working.

In discharging these responsibilities, PVCs are supported by Associate Heads of College and Heads of Schools and may draw on the support of the Vice-Chancellor and other members of the Executive, Directors of the University's Professional Services as well as local administrative teams.

The broad responsibilities of the PVC include:

- Academic leadership
- Strategic and operational planning
- Finance and infrastructure management
- Colleague development and management

## PRINCIPAL ACCOUNTABILITIES:

### Leadership

- To promote and foster excellence in teaching and learning, research, knowledge exchange, management and administration within and outside the College.
- To establish an ethos of continuous enhancement of learning and teaching and the wider student experience and promote activities that support this within the College and beyond.
- To build leadership capability, and support colleagues in enhancing their research profiles and academic reputation so that they are prepared to take on more senior leadership roles in the future, ensuring that succession planning is integral to leadership development within Schools.
- To foster a supportive working and educational environment that delivers equality and inclusiveness in all aspects of the College's operations.
- To identify and promote opportunities that will enhance the College's capacity to achieve its strategic aims, including developing business cases for innovative programmes and initiatives that will advance the College's capacity to increase its revenue.



# JOB DESCRIPTION

- To work collaboratively with colleagues, including College Research and Knowledge Exchange Directors, on work and research hours allocation and take personal accountability for the financial and staff performance of the College.
- To undertake specific delegated Pro Vice-Chancellor responsibilities for the leadership of strategic priorities across the University as agreed with the VC.

## Learning and Teaching

- To promote high-quality teaching and learning, alongside curriculum development, including inter-disciplinary collaborations.
- To ensure structures and operations exist to enable the development, delivery and quality assurance of teaching and learning and cross-university contributions to build core transferable skills around creative and digital technologies, data analytics and languages within the College in accordance with University policy and Regulations.
- To ensure structures and operations exist for coordination, collaboration and cross-institutional teaching practices within the Schools and across all Colleges.
- To demonstrate personal commitment to high-quality teaching and learning within your own discipline.

## Research and Knowledge Exchange

- To provide leadership in promoting research excellence, including research training for colleagues and ensuring the maintenance of appropriate standards and processes for higher degree and postdoctoral supervision.
- To provide leadership in the development, delivery and quality assurance of research and knowledge exchange activity within the College.
- To maximise research effectiveness, including fostering links between individuals and appropriate research groupings within the University, to promote the growth of research grant success, and to exploit opportunities for knowledge exchange.

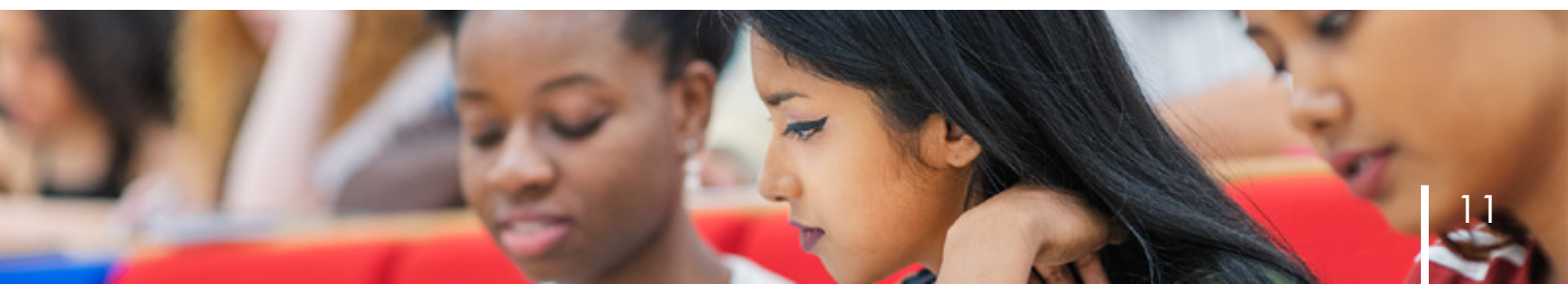
- To monitor the research performance of colleagues and PhD students in the College as a whole and in the Schools/Centres within it.
- To demonstrate personal commitment to research and/or knowledge exchange within your own discipline.

## Strategic, Operational Planning and Governance

- To lead the development and implementation of long-term and short-term plans, including targets for student numbers, research performance and colleague resourcing complements for the University's planning processes in alignment with the University's strategic aims.
- To share responsibility for the management of strategic risk.
- To co-ordinate the work of Schools/Centres within the College, leading in formulating a vision of the long-term collective interests of these Schools/Centres and representing their collective interests in the formulation of College and University policy.
- To establish within the College organisational, management and communication arrangements that ensure the effective conduct of business within University policy guidelines.
- To ensure that the College acts in accordance with, and implements, University Regulations, policies, guidelines and procedures, taking professional advice where appropriate

## Finance and Infrastructure Management

- To be responsible for the financial governance of the College in accordance with the Financial Regulations and Procedures of the University and ensure that:
  - Efficient and effective financial management procedures are in place.
  - The most effective use is made of resources, including people-resource.
  - Value for money is obtained from activities within the College.



# JOB DESCRIPTION

- Appropriate and relevant internal controls are maintained.
- To ensure appropriate usage of space within the space envelope made available to the College, working to ensure compliance with the prevailing space management policy.
- To take responsibility for the College's budget and ensure that all resources, including colleagues, money and space are deployed to maximise efficiency and effectiveness, and to maintain a sustainable financial position.
- To develop partnerships with national and international organisations, governments and commercial entities, whereby revenue from sources independent of HEFCE funding streams can be generated.
- To develop and implement strategies that ensure that agreed University targets for students, people-resource, research income, commercialisation and other forms of fund-raising and income generation are achieved.
- To develop a colleague resourcing plan that anticipates the academic, administrative and technical people resource needs of the College and present and promote requirements to the Executive Board and Professional Services Directors who have responsibility for College support and services, as appropriate.
- To promote and maintain professional standards.
- To monitor and ensure that appropriate induction, appraisal, training and development takes place for all colleagues in the College.

## Corporate Responsibility

## Colleague Management and Development

- To translate and communicate University and College strategies and policies.
- To serve on the Academic Council and University Executive, and to contribute, advise and assist in the formulation of University policy and strategy.
- To optimise strengths by working in partnership with others locally, nationally and internationally, including governments, the educational sector, professional bodies, research organisations, and relevant public sector, industrial and cultural institutions.
- To offer leadership on University committees and participate in corporate activities, appointments panels and decision-making processes.
- To represent the College and University both internally and externally.
- To be the line manager for Associate Heads of College and Heads of Schools within the College, ensuring their effective development and operation as academic leaders within the College and beyond.
- To keep colleagues up-to-date with policy aims, new developments and current policy debates within the College.



# JOB DESCRIPTION

## Health and Safety

- To be responsible for ensuring the activities of the College, whether these are undertaken on University premises or elsewhere, comply with Health and Safety legislation and University policies.

## Professorial Duties

- PVCs should engage with their discipline through research and scholarly activities and continue building up a successful reputation of international excellence in their area. Activities within the College may include:
  - **Learning and Teaching**
    - To contribute to the delivery and assessment of undergraduate and graduate student courses relevant to the appointee's expertise.
    - To supervise and train research students.
    - To act as a personal tutor to assigned tutees.
  - **Research and Knowledge Exchange**
    - To provide leadership within the field of the appointee by undertaking research and knowledge transfer, seeking funding to support these activities and furthering the advancement of the discipline / profession via peer reviewed publications.
    - To develop and strengthen links with others in the appointee's area of expertise and with external bodies to promote research and knowledge transfer.

## Other Duties

- To carry out such other duties as may reasonably be required by the Vice Chancellor and President or delegate.
- To co-operate, in a collegial spirit, with other members of the University's senior leadership and management teams.

## CONTEXT

The University operates a devolved management structure and each College is responsible for the development and implementation of business and strategic plans to ensure that its income exceeds its expenditure by an appropriate margin. The Head of College is responsible for working with the College Executive Group and other key role-holders, such as the Professional Services Directors, to review, develop and monitor operational activities against School and College business plans.

The Heads of College roles are fixed-term and rotating. Appointments will be made for an initial period of five years and may be renewed for a further period, subject to review on both sides.

Heads of College are supported by Associate Heads of College and Heads of Schools which are academic leadership roles requiring a commitment to and thorough understanding of the main academic disciplines within the College. Associate Heads of



# JOB DESCRIPTION

College are key to the achievement of inter-disciplinary developments, cross-School and College working and for providing a robust infrastructure for education and student focussed activities. Associate Heads of College are also responsible for the management of colleagues and other resources to ensure the quality, effectiveness and performance of the College to achieve its strategic goals, including relationships with external examiners and other client groups external to the University. A core part of the Associate Head's role is the delivery of the College Plan. Heads of School are also responsible for the management of colleagues and other resources to ensure the quality and effectiveness of the School and its strategic development to achieve the University's and College's strategic goals, including effective collaborative working with Research and Knowledge Exchange Directors (especially on work allocation and research hours allocation).

Both Associate Heads of College and Heads of School roles are appointed to as a 'term of office' for a period of five years, and following a review by the Head of College, the position will be reviewed with the possibility of extension for a further two-year fixed period. Following completion of the term of

office, postholders will revert to their substantive post and salary. The Head of College is accountable for successful succession planning and management to ensure optimal performance of the leadership team of the College.

Schools within Colleges are constellations of programmes and have a common mission and external stakeholders. They are variable in size and their make up may shift over time as provision ceases in some academic areas and new provision is developed. The location of discipline areas is linked also to the developing Estates Strategy for the University.

Heads of College are accountable for ensuring that suitable and sufficient risk assessments are undertaken for the activities for which they are responsible within the College and that measures to control risk are identified and implemented and communicated to all affected. Heads must ensure and support the provision of adequate supervision and training, to include: the responsibility to work with due regard for the health and safety of themselves and others; familiarity with actions to be taken in the event of emergency; and the duty to report accidents and hazards appropriately.



# PERSON SPECIFICATION

## QUALIFICATIONS

An appropriate degree and an established academic or professional reputation, including a strong record of research or professional practice in an area covered by the College are essential. Senior membership of an appropriate professional body and a management qualification are desirable. The appointee must be committed to their ongoing professional development.

## EXPERIENCE

An outstanding track record of personal achievement, research and/or practice in your main discipline are essential. Candidates will need to demonstrate significant experience of line management of a department or colleague group and a good understanding of the issues affecting HE.

This should include a track record of significant achievement in the following areas:

Essential attributes would include a track record of significant achievement in the following areas:

- Course and curriculum development and the development and introduction of improved methods of teaching and learning.
- Development and management of effective quality assurance procedures.
- Promotion of research, including the generation of income from sponsorship, research contracts and other sources.
- Management of colleagues and staffing budgets, including the effective handling of appraisal and staff development activities.
- Development of continuing professional development and knowledge exchange programmes in collaboration with business

partners, industry and professional bodies, preferably including some international experience.

- Developing business plans, budgets and project plans and successfully managing resources within them.

Outstanding candidates who have an equivalent level of knowledge and demonstrable expertise within industry, alongside a credible and clear reputation for success, and insight and understanding of the sector, are also encouraged to apply. Those who have developed their professional careers outside of academia would need to demonstrate the transferability of their experience to Higher Education.

## APTITUDES, ABILITIES AND PERSONAL QUALITIES

Essential qualities include:

- Leading change by championing a vision and supporting the people involved. Planning and putting in place the necessary resources and supporting systems, including monitoring and communications.
- Taking ownership and control and exercising leadership; initiating action and taking responsibility.
- Setting ambitious but realistic goals. Showing commitment to your own personal development and identifying development strategies needed to achieve work and career goals.
- Seeing and contributing to the big picture, showing the way forward so others understand what they must do to align their efforts to university-wide goals
- Providing direction, inspiring others and taking responsibility for contributing to and delivering results to achieve the University's vision/goals.



# HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Westminster on this appointment.

Candidates should apply for this role through our website at [saxbam.com/appointments](https://saxbam.com/appointments) using code **IAYWD**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring form.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

**The closing date for applications is midday (BST) on Wednesday 21st June 2023.**

At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.

We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

The University is actively promoting diversity in its workforce. We welcome applications from all sections of the community, particularly women, Black, Asian and Minority Ethnic (BAME) candidates and disabled people.

## BENEFITS

The University offers a range of wellbeing and work-life balance benefits to recognise and reward the essential contribution our colleagues make to success and growth. Our benefits are inclusive for colleagues of all backgrounds including LGBTQ+ colleagues, disabled colleagues, pregnant colleagues, parents and carers, as well as colleagues of all genders, age, ethnicities, nationalities, religion and beliefs, and marriage and civil partnership status.

- 35 days annual leave per year, plus bank/national holidays and University of Westminster closure days (pro-rata for part-time staff).
- A generous occupational pension scheme.
- Annual incremental progression and/or cost of living reviews.
- Generous maternity, paternity and adoption leave.
- Flexible working and smart working.
- Learning and development opportunities.
- Free membership rates for a wide range of sporting facilities, including gyms at Regent Street and Harrow campuses, as well as the Chiswick Sports Ground.
- Employee assistance programme.
- The opportunity to participate in other attractive employee benefit schemes such as Cycle to Work, Eye Care Vouchers, Season Ticket Loans, and Give As You Earn.







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