

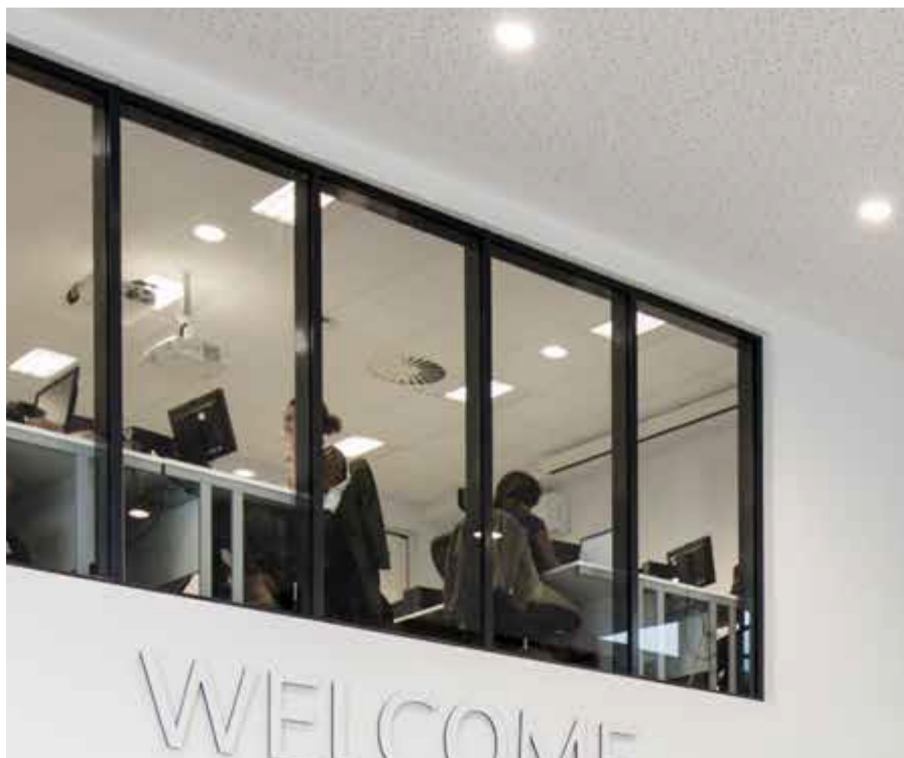


UNIVERSITY OF
WEST LONDON
The Career University

Recruitment Information

Academic Roles
School of Human &
Social Sciences

June 2022



WELCOME



UNIVERSITY OF
WEST LONDON

WELCOME



Message from the Vice-Chancellor

Since its inception in 1860 as the Lady Byron School, the University of West London has amassed a long and distinguished history of extending the reach of education to those who have been excluded from it. Built on a mission of enablement and enrichment, the University continues to evolve driven by the pursuit of three fundamental and transformative rights: inclusion, enhancement and participation. By staying true to these founding ideals, we are now one of the leading widening participation institutions in the country where we inspire students of all ages, ethnicities and backgrounds, to become smart professionals connected to exciting and rewarding careers.

To realise this mission, our courses and curriculum combine the highest standards of academic rigour supplemented by continuous input from external professionals and industry leaders. This sits alongside a guaranteed work placement for every student which forms part of a value-for-money contract between our students, stakeholders, and external partners. It is where an outstanding learning experience meets with impactful research, relevant scholarship, and the fundamentals of professional practice.

As a result, our often courageous students join a caring and supportive educative community upheld by a fully integrated Students' Union rooted in high quality state of the art physical and digital resources.



Driven by the values of accessibility, affordability, diversity, transparency and accountability, we continue to provide life-changing opportunities to each and every student regardless of their age or background. This in turn shapes and transforms the lives of their families and those around them. It is this assemblage together with a vibrant mix of students from more than 120 different nationalities that makes the University distinctively meritocratic.

With a number of accolades that highlight our achievements towards these ends, the University's vision continues to be compelling: to be an inspiring, inclusive and impactful institution that is committed to making our country more prosperous, open and just.

Professor Peter John CBE
Vice-Chancellor

Highlights and Achievements

The academic year 2020-21 saw a number of achievements as we continue to realise the vision and outcomes of our strategic plan: *Achievement 2023*. Improvement continued even during the pandemic, demonstrating our ability to pivot quickly between in person and online education while continuing our excellent delivery. Of significance was the growth in income and surplus as well as continued external recognition.

Rankings

THE  TIMES
THE SUNDAY TIMES



10th for
Social Inclusion

The
Guardian
University Guide 2022

35th University
in the UK

5th modern¹
university in the UK

1st in England
for Teaching Satisfaction

REF2021 Research
Excellence
Framework

Top 100 universities in the UK for
overall quality of our research.

Improved
Recruitment
8%

Apprenticeships **40%**

Postgraduate
students **10%**

International **43%**

¹ A modern university is a university created in or after 1992.

External Recognition



The Claude Littner
Business School
Award Winner for
'Public Sector Accountancy
College of the Year'



Sustainable Campus

£5m

award from Public Sector
Decarbonisation Scheme
for investment in green energy



Excellent Financial results

£146m
group income

15%
group surplus
on operations

Enterprise
income over
£42m



Highlights and Achievements



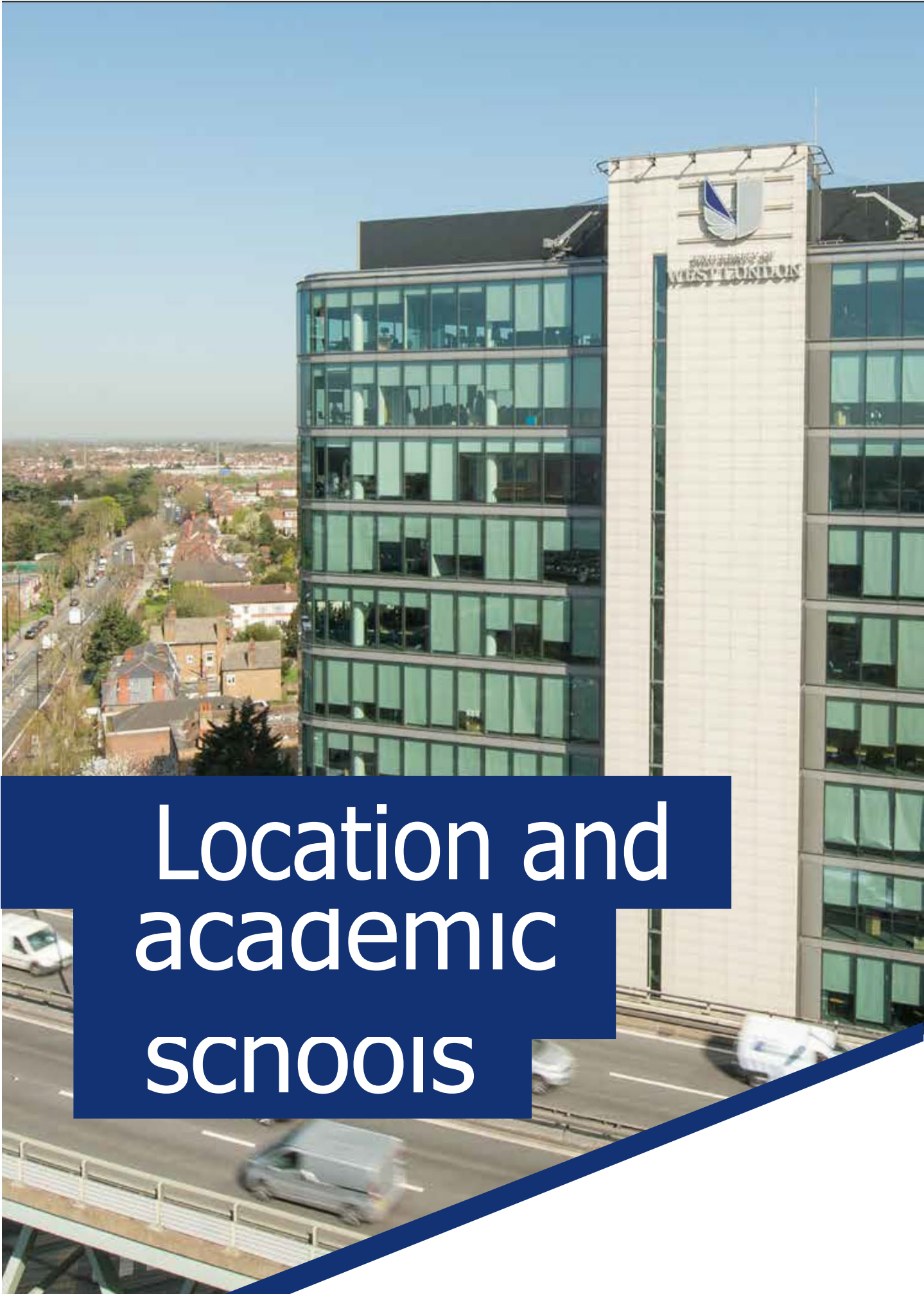


Highlights include:

- An excellent financial out-turn with income of £146m.
- Enterprise income reaching over £42m.
- Substantial assurance across the board from our internal auditors, KPMG.
- Reaching 35th in The Guardian University Guide 2022. We were ranked 1st in England for teaching satisfaction, 4th in the UK for student feedback, and 11th for academic quality.
- We are in the top 10 universities in the UK for teaching quality, and the top 20 for student experience in The Times/Sunday Times Good University Guide 2022.
- We obtained 86% overall satisfaction in the National Student Survey 2020 which made us the best University in London² and among the top 30 institutions in the country.
- Overall recruitment was 12% up with a 14% increase in the undergraduate population and a 9% increase in postgraduates.
- International recruitment up by 22% with nine new TNE partners.
- Significant contribution to the REF in 7 subject areas.
- Winner of the Times Higher Education outstanding financial performance and the Business School of the year awards in 2019. Also nominated for the Outstanding Estates Strategy, the Knowledge Exchange/Transfer Initiative of the Year and the Outstanding Contribution to Equality, Diversity and Inclusion.
- Excellent staff diversity including one of the highest proportions of BAME and Black professors in the country.
- Opening a £5m sports centre and being part of the new Gunnersbury Sports Complex alliance while also completing Rami Ranger House (part funded by Lord Ranger) to improve facilities for postgraduate and international students.
- Awarded the AGCAS membership quality standard, a nationally recognised accreditation and quality mark for the delivery of careers and employability within higher education.
- Successful response to Covid-19 including UWLFlex.
- Drama Studio London and Ruskin College in Oxford join the UWL Group.
- Outstanding results in the Research Excellence Framework - for the first time ever, we are in the **top 100** universities in the UK for overall quality of our research. Almost **80 percent** of our research work has been rated as world-leading (4*) or internationally excellent (3*) and we have secured the **biggest percentage increase** of any university in the UK for research awarded the two highest ratings.

¹A modern university, is a university created in, or after 1992.

² NSS 2020 Excluding small and specialist organisations



Location and academic schools



Our location and academic schools

The University is based in the heart of one of the UK's most successful business regions (west London) and operates out of two main sites: St Mary's Road in Ealing and Paragon House in Brentford. We also offer Nursing and Midwifery education from our Berkshire Institute of Health in Reading.

We are growing our reach with the acquisition of the Drama Studio London and more recently Ruskin College. Ruskin College has a similar mission and a matching set of values to the University, and by bringing it into our purview we intend to continue its long history of providing education to those who have traditionally been marginalised.

Working with local chambers of commerce and local employers (including the NHS), the University aims to capitalise on these powerful connections with key industries and its wealth of experience in a number of mainly vocational disciplines by delivering a demand-led curriculum. To enable this, the University is structured into the following nine academic

Schools and Colleges which bring together cognate subject areas and are responsible for ensuring that they deliver an appropriate curriculum and develop new areas in response to student, societal and industry requirements:

- **The Claude Littner Business School**
- **College of Nursing, Midwifery and Healthcare**
- **London College of Music**
- **London Geller College of Hospitality and Tourism**
- **London School of Film, Media and Design**
- **School of Biomedical Sciences**
- **School of Computing and Engineering**
- **School of Human and Social Sciences**
- **School of Law**

Staff diversity

Our commitment to equality and diversity is particularly evident in our staff community. In terms of gender equality, 51% of our Academic staff are female in contrast to 46% in the sector. Women comprise 29% of our professors, which again is higher than the sector average of 27%, and 40% of the University senior management team are female.

The University also has an ethnically diverse workforce, with 34% of staff from black and minority ethnic backgrounds which is significantly more than the national average. 29% of academic staff are from BAME backgrounds in contrast to 17% across the HE sector. Staff from BAME backgrounds are able to succeed at all levels of the University: 30% of our professoriate are from BAME backgrounds compared with 10% in the sector and 8% are from Black backgrounds in comparison to 0.7% in the sector.



**Staff from
BAME backgrounds
are able to succeed
at all levels of the
University**



The School of Human and Social Sciences

The School of Human and Social Sciences has recently expanded its disciplinary coverage and now delivers a portfolio of education, research and enterprise activity across psychology, criminology, education & early years, forensic science, addiction studies, nutritional therapy, and politics & international relations. Our forecast revenue in 2021/22 is £12.3m.

Our course portfolio leads to awards from foundation level to taught postgraduate and research degrees (including professional doctorates). It reflects a long-standing, institutional commitment to inclusion: most taught courses offer a September and a February intake, while UG courses are accessible via a broad-based foundation year. In 2021/22 we have 1800 students (1350 FTE). We also validate a small number of UG and PG courses delivered internationally.

Offering a high-quality student experience is of paramount importance to us and we have an excellent reputation for student-centred education. In the 2021 NSS we were rated first in London for overall satisfaction in education. We are second in London for forensic science

in the 2022 Complete University Guide and fourth in London for psychology in the 2022 Guardian league table. The Guardian also ranks us top nationally for value added in forensic science. Our courses are accredited or recognised by professional bodies such as Addiction Professionals, the British Psychological Society, the Chartered Society of Forensic Science and the Nutritional Therapy Education Commission.

The curriculum across our course portfolio is underpinned by our developing research and enterprise profile. Most of our academic staff are research active, contributing to submissions to four units of assessment in REF 2021. In 2021/22 we forecast contract revenue of nearly £550k from business, charities (e.g. the Woodward Charitable Trust), local authorities (e.g. the Office of the Mayor of London) and national government (e.g. the Home Office). Recent examples of funded projects have focused on information security, Black students' conceptions of academic support, Black history and racial awareness, youth violence, violence against women and domestic violence against men.



The reward package at the University of West London

We offer a range of benefits to recognise and reward the essential contribution our staff make to our success and growth.

Finance

- Competitive salaries and cost of living increases
- Interest free season ticket loan
- Give as you earn scheme

Health, Well-being and Fitness

- Cycle to work scheme
- Employee assistance programme available 24/7
- Eye care vouchers
- Reduced gym membership

Pensions

- Generous, transferable occupational pension schemes, with employer contributions in excess of individual contributions
- Life cover

Personal and Professional Development

- Award winning professional services departments
- A fee waiver scheme for staff undertaking relevant University courses*
- Access to a suite of online development courses
- Regular staff development opportunities
- Study leave

Work-life Balance

The University of West London aims to be an employer of choice. Recognising the need for work-life balance, the majority of staff work a 35 hour working week. Other work- life balance benefits include:

- Generous maternity, paternity and adoption leave*
- Generous annual leave
- Flexible working opportunities *

Additional Benefits

- Access to a range of musical performances and performance opportunities
- Product industry discounts for a variety of recitals, concerts and conferences
- Student union discount card*
- Accommodation support: Contribution to the deposit and free accidental damage cover for UWL employees through Dexters Estate Agency's no deposit option
- Staff bus between campuses

*Subject to application and completion of probationary period.



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Ealing
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Brentford
Middlesex TW8 9GA

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West London
Fountain House
2 Queens Walk
Reading RG1 7QF

Drama Studio London
Grange Court
1 Grange Road
Ealing
London W5 5QN

Ruskin College
Ruskin Hall
Dunstan Road
Old Headington
Oxford OX3 9BZ