



UNIVERSITY OF
WEST LONDON

The *Career* University

Recruitment Pack

Institute for Policing Studies
Head of the Institute
February 2024



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 and President

Policing in higher education

Police higher education is crucial for fostering a more professional and skilled law enforcement workforce. In an ever-evolving and complex society, police officers face a myriad of challenges that require a deep understanding of various subjects, including criminal justice, sociology, psychology, and law. Higher education equips officers with the knowledge and critical thinking skills necessary to navigate the complexities of modern policing, allowing them to make informed decisions and effectively address the diverse issues they encounter on a daily basis.

A well-educated police service can contribute to improved community relations. Higher education emphasises communication skills, cultural competence, and problem-solving abilities, enabling officers to engage with communities in a more empathetic and respectful manner. These fosters trust between law enforcement and the public, leading to better collaboration and a more positive perception of the police. By investing in higher education for police officers, agencies can promote a culture of professionalism, accountability, and transparency, ultimately enhancing the overall effectiveness of policing efforts¹.

The Institute for Policing Studies

The University of West London (UWL) created a new Institute for Policing Studies (IPS) in 2021 having won a major contract, worth an estimated £20-30m, delivered in partnership with Babcock Training Limited and in collaboration with three other universities, to implement the Policing Education Qualifications Framework (PEQF) to the Metropolitan Police Service.

Since then and under the successful leadership of Dr Mark Roycroft, the Institute has grown considerably. We now have over 1,600 policing students undertaking higher education in policing. We have now seen our first cohorts of officers graduate through both The 2-year Degree-holder Entry Programme (DHEP) and the Police Constable Degree Apprenticeship (PCDA).

In January 2024, UWL successfully bid for, and won a listing on the Bluelight Commercial Services framework for Policing Education, providing opportunities to a much broader range of police forces.

Dr Roycroft built up a strong team of very capable academics with a wealth of policing expertise supported by a number of hourly paid staff and delivery partners including the London Policing College and Stephen J Ashworth and Associates (SJAA), who provide support for the independent end point assessment component of the PCDA.

The Institute has also recently appointed its first professor to grow the research and postgraduate portfolio - Professor Graham Brooks, who comes with an extensive background in criminology and anti-corruption.

The Institute is equipped with a range of excellent facilities to support policing education, including three crime scene suites, use of a fully-equipped mock court room, and a police interview room.

The IPS will sit alongside and work closely with colleagues across the University, including the PEQF Contract Manager, the School of Human and Social Sciences, and, the School of Computing and Engineering.



The Head of the Institute for Policing Studies

Following Dr Roycroft's imminent departure to head up a new department at the University of Hertfordshire, we are now seeking a Head of the Institute to continue to lead UWL's growing national and international reputation in professional policing practice and associated disciplines. This is an exciting opportunity to make UWL a recognised centre of excellence in policing education.

The successful candidate will ideally have a strong academic background in policing or an allied discipline (preferably with a relevant research pedigree), be educated to postgraduate level (doctoral level preferred), have experience of leading and managing a team and working with a range of delivery partners, plus be well-connected with police forces nationally and internationally.

Based in the newly refurbished Cavendish House building, located on the Uxbridge Road in Ealing and a short walk from both the Broadway Shopping Centre and Ealing Broadway Station (Elizabeth Line), the role is expected to operate across all UWL sites. Given the nature of the role, it is substantially based on site and opportunities for remote working will be limited.

The Head of the Institute is expected to play an active role in teaching that will include engaging with UWL's blended learning platform and developing content and learning materials for it, delivering workshops, seminars, lectures, practical/simulated learning and leading on modules and courses. In addition, the postholder will be expected to fulfil all the contractual requirements of the PEQF delivery.

[1] Credit to: Ch. Supt. (retired) Claire Clark

If you were tempted by the advertisement but decided this role was not for you, please do get in touch. We are always looking for colleagues to join us whose expertise aligns with the IPS and who can make a significant contribution to our teaching, research and knowledge exchange activities.

We would welcome a conversation to see whether there might be another opportunity for you.

Job descriptions for all roles are appended below and available to view on our website: <https://jobs.uwl.ac.uk/>

Please also see our University jobs on: <https://www.jobs.ac.uk/search/?keywords=University+of+west+London&location=>

How to Apply

For an informal discussion about these posts, please arrange a telephone/video call with the Associate Pro Vice-Chancellor, Chief Information Officer and Director of Digital Futures, who is the Executive lead for the IPS, by contacting: Amandeep.Kaur@uwl.ac.uk

Closing date for applications: 23:59 BST on Friday 5 April 2024.

Interviews are scheduled to take place as follows:
First round interviews, via Microsoft Teams: Wednesday 17 April 2024.
Formal panel interview: Monday 22 April and Thursday 25 April 2024.

Please note that CVs without an online application will not be accepted. Please apply for this role via our website. We look forward to receiving your application.

Please also note that this role requires a Non-Police Personnel Vetting (NPPV) level 1 security check and clearance. Any offer of employment is conditional on achieving and maintaining this clearance.

Highlights and Achievements

Rankings



Ranked 1st in London*,
3rd in England*
and 4th in the UK*

UWL Students' Union ranked 1st
in London, 3rd in England
and 3rd in the UK



No 1 modern**
university in
London



We are in the top
100 universities
in the UK for
overall quality of
our research

*Average of all questions, excluding specialist institutions **A modern university, is a university created in, or after 1992.



Highlights and Achievements

Highlights include:

- Reaching 32nd in The Guardian University Guide 2024. We are ranked the 5th university in London (excluding specialist institutions) and in the top 30 % of universities in the UK.
- Best university for Student Experience and Teaching Quality in the UK - The Times and Sunday Times Good University Guide 2024.
- We are ranked 1st in London*, 3rd in England* and 4th in the UK* in the National Student Survey 2023.
- University of the Year for Social Inclusion in The Daily Mail inaugural University League Table 2024.
- An excellent financial out-turn for UWL with income of £201m and a UWL Group income of £205m, with a surplus of 9 %.
- Enterprise income reaching over £101m.
- Achieving the highest performance in our cluster in the Knowledge Exchange Framework.
- Bronze Accreditation by the Athena Swan Charter.
- Eco campus platinum accreditation retained and a First Class award in the People and Planet League.
- 11 % increase in student numbers (including partners) with 14 % increase in postgraduate students and 43 % increase in international students.
- Excellent student and staff diversity including one of the highest proportions of Black and minority ethnic professors in the country.

*Average of all questions, excluding specialists.



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 three main sites: St Mary’s Road and Cavendish House 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 other 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, 35 % of our top earners are female. Almost 57 % of the workforce are female and 50 % of our Academic staff are female. Women comprise 37 % of our associate professors and 27 % of our professors. Gender equality is also demonstrated by our gender pay gap which continues to reduce, with the mean gap now standing at around 8.17 %, which remains lower than the current sector mean gap of around 15 %.

The University also has an ethnically diverse workforce, with 40 % of staff from black and minority ethnic backgrounds which is significantly more than the national average. 41 % of academic staff are from Black and Minority Ethnic backgrounds in contrast to 20 % across the HE sector. Staff from Black and Minority Ethnic backgrounds are able to succeed at all levels of the University comprising 41 % of our associate professors and 21 % of our professors compared with 12 % in

the sector. Over 6 % of professors are from black backgrounds in comparison to 0.7 % in the sector. The University also monitors the ethnicity pay gap and the median pay gap in 2023 was 12.56 % which compares well with the sector although the University is committed to reducing this in future.

Actions to improve equality further are being taken as part of the University's commitment to equality, diversity and inclusion following the awarding of Bronze Athena Swan accreditation in 2022-23. UWL is also an accredited Living Wage employer and all our staff (including students and outsourced contracts) are paid the London Living Wage or above.

Around 68 % of our academic staff with a doctorate, 21 % of UWL Professors are from "BAME" backgrounds compared to 11 % across the sector & 6 % of our Professors are from black backgrounds compared to 0.7 % across the sector (HESA data).



²HESA Higher Education Staff Statistics: UK, 2019/20

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



Job description

Job title	Head of the Institute for Policing Studies
School / department	Institute for Policing Studies
Grade	Grade 9
Line manager	Associate Pro Vice-Chancellor, CIO and Director of Digital Futures
Responsible for	Leadership, growth and development of the Institute for Policing Studies, including: line management of academic staff in IPS, academic oversight of the PEQF programme, development and delivery of other policing and related academic programmes, oversight and delivery of policing and related research activity and the generation of enterprise income.
Salary Range	TBC

Main purpose of the job

The Head of the Institute of Policing Studies will report to the Associate Pro Vice-Chancellor, CIO and Director of Digital Futures (a member of the University's Executive team), and support the strategic vision for and delivery of policing and related education at UWL. The post holder will lead the Institute for Policing Studies; provide academic leadership and management to the subject area of professional policing practice; lead and develop the PEQF programme in conjunction with the UWL policing portfolio at undergraduate and postgraduate levels and the contract we have with Babcock Training Limited. The post holder will contribute to and lead research, enterprise and knowledge exchange activity within the field of policing and related disciplines. The post holder is expected to be an influencer at national and international level within police education and therefore enhance UWL's reputation and impact within this field of education and research.

Key areas of responsibility

Strategic and operational

- Lead the continued development and implementation of UWL's policing education strategy to deliver the University's vision and targets.
- Grow the reputation of the Institute for Policing Studies at UWL to become a national and global centre of excellence for policing and related education.
- Lead the academic development and delivery of the PEQF programme at UWL, both under the contract with Babcock Training Limited and through any contracts established with UWL under the Bluelight Commercial Services framework.
- Working with the PEQF Contract Manager to ensure KPIs are met within the Babcock PEQF contract and to specification; owning those from an academic and delivery perspective.
- Ensuring academic quality and standards are met or exceeded with regard to delivery of policing and its aligned delivery.
- Ensure recruitment targets are met or exceeded, as agreed with VCE from time-to-time.
- Perform an influencing role in appropriate research networks and professional and government committees and forums.
- Advance staff capability and talent manage, ensuring induction, staff development and review in accordance with HR policies and procedures including workload and staff wellbeing.
- e School's and the wider University's business, promoting the University to external bodies and organisations and enhancing its reputation, profile and influence in UK and international fora.
- Collaborate with other Heads of School and Central Services to identify new opportunities for cross- and inter-disciplinary developments.

Key areas of responsibility continued

Administration and teaching

- Provide advice to relevant Deans/ Heads of School to ensure undergraduate, post-graduate policing curricula are informed by research and relevant professional body to provide relevant knowledge and skills to students.
- Deliver inspirational teaching within undergraduate and postgraduate programmes, doctoral education and supervision.
- Contribute to the development of engaging curriculum/course content into the relevant curriculum and to professional body requirements.
- Participate in relevant University committees, groups, academic quality mechanisms, stakeholder engagement and student experience activities.
- Work with Marketing and Communications to showcase the Institute's activities and increase its visibility and impact.

Research, Enterprise and Knowledge Exchange

- Lead income-generating activities within policing and associated disciplines to include consultancy, exploitation of intellectual property and relevant professional development courses, promoting the interests and reputation of the University nationally/internationally.
- Developing research output with impact, suitable for inclusion in the next REF exercise.
- Play a leading role in securing external funding and in developing partnerships and collaboration with commercial, voluntary and community sector partners.
- Provide expert advice and guidance to strengthen the research environment within policing and associated disciplines and across the institution.

Additional duties

- Maintain professional registration (where applicable) and the highest levels of professional conduct.
- Participate in relevant professional /advisory activities.
- Engage in professional development.
- In addition to the above areas of responsibilities, the post-holder may be required to undertake any other reasonable duties relating to the broad scope and seniority of the position.
- Demonstrate personal commitment to Equality, Diversity and Inclusion.

Person specification

Criteria	Essential	Desirable
Qualifications and/or membership of professional bodies	<ul style="list-style-type: none"> Honours degree or equivalent in a relevant discipline (to high standard) Postgraduate degree or equivalent (ideally at Masters level or above) PG Cert and HEA Fellowship or willingness to work towards this starting within 6 months of appointment Registration with relevant professional bodies 	<ul style="list-style-type: none"> PhD or Professional Doctorate in relevant area
Knowledge and experience	<ul style="list-style-type: none"> Excellent grasp of the national and international policing education environment. Excellent knowledge of professional policing practice. A track record of building and managing high-performing academic teams and leadership. A track record in supporting the development of others in research, enterprise and innovation. Evidence of public engagement and impact within policing education 	<ul style="list-style-type: none"> A track record of attracting external funding in support of an internationally recognised or world-leading research programme. A track record of leading collaborative research, involving academics and end users. A track record of high-quality research and/or professional publications.
Specific skills to the job	<ul style="list-style-type: none"> Proven ability to provide vision, leadership and support in the development of police education in the UK. Creative and strategic thinker able to translate ideas into effective activity Highly developed communication, interpersonal and influencing skills with experience of managing complex and diverse teams and systems Outstanding presentation and communication skills with evidence of the capacity to network effectively with industry/community partners and academic colleagues nationally and internationally Ability to prioritise workloads, effectively balancing conflicting deadlines within fixed timescales and deliver outputs on time Ability to financially plan and allocate resources to university processes/procedures Non-Police Personnel Vetting (NPPV) level 1 clearance* 	<ul style="list-style-type: none"> Experience of quality assurance and enhancement.

Criteria	Essential	Desirable
General skills	<ul style="list-style-type: none"> Ability to lead a team and motivate staff Project planning and management High quality, innovative teaching skills Promotion and commitment to equality and diversity within the university environment Publication and research dissemination skills 	<ul style="list-style-type: none"> Research student supervision Grant writing
Other	<ul style="list-style-type: none"> Maintain professional registration and the highest levels of professional conduct. In addition to the above areas of responsibility the position may be required to undertake any other reasonable duties relating to the broad scope of the position. 	
<p>*This role requires a Non-Police Personnel Vetting (NPPV) level 1 security check and clearance. Any offer of employment is conditional on achieving and maintaining this clearance.</p>		

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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