



# Working at **NEWMAN** **UNIVERSITY**



Newman  
University  
BIRMINGHAM

+44(0)121 476 1181



Genners Lane, Bartley Green, Birmingham, B32 3NT



[www.newman.ac.uk](http://www.newman.ac.uk)





## Message from the Vice Chancellor

I am delighted that you have expressed an interest in progressing your career through employment at Newman University.

Our sense of Community at Newman is strong. As a single campus, students and staff have an unrivalled opportunity to work together and to develop new skills and learning. The university welcomes staff and students of all faiths and no faith. Fostering mutual respect for different faiths and traditions, there is a strong sense of belonging to the Newman community, supported by a rich cultural diversity.

Founded in 1968 as a Catholic Teacher Training college, Newman University recently celebrated its 50th anniversary. After 50 years, the university remains true to the original thinking of its patron John Henry Newman, that education is not just about learning theories and concepts, but about developing the whole person – enabling problem solving and discussion, helping Newman students to develop into active members of society who gain success in their chosen careers and professions. The university makes higher education accessible to all students – particularly encouraging students from widening participation backgrounds, under-represented groups and those from minority backgrounds.

Adding to our retained reputation for teacher training, the university has expanded and developed, and so has our wide-ranging portfolio of courses. We develop and enhance our courses aligned to the needs of local employers, and by listening to students, academic staff and partner organisations. Subjects are taught in small cohorts, in an interactive style encouraging participation and active learning.

We are located in a quiet residential area, Bartley Green, only a few miles from Birmingham City Centre, which creates a tranquil and focused learning environment. Students and staff have the advantage of an accessible single campus, with easy access to Birmingham city centre, and good local public transport links. Recent investment of over £70M into the teaching and learning spaces on the campus has created additional modern and flexible areas for students and staff to work together.

I hope that you will find the information in this document useful, as you develop your application to the University.

I would like to wish you good luck with your application, and to thank you for your interest in working with us.

**Professor Scott Davidson**

# Your opportunity Your community Your university



## Our Vision

To be a University based on Catholic values that continues to grow in academic distinction and strives always to enhance its sense of community.

## Our Mission

To serve our diverse communities by making high quality education accessible to all who are able to benefit from it and to deliver research and scholarship that has a positive impact on society.

## Our Values

We champion and give voice to the Catholic traditions of education and social justice  
We respect the dignity and worth of each individual and give priority to the disadvantaged in facilitating their access to higher education.

We strive for quality in all we do and set the standard for others to follow.

We nurture and celebrate individual and collective success and constantly seek ways to improve what we do.

We recognise and embrace the power of community and build respectful relationships that help us to excel.

We respect and value all contributions, recognising that we are a single community, inspired and united by our shared vision and mission.

People are at the centre of all we do. In difficult situations we seek to work with kindness, understanding and resilience.

We honour our commitments and we challenge others to do the same.

We trust people to act within their areas of responsibility and to be accountable for their actions.

## A Green Campus

The University is accredited with holding an Eco Campus Gold award. This accreditation shows how the university is moving towards environmental sustainability through good operational and management practices.



## What do Current Staff Say?

You may wish to look at what our current staff say about their experiences of working at the University, via the following link: [www.newman.ac.uk/knowledge-base/current-staff-say](http://www.newman.ac.uk/knowledge-base/current-staff-say)





## Staff Benefits

### Pension and Auto Enrolment

If you meet the relevant criteria, and are not already an active member of any of our pension schemes, the university will auto-enrol you into a suitable pension scheme.

The pension schemes supported by the university are:

- Teacher's Pension Scheme, for academic staff
- Aviva Scheme, for professional and support staff
- National Employment Savings Trust (NEST), for staff not eligible to join either of the above schemes

You will be auto-enrolled into NEST unless you are an academic and eligible to contribute to TPS, or other member of professional and support staff employed on a substantive contract of employment, in which case you will be enrolled into Aviva.

### Annual Leave

Employees are entitled to a generous amount of annual leave, 35 days per year\* in addition to statutory bank holidays. There may also be some discretionary closure days where the University may be closed for efficiency reasons.

*\*Please note that annual leave is pro rata for part time employees*

### Your Health and Wellbeing

There are a number of ways in which the University supports the health and wellbeing of its employees, for example:

- Campus walks and events
- Annual Health and Wellbeing day to raise awareness of the importance of looking after your health and wellbeing, and to promote new initiatives.

- Confidential support for you and your family via the Employee Assistance Programme, available via a free helpline telephone number or online portal at any time during the day or night. The scheme offers telephone counselling support, personal and legal advice, financial information and health advice across a range of medical and wellbeing issues.
- You are actively encouraged to join our Sports Centre with offers of subsidised membership.
- Our catering outlets offer a wide variety of healthy eating options.
- The Healthy Employee e-course offers practical steps and ideas to improve your diet and lifestyle.
- Occupational Health and Counselling services
- Occupational sick pay entitlements for eligible employees.
- You can review your health and fitness levels for free with an online health assessment
- If you have dental check ups or wear glasses or contact lenses, you can claim cash back towards the cost with the BHSF Health Cash Plan. The plan also covers a range of therapy treatments including osteopathy, physiotherapy, chiropody and much more.



## Your Work/Life balance

The university recognises that getting the balance right between work and home commitments benefits everyone.

The university has a number of initiatives to support you to achieve this balance, for example:

- Flexible working arrangements – this may include changes in work hours or patterns of work, part-time, job share or part-year working, compressed hours, or working from home.
- Compassionate leave – our compassionate leave policy provides support for employees across a range of personal and emergency situations
- Enhanced maternity/paternity pay for eligible employees
- A private crèche facility on site
- Instant access to a wealth of information is available through an online portal, to help employees and their families through life's challenges



## Equality and Diversity

The university is committed to employing a diverse workforce and creating an inclusive environment where staff feel comfortable and supported. All staff are treated with dignity, fairness and respect. We welcome applicants from diverse backgrounds and communities, with regards to age, sex, marriage and civil partnership, pregnancy and maternity, disability, gender identity, sexual orientation, race and religion or belief.



Staff Football Team



## Your development

The university aims to support employees' personal and professional development. When you start your role at Newman University, your objectives and any associated or specified development needs will be identified during your probation period. Your ongoing development needs, aligned to your objectives and personal development, are identified through the ongoing staff appraisal process, as well as through regular 1 to 1 updates with your line manager.

## Disability Confident

As a 'Disability Confident' employer, we guarantee that all disabled applicants who meet the essential criteria for the job vacancy they are applying for will be offered an interview.



## Additional Benefits

### On site catering facilities

The campus cafes offer a great variety of hot and cold food with weekly 'specials'. You can also buy snacks and hot and cold drinks.

The university is officially recognised as a Fairtrade university. We were granted this status by the Fairtrade Foundation, as we support a fairer and safer world.



### Sports Centre

Our Sports Centre facilities are available for staff, and include use of our fully equipped fitness suite and the use of the large sports hall. Staff can benefit from discounted membership.



### Cycle to Work scheme

We operate a cycle to work scheme whereby you can obtain bikes and cycle equipment at a significant saving.

### Discounted Travel Scheme

You have access to a discounted annual travel card without the initial outlay of the full cost of the card. The University pays for the annual card, and you repay the cost of the card over 12 monthly payments. Advantages of the scheme include no price rises for 52 weeks, no queuing for bus tickets/passes,

and savings on tickets, especially the annual cost of a fare saver and for those with combined rail/metro passes.

### London Theatre Offers

The University is signed up to the Theatre Club which allows you to enjoy offers on top musicals, plays and other related special deals with up to 70% savings.

### Network Benefits

You can sign up to the online Network Benefits discount site, which offers discounts and special offers on hundreds of well-known brands.

### The Library

You have free membership to the university's library where there is a wealth of books and journals and on line resources.



Further details of the range of benefits offered can be obtained from the Human Resources Department, or via our website at [www.newman.ac.uk/knowledge-base/staff-benefits](http://www.newman.ac.uk/knowledge-base/staff-benefits)



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