



University of Essex

# WE ARE ESSEX ARE YOU?

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WORKING AT THE  
UNIVERSITY OF ESSEX

# WHERE WE'RE HEADING

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We are a university going places. 50 years ago, our founding vision was to be “freer, more daring, more experimental”, a principle to which we still hold true. Our bold agenda, set out in our Strategic Plan, focuses on a very clear mission: to contribute to society through excellence in education and excellence in research.

We will judge our success against our goal of being placed in the top 25 of UK universities and to have all our subjects in the top 20% of their discipline within the UK by 2019, and to have grown in size and student numbers by 50%.

Our ambitions are being realised through the commitment and dedication of every member of the University community, and we celebrate our most recent achievements in our Year of Success video.



# OUR VALUES

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The pursuit of our mission to contribute to society through excellence in research and excellence in education is underpinned by our core values, shared across our community and evidenced in our activities and behaviours. If you share our values, you will be at home at Essex.

**Do you strive for excellence?** We aim to achieve excellence in both education and research, ensuring that all of our activities support these two, equal priorities.

**Do you long for the freedom** to question and test received wisdom? All members of our University are empowered to put forward new ideas.

**Do you value openness?** We insist on integrity, honesty and openness in all our activities.

**Would you like to be part of a community** where the pursuit and dissemination of knowledge is valued for its own sake and which provides all members with the opportunity to fulfil their potential?

**Do you value inclusivity,** diversity and equality and treat people with dignity and respect?

**Are you innovative** and creative? Can you harness these skills in ways that address the new challenges and needs of a rapidly changing world?

**Can you look beyond borders to share our global outlook** which allows us to collaborate and co-operate internationally, and ensures we draw on a diverse range of perspectives to enrich our own academic community and global society?

**Can you spot opportunities for partnership** working regionally, nationally and internationally? We want to develop relationships which are of mutual benefit to both our University and its partners.

**Are you prepared to take responsibility** and embrace accountability and transparency in relation to decision-making?

If you answered **“Yes”** to all these questions, welcome home.



# WHAT WE BELIEVE

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We believe a person's potential is not simply defined by grades or background but by an attitude of mind: a willingness to question, to collaborate and to push at the frontiers of knowledge.

These are the kinds of staff you will work with and students you will encounter at Essex. There is more to learn than we can ever be taught, so we want our staff to inspire our community to want to explore and embrace new ideas and values.

# WHY WE ARE DIFFERENT

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The Essex Experience is built on four pillars: the Essex Spirit, a culture of membership, a global community and outlook, and a research mindset and skills. Our **manifesto video**, *We are Essex*, encapsulates what we are about.

## **The Essex Spirit**

Essex provides a home for the tenacious, the bold, the inquisitive and those impatient for change. By asking difficult questions, we break intellectual boundaries and challenge the status quo. Whether that's a ground-breaking piece of research or developing a process which improves the student experience, we want to appoint staff who will relish the challenge of delivering our commitment to excellence.

## **A culture of membership**

Our staff and students are members of our University – for life. Together we form a mutually supportive community where we build friendships, develop interests and embrace values which transform our lives, and those of others. We believe that the idea of the 'alma mater' extends to those who work at Essex. The University has a formative and transformative role to play in the lives and careers of our staff and being part of the Essex community is as important to them as it is to our students.

## **A global community and outlook**

We offer an environment that reflects and supports our founding philosophy: an intimate yet genuinely international setting that fuses ideas, cultures and a breadth of perspectives, where internationalism is central to who we are and what we do. At Essex, you will discover the world in one place, full of people who hold a genuine worldview, with the integrity, awareness and tolerance that makes for a better world.

## **A research mindset and skills**

At Essex we don't just teach what others think, our staff are themselves leading thinkers and practitioners. We cannot educate global citizens without our students having direct interaction with staff who are at the leading-edge of their disciplines, creating knowledge and directly engaged in research, and in scholarly and policy debates. We like to question conventional wisdom, stimulate curiosity and nurture our members' desire to pursue new ideas, whatever their field of work or study. Research underpins everything we do regardless of the activity or the research-profile of the job role: our professional services staff are likewise expected to balance creativity with an evidence-based approach to their work to ensure that what we do is innovative and has impact.



# OUR PEOPLE SUPPORTING STRATEGY 2015 - 2019

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The People Supporting Strategy sets out what building and sustaining partnership working means for the University of Essex as an employer and for our staff as its members. Its purpose is to identify how the University will develop the capacity and capability within our staff to deliver the goals we have set in our Strategic Plan; to live the values we have embraced and to support each other in contributing individually and collectively to the best of our ability and to develop our own potential. The strategy is based upon five underpinning principles.

## **Five Underpinning Principles**

### **1. Developing our membership**

We are committed to learning and will promote staff engagement in maintaining and further developing knowledge, expertise and skills irrespective of role and career stage. To support this the University will provide a safe environment in which staff and students can learn and make mistakes, where blame is absent because people take responsibility when something goes wrong and where each person's individual improvement raises the performance of the whole.

### **2. Individual contribution**

To maximise individual contributions we will place emphasis upon outcomes and value creativity. In return staff will be clear about expectations, how individuals contribute to collective goals and be prepared to accept challenge where contributions fall short of expectations. It requires each one of us to be responsible and accountable for our actions and performance and for us all to trust each other.

### **3. Justice in the workplace**

For our staff to reach their potential, the workplace must be free from discrimination, harassment, bullying and unfair treatment irrespective of grade or contract. Our staff are entitled to natural justice in the workplace, including the avoidance of bias and the right to a fair hearing. Our staff will work in an open way, expect honest and constructive feedback, protection from unjust or malicious treatment and have access to proper processes to address concerns.

### **4. Mutuality of obligation**

The relationship between the University and members of staff is one of mutual obligation and trust based upon work to deliver the goals of the University in return for remuneration. This is a multi-dimensional relationship in the form of a partnership between the employee and the University that is implicit within the contract of employment and recognised by law. Our commitment to mutuality of obligation means we want to be the employer of choice, by making meaningful how we help staff to be the best that they can be in delivering on our shared aspirations set out in the Strategic Plan. This is what the People Supporting Strategy aspires to do.

### **5. Fit for work**

We will build on these principles more easily in a safe and healthy environment with a work force which is resilient. Whilst safety is not optional, other choices around healthy living are. It is the University's intention to develop a culture which enhances the health and well - being of its staff.

### **People Supporting Strategy**

More information about the People Supporting Strategy can be found here:

[www.essex.ac.uk/hr/policies/docs/people-oct15.pdf](http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf)

# COMMITMENT TO EQUALITY AND DIVERSITY

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The University has a strong commitment to diversity and this means actively helping staff to combine work and home life effectively. The University recognises the importance of maintaining a healthy balance between work and other aspects of life and offers a comprehensive [work life balance policy](#) including a career break scheme.

**We are proud to have a number of Equality and Diversity staff networks including:**

- [Essex Women's Network](#)
- [Parent's Network](#)
- [Access Forum](#)
- [Global Forum](#)
- [Essex LGBT Alliance](#)
- [Dignity and Respect Group](#)



# OUR STRENGTHS

## EXCELLENCE IN EDUCATION



We scored 90% for overall **student satisfaction** in the 2014 National Student Survey (NSS) placing us 8th amongst more than 100 mainstream UK universities.



In 2013 we were awarded the prestigious Times Higher Education Award for **Outstanding Support for Students**.



Our Students' Union is on a mission to become the world's most student-centred organisation.



Our students enjoy a range of **sports** activities at no extra cost.



**We have invested heavily in facilities to enhance the Essex Experience.**

Our state-of-the-art facilities include a £1.5m **Networked Media Laboratory**, a £3m **Centre for Brain Science**, and a new £13.2m **STEM teaching facility** (to be completed by 2017)



New residential developments, **The Meadows** and **University Square**.



An innovative **new building** to house Essex Business School.



Ultramodern teaching and learning spaces in the new **Forum, Southend-on-Sea**.



The new **Silberrad Student Centre** at our Colchester Campus.



A new integrated public and academic library in Southend at The Forum and an extension to our **Albert Sloman Library** in Colchester.

## EXCELLENCE IN RESEARCH

TOP

# 20

We are ranked in the **top 20 in the UK** for our research (Research Excellence Framework 2014)

TOP

# 10

Our Art History department is in the **top 10 in the UK** for its **research excellence**

#

# 1

Our politics research has been **first in the UK** since rankings began in 1986.



We are ranked top 4 in the UK for social science research, with politics 1st, economics 7th and linguistics 8th



Our research had **global impact** 30% of our research is rated as world-leading, 78% as internationally excellent and 98% as internationally recognised.



**Out-running the field:** we are 13th (top 20) in the UK for our sports and exercise science research excellence

## STRONG FINANCIAL PERFORMANCE

# £198m

With a turnover in excess of £198m we are generating strong surpluses and are nearing completion of a capital investment programme in the region of £177m.

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## WORLD LEADER IN THE SOCIAL SCIENCES



Our concentration of world-class social science research has established Essex in the top 4 of UK universities for the social sciences.

**1<sup>ST</sup>**

We are ranked 1st for receipt of funding from the Economic and Social Research Council.

## LARGEST COLLECTION

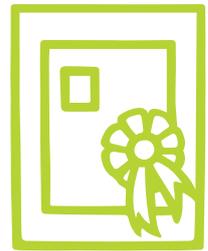
Our [UK Data Archive](#) is the UK's largest collection of digital research data in the social sciences and humanities.



## WORLD'S LARGEST

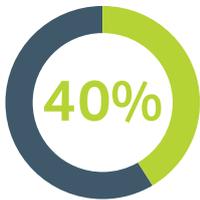
We are home to [Understanding Society](#), at the internationally-acclaimed [Institute for Social and Economic Research](#), the world's largest and most ambitious longitudinal survey finding out how people really live in Britain.

In 2013 Her Majesty The Queen awarded our University a [Regius Professorship in Political Science](#) – one of only two universities in the social sciences and one of the youngest universities to hold such an award.



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## THE UK'S INTERNATIONAL UNIVERSITY



40% of our students are from overseas and we have one of the most diverse faculties in the UK.

**2%**  
↑

A truly international reputation – we are ranked in the top 2% of world universities.



Internationalism is key to enhancing the diversity and equality of our community.



## QUEEN'S ANNIVERSARY PRIZE

In 2009 we were awarded the Queen's Anniversary Prize for pioneering work in international [human rights](#).



All students can study a language at no extra cost with our award-winning [Languages for All](#) programme.



Many courses offer our students the opportunity to [study abroad](#).



We are joining [UNESCO's](#) University network for our work in analytic and data science.

**150**

Over 150 countries are represented on campus.

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## EQUALITY AND DIVERSITY



Holders of an Athena SWAN Bronze Institution Award.

**1<sup>ST</sup>**

One of the first universities to achieve an [Institutional Gender Equality Charter Mark](#).



One of only six universities to achieve ten out of ten in Stonewall's [Gay by Degree](#) Guide 2015.

# OUR FACULTIES AND PROFESSIONAL SERVICES

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Our University is organised around **three academic faculties**, each led by an Executive Dean with specific responsibility to the Vice-Chancellor for budget, education and research performance and staffing issues, and **nine professional services sections**, each led by a Head of Section, responsible to the Registrar and Secretary.

## Faculty of Humanities

Our Faculty of Humanities fosters creative and critical thinking applied to human practices and the creative arts, taking an interdisciplinary approach to address the fundamental ethical and cultural challenges of the 21st century through theoretical and practice-led inquiries. The Faculty's world-class research strength was confirmed by the 2014 Research Excellence Framework which ranked Art History in the top 10 for research excellence and quality, Philosophy in the top 10 for research quality and Law and Human Rights in the top 20 for research excellence.

The **Faculty of Humanities** comprises: East 15 Acting School, Department of History, Human Rights Centre, The International Academy, School of Law and Human Rights Centre, Department of Literature, Film, and Theatre Studies, School of Philosophy and Art History and the Centre for Interdisciplinary Studies in the Humanities. Some 201 academic and research staff work in these departments and schools, supported by 106 administrative, technical and other staff. The Faculty hosts 3,907 students and has an annual income of ££38m.

## Faculty of Science and Health

Our Faculty is outward facing, collaborating in research and exploring innovative ways of working to improve society. With world-leading and internationally excellent Research and Impact in health, life sciences, psychology, artificial intelligence, robotics, mathematics and Big Data, our strategy is to ensure that our research and education activities are mapped onto national and international research priorities. Our state-of-the-art facilities include our £1.5 m Networked Media Laboratory, our £3m Centre for Brain Science, a new £14m STEM teaching facility to be completed by 2018, membership of three RCUK Doctoral Training Centres, and a diversity of expertise, infrastructure, and new technologies. Essex scientists are at the heart of interdisciplinary and collaborative national and international academic and industrial networks, such as with BT, Intel, NHS Trusts, environmental organisations and local SMEs.

The Faculty of Science and Health comprises: School of Biological Sciences, School of Computer Science and Electronic Engineering, School of Health and Social Care, School of Sport, Rehabilitation and Exercise Sciences, Department of Mathematical Science, Department of Psychology. Some 333 academic and research staff work in these departments and schools and are supported by 141 administrative and technical staff. The Faculty hosts 4,669 students and has an annual income of £49m.

## Faculty of Social Sciences

Our Faculty of Social Sciences boasts an outstanding international research reputation that places the University 4th for social sciences in the UK, as confirmed by the 2014 Research Excellence Framework, and in the top 100 in the world. Subject rankings include 1st for politics, 5th for economics, 12th for Sociology, and 24th for business and management. The University has three internationally renowned ESRC- funded centres – The Institute for Social and Economic Research (ISER), is home to the Research Centre on Micro-Social Change and the UK Longitudinal Studies Centre. ISER hosts *Understanding Society* which is the largest household panel survey in the world. The ESRC Business and Local Government Data Research is based in Essex Business School. In addition the UK Data Archive is funded by the ESRC and is the largest collection of digital research data in the social sciences and humanities, providing a unified point of access to data from ESDS, the Census Programme and Secure Data Service. The University also co-hosts the National Administrative Data Research Network. . In 2013 Her Majesty the Queen awarded the University of Essex a Regius Professorship in Political Science, one of just two UK universities to receive the accolade in a social science subject, and one of the youngest. The University receives the largest amount of research funding from the ESRC of any university in the UK.

The **Faculty of Social Sciences** comprises: Department of Economics, Essex Business School, Department of Government, Department of Language and Linguistics, Centre for Psychoanalytic Studies, Department of Sociology, Institute for Social and Economic Research, and the UK Data Archive. Some 328 academic and research staff work in these departments and centres, who are supported by 243 administrative, technical and other staff. The Faculty hosts 5,270 students and has an income of £76m.



### **Professional Services sections**

Our Professional Services support the University in achieving excellence in education and research, through the delivery of efficient and effective services to the University community and the provision of an environment in which excellence can be achieved.

There are nine sections within Professional Services, aligned to the principal areas of the University's business operations: Academic Section, Campus Services, Communications and External Relations, Finance, Estate Management, Human Resources, Information Systems Services, Strategic Planning and Change, Research and Enterprise Office. Some 1,031 staff work within these sections.

Professional services staff share a commitment to deliver integrated partnership working, based on a mutual respect for the essential but different roles of our academic and professional communities. Our central teams focus on institution-wide or specialist services, while members of professional services working within departments and faculties deliver subject-specific support. A number of roles are co-located in both a central team and an academic area to ensure the optimum impact of professional services in those areas which require very close partnership working. With this range of models, we can ensure that the expertise and experience within professional services can be deployed effectively to support the provision of excellent education and research.



# A GREAT PLACE TO WORK

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Our community comprises 14,000 students and 2,500 staff based at three distinctive campuses each with their own individual atmosphere and characteristics, but all offering a friendly and supportive community. Watch our **We are Essex – are you?** video to hear why our staff love working here.

## Colchester Campus

Our original campus is set in the historic Wivenhoe Park, painted by Constable, and is located two miles from Colchester, Britain's oldest recorded town. In the 1960s, it was the site of a radical new project for higher education and is now home to more than 11,000 students. The architecture of Essex was designed to embody the ideals of the campus university and town planning principles were used to create a new academic city. At the heart of the campus are five interlinked squares, designed to remove barriers between staff and students, to take learning outside the confines of the classroom and to engender community spirit – all things that you still find here today. Watch our Colchester Campus time lapse video for a flavour.

## Loughton Campus

At the eastern end of the London Underground's Central Line is our Loughton Campus, providing dedicated facilities and resources for 500 East 15 Acting School students. Set in the grounds of a Georgian dower house, it is an energetic and inspiring environment, with staff and students able to immerse themselves in the creative setting to which they all contribute.

## Southend Campus

Our newest campus is located in the heart of Southend-on-Sea, which combines the charms of a traditional seaside resort with a modern and lively university town where everything is on your doorstep. Our University occupies a pivotal role in the development and prosperity of Southend, being prominently embedded within the community. 1,250 students study across the town centre in our campus buildings. Watch our Southend Campus time lapse video for a taster.

## Professional development

We are committed to ensuring that everyone is encouraged to maximise their potential and provided with many opportunities for [training and development](#). Employees based at any of our locations can participate in the courses.

## Staff Benefits

We are committed to providing an excellent working environment for all members of the University. There are a number of policies, services and terms and conditions of employment which are designed to help maintain and support your general well-being and assist work life balance. These include:

- Competitive salaries which take into account market rates, individual experience, qualifications and contribution
- A generous holiday entitlement of 23 days (for Grades 1-6) or 28 days (for Grades 7-11), pro rata for part-time staff (plus a further 8 bank holidays and an extra 3 days when closed during the Christmas vacation)
- Membership to an occupational pension scheme, either USS (Grades 7-11) or SAUL (Grades 1-6)
- A generous removal and relocation scheme for eligible staff
- A [purpose-built nursery](#) set in the peaceful surroundings of Wivenhoe Park at Colchester offering outstanding day care to children from three months to five years
- Concessionary course fees
- University staff can take advantage of the Government's tax initiative 'Cycle to Work' scheme aimed at encouraging more people to cycle to work; and
- Interest-free season ticket loans and a range of other optional salary exchange tax benefits
- Staff membership rates for the [on-campus gym facilities](#) at Colchester and Southend
- [Childcare vouchers](#)



# A GREAT PLACE TO LIVE

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Essex is a county of enormous contrasts and surprising variety; it has rural, urban and coastal habitats with distinct cultures and histories.

## **Colchester**

Colchester, Britain's oldest recorded town and Roman capital, offers a rich mix of history and culture; the cobbled lanes in the Dutch Quarter and the historic Roman remains nestled among modern architecture are constant reminders of Colchester's past.

Colchester's flourishing arts scene has been further enhanced recently by the development of firstsite, a contemporary visual arts facility. Only five minutes away, Colchester Arts Centre, housed in a converted church, promotes an eclectic mix of contemporary performance arts, comedy and music, and has a reputation for presenting cutting-edge work and high quality artists. Colchester is also home to a Norman keep and the Castle Museum which takes you through 2,000 years of British history. Slightly further afield, the north Essex landscape of picturesque villages and rolling countryside challenges commonly held preconceptions of our county and is a peaceful and interesting place to explore.

Colchester boasts one of the top state schools in the country being ranked 1st nationally for A-level results and 7th for GCSEs. It also has good transport links, having a fast train line into London, and is only 35 miles from London Stansted airport.

## **Loughton**

Loughton offers easy access to the rich, cultural diversity of London on the one hand and to the natural beauty of the ancient Epping Forest on the other, ideal for leisure pursuits including walking, running, cycling and horse riding. The residential area around Loughton offers a wide variety of shops, restaurants, pubs and cafés and has a leisure centre providing gym and pool facilities.

Loughton is located close to the M25 and M11, giving direct access to airports and the rest of the UK. Getting into central London is easy too; Debden underground station is just a five minute walk away from where it takes under 30 minutes to reach the city.

## **Southend**

Affectionately known as 'London's playground', Southend attracts over six million visitors a year who come for its promenade, beaches, amusements and world-famous pier. With three Blue Flags and seven Quality Coast Awards, this is one of the cleanest stretches of seaside in the UK.

Southend has a burgeoning cultural scene, with three theatres, numerous art galleries, fledgling creative industries businesses, and is home to arts organisation Metal. There is a thriving live music scene and the town also holds the purple flag – the gold standard for night time destinations. Slightly further afield, visitors and residents can discover the fishing and arts communities in Leigh-on-Sea and enjoy its independent shops and café culture.

Southend has an unusually high proportion of grammar schools, with three being ranked in the top 75 nationally for A-level performance. Southend boasts two train lines and two arterial roads into central London, which is just 40 miles away, and an airport from where you can fly to a range of European destinations.



# OUR FACILITIES, SERVICES AND SUPPORT

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## Sports Facilities

### Colchester

We are renowned for our research on the benefits of green exercise and we practise what we preach! We have a wide range of both [indoor and outdoor facilities](#). The outdoor sport area covers 40 acres and includes various sport pitches, courts and an 18-hole disc golf course. There is definitely something for everyone.

The Sports Centre supplements these facilities with a large sports hall, [Evolve Gym](#), squash courts, activity studios for [fitness classes](#), and is the home to our [Performance Sport](#).

### Southend and Loughton

You can access a number of sports [facilities in Southend and Loughton](#).

Students and staff can enjoy a wide range of sports sessions at no cost as part of your membership of the University of Essex. This pioneering development gives you easy access to entry level sport activities, sport clubs, offering unrivalled opportunities for everyone to stay healthy and try new sports. Free activities at the [Colchester Campus Sports Centre](#) include:

- squash
- climbing wall
- badminton
- basketball
- volleyball
- table tennis
- martial arts
- tennis courts

Included in this free package is insurance (BUCS) and off-campus sport where there is no external charge.

## Library

All students and staff of the University are entitled to use the Library. When you register as a student at the University, the registration card you receive also serves as a Library card. New staff members will be issued with a staff card when they sign their contract at Human Resources this card also serves as a Library card. Only registered students and staff of the University can access online resources.

### Day Nursery – Colchester Campus

Set in the peaceful surroundings of Wivenhoe Park, the purpose built Day Nursery offers outstanding day care to children from 3 months to 5 years, as well as holiday clubs for children from 5-11 years. Places are open to all, including the public. - [www.wivenhoeparkdaynursery.co.uk](http://www.wivenhoeparkdaynursery.co.uk)

### Catering for all

You won't go hungry at Essex - we offer a wide choice of cafés, restaurants and bars to suit all tastes and budgets both on our campuses and close by. We aim to cater for all, including those with special dietary requirements through religion, health needs or simply lifestyle choice.

### Counselling and support services

The University has arrangements in place to provide a free and confidential counselling and support service for staff through our Employee Assistance Programme (EAP) with Validium.



### **Staff wellbeing**

The EAP service is a confidential, self-referral counselling and information service designed to help you with personal or work-related problems that may be affecting your health, wellbeing or performance. The counselling service is available to all current employees who are on the University of Essex payroll.

The service offers access, 24 hours a day and 365 days per year, to telephone counselling, information services and short term, face-to-face counselling with professional counsellors, close to where you live or work, at no cost to you.

Support available:

- Counselling
- Legal guidance
- Financial information
- Debt counselling
- Health and wellbeing information
- Younger care
- Elder care

Lakeside Theatre

Lakeside Theatre is part of the University of Essex and the 200-seat Theatre was built in 1971 and opened in 1972. In 2009, Lakeside Theatre completed an ambitious refurbishment programme, enabled through generous support from the Foyle Foundation, Garfield Weston Foundation and the Winsten Legacy. Staff receive a reduced fee on the price of tickets, upon presenting their staff card.

[staffing@essex.ac.uk](mailto:staffing@essex.ac.uk)

[www.essex.ac.uk/hr/prospective-staff](http://www.essex.ac.uk/hr/prospective-staff)