

We are a University group shaped by and committed to our original mission – to educate, advance knowledge, and serve the common good. Established in 1840, the University builds on a rich heritage to deliver its vision for providing transformational education for our students, instilling in them a love of learning and preparing them for meaningful and successful lives.

Our campus is a short walk from the centre of the vibrant and beautiful city of Winchester, located just an hour from London and 12 miles from the coast.

Salary

The salary range for this post is as detailed in the advert. Starting salary will be dependent upon qualifications and experience and there is annual incremental progression within the salary range. Salary is paid monthly in arrears by direct credit transfer on the last working day of each month.

If a term time appointment commences on any date other than 1 September, the salary in the first year will be calculated on a pro-rata basis reflecting the number of weeks due to be worked until 31 August and annual leave accrued in the same period.

Other benefits

We offer a defined contribution pension scheme through AVIVA for all roles, with employer contributions of 8%.

Wider benefits include access to discounts at local and national retailers, travel discounts, and subsidised (permit based) parking arrangements.

Hours of work

Normal hours of work will be as detailed in the advert for the job you are applying for. Exact working patterns may be pre-set for business reasons, or it may be possible to agree a working pattern with your line manager. The agreed working pattern will be confirmed in the successful applicant's contract of employment. Full-time working hours are 37 hours per week.

Annual leave

The annual leave year currently runs from 1 September to 31 August. Contractual holiday entitlement is dependent on grade as detailed in the chart below:

Grade	Entitlement	After 5 years' service
2 to 5	21 days p/a	26 days p/a
6	24 days p/a	29 days p/a
7 to 10	35 days p/a	
Management	30 days p/a	

The entitlement is pro-rated for part-time colleagues and for part years. Bank Holidays are in addition to the entitlements set out above.

Location

Your normal workplace will be one of the University Quarters in Winchester. We also offer hybrid working possibilities for many roles. You may be required to work in any part or department of the University and in any Campus of the University, or as otherwise required for the due performance of your duties and responsibilities.

Actual arrangements vary by role, and these will be discussed with you as part of the recruitment process.

Probation

All appointments are subject to a probationary period, that will be confirmed in the contract of employment.

Disclosure and Barring Service Checks (DBS)

If a DBS check is required for the post you are applying for it will be detailed on the job description. We complete DBS checks in accordance with the DBS Code of Practice. Further details regarding the DBS Code of Practice can be obtained from the Recruitment Team, or from the DBS website [Welcome to GOV.UK](https://www.gov.uk/)

Disability Confident

We are recognised by the Disability Confident scheme. Disability Confident is a scheme which is designed to enable us to recruit and retain people with a disability in a job which is a good match with their skills and talent. More information can be found here: <https://www.gov.uk/>

The essential criteria listed in the person specification are considered to be the minimum requirements for the role. Any candidate declaring a disability, who demonstrates on their application that they meet the essential criteria to be assessed at application stage, will be included on the shortlist for this post if they opt to be considered under the disability confident scheme on their application form.

However, there may be circumstances where it is not practicable or appropriate to interview all disabled applicants who meet the minimum criteria. In certain recruitment situations, such as high-volume, seasonal, or peak periods, it may be necessary to limit the total number of interviews offered to both disabled and non-disabled applicants.

In such cases, a minimum of two disabled candidates who best meet the essential criteria will be selected for interview, rather than all candidates meeting the criteria, as would otherwise be the case.



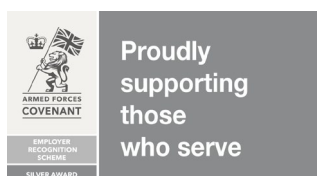
Armed Forces Covenant

We have received the Silver Armed Forces Covenant Award. As such, we actively welcome applications from service personnel (past and present) and have provisions to support Reservists. We are proud of our wider work that supports those who serve.

As part of our University commitment to inclusion, any candidates who indicate they are (or have been) part of the armed forces will be guaranteed an interview if they meet the essential criteria.

However, there may be circumstances where it is not practicable or appropriate to interview all applicants who indicate they are a member of the armed forces who meet the minimum criteria. In certain recruitment situations, such as high-volume, seasonal, or peak periods, it may be necessary to limit the total number of interviews offered.

In such cases, a minimum of two candidates who best meet the essential criteria will be selected for interview, rather than all candidates meeting the criteria, as would otherwise be the case.



Wellbeing

We are committed to the wellbeing and development of colleagues. We have a broad provision, including sources of support, development and wellbeing events available to support you both within and outside of the University group. For example: an Employee Assistance Programme, Occupational Health, regular workshops, and dog-friendly policies.

There are on-site catering facilities and sports and fitness facilities which include the University Gym, Sports Hall and our outdoor Multi-Use Games area for Tennis, Basketball, Football and Badminton to name a few. At our Bar End facility, you will find our Athletics Track and All-Weather Pitch. Also, on offer is our Fitness & Wellbeing class timetable which is complimentary to all Gym Pass holders.

West Downs Day Nursery (a separate organisation) - is situated within the grounds of The University of Winchester. The nursery offers care for children from the age of six weeks to five years in a stimulating and homely environment. The nursery is open from 7.30am to 6.30pm each day. The opening times are designed to accommodate the working parent who may wish to continue their career.

Our values

As a university group, we have always been – and will always be – led and driven by our values. As the world around us changes, we have accepted the challenge to change with it and move forward with confidence.

Our reimagined values reflect our past and speak to our future. As a community, we value:

The love of learning

As individuals and as a community, we seek to discover new ideas, and understand new perspectives. We pursue both a depth and breadth of knowledge. We celebrate academic excellence and intellectual challenge. We seek to understand the perspectives of others and we welcome respectful debate, listening to views which may differ from our own with interest and defending our own with reason and humanity.

Individual and shared endeavour

As individuals and as a community, we seek to bring our best to our work and our study. We commit to striving to be successful, to do things well and play our part. We recognise that excellence only comes with effort and persistence. We are confident and believe in ourselves, collectively and individually. We are a welcoming, professional and respectful community. We see working together in partnership – in our own community and beyond it – as key to expanding our horizons and creating opportunities.

Making a difference

From our Church of England foundation in 1840, built upon deeply held principles of creating a better world for everyone through education, we continue to play our part to ensure lasting change in the communities we serve through transformational education, impactful research and enduring partnerships.

We make a difference by educating graduates who will create a better, fairer world with enthusiasm, energy and creativity. We make a difference undertaking and sharing research which will inform and enable lasting change. We make a difference to our world by committing to care for it and live in it sustainably. We make a difference to each other by behaving with humanity and respect, recognising that we each make a worthy contribution to a community which we value and of which we are all an important part.