



Loughborough
University

Appointment of

Pro Vice-Chancellor
for Equity, Diversity
and Inclusion



Welcome

This is an exciting time for Loughborough University, despite the current challenges. The role of the new Pro Vice-Chancellor Equity, Diversity & Inclusion (EDI) will be to work with me, the senior leadership teams and across the whole institution as we move forward to achieve success.

We already lead the way and are breaking new ground in a range of fields, and we can do even more with a new strategy that is forward-looking, visionary and ambitious.

Loughborough is well placed to respond to the emerging challenges posed not just by the global pandemic but other geopolitical and socioeconomic forces that will appear in the years ahead. But if we are to truly achieve our potential we cannot afford to stand still. We must ensure that the right culture and structures are in place for the university and our community to continue to evolve and thrive.

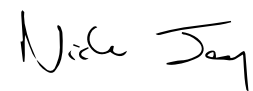
It is never easy to make change. Delivering our ambitions for EDI will be no exception. Our range of Staff networks have worked extremely hard on making change at Loughborough for many years, but we are no longer in a place where it is about a small group of people. It is now our collective responsibility to make sure this change happens.

Our end point is to create an inclusive Loughborough; that is, a university that isn't simply a passive observer. When inequalities occur, we are not passive, we take action. We need to be a University that can catalyse change beyond our boundaries, through our students, our research, and our community engagement.

It's a long journey. It involves open, honest conversations. It involves dismantling unfair structures and processes wherever we find them. It involves challenging inappropriate behaviour.

This is a genuine opportunity for us to change the University for the better, influence the sector, and to make a national statement on what a truly inclusive organisation can achieve.

I am committed to leading this work as Vice-Chancellor with the PVC EDI, and with our staff and students to do this. You will be working with me on developing and delivering on the new strategy, especially around EDI. I look forward to your application and thank you for considering this opportunity.



Professor Nick Jennings CB FREng
Vice-Chancellor and President



About Loughborough University

Loughborough is an exceptional university. During uncertain times for higher education, and whilst others scramble for the safety of the pack, we are proud to be different. The combination of our excellent student experience, enterprising outlook, world class research and unparalleled sporting success gives rise to something that's truly special and distinctive amongst the UK's universities.

It's not just what we do that makes Loughborough special, it's our focus and our spirit. We are deeply competitive but committed to partnership working. We are determined to succeed and to motivate everyone to be the best they can be.

Loughborough's sense of community runs deep: it's in our DNA. We value our unique identity and our sector-leading work on diversity and inclusion. We are hugely successful and unafraid of innovation; a learning organisation that pushes boundaries.

Our origins in 1909, as one of the UK's foremost technical institutes focused on meeting society's needs, set in train an ethos that is still evident in 2021. Today the #LboroFamily comprises over 3,650 colleagues and more than 18,500 students. We are overwhelmingly proud of them and all they achieve. From our 440-acre campus in the East Midlands and our London campus at the Queen Elizabeth Olympic Park, we operate an endeavour with an annual turnover of £327.3m.



Our people

Life at Loughborough has a strong community feel. It is a factor we pride ourselves on.

Our students, graduates, staff and campus based partners are at the heart of all that we do.

Within this close-knit community, there is a shared atmosphere of determination, community, and a will to succeed. It is an environment that involves and motivates everyone to be the best they can be.



over

30,300

applications were made for around 3,800 undergraduate places in 2021/21



More than

18,500

students from over 145 different countries



over

2,870

of our students on campus are international

Our students

Student numbers 2020/21 UK/EU and international

Undergraduate	14,255
Postgraduate taught	2,857
Postgraduate research	1,190
Further education	118
Other (including temporary exchange and staff research)	171

Our alumni

Loughborough University has a global community of over 192,000 graduates from 169 countries.

Over £6.1 million has been donated by alumni and friends of the University over the last three years.

Our staff

Staff numbers (Dec 2020)

Administrative, management and specialist staff	1,297
Researching, teaching, enterprise, specialist and supporting academic	1,390
Operational and technical staff	964

We have over 3,900 members of staff. 17% of our employee numbers are represented by international members of staff, covering over 75 different nationalities*

Our staff to student ratio is one member of academic staff for every 13.5 students.



Awarded seven Queen's Anniversary Prizes



over

3,650

staff, Loughborough's biggest employer



We hold the

Bronze institutional award for Athena Swan

We are committed to recruiting, retaining and promoting women in Science, Technology, Engineering and Mathematics in higher education.

Our collaborations

The University works with thousands of organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges.

Our strategic collaborations include

Advanced Technology Innovation Centre (ATIC)
www.lusep.co.uk/atic

Caterpillar Innovation and Research Centre
www.lboro.ac.uk/caterpillar-irc

Energy Research Accelerator
www.era.ac.uk

Midlands Innovation
www.midlandsinnovation.org.uk

UK Collaboratorium for Research in Infrastructures and Cities (UKCRIC)
www.ukcric.com

Leicester Biomedical Research Centre
www.leicesterbrc.nihr.ac.uk

National Centre for Sport and Exercise Medicine
www.ncsem-em.org.uk

Rolls-Royce University Technology Centre
www.lboro.ac.uk/rolls-royce-utc

SportPark
www.LUSEP.co.uk/sport-park

The Manufacturing Technology Centre (MTC)
www.the-mtc.org



The University has long-standing collaborative links with many public and private sector organisations




Over 90 tenant partners are based on Loughborough University Science and Enterprise Park (LUSEP)


* Figure based on staff headcount in February 2021

Our achievements

We successfully combine a world leading research endeavour with arguably the UK's best student experience. We are home to the worlds leading academic lead elite sport ecosystem, as well an outstanding estate and innovative enterprise work.



OUR LONDON CAMPUS
OPENED IN 2015 AND IS HOME TO OVER 1,000 POSTGRADATES



INTERNATIONAL QS STARS SCHEME 2020
FIVE STARS PLUS INSTITUTION
- ONE OF ONLY 13 WORLDWIDE



QS WORLD UNIVERSITY RANKINGS BY SUBJECT 2021
BEST UNIVERSITY IN THE WORLD FOR SPORTS-RELATED SUBJECTS

2ND
IN ENGLAND FOR OVERALL SATISFACTION
NATIONAL STUDENT SURVEY 2021



2020 WHATUNI STUDENT CHOICE AWARDS
UNIVERSITY OF THE YEAR



BRITISH UNIVERSITY AND COLLEGE SPORT CHAMPIONS
40 YEARS IN A ROW


TOP 10
IN EVERY NATIONAL UNIVERSITY LEAGUE TABLE



UNIVERSITY OF THE YEAR FOR SPORT
THE TIMES AND SUNDAY TIMES GOOD UNIVERSITY GUIDE 2022



£327.3 MILLION
THE UNIVERSITY'S ANNUAL INCOME
(2019/20)



AWARDED SEVEN QUEEN'S ANNIVERSARY PRIZES FOR THE QUALITY OF OUR RESEARCH



RANKED 10TH
IN THE TIMES AND SUNDAY TIMES GOOD UNIVERSITY GUIDE 2022



HOME TO LOUGHBOROUGH UNIVERSITY SCIENCE AND ENTERPRISE PARK
A DYNAMIC INNOVATION COMMUNITY FOR BOTH ESTABLISHED ORGANISATIONS AND START-UPS



THE COMPLETE UNIVERSITY GUIDE 2022
RANKED 7TH

*Based on English HEIs excluding specialists, FECs and alternative providers



Our staff networks

The University has a number of [staff networks](#) which enable colleagues to support each other, discuss issues within our community and wider society, and contribute to future strategic developments at the University.

Age Appreciation Group

Open to staff of any age, the group champions age diversity. The Group is currently seeking a new Chairperson to lead the development of a strategy that promotes the university as a great place to work for all ages.

Black, Asian and Ethnic Minority (BAME) Network

The group raises awareness of race and cultural issues and is a forum to raise the profile of black and ethnic minority cultures on campus.

Staff Inclusivity Group

The Staff Inclusivity Group is committed to achieving equality for all those who work across both campuses. We aim to ensure that the University demonstrates a fair and supportive environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of disability, including mental health difficulties and neurodivergent differences.

We are proud to support our diverse community and wish to encourage and celebrate its full contribution to a University life where all colleagues are treated equally and with respect.

Part-time Staff Group

An informal support network for people who currently work flexibly or on a part time basis, or who would like to do so in the future.

LGBT+ Staff Network

The LGBT+ Staff Network encompasses staff that identify as LGBT+ and those who are allies. The Network has monthly meetings where staff highlight LGBT+-related issues, organise events and campaigns for awareness and celebration, and offer a space to ensure that LGBT+ staff are represented, supported, valued and have a structure through which they can instigate change. Our current priorities are to: work with colleagues to facilitate a systemic and structured audit of LU structures, processes and experience of LGBT+ staff [Stonewall Workplace Equality Index]; implement recommendations from the audit; and create and publicised proactive policies for trans and non-binary staff.

Maia

Maia is the Loughborough University Women's Network. Maia unites women staff and Doctoral Researchers, including trans women and non-binary people comfortable in a female-centred community, across Schools, Professional Services and Loughborough Students' Union. Maia seeks to make change happen across the University by providing an inclusive community and networking opportunities, creating meaningful, impactful events and initiatives, and delivering and advocating for change to progress gender equity at Loughborough.

International Staff Group

The network supports the development of a fair and supportive environment that provides equality of opportunity and freedom to international staff.

Working Parents and Carers' Network

For all staff who have, or who have had, parental or caring responsibilities, this network provides a forum for support, sharing experiences and raising issues relevant to working families. We are an informal group which aims to offer a community for working parents and carers, and which also seeks to influence university policies and practices which impact on our members.

Armed Forces Network Group

Open to those staff, and their family members, who have served in the Armed Forces. The University is a signatory to the Armed forces Covenant and has pledged to treat with fairness and respect those who serve or who have served in the Armed Forces, and their families. Our Armed Forces Network provides a forum and support group for staff and students who are Military Reservists, Veterans and their family members. The University promotes itself as an armed forces institution with HR policies that support the recruitment of veterans and their families. Our contribution was recognised with a Silver award in the 2021 Defence Employer Recognition Scheme.





We have

A distinctive international reputation for excellence

The relevance of our research to real-life issues places us at the forefront internationally, increasing significantly the global visibility and reputation of the University. Our contribution, at the very highest levels, to new knowledge and understanding boosts our links with some of the best universities in the world and expands our breadth of well-established partnerships with leading international companies.

A life-shaping student experience

We provide our students with an exceptional learning environment that offers outstanding, innovative teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, coupled with wide-ranging personal support. We engage with our students to ensure we deliver the best possible academic experience. There is high demand for our programmes and we deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we offer the best possible all-round experience, providing our students with a wide range of opportunities that enable them to achieve their full potential, professionally and personally as well as academically.

Outstanding partnerships to deliver social, economic and cultural prosperity

We pursue the commercial potential of our research and forge productive, collaborative links with partners across all sectors. We will meet their requirements and our activities help support economic development and drive innovation and performance locally, nationally and internationally.

We work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and region in which we reside. We embed sustainability and social responsibility into all of our processes, operations and developments.

A culture of delivering excellence in all that we do

Through the integration of influential research, a vibrant enterprising culture and outstanding learning opportunities, we enhance our ability to drive forward solutions to contemporary global challenges.

We support staff to attain the highest standards and our international profile attracts the very best in their fields.

We have cemented our position as the UK's premier university for sport and are recognised globally for our unique ability to shape sport and exercise policy and practice both nationally and internationally.

One outstanding university: two vibrant campuses

Our distinctive ability to integrate research, teaching and enterprise has strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions are being enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating distinct campus communities, that share a common ethos, purpose and values.



University governance

The University Senate

The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality.

Its membership is drawn from the University.

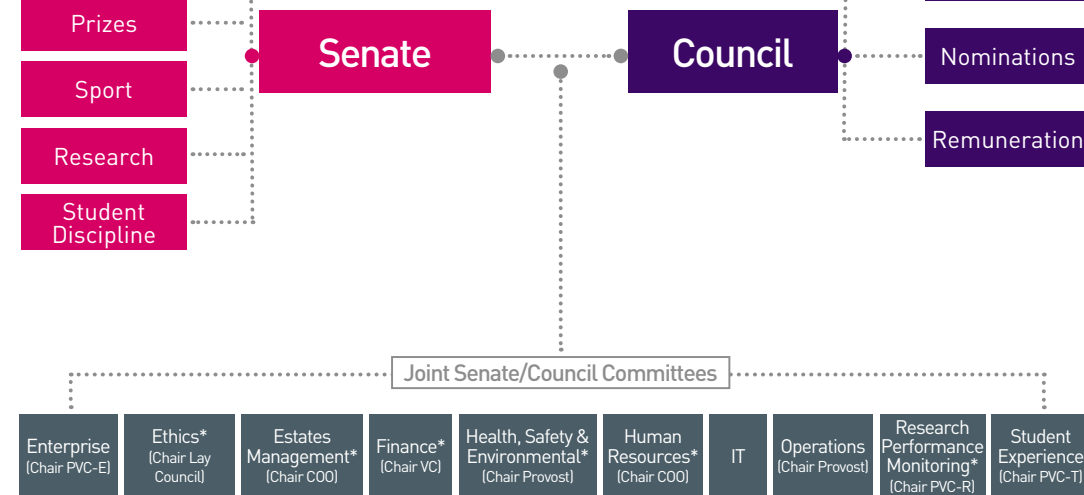
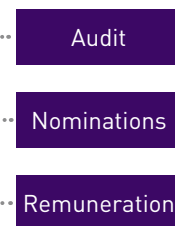
The University Council

The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chair is the Senior Pro Chancellor, Christine Hodgson CBE.

Senate Committees

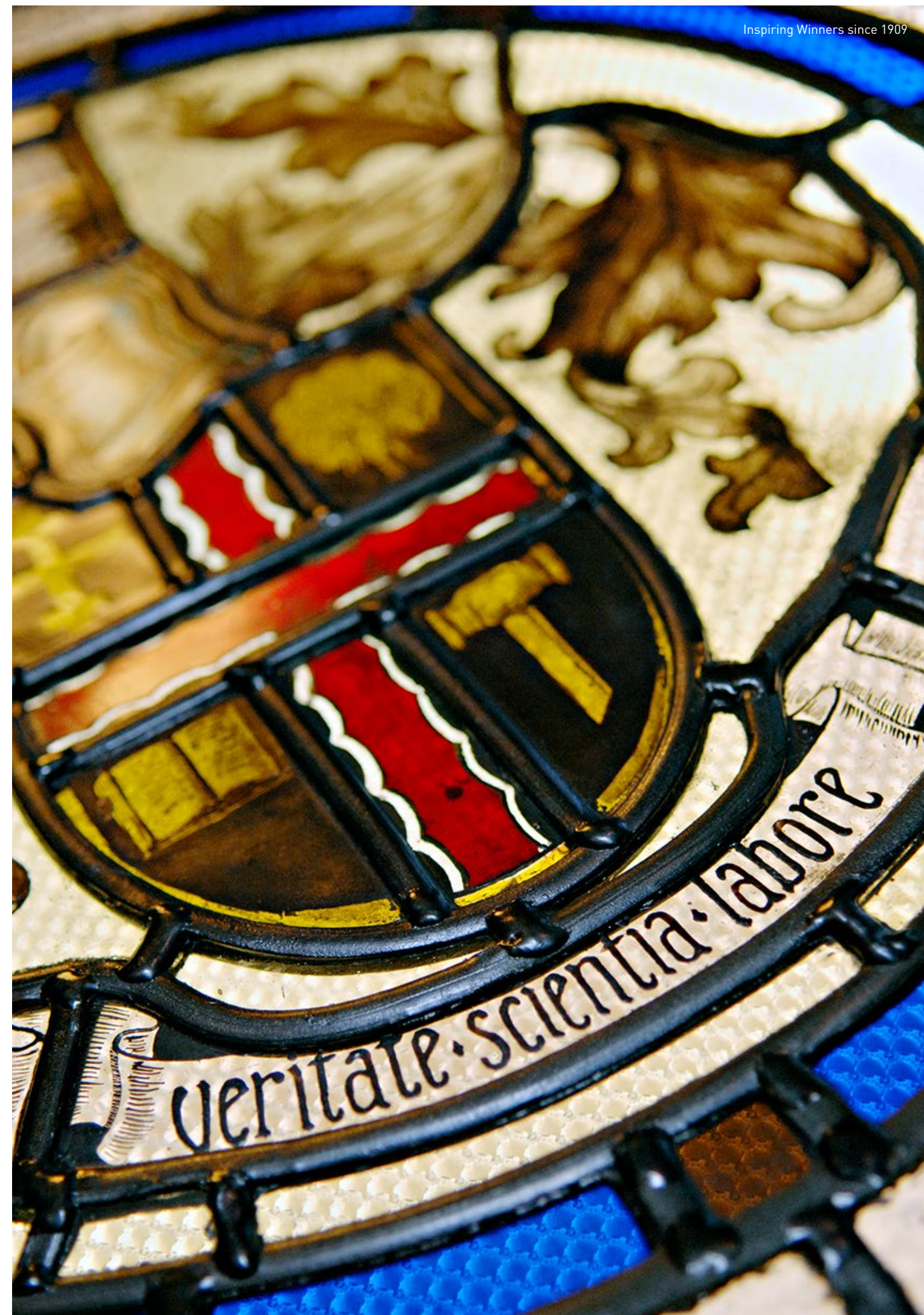
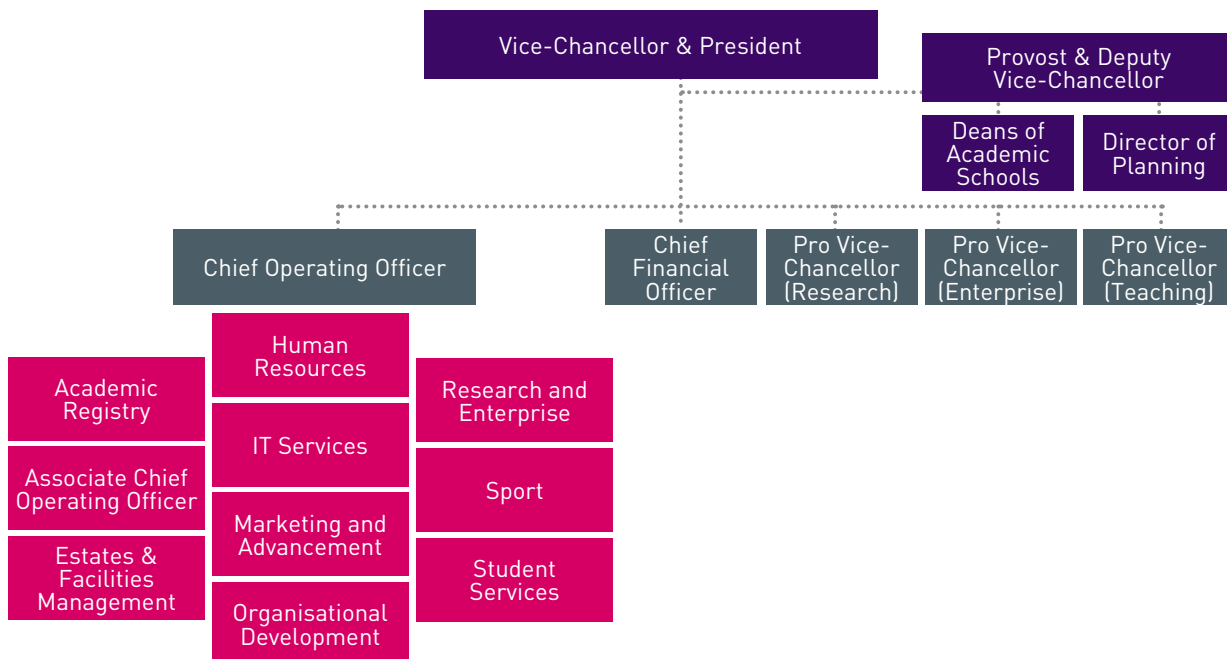


Council Committees



*includes lay members of Council sub-committees not included

Leadership team structure



Research and impact

Examples of our world leading research include:

The Minimum Income Standard

Since 2009, researchers in the Centre for Research in Social Policy have annually recalculated and updated the Minimum Income Standard (MIS), consulting with the public to determine the weekly budgets needed by different households to maintain an acceptable standard of living that supports participation in society.

The MIS now informs efforts to tackle low income in the UK. For example, it demonstrated that the National Minimum Wage is too low for many households to reach a minimum acceptable standard of living – encouraging employers to adopt instead the Real Living Wage. Now the MIS is being piloted and adopted worldwide – in France, Ireland, Japan, Mexico, Portugal, Singapore, South Africa and Thailand. [Minimum Income Standard impact](#)

Closing the loop

Plastic waste is one of the most damaging and polluting by-products of human activity; 91% of plastics are not recycled. Loughborough's collaboration with Plastic Energy is safely recycling plastics to create a range of useful materials.

Plastic Energy's patented and proven technology – Plastic2Plastic – converts end-of-life plastic waste into an optimal feedstock (TACOIL) for making clean recycled plastics. Since April 2020, all TACOIL has been used to create new plastics, which benefits the circular economy. Plastic Energy is a partner in the National Interdisciplinary Centre for the Circular Chemical Economy which the University leads and in 2022 it will open a specialist facility on the Science and Enterprise Park LUSEP, to continue to push the boundaries of chemical recycling. [Plastic Energy impact](#)

Creating more opportunities in Parasport

The International Paralympic Committee (IPC) requires sports included in the Paralympic Games to have an evidence-based classification system. Working with international partners, Loughborough's Peter Harrison Centre (PHC) for Disability Sport research informed the basis for the new classification system for Paracanoe – the first of its kind – resulting in Va'a Paracanoe's debut in Tokyo, where ParalympicsGB's women won Gold and Bronze.

The PHC has also played a key role in supporting in many other Parasports including paratriathlon, wheelchair basketball, rugby and tennis. Most recently it has provided physiological support to wheelchair rugby in its Tokyo quest, where ParalympicsGB returned with Gold – the first-ever wheelchair rugby Paralympic medal achieved by any European team. [Parasport impact](#)

A revolutionary 3D printing process

High Speed Sintering (HSS) – invented at and patented by Loughborough University – is the original 3D-printing process to enable low-cost, high-volume, mass manufacture of complex and customisable parts that competes economically with injection moulding.

Since 2016, the global rollout of the HSS processes, under license to multiple companies, has revolutionised the mass manufacture of polymer parts and is accelerating the shift towards digital manufacturing. Many sectors have adopted HSS in their end-product supply chains – including aerospace, automotive, consumer goods, healthcare and medical. [High Speed Sintering impact](#)

Empowering the Global South to lead the sustainable energy shift

At COP26 we launched the £80m Centre for Sustainable Transitions: Energy, Environment and Resilience (STEER), which will give vulnerable populations in the Global South a voice, helping them to shape and benefit from the transition to sustainable energy.

STEER brings together two major programmes funded by the Government's Foreign, Commonwealth and Development Office – Modern Energy Cooking Services and Climate Compatible Growth – as well as innovative research and capacity building on community energy resilience and inclusive energy planning. [STEER website](#)

Transforming understanding of children's mathematics learning

Loughborough is establishing a Centre for Early Mathematics Learning (CEML), which will transform understanding of children's mathematics learning during the early years and design effective educational activities to improve skills and knowledge.

The CEML will look at the ways in which cognitive, emotional, social and environmental factors influence the development of children's maths skills, providing, for the first time, a detailed perspective on mathematical learning. In partnership with teachers and early years practitioners, we will develop and evaluate resources to bring about findings that will have positive impact in education settings. [CEML news announcement](#)



The role

Core Job Duties of all Pro Vice-Chancellors

- Lead, with the Vice-Chancellor and other members of the Senior Leadership Team, the implementation of the University Strategy across our two campuses.
- Represent and advise the Vice-Chancellor, where appropriate, on matters including but not limited to the post holder's portfolio.
- Demonstrate, through personal example, [academic or professional] excellence and commitment to institutional values.
- Work collaboratively with other senior staff, in particular the Deans of School and Associate Deans, and Directors of Professional Services, and to contribute to the wider leadership and management of the University as a member of the Academic Leadership Team, Operations Committee and Senate.
- Create and sustain relevant and appropriate external partnerships and represent the University in national and international contexts.
- Chair appropriate central committees and groups.
- Report and advise, as required, to Senate and Council and to other University committees.
- Liaise as and when appropriate with Loughborough Students' Union, fostering the positive working relationship that exists between the University and the Union.
- Represent the University and its interests on external bodies and at ceremonial and other occasions.

- Chair formal hearings such as disciplinarys, grievances and appeals, as appropriate, for staff or students.
- Work with other key colleagues, including Deans and Directors of Professional Services, to realise aspirations across all our activities including research and innovation, education, student experience, and Equity, Diversity and Inclusion.
- Undertake other duties as may be reasonably requested by the Vice-Chancellor.

Additional Duties

- Provide strategic leadership on all matters relating to equity, diversity, and inclusion across the University.
- Develop a strategic implementation plan to prioritise initiatives in this area affecting students and staff at all grades and in all job families.
- Ensure EDI activities become and remain central to university strategy, and are recognised, resourced, managed and monitored appropriately.
- Provide specialist EDI advice and perspectives on all aspects of the University's strategic ambitions, including having good knowledge of best practice outside the University, both in and out of sector.
- Lead the submissions on key University EDI related accreditations, including, but not limited to, Athena Swan and Race Equality Charter.
- Ensure effective mechanisms are in place to monitor and advance equity, diversity and inclusivity, to produce more tangible and measurable equitable experiences and outcomes.
- Liaise with the Chairs and members of the relevant EDI Staff, and Student Networks to reinforce institutional aims around inclusion.

Person profile

Skills, Experience and Personal Characteristics

- Evidence of strategic leadership and management within a complex organisation.
- Emotionally intelligent leader with ability to lead high-calibre academic and Professional Services colleagues.
- Inspirational and persuasive leadership combined with outstanding people management skills.
- Affinity with and ability to enthuse young people, and a demonstrable commitment to progress on equity, diversity and inclusion, and widening participation agendas.
- Personal presence, standing out from the crowd, and representing Loughborough regionally, nationally, and internationally.
- Enthusiasm and a commitment to the student and staff experience.
- Values-led individual with a high degree of probity, and the ability to inspire trust and confidence across the two Loughborough campuses and beyond.
- Being credible and being able to demonstrate organisational change.
- An understanding of inclusivity with accomplishments in embracing difference and influencing societal change.
- Internationalist in outlook, and an ability to engage with stakeholders across the globe.
- Demonstrable ability to articulate vision and create delivery momentum with all stakeholders.
- A robust understanding of the challenges facing Higher Education in the UK and internationally.
- Strong energy, drive, enthusiasm, patience, diplomacy and innovation.

Other

Staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

Staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available [HERE](#)

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available [HERE](#)) In addition, the University is supportive, where operational needs allow, of flexible working arrangements.

We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN: [HERE](#)



The first Passivhaus development on the University campus, SportPark Pavilion 4 on LUSEP will provide the capacity to welcome yet more mission-driven organisations to the University, and to further anchor the region as an internationally important Sports Innovation Hub.

© David Morley Architects

Conditions of service

The position is full time and open ended. Salary will be on the University Grade 9 scale, and a competitive salary will be confirmed on offer of appointment. The University offers a substantial benefits package, including a pension scheme. More information can be found at:

www.lboro.ac.uk/services/hr/jobs/employee-benefits

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found by visiting:

www.lboro.ac.uk/services/hr/a-z/conditions-of-service.html

Application and interview

Application

Please find more information online at: www.lboro.ac.uk/join-us/pvc-edi

The closing date for applications is 1st February 2022.

To apply please click on www.lboro.ac.uk/join-us/pvc-edi which will take you to the application page.

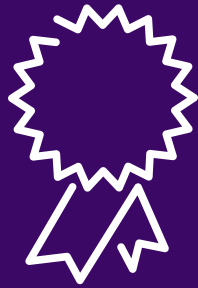
For an informal and confidential conversation before applying, call **Ally McDonald Alonso on 01509 223464** or email **A.McdonaldAlonso@lboro.ac.uk**

Interview

Initial meetings will take place during February and we will offer all candidates the chance to take part in an informal visit day, to meet key senior staff and tour the campus.

We will be holding formal interviews in March and April.





TOP 10 IN EVERY NATIONAL
UNIVERSITY LEAGUE TABLE