



BUCKINGHAMSHIRE  
NEW UNIVERSITY

EST. 1891



## HEAD OF SCHOOL NURSING AND MIDWIFERY

---

CANDIDATE PACK



"A university should be a place of light, of liberty, and of learning."  
Benjamin Disraeli



# Welcome

from Professor Nick Braisby,  
Vice-Chancellor

Thank you for your interest in the Head of School role within our School of Nursing and Midwifery.

Buckinghamshire New University (BNU) is a modern university, with a proud 130-year history and heritage of transforming our students' lives. Our richly diverse student body has a high proportion of students drawn from ethnic minorities and from low participation areas. We build social capital as well as skills and competences to help our students reach their full potential and succeed in their chosen careers and professions. We have a distinctive, high-quality educational offer coupled with well-developed regional, national and international partnerships. Our staff are adept in using employment-focused and skills-based teaching in a learning community which features small class sizes with highly interactive research-informed teaching and employment-related studies.

This is reflected in the University being awarded Silver in the last Teaching Excellence Framework to recognise the quality of our teaching. Furthermore, we have risen year on-year in the sector league tables. In the 2022 Complete University Guide, we were delighted to climb 21 places into the UK's top 30 for student satisfaction with our quality of teaching (27th), for which we also ranked joint fourth in London and the South East. We were also proud to be ranked 77th in the Guardian University Guide 2022, our third year-on-year improvement. In the National Student Survey, our average student satisfaction is consistently in the upper quartile of all UK Universities, and satisfaction with the Students' Union consistently places within the top five in the UK.







Like other institutions in the sector, our external environment poses significant challenges. However, this is an exciting time to join the University as we complete on delivery of our Impact 2022 strategy and commence our Thrive 2028 strategy. We aim to build on the transformative work to date to ensure BNU thrives across all areas of delivery and performance. Impact 2022 saw us improve and enrich the student experience through innovative and employment-focused education and realign our professional services in support of our strategic aims. We are making excellent progress in transforming the University, ensuring it remains financially sustainable, agile and responsive, whilst maintaining our principal aim of transforming the lives of all our students for the better. We have improved student retention and expanded our student recruitment through a vigorous programme of portfolio growth, including a highly successful Foundation Year. Our strategic aims are to become a University that is highly connected, permeable, inclusive student, and customer-focused, business-oriented, strategically aligned and impactful.

The School of Nursing and Midwifery is the University's largest in terms of student numbers, reflecting significant growth in recent years, and a strategic decision to provide a London base for the School to cultivate strong relationships with relevant NHS Trusts. This work has continued, ensuring that the School is well placed to continue strategically-driven expansion and improvement against quality metrics.

The University has recently helped establish the Bucks Health and Social Care Academy, a multi-partner organisation, ensuring that education providers are fully aligned to the needs of the health and social care sector in the county. Alignment with trusts workforce planning has helped ensure growth in the School's partnership and apprenticeship programmes, including success in winning (c.£8m) nursing apprenticeship tenders across London and the Home Counties. Our Registered Nurse Degree Apprenticeship and Nursing Associate Apprenticeships are highly successful, with in excess of 450 apprentices on these programmes.

This is an exciting time to join the University, and to lead the work of this vitally important School. It will afford the postholder the opportunity to influence the provision of health care education in the University, help develop a thriving research culture, and help shape the health agenda in the county and across London and the South-East.

If you feel you have the requisite skills and are excited by this opportunity, we would be delighted to hear from you.

Yours faithfully,

Professor Nick Braisby  
Vice-Chancellor



# OUR HISTORY

- 1891 School of Science and Art was opened.
- 1920 Tuition was given to ex-soldiers and sailors of the First World War. It was then known as Chepping Wycombe Technical Institute and School of Art.
- 1963 After the Second World War, increased demand for technical education led to the College of Further Education being opened on a new site in Alexandra Road.
- 1975 High Wycombe College of Art and Technology merged with Newland Park College of Education to form Buckinghamshire College of Further Education.
- 1989 The college became one of the UK's new independent Higher Education Corporations.
- 1992 The college became a polytechnic institute.
- 1995 Missenden Abbey was purchased by the University.
- 1999 Buckinghamshire College was awarded University College status by the Government, in recognition of its high standards of teaching, training and research, and became Buckinghamshire Chilterns University College.
- 2007 University title was achieved and the new name, Buckinghamshire New University was approved, meaning that the institution was now officially a University.
- 2009 An additional site was established in Uxbridge, west London, providing state of the art theaters for the nursing division.
- 2010 The Gateway building at the High Wycombe Campus won an architectural award from the Royal Institute of British Architects.
- 2011 Buckinghamshire UTC was given the go-ahead by the Government. The UTC is jointly led by Aylesbury College and Buckinghamshire New University.
- 2019 Relaunch of our Aylesbury Campus.
- 2020 Opening of our campus at Pinewood Studios.
- 2022 Commencement of the High Wycombe Heart of the Campus Estates Development Programme



BNU BNU BNU BNU BNU  
BNU BNU BNU BNU BNU

# School of Nursing and Midwifery

## Key facts

### SCHOOL FINANCIAL RESULTS YEAR ENDED 2020-21

Financial results year ended 2020-21	£m
Income:	£14.3m
Employee costs:	£4.2m
Other Operating expenses	£0.5m
Surplus for the year:	£9.6m (68%)

### STUDENT PROFILE 2020-21

Total Registered enrolments:	1,630
Full-time undergraduate:	1,079
Part-time undergraduate:	426
Total undergraduate:	1,505
Full-time postgraduate:	125
Part-time postgraduate:	0
Total postgraduate:	125
Female / Male (%):	81.2% / 18.8%
Non BME / BME (%):	31.8% / 68.1%

### STUDENT COMPOSITION BREAKDOWN

BNU:	1,619
Partner (Overseas):	0
Partner (UK):	11
Total:	1,630

### STUDENT AGE GROUPS 2020-21

Age 16-20:	189
Age 21-25:	259
Age 26-29:	176
30+ years:	1,006

### STAFF PROFILE OCTOBER 2021

Permanent Staff:	63
Permanent Academic Staff:	52
Fixed Term Academic Staff:	0
Permanent Professional Service Staff:	11
Female / Male (%):	70.1% / 29.9%
Non BME / BME(%):	57.4% / 42.6%

66

BE YOURSELF;  
EVERYONE ELSE IS  
ALREADY TAKEN.

— OSCAR WILDE

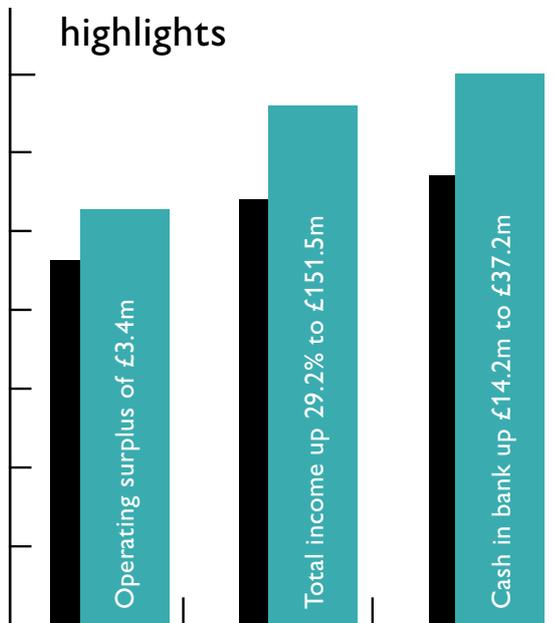


# Our Achievements in 2020-21

## Top 30 university

(27th) for student satisfaction with  
quality of teaching, up 21 places

### Financial highlights



### The Guardian

Rose 15 places to rank 77th place in  
the Guardian University Guide 2022,  
third consecutive improvement in  
overall position

### THE TIMES THE SUNDAY TIMES

10th highest in UK for our spend on  
services and facilities, up 27 places

25th highest in UK for our student-  
staff ratio

### HESA

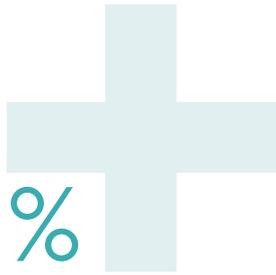
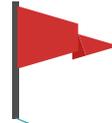
7th highest postgraduate  
employment rate in the UK (98%)  
across multi-faculty UK universities

84.8% student continuation rates,  
exceeding sector benchmark

Climbed 22 places  
In 2022 Complete University Guide,  
3rd highest rise of all institutions.

# 10,054 miles

walked / ran / cycled for BRIT Challenge in support of mental health charities for young people



29% rise in postgraduate students in 2020-21

74% increase in degree apprenticeship learners 2020-21 year



University community raised £4k for RAG charities: the Julius Little Foundation and The Florence Nightingale Hospice.

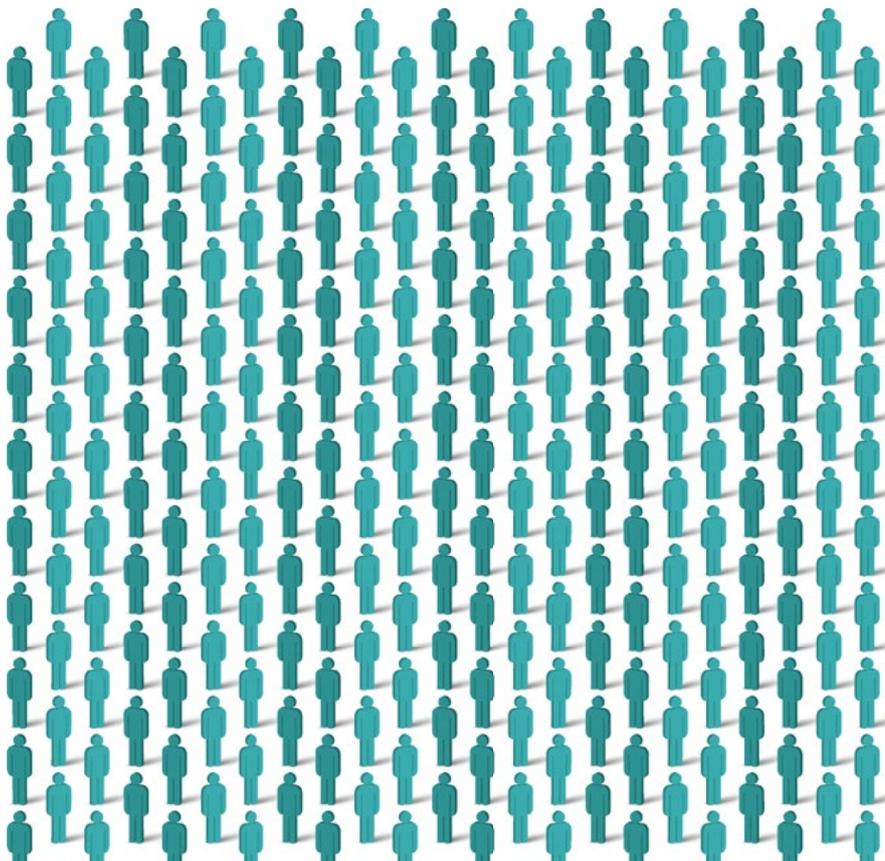
Donations through BNU's Give to Refresh initiative to tackle hygiene poverty supported 890 local families using a food bank.



£1.54m funding for BNU Students' Union to support the best student experience at BNU

3150 pupils took part in our schools outreach activities

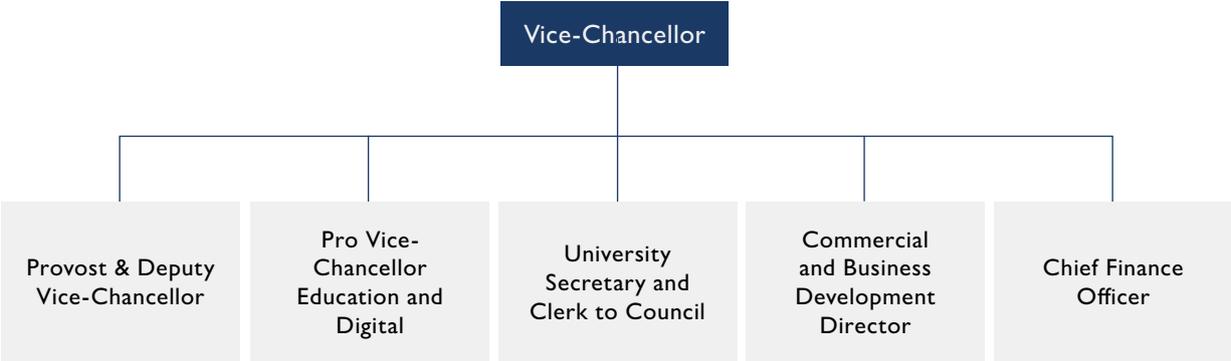
Students volunteered 7,000+ hours of their time to help others



BNU was shortlisted in three categories for THE Awards 2020, widely known as the Oscars of higher education - which 'highlight and champion the very best of the talent and creativity that shines out from' the UK's universities.

# Organisation structure

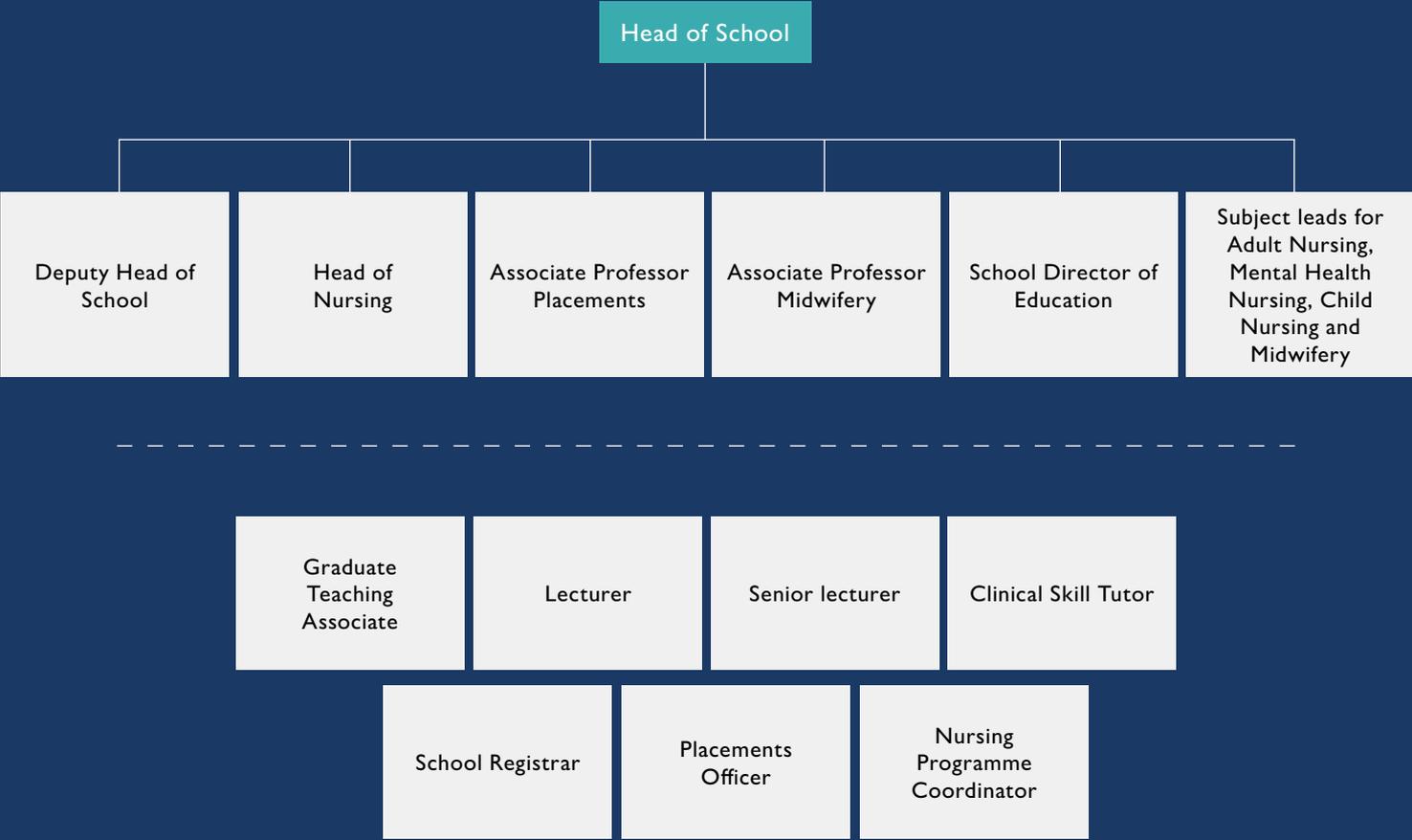
## UNIVERSITY EXECUTIVE TEAM



## ACADEMIC SCHOOLS

- School of Art, Design and Performance
- School of Aviation and Security
- School of Business and Law
- School of Creative and Digital Industries
- School of Health Care and Social Work
- School of Human and Social Sciences
- School of Nursing and Midwifery

# School of Nursing and Midwifery



# Campuses

## HIGH WYCOMBE CAMPUS

Our main campus sits prominently in the centre of High Wycombe and continues to develop in line with the University's strategic direction. High Wycombe has a vibrant, friendly and inclusive atmosphere. Students benefit from new and evolving facilities that enable them to achieve their potential, both practically and academically.

Over the last few years, we have invested heavily in renovating and expanding the High Wycombe Campus to provide students with cutting-edge resources and facilities.

The Gateway building comprises a learning resource and technology centre, events hall, gym, sports science laboratory, dance, drama, music and video production studios, a library and meeting rooms.

Bucks Students' Union is housed on site, along with a student bar, cafés and an entertainment venue. The University has three self-catering halls of residence in High Wycombe which provide 885 single study bedrooms.

The Human Performance, Exercise & Wellbeing Centre opened in 2015 to bring together our existing health and sports provision with new undergraduate programmes. The Centre also houses a sports injury and physiotherapy clinic open to the public, a human performance laboratory and a three-lane running track with motion-capture technology.

In January 2022 the University commenced an ambitious £15m re-development of its High Wycombe campus to create the heart of the campus. This will provide new student social space including a student hub and refreshment facilities.



Visuals of the High Wycombe development



## AYLESBURY CAMPUS

Our newest campus continues our vision of offering education that equips students with the skills that employers are looking for.

The new campus provides access to degree level courses and professional development programmes, allowing individuals to access employer-led education and training locally, and for employers to work in partnership with us to meet their needs.

Based at the head of the Grand Union Canal basin, next to the Waterside Theatre in Aylesbury, the campus includes specialist and general teaching facilities.



## MISSENDEN ABBEY

Missenden Abbey is a dedicated conference and events venue set in ten acres of beautiful grounds in Great Missenden, Buckinghamshire.

This unique part of the Buckinghamshire New University estate is also used as a training facility and hosts BNU-accredited postgraduate and professional short courses.

Missenden Abbey was originally founded in 1133 by a group of Augustinian Canons from Arrouaise in Northern France.

After being forfeited to the crown following the dissolution of the monastery and changing hands a number of times throughout its impressive 800-year history, it became an impressive part of the Buckinghamshire New University estate in the 1990s.

The University has ambitious plans to relaunch Missenden Abbey as a high end boutique hotel providing opportunities for our students to gain valuable work experience on our international hotel management programmes.



## BNU BASED AT PINEWOOD STUDIOS

Our small and growing site at the world renowned Pinewood Studios enables our students studying creative courses linked to the film and TV industries to learn right in the heart of this exciting industry.



## UXBRIDGE CAMPUS

Our Uxbridge Campus opened its doors to students in 2009. It is the home of our prestigious nursing and health care practice courses and is based in the centre of Uxbridge. The School of Nursing & Allied Health benefits from the fantastic facilities this campus offers, including an impressive range of specialist medical equipment and high-tech learning facilities such as clinical skills rooms and simulation manikins.

The campus is contained within one building and students enjoy the same friendly and inclusive atmosphere that flows throughout the University. Permanent representatives of Bucks Students' Union are based at Uxbridge, and it also has its own café.

A shuttle bus runs regularly between our High Wycombe and Uxbridge campuses, ensuring students are able to benefit from facilities on both sites.



# Job description

## HEAD OF SCHOOL

<b>Job Title:</b> Head of School	
<b>School:</b> School of Nursing and Midwifery	<b>Grade:</b> Competitive (spot salary)
<b>Location:</b> Uxbridge with travel between sites expected	<b>Hours:</b> Full time
<b>Responsible to:</b> Vice-Chancellor	
<b>Responsible for:</b> Deputy Head of School, School Director of Education, Head of Nursing, Associate Professors and other academic staff within the School.	
<b>Purpose of Job:</b> The Head of School provides the highest standards of academic leadership for, and management of, the School ensuring that the School's education, research, enterprise and professional practice activities are aligned with, and are fully developed to meet, the strategic objectives of the University.	

### MAIN DUTIES & RESPONSIBILITIES OF THE ROLE:

1. Provide the highest standards of academic leadership and effective management across all areas of the School's activities;
2. Ensure the School's education, research, enterprise, and professional practice are delivered and resourced effectively, meeting the University's strategic objectives and all relevant key performance indicators (KPIs);
3. Expand and develop the School's academic portfolio as appropriate, ensuring its contribution to the University's growth in student numbers.
4. Ensure the provision of an excellent experience for all the School's students.
5. Ensure that the School meets or exceeds all relevant quality benchmarks.
6. Ensure that the School operates with a high degree of commercial awareness;
7. Build strong relationships with internal and external stakeholders;
8. Working with the School Director of Education, ensure that the School's educational programmes meet the needs of employers and equip students for career success.;
9. Lead the development of an active research and enterprise culture in the School that effectively engages academic staff and students and informs the provision of education;
10. Ensure the School meets or exceeds all income targets and operates within the constraints of the annual budget;
11. Ensure the achievement of the highest standards of teaching and supervision through the provision of learning, development, training or other staff development;
12. Contribute actively to the academic life of the School and the wider University, participating in working groups, committees, or other discursive fora as appropriate
13. Play an effective role as a member of the University Management Group.
14. Assume thematic, cross-institutional responsibilities as appropriate and as determined with the Vice-Chancellor;
15. Effectively manage staff performance via the PDR and other formal and informal processes.
16. Encourage and support staff development, having regard for staff well-being, the University's values and Equality, Diversity and Inclusion.
17. Be responsible for business continuity and risk management of School operations.
18. Undertake other duties as appropriate as specified by the Vice-Chancellor.

# Person Specification

E – Essential D = Desirable A = Application T = Test I = Interview

Education, Qualifications & Training	E / D	Means of Testing
PhD or equivalent	E	A
Relevant teaching qualification/fellowship of the HEA	E	A
Professional registration as a Nurse, Midwife or other relevant health professional	E	A
Knowledge & Experience	E / D	Means of Testing
Strong understanding of the commercial environment within which higher education operates	E	I
Awareness of the strategic external environment for School specialism(s), including the regulatory and compliance requirements, of relevant PSRBs	E	I
Engaging external stakeholders to enhance service delivery	E	I
Providing high-quality cross institutional academic leadership within higher education	E	A/I
Effectively improving the student experience and student engagement	E	I
Effectively leading and/or managing change	E	I
Successful track record in relation to education, research and/or professional practice	E	A/I
Excellent people management and building high performing teams	E	I
Effective and substantial experience of budget management	D	I
Successfully developing and delivering academic strategies	D	I
Successful and innovative portfolio development and renewal	E	A/I
Successfully developing a research and enterprise culture	D	A/I
Successful and innovative portfolio development and renewal	E	A/I
Successfully developing a research and enterprise culture	D	A/I

Skills	E / D	Means of Testing
Excellent communication and networking skills, that enable you to secure trust and engagement and establish credibility with students and staff at all levels	E	A/I
Excellent problem-solving skills and able to work on own initiative	E	A/I
Excellent ICT skills and experience of using new technologies	E	A/I
Well-developed leadership and management skills	E	A/I
Ability to meet and exceed designated targets including KPIs and income generation	E	A/I
Exceptional and proactive approach to customer service	E	A/I
Other	E / D	Means of Testing
Ability to co-ordinate and manage complex activities	E	A/I
Willingness to travel between campuses	E	A/I

## BNU BEHAVIOUR FRAMEWORK

Behaviour	
Using resources effectively	Identifying and making the most productive use of resources including people, time, information, networks, and budgets
Engaging with the wider context	Enhancing your contribution to the University through an understanding of organisational values, its students, customers and stakeholders
Achieving results	Consistently meeting agreed objectives and success criteria.  Taking personal responsibility for getting things done.

# Behavioural indicators

The BNU Behaviours Framework (BBF) is a framework for all University staff that sets out the key behaviours that exemplify the DRIVE values and ethos of the University. The nine categories provide a clear steer on behavioural expectations that will help support a step change in the performance and culture of the University. The three key behavioural indicators for this post are as follows

## USING RESOURCES EFFECTIVELY

Identifying and making the most productive use of resources including people, time, information, networks and budgets.

Values: Links to:

Visionary

Responsible

Self	Others	University
<p>Using resources in ways that are efficient and minimise any adverse impact on the environment.</p> <p>Being aware of the financial and commercial aspects of the University.</p> <p>Integrating ethical considerations into decision making about use of resources .</p> <p>Using internal networks and channels of communication to inform and support objectives.</p> <p>Using a commercial approach to bid and negotiate for resources.</p> <p>Effective use and distribution of management information to inform decisions.</p> <p>Considering cost benefit analysis implications of decisions.</p> <p>Making use of information and resources gained through personal networks.</p> <p>Recognising that time is cost and adjusting behaviour accordingly.</p>	<p>Understanding resource availability.</p> <p>Liaising effectively with external bodies, suppliers and other HE bodies.</p> <p>Identifying the appropriate information and knowledge people require and appreciation of why.</p> <p>Drawing on others' knowledge, skills and experience.</p> <p>Collaborating outside of immediate work area to maximise use of resources within the University.</p> <p>Deploying resources efficiently, at the right levels and in appropriate ways.</p> <p>Delegating appropriately.</p> <p>Considering costs when planning delivery of services.</p> <p>Reviewing workloads to ensure the health and wellbeing of others.</p>	<p>Sharing good practice within the University.</p> <p>Being mindful of responsibility to stakeholders in effective use of resources.</p> <p>Developing cross-service collaboration and being willing to share resources.</p> <p>Identifying ways in which resources can be used flexibly and imaginatively for the benefit of the whole University.</p>

## ENGAGING WITH THE WIDER CONTEXT

Enhancing your contribution to the University through an understanding of organisational values, its students, customers and stakeholders.

Values: Links to:

Visionary

Self	Others	University
<p>Recognising how your work may impact at all levels across the University.</p> <p>Keeping abreast of sector wide and organisational developments.</p> <p>Being clear about how own role fits in the University.</p> <p>Demonstrating University values through the ways that you work.</p> <p>Creating and articulating a purpose for own area of responsibility.</p> <p>Taking an active interest in the way the University works to improve customer service.</p> <p>Actively seeking engagement with your stakeholders, including Alumni.</p>	<p>Making clear for others the links between individual, team, department and University objectives.</p> <p>Providing clarity about your own responsibilities and accountabilities and those of others in relation to the wider context.</p> <p>Creating momentum and enthusiasm about the role of the team within the wider University.</p> <p>Consistently promoting and being a role model for the University values.</p>	<p>Ensuring plans are consistent with the values and objectives of the University.</p> <p>Keeping sight of the vision in dealing with day-to-day pressures.</p> <p>Encouraging a University wide perspective through joined-up thinking and working.</p> <p>Creating a sense of common purpose.</p> <p>Scanning the wider environment to seek opportunities to develop the University.</p> <p>Understanding and adapting to the wider context.</p> <p>Identifying and mitigating for possible scenarios that could adversely impact on the University.</p>

## ACHIEVING RESULTS

Consistently meeting agreed objectives and success criteria. Taking personal responsibility for getting things done.

Values: Links to:

Inclusive

Responsible

Self	Others	University
<p>Being clear about your role and responsibilities.</p> <p>Planning and organising workloads to ensure that deadlines are met within resource constraints.</p> <p>Proactively identifying success criteria.</p> <p>Maintaining a high standard of work even when under pressure.</p> <p>Being confident to ask for help in the face of setbacks.</p> <p>Incorporating flexibility into plans and adjusting them in light of developments.</p> <p>Keeping track of a number of activities running simultaneously.</p> <p>Distinguishing between important and urgent tasks and prioritising effectively.</p> <p>Being knowledgeable about colleagues who will influence the work you do.</p>	<p>Taking time to celebrate successes.</p> <p>Winning support of key colleagues and other stakeholders.</p> <p>Being effective in engaging others without having any direct authority.</p> <p>Monitoring progress and providing regular updates.</p> <p>Recognising others' contribution to the achievement of objectives and giving credit to others.</p> <p>Taking personal responsibility for delivering on commitments made to others.</p>	<p>Ensuring that your actions are aligned with the University's strategic objectives.</p> <p>Saying 'no' to activities that are less important or do not fit with University priorities.</p> <p>Evaluating the success of projects and disseminating lessons that can be learned.</p>

## DRIVE - BEHAVIOURAL VALUES



# Working at BNU

This is an exciting time to join the University. At BNU we recognise that our employees are our greatest assets. We are in the process of shaping and launching our new strategy Thrive 2028 and the successful candidate will be key to achieving the successes within the strategy. The Successful candidate will benefit from:

- a competitive salary
- Teachers Pension scheme
- generous annual leave allowance
- family/Friendly benefits
- attractive learning and development provisions

For more information please visit our website [bnu.ac.uk](http://bnu.ac.uk)



# How to apply

At Buckinghamshire New University being inclusive is at the heart of all we do and fully integrated into our values. Our aim is to continue building an inclusive environment where everyone thrives and feels a sense of belonging. We welcome applications from different backgrounds and experiences, particularly from underrepresented groups including 'BAME', LGBTQ+ and disabled candidates. We are a Disability Confident employer and as such you will be given the opportunity to share your disability as part of the application process so that we can ensure we give you the best support. As users of the Disability Confident scheme, we guarantee to interview all disabled applicants who meet the essential criteria for the vacancy and where appropriate reasonable adjustments will be incorporated into the selection process.

The University is committed to advancing race equality through the Race Equality Charter. BNU is also committed to the Armed Forces Covenant and is a Forces Families Friendly employer as well as member of Inclusive Employers.

Anderson Quigley is acting as an advisor to Buckinghamshire New University. An executive search process is being carried out by Anderson Quigley in addition to the public advertisement.

If you have the qualities and attributes we seek, we would be delighted to hear from you.

To apply, please visit [andersonquigley.com/candidates/](https://andersonquigley.com/candidates/) using the reference number **AQ1485**

## APPLICATION PROCEDURE:

To apply please send a full CV which should include:

- educational and professional qualifications
- full employment history
- responsibilities held, relevant achievements information on budgets held and staff managed
- current salary, including any relevant benefits.
- the names and addresses of three referees. Referees will not be approached until the final stages of the selection process and not without prior permission from candidates.

You should also include a personal statement that demonstrates your ability to meet the job specification requirements (maximum two pages).

Please also complete the online Equal Opportunity Monitoring Forms by following this link: **Head of School Nursing & Midwifery**

**Location:** High Wycombe.

**Salary:** Competitive.

Should you wish to discuss the role in strict confidence, please contact our advising consultants at Anderson Quigley:

- Imogen Wilde on +44 (0)7864 652 633 or [imogen@andersonquigley.com](mailto:imogen@andersonquigley.com)
- Elliott Rae on +44 (0)7584 078 534 or [elliott@andersonquigley.com](mailto:elliott@andersonquigley.com)



**High Wycombe Campus**  
Queen Alexandra Road  
High Wycombe  
Buckinghamshire HP11 2JZ

**Aylesbury Campus**  
Walton Street  
Aylesbury  
Buckinghamshire HP21 7QG

**Uxbridge Campus**  
106 Oxford Road  
Uxbridge  
Middlesex UB8 1NA

**BNU based at  
Pinewood Studios**

Pinewood Studios  
Pinewood Road  
Iver Heath  
Buckinghamshire  
SL0 0NH

**Missenden Abbey**  
London Road  
Great Missenden  
Buckinghamshire  
HP16 0BD

Telephone: 0330 123 2023  
Fax: 01494 524 392  
International: +44 1494 605 259  
Email: [advice@bnu.ac.uk](mailto:advice@bnu.ac.uk)



[bnu.ac.uk](http://bnu.ac.uk)

This publication was produced by Buckinghamshire New University in May 2022  
© Buckinghamshire New University 2022

BF1525

BNU BNU BNU BNU BNU  
BNU BNU BNU BNU BNU