

Welcome Pack:

Introduction to the University of Bath

| Workforce Development

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Welcome to the **University of Bath**

This helpful welcome pack includes all the information you should need to get started at the University, as well as introducing you to a few friendly faces.

We have included some introductory videos, as well as a list of resources to help you easily find the information you require.

There is also a [welcome and orientation event](#) where you can hear from a variety of speakers and start to develop your network.



I Hear from **our people**

What different roles are there at the University?

What do people enjoy about working here?

What inspires them?

Watch the video to hear from our people:



vimeo.com/501036188

I Hear from **HR**

How many people work at the University and what are they like?

When are you likely to come across HR and who should you speak to for advice and guidance?

Hear from Richard Brooks,
Director of Human Resources:



vimeo.com/505677091/e9a34c3d65

Employee Wellbeing

I Employee Wellbeing

The University of Bath see Safety, Health and Employee Wellbeing as a key priority to ensure that all staff, students and visitors have a safe and productive place to work and study.

We recognise that a good working environment can positively impact on the health and wellbeing of our staff and we aim to create a thriving, sustainable and safe workplace that embraces inclusivity and flexibility.

The following page outlines our three tier approach and some examples of resources and support available.



For more information:
[bath.ac.uk/professional-services/
safety-health-and-employee-
wellbeing](https://bath.ac.uk/professional-services/safety-health-and-employee-wellbeing)

I Employee Wellbeing

Promote; taking a proactive approach towards wellbeing and encouraging everyone to consider their own and their colleagues wellbeing.

- ✔ A key resource available to staff to help with this is our Wellbeing Champion Network. This is made up of volunteers from across the University who play a vital role in helping us achieve our wellbeing aspirations and can signpost you to internal and external support services. You can find out more about the network and our champions here: www.bath.ac.uk/corporate-information/staff-wellbeing-champions/
- ✔ We also promote the development of personal Wellbeing Action Plans, which can remind us what we need to do to stay well at work. You can find a template here: www.bath.ac.uk/publications/develop-a-wellbeing-action-plan/

Prevent; be aware, then prepare to take action to manage situations that impact on your wellbeing or that of your colleagues.

- ✔ The Workplace Wellbeing Wheel www.bath.ac.uk/campaigns/the-workplace-wellbeing-wheel/ is a valuable tool to use to keep track of seven key areas related to wellbeing. It will assist in recognising what areas are effective and working well, identify any causes of concern, then consider and agree reasonable and practical actions that can be taken to manage any sources of concern.
- ✔ We offer training on a variety of topics such as Mental Health, Stress, Resilience and Wellbeing. The most up to date information is posted here: [Mental Health and Wellbeing Training \(bath.ac.uk\)](http://www.bath.ac.uk/guides/mental-health-and-wellbeing-training/). The online Development Toolkit is also available to all staff and includes over 2,000 resources on a range of topics including wellbeing: [bath.ac.uk/guides/the-development-toolkit-an-online-learning-and-development-resource-for-staff](http://www.bath.ac.uk/guides/the-development-toolkit-an-online-learning-and-development-resource-for-staff)

Support; spot the signs and respond.

- ✔ There are times when we all need some extra support to balance the demands of everyday life. As an employee, you can access help and advice whenever you need it with our confidential counselling services. This includes Care first, who offer in the moment support from a team of professional counsellors 24 hours a day, free of charge. They also offer practical support and information on a wide range of workplace and personal issues. Find out more on our counselling services for staff web pages: www.bath.ac.uk/guides/counselling-services-for-staff/
- ✔ Further information can be found on the wellbeing pages: www.bath.ac.uk/topics/staff-wellbeing/

Equality, Diversity & Inclusion

(ED&I)

I Equality, Diversity & Inclusion (ED&I)

- ✔ Building an inclusive environment is everyone's responsibility. We are all diverse. We all have unique needs and capabilities.
- ✔ At the University of Bath we value, promote and celebrate inclusion, challenge discrimination and put belonging at the heart of everything we do.
- ✔ We aim to be an inclusive university, where difference is celebrated, respected and encouraged.
- ✔ We all have the responsibility to become aware of our unconscious biases and privilege, and then challenge our invisible discriminators.
- ✔ At the University we do this by understanding why this affects all of us through the legal, business and moral lenses. By getting involved in key initiatives, learning how to engage in inclusive practices and making the most of the Universities [EDI resources](#) and community.



For more information:
[bath.ac.uk/professional-services/
equality-diversity-and-inclusion](https://bath.ac.uk/professional-services/equality-diversity-and-inclusion)



Climate Action

I Climate Action

Welcome to the University community – you’ve joined at an exciting time with the University embarking on a transformative ‘whole institute’ programme to address our climate change response, through our Climate Action Framework. This builds on our historical work whereby we have cut our energy bills by £1.5m and cut our carbon footprint by 45% over the last 15 years despite significant growth during that period. Please get involved and refer to the links found on this page to see how you can help.



- ✔ Our new Climate Action targets - [University of Bath adopts Climate Action Framework Principles and declares a Climate Emergency](#)
- ✔ Recycling - [Recycling on campus](#)
- ✔ Cycling and walking to campus - [Cycling and walking to the University](#)
- ✔ Cycle purchase scheme - [Cycle to work scheme](#)
- ✔ Electric bike scheme - [Using the electric cycle loan scheme](#)
- ✔ Bus travel - [Travelling by bus to the University of Bath](#)
- ✔ Coffee cup and student schemes - [Leave No Trace](#)
- ✔ Reporting a fault - [Report a fault or maintenance problem](#)
- ✔ Woodland walks - [Landscaping and biodiversity around campus](#)
- ✔ And if you interested to read more about our work to minimise our footprint and environmental impact, perhaps read the most recent Annual Energy & Environment Report – [see Annual energy and environment reports \(bath.ac.uk\)](#)

For more information:
bath.ac.uk/topics/climate-change-and-the-university-of-bath



University of Bath Institute for Sustainability (IfS)

University of Bath Institute for Sustainability (IfS)

Science and Technology Driven Sustainability

We are a community of researchers delivering world-class research in sustainability that pushes boundaries among disciplines. We solve challenges using a wide-angle, whole-systems approach complemented by a depth of scientific understanding, and build partnerships that help us keep our focus on real-world problems.

The IfS brings together fundamental and applied science and engineering, and whole systems approaches; applying interdisciplinarity across research, training, education, collaboration, policy, public engagement and knowledge exchange activities.

Our research

From innovation centres working directly with industry to bring products to market and decarbonise industry, to real-time monitoring of chemical reactions and improvement of membranes, our projects are interdisciplinary in nature, crossing traditional boundaries between science and engineering to develop new sustainable technologies.

We design molecules, materials and manufacturing processes to enable a circular economy and achieve the Sustainable Development Goals, and take a whole-systems perspective to measuring and embedding sustainability in decision making, using methods from industrial ecology to understand the full environmental footprint of our products and activities.

How you can get involved

- We welcome academic staff with an interest in sustainability to join our collegiate community. If you wish to join the Institute, please [fill out our EOI form](#).
- Join our free [events](#)
- Follow us on [X](#) or [LinkedIn](#)



For more information:

<https://www.bath.ac.uk/research-institutes/institute-for-sustainability/>

<https://vimeo.com/789010060>

Sports Training Village

(STV)

I Sports Training Village (STV)

- ✔ If you work at the University of Bath, you can take advantage of the world- class sports facilities on campus for a reduced fee through our staff discount scheme.
- ✔ Keeping physically fit and active can help you perform better at work, with studies showing that regular exercise can lead to increased productivity and reduced stress.
- ✔ You could have a swim before work, partake in a group exercise class at lunchtime, hit the tennis courts with a colleague or refocus while running on the treadmills in our Gym & Fitness Centre. If you are working from home, you could join in an online class via our virtual fitness offering.
- ✔ Staff discount is available to full and part-time employees at the University and staff can enjoy discounts on 'pay and play' visits or membership schemes, see our website for more details: [Staff membership options - Team Bath](#)
- ✔ We would also like to invite all new staff members to apply for a **2 week FREE trial for use of the 'Gym' and in attending 'Classes'** by completing the below form within 2 weeks of your employment start date.
- ✔ University of Bath staff new starters - two-week FREE trial activation form - forms.gle/GNYABigiybiKN6N76



For more information:
teambath.com/facilities

Security Services

I Security Services

- ✔ The **Security Services Department** is the only 24/7 department at the University.
- ✔ All the staff are University employees and have been recruited from a wide variety of backgrounds; including Police, Armed Forces and from various trades and professions.
- ✔ The department is headed by **Mike Porter**, who is assisted by **Nigel Curnock** (Security Operations Manager), both of whom were long serving CID officers in the Avon and Somerset Constabulary, prior to joining the University.
- ✔ All Operational Security Officers are First Aid At Work and Mental Health First Aid trained.
- ✔ The key role of Security is the safety and security of students, staff and visitors.
- ✔ Security also manage the University's access control systems, CCTV monitoring / equipment and parking.
- ✔ Security have a team of response officers and a dedicated team of Accommodation Security Officers. All are SIA Licensed and DBS checked.
- ✔ The Security Control Room is based on campus and operates 24/7.
- ✔ There is a 24/7 Security desk in the front foyer of the University Library. (The desk also deals with Found Property.)
- ✔ The two 24/7 contact numbers for Security are 01225-385349 (Non-Emergency) and 01225-383999 (Emergency).
- ✔ Any incidents or issues should be reported to Security who will coordinate the response and the attendance of the emergency services, if required.
- ✔ The main role of Security is welfare and pastoral care, especially out of hours. University staff are supported with issues, as well as the students.
- ✔ They deal with the whole spectrum of issues, ranging from; Student welfare, reports of serious criminal offences, discipline issues, domestic issues, assist with internal investigations and deal with out of hours issues, such as Estates related problems etc.
- ✔ Security work closely with the local police and other agencies to support the University community.
- ✔ We are here to look after YOU!

For more information:

[bath.ac.uk/professional-services/
security](https://bath.ac.uk/professional-services/security)

Student Support and Safeguarding

I Student Support and Safeguarding

Student Support can help you to support students. Our services to students include support with wellbeing and welfare issues; counselling and mental health support; disability advice and support and money and funding advice. We also support students who may be more vulnerable such as care leavers, students who are refugees and those with caring responsibilities.

Support is available every day of the year:

Our Student Support Advice Team provide support 365 days a year for students, this includes when the University is closed. They can give advice on wellbeing or welfare issues or can signpost to our other support services where appropriate. To speak to adviser, students can visit the Student Support Helpdesk in 4 West from 9am-5pm weekdays (no appointment necessary) or email studentsupport@bath.ac.uk. Appointments with our services are also available in Virgil building in the city centre or virtually.

Support is also available 24 hours a day through Be Well Talk Now. Students can speak to an adviser by phone or live chat 24 hours a day, 365 days a year from anywhere in the world.

Resources to support wellbeing:

Our free Be Well app promotes healthy habits and has a library of self-help resources including podcasts, breathing exercises, habit tracking and other wellbeing tools.

Students can also join one of our many workshops or courses designed to support their wellbeing. Topics include everything from managing exam stress to a 6-week therapeutic course on anxiety.

Wellbeing activities and supported groups:

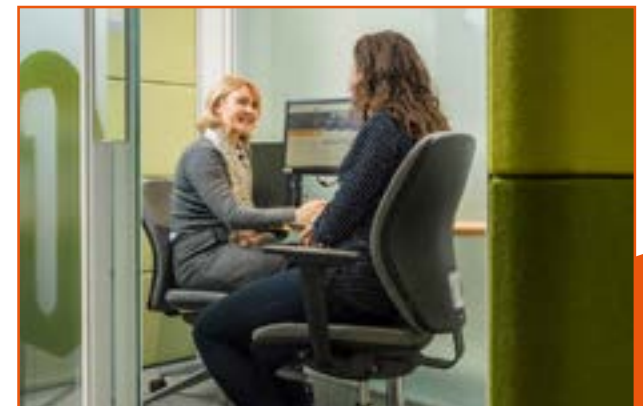
Weekly wellbeing activities which all students can join to help manage their wellbeing are available throughout the year. We also have several supported groups including those for students feeling socially isolated or lonely, a bereavement social group and a LGBTQ+ group.

Supporting staff

We run a staff advice line during office hours. By calling **4321** you can discuss any concerns you may have about a student and receive confidential advice. If you have any concerns about an immediate student safety issue out of hours then please contact Security, who will be able to reach an on call member of Student Support staff, if required.

For more information:

We have a hosting page: www.bath.ac.uk/topics/student-support-advice-for-staff/ which contains lots of resources to help you support and advise your students.



Trade Union Membership

I Trade Union Membership

The University of Bath recognises the trade unions listed below, who offer their members individual casework support, and represent all university staff in consultations on a wide range of local issues through working groups and negotiating committees. All three unions also negotiate at a national level with the UK-wide employers' body, the Universities and Colleges Employers' Association (UCEA), over pay and conditions for staff at the University.



<p>Who Joins?</p>	<p>UCU is the largest post-school education union in the world. We represent academic and academic related professional services (ARPS) staff in the University in local and national negotiations on issues including pay, progression, and conditions. We are the recognised union for bargaining over the USS pension scheme, open to staff in any job family at Grade 6 or above.</p> <p>Check the Bath UCU website or contact the branch secretary for more information on who should join, but this would include anyone working as a lecturer, professor, researcher, or any of the very wide range of specialised roles involved in developing and delivering research, teaching, and learning, such as librarians, computer services, student services, administrators, admissions, and human resources. Full membership is also free to postgraduates who teach at the University</p>	<p>UNISON is the UK's largest union, serving more than 1.3 million members. We represent full-time and part-time staff who provide public services, although they may be employed in both the public and private sectors.</p> <p>We can offer you:</p> <ul style="list-style-type: none"> • Advice, support & help at work • Education, training & support • Legal help for you at work and your family • Financial assistance and advice • Accident & injury compensation • Exclusive member discounts • A dedicated helpline <p>Our members include librarians, registrars, people working in personnel, IT and finance departments, teaching assistants, early years (nursery) staff, policy advisors, administrators, secretaries, cleaners, caretakers, craft workers, undergraduate students and porters working in colleges and universities.</p>	<p>UNITE is the Trade Union to join if you work in the departments of Estates, DD&T (ie IT) or the Faculties Technical Services, where our membership is strong. We represent all staff in professional services and have members in many departments, including Finance and Procurement, AHS, IDPS, Student Services, the Faculty offices and many other areas of the University...</p> <p>Unite is dedicated to serving the best interests of its members, protecting workers rights and equality and diversity in the workplace.</p> <p>Unite also offers many members benefits such as financial advice, funeral care, monetary rewards, as well as legal advice and support and access to online training courses and lifelong learning.</p> <p>Get in touch with our branch secretary below if you have any questions about joining or services we offer.</p>
<p>Branch Website</p>	<p>bath.web.ucu.org.uk</p>	<p>unisonatbath.org</p>	<p>bath.ac.uk/unite</p>
<p>National Website</p>	<p>ucu.org.uk</p>	<p>unison.org.uk</p>	<p>unitetheunion.org</p>
<p>Membership Secretary Email</p>	<p>ucu-sec@bath.ac.uk</p>	<p>unison@bath.ac.uk</p>	<p>Unite-BranchSecretary@bath.ac.uk</p>
<p>Payment</p>	<p>Further information on subscription rates can be found at: ucu.org.uk/subscriptions</p>	<p>Further information on subscription rates can be found at: joining.unison.org.uk/membership-rates</p>	<p>Further information on subscription rates: unitetheunion.org/members/membership-calculator</p>
<p>Join online</p>	<p>ucu.org.uk/join</p>	<p>join.unison.org.uk</p>	<p>join.unitetheunion.org</p>

Already a member? Remember to transfer into your University of Bath branch – contact your membership secretary.

Research & Innovation Services

(RIS)

I Research & Innovation Services (RIS)

Research & Innovation Services (RIS) is responsible for advancing the University's international reputation for research and Knowledge Exchange by:

- ✔ increasing the volume of externally funded research
- ✔ improving grant application success rates
- ✔ enhancing strategic and operational support to academic departments
- ✔ RIS is the primary conduit for industry, business and other funders to access the research expertise and knowledge of the University of Bath

More on our services to help you develop proposals, run projects and disseminate your findings:

bath.ac.uk/guides/how-research-innovation-services-can-help-you

Follow us on X: [@UniofBathRIS](https://twitter.com/UniofBathRIS)



Communications

I Communications Department

The **Communications Department** at the University of Bath supports internal and external communications and engagement, providing information to a range of audiences including the public and the media, as well as our own community of staff and students of the University.

The department is made up of three teams: Media, Social Media and Internal Communications.

How can each team help you?

The Media team or Press Office:

- ✔ publicises the impact of our academics' research through press releases and social media
- ✔ communicates news from the University and its community to external news media
- ✔ offers tips, training and guidance on preparing for media interviews
- ✔ provides information and support in crisis situations
- ✔ puts the media in touch with experts

Find out more at our [Media Centre](#), read the [Guide to Working with the Media](#), or sign up for the daily [Bath in the News email](#).



For more information:
<https://www.bath.ac.uk/professional-services/department-of-communications/>

I Communications Department

Follow our social media channels:

X [@UniofBath](#)

Facebook [/uniofbath](#)

Instagram [@uniofbath](#)

LinkedIn [/school/university-of-bath](#)

Check the [Staff Landing page](#) daily and follow [@UniofBathStaff](#) on X to keep up to date with University news.

To find out more about how each team can help you, as well as contact information, visit the [Communications team web page](#).

The Social Media team:

- ✔ promotes news, events and research by sharing messages and content on the University's social media sites
- ✔ can create content for social media sites like video interviews, Instagram takeovers and graphics
- ✔ can share your messages and content with other social media users at the University so staff can download to use on their own platforms
- ✔ offers advice and guidance for any questions about social media

The Internal Communications team:

- ✔ communicates news and event information to the University community
- ✔ supports staff and students to engage with new initiatives and strategic developments
- ✔ advises departments on communicating with our colleagues and students, including campaigns
- ✔ can amplify your messages across the University community using a range of channels
- ✔ for more information visit our guide on [Communicating your messages to colleagues across the University](#)

Digital Content

I Digital Content

The **Digital Content** team is part of the wider creative services team in Marketing. We support the student recruitment objectives for Marketing, including creation of digital content, writing CRM communications, and writing and proofing the print prospectus. We are also responsible for content support across the university for bath.ac.uk and training on our content management systems.

The team is made up of a Head of Content Strategy, Content Designers, Content Writers, and Support and we specialise in content creation, accessibility, and usability.



We can help you:

- ✔ get a better understanding of your users - what they do and what they want
- ✔ plan digital objectives that match your needs and your users'
- ✔ plan, design and build new digital content and services
- ✔ set and monitor performance measures for your content
- ✔ make sure that all your digital content is accessible to people with a disability

We work closely with the digital development team in Marketing to make improvements to the two content management systems that they have built and continue to develop. We also carry out user research for the University website and write the guidelines on best practice for people who update and maintain their own web pages on bath.ac.uk.

For more information:
bath.ac.uk/teams/digital-content-team

Creative Services

I Creative Services

Creative Services is part of the wider Marketing team. We are responsible for these services to students and staff across the University:

- ✔ **Design** - we advise on how to use the University brand and create designs for printed materials such as brochures, leaflets, exhibition and conference materials plus digital adverts and social media assets.
- ✔ **Print** – on campus print facility based in 8 West producing posters, flyers & leaflets, invitations, lecture notes, business cards, brochures, banner and pop up stands, direct mail, window vinyls, branded clothing and promotional items, the hire and sale of University branded items and much more.
- ✔ **Photography** – the University photographer can produce photos for the web, publications, events, 360 photos, portraits, visa and passport photos. We also manage the University of Bath [image library, Fotoweb](#).
- ✔ **Events** – we are responsible for the event management of graduation ceremonies and receptions, undergraduate and postgraduate in person and virtual open days. We also provide general event management advice and look after the MS Teams Events Forum.

For guidance on how to implement the University of Bath branding please visit: bath.ac.uk/guides/who-should-use-the-university-brand

For downloading the University of Bath logo: bath.ac.uk/guides/using-the-university-of-bath-logo/

Accessing and searching for images in Fotoweb: bath.ac.uk/guides/accessing-and-searching-for-images-in-fotoweb/

For downloading the University of Bath University of Bath PowerPoint templates: bath.ac.uk/guides/using-university-branded-powerpoint-templates/

For more information: bath.ac.uk/professional-services/creative-services/

Library Services

I Library Services

As a member of the University of Bath community you now have free access to a wide range of resources, services and support provided by the University Library, which include:

- ✔ year round 24/7 access to the Library building using your [library card](#)
- ✔ a rich collection of digital resources and access to print materials which can be found via the [library catalogue](#)
- ✔ a wealth of general interest collections including [films, programmes, newspapers, magazines and popular and thought-provoking titles](#)
- ✔ [unique archival and research collections](#)
- ✔ acquiring resources to support your teaching and research. We [welcome recommendations](#) and advise on format and pricing, [obtain items from other libraries](#) or [scan articles or chapters for teaching](#)
- ✔ expert [Subject Librarians](#) who offer specialist support for each department, including training and teaching on subject resources
- ✔ [support for teaching](#), including how to use our Library Lists system to set up your lists of recommended reading and integrate them with Moodle
- ✔ extensive researcher support and training from the [Library's Research Services team](#), who will assist you with:
 - > [Open Access](#) funding and compliance, self-archiving and managing e-theses
 - > [data management planning](#) and publishing and sharing research data
 - > [publishing strategies](#), presenting your strengths, finding collaborators, raising your profile and amplifying your research

For more details about how we can help you, go to our Library homepage: www.bath.ac.uk/library

For further queries email us library@bath.ac.uk or consult our [FAQs and live chat service](#).

Follow updates on our [blog](#) and our social media channels on Instagram [@unibathlib](#) and X [@BathUniLibrary](#)

We look forward to working with you.



Advancement Office

I Advancement Office

The Advancement Office is tasked with leading the University's fundraising activities, as well as engaging with some 130,000 alumni around the world. As well as the Alumni Fund, which offers grants to University staff and students for a range of projects, we are also able to discuss other potential funding options, such as support to crowdfund, or seeking support from individual donors. We are also happy to help you find alumni to support your activities – for instance, mentors for your students, industrial partners to support a project or expert speakers for an event.

You can reach the department at advancement@bath.ac.uk. Further information about how the advancement office and the alumni community can help can be found on our webpages at:
[University staff: find out how alumni can help you \(bath.ac.uk\)](#)



For further information about making an Alumni Fund application, please visit: [Making an Alumni Fund grant application \(bath.ac.uk\)](#)

For general information:
[Advancement Office \(bath.ac.uk\)](#)

Omnibus

(Staff Society)

I Omnibus (staff society)

Omnibus is the University of Bath Staff Society, run **for** members of staff **by** members of staff on a voluntary basis. It is open to everyone who either works at or has worked at the University.

We organise days out and theatre trips, but also act as an umbrella organisation for a number of lunchtime clubs. These include a large number of sports clubs - football, badminton, volleyball, basketball to name a few, as well as more sedentary activities such as craft, board games and book clubs.

Omnibus is currently free to join – but you need to opt in! Membership forms can be found on the website or sent on request by emailing omnibus@bath.ac.uk



For more information:
[blogs.bath.ac.uk/omnibus/
about-us](https://blogs.bath.ac.uk/omnibus/about-us)

The Association of Higher Education Professionals

(AHEP)

The Association of Higher Education Professionals (AHEP)

The Association of Higher Education Professionals (AHEP), previously known as Association of University of Administrators (AUA), is a professional community for professional services staff that stretches across UK institutions and beyond. The AHEP is committed to providing opportunities for its members that encourage and facilitate professional development and career progression.

At the University of Bath, we enjoy a very vibrant and proactive AHEP network of members from across our institution. Our members enjoy lunchtime talks, networking events and bespoke workshops, access to AHEP conferences and seminars, and learning resources such as the AHEP peer-reviewed journal, mentoring scheme and postgraduate programmes.



For more information:
[bath.ac.uk/announcements/
professional-services-staff-achieve-
aua-accreditation](https://bath.ac.uk/announcements/professional-services-staff-achieve-aua-accreditation)

Campus Facts

Did you know that...



1 When the original concept for a brand new campus was drawn up by architects in 1963 it looked a bit like a giant amoeba and was based on the idea that university academic and community life would be focused on a central pedestrian parade along which the main administrative and social buildings, the Library and general and specialised teaching rooms were arranged.



2 The large Colombian printing press at the entrance of the Library is part of the Pitman Collection comprising thousands of books, journals and archival documents relating to the life and work of Sir Isaac Pitman (1813-1897), inventor of phonographic shorthand and founder of a worldwide printing and publishing business.

For more information see:
bath.ac.uk/library/services/archives/pitman.html.



3 The campus lake nearly didn't happen. Plans showing alake were rejected by the University Grants Committee on the grounds that no money was available for the provision of such a 'decorative' feature. After discussions with the City of Bath Fire Prevention Officer, the plans were redrawn showing an area of static water 'required for firefighting purposes' and no further difficulty arose.



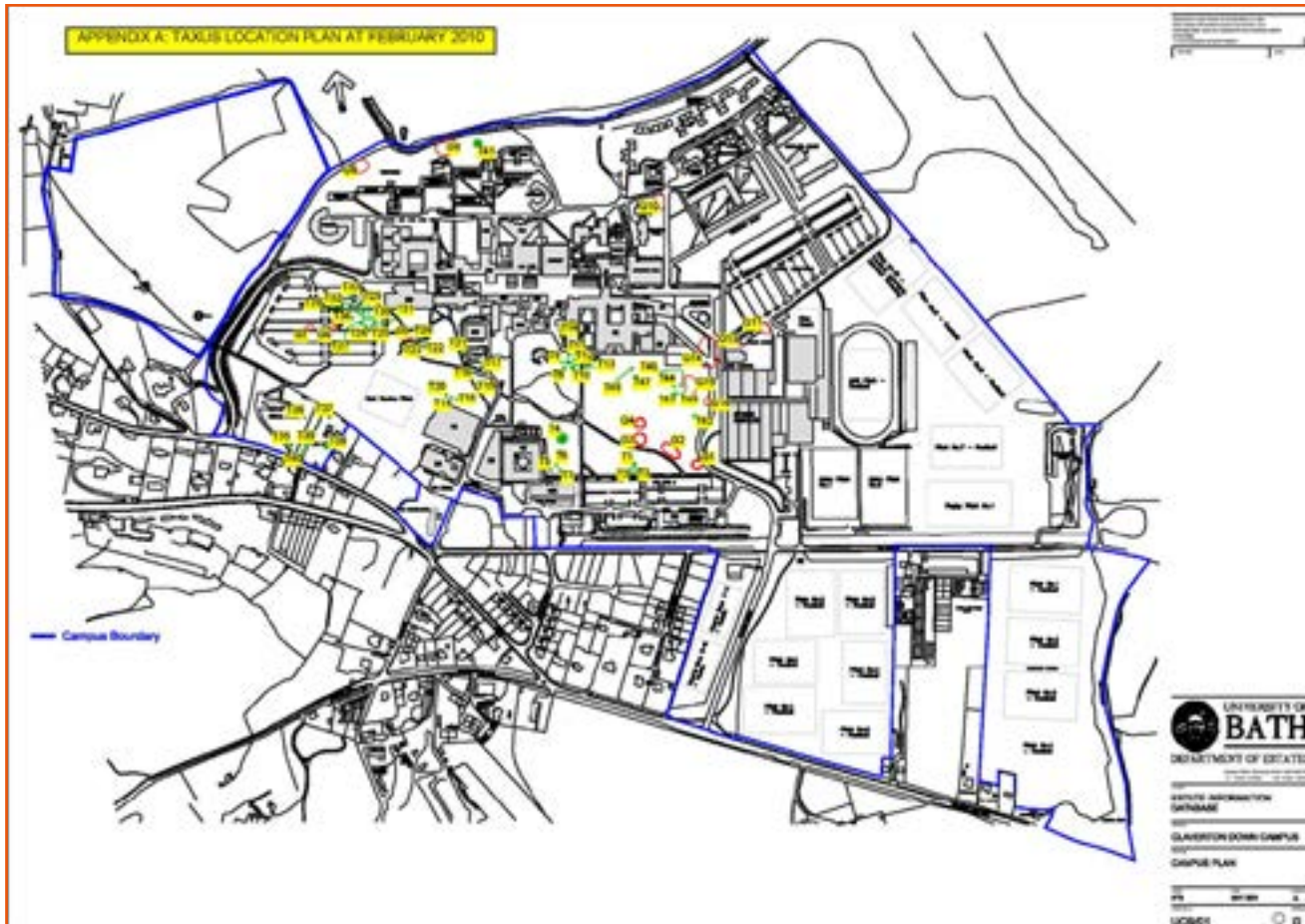
4 The 'manfish' sculpture overlooking the lake was created as part of a competition held in Victoria Park to coincide with the 1985 Bath Music Festival. Six sculptors were given three weeks to finish their designs for a prize of £500. At least two of the sculptures were subsequently sited on the campus.



5 In 1994 Sir Roger Bannister officially opened the University's improved and extended campus sports facilities, including a new athletics track and astroturf allweather pitches and, in July the following year, 2,500 young athletes from over 45 countries competed in the 3rd European Youth Olympic Days hosted on campus.



6 In 1977 an historic steam engine was presented to the University by Bath-based engineering firm Stothert and Pitt Ltd founded in 1785. The engine was thoroughly overhauled in the workshops of the University's School of Engineering and is now located by the staircase on Level 1 at the west end of the 8 West.



7 The University of Bath is the official holder of the national collection of yew trees (*Taxus*). The collection is spread across the main Claverton Down campus and was largely laid out by Bill Bowen, Landscape Manager (1967-1995).

I University of Bath **Acronyms List**

ACE	Architecture & Civil Engineering (Dept of)	BUFDG	British Universities Finance Directors Group	DSDR	Department of Sports Development and Recreation
AHRC	Arts and Humanities Research Council	CAF	Climate Action Framework	ED&I	Equality, Diversity & Inclusion
Ahs	Accommodation & Hospitality Services	CAMERA	Centre for Analysis of Motion, Entertainment Research & Applications	EEE	Electronic & Electrical Engineering (Dept of)
AMA Session	Ask me Anything Session	CMA	Competition and Markets Authority	EPSCR	Engineering and Physical Sciences Research Council
AO	Advancement Office	CPD	Continuing professional development	ESRC	Economic and Social Research Council
AYDPB	Academic Year Delivery Programme Board (for Covid-related restart)	CSCT	Centre for Sustainable and Circular Technologies	FoBRA	Federation of Bath Resident's Associations
B&B	Biology & Biochemistry (Dept of)	DDaT	Digital, Data & Technology	FSG	Financial Sustainability Group
BBSRC	Biotechnology and Biological Sciences Research Council	DfE	Department for Education	FTE	Full-time equivalent (relating to job/role)

I University of Bath **Acronyms List**

Gold/ Silver EMT	Emergency Management Team (University bodies managing urgent issues)	IDPS	Imaging, Design & Print services (now called Creative Services)	NSS	National Student Survey
HEI	Higher education institution	IMI	Institute for Mathematical Innovation	OfS	Office for Students
HEP	Higher education provider	IPR	Institute for Policy Research	OUOF	Our University, Our Future (University engagement exercise in 2019-2020)
HESA	Higher Education Statistics Agency	IRO	International Relations Office	P&P	Pharmacy & Pharmacology (Dept of)
HMO	House of Multiple Occupancy	IUB	Introduction to the University of Bath	PBS	Purpose Built Student accommodation
HoDs	Heads of Departments	Jisc	Joint Information Systems Committee	PolIS	Politics & International Studies (Dept of)
IAAPS	Institute for Advanced Automotive Propulsion Systems	MOOC	Massive Open Online Course	PVC	Pro-Vice Chancellor

I University of Bath **Acronyms List**

RAWG	Recruitment and Admissions Working Group	SRT	Student Recruitment Team	UKRI	UK Research and Innovation
RCPT	Resilient Curriculum Project Team	SSLC	Staff and Student Liaison Team	USS	University pension scheme (University Superannuation Scheme)
REF	Research Excellence Framework	STFC	Science and Technology Facilities Council	UUK	Universities UK
RKEC	Research and Knowledge Exchange Committee	SU	Students Union	VC	Vice Chancellor
SDPR	Staff Development Performance Reviews	TEF	Teaching Excellence Framework	VLE	Virtual Learning Environment
SLT	Senior Leadership Team	UCAS	Universities and Colleges Admissions Service	WIRC	Water Innovation Research Centre
SoM	School of Management	UCEA	Universities & Colleges Employers Association	WP	Widening Participation
SPS	Social & Policy Sciences (Dept of)	UEB	University Executive Board		

For more information
please visit our
**Staff Learning &
Development webpage**

This document has been provided to you
by the **Workforce Development team**

We welcome your feedback,
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