



JOB DESCRIPTION

Title of the post: Student Conduct and Community Officer
Fixed Term (2 years, renewal subject to review), Full Time

Department: Student Services

Reporting to: Head of Student Services

The University

Background

Harper Adams University is the leading UK Higher Education (HE) institution focused on the land-based and food supply-chain sectors with an important national role in these subject areas.

Situated on a single campus in rural and scenic Shropshire, the University, and its surrounding area, provide an excellent working and living environment for staff and students alike, yet the University campus is only one hour from the UK's second city of Birmingham. Around 3,000 HE students attend the University, primarily on sandwich courses, which include a year-long industrial placement. Undergraduate and postgraduate degrees and apprenticeships are offered. The University also welcomes individuals who wish to undertake CPD or similar professional training to support their careers in the agri-food chain and rural industries.

The University was founded by Thomas Harper Adams in 1901 on the original farmland of the Harper Adams Estate. The University estate includes amenity areas, woodland, and a commercial farm of 205 hectares; with rented land, the total area farmed is approximately 640 hectares, spread over several locations with cereals, potatoes, forage maize and grassland carrying a dairy herd, sheep, beef, pig and poultry units.

The Privy Council awarded taught degree awarding powers to Harper Adams in 1996 and research degree awarding powers in 2006. Full University Title was granted by Her Majesty's Privy Council in December 2012. The University changed its legal status to that of a Company Limited by Guarantee in July 2012 and remains one of a small number of Universities which are Registered Charities. Her Royal Highness The Princess Royal became the University's first Chancellor in 2013.

Academic Provision

The University offers a wide range of courses including Foundation and Honours degrees, in addition to shorter awards designed to meet the continuing professional development needs of those already in the workplace. The subjects are wide ranging and cover Agriculture, Applied Life Sciences, Animal Science and Health, Business, Countryside, Engineering, Food and Land & Property Management. The University has also focused on developing its postgraduate education and research and there are a growing number of postgraduate students at both diploma, masters and PhD level.

Harper Adams has built up an international reputation for the quality of its courses and has achieved the highest possible ratings in recent Quality Assurance Agency reviews and holds a Gold Teaching Excellence Framework (TEF) award. There is active encouragement of research and the University took part in the last Research Excellence Framework (REF) exercise. 56% of our submitted research was rated either internationally excellent or world leading and 100% was rated of international quality. Our extensive programme of research and education for professionals in the land-based and food chain sectors supports a high profile of business and community reach-out work, short course delivery for businesses and technology

transfer activities supported by strong industry links and partnerships with companies including Saputo Dairy UK (formerly Dairy Crest), CLAAS and Ice Robotics.

Current high-profile projects include the Hands Free Farm – following on from the world-first Hands Free Hectare autonomous farming success; controlled traffic farming and development of laser weeding.

Recognition

Harper Adams is consistently positioned highly in a range of national ratings, performance measures and league tables.

The University has been the highest performing modern university in The Times and Sunday Times Good University Guide for the last five years.

In the QS World Rankings for Agriculture and Forestry published in March 2020, Harper Adams was ranked, for the third time, as first in the UK for academic reputation and second in the world for its reputation with employers.

In the 2020 Whatuni? Student Choice Awards, based on student reviews, Harper Adams won the best job prospects category for a fifth year running.

The University is one of the UK's Top 10 for student satisfaction, based on the results of the National Student Survey, and number 1 for graduate employment based on the 2020 Graduate Outcomes survey.

Facilities

Harper Adams has extensive, well-equipped facilities and is constantly investing in its campus. Facilities include a range of modern teaching facilities and an extensive library, a variety of IT suites including an engineering design centre, newly extended laboratory facilities, a field laboratory and a livestock project centre, a glasshouse complex, an agricultural engineering unit with a large, covered soil working area and a number of sustainable technology installations. New facilities opened since 2017 include new laboratories, an Agri-Tech Innovation Hub and SMART Dairy Unit. A Veterinary Education Centre is due to open in 2021, in support of existing programmes and the new Harper & Keele Veterinary School. Capital funding to support the development of many of these facilities has been provided through the work of the Development Trust.

The University also provides a range of training and professional development opportunities via its staff development programme.

Catering and Sports Facilities

The University's Students' Union operates a small gym and squash courts that staff may use on the payment of a nominal fee. The University has an open-air swimming pool, bowling green and tennis courts that are available for staff use during the summer period. A variety of University catering outlets provide access to lunch facilities on campus.

For further details about the University, please visit our website:

<http://www.harper-adams.ac.uk>

The Student Services Team

Student Services at Harper Adams includes management of residential accommodation on-campus, oversight of approved off-campus accommodation, a welfare and advice function and general support for students to maximise their academic and personal development whilst at University.

Due to staff departure, the growth of the Harper & Keele Vet School and ongoing work on our community initiatives we have some exciting new opportunities to join the Student Services Team.

Main Duties and Responsibilities

The post holder will be responsible for overseeing the successful operation of the University Disciplinary Policy including: ensuring timely action is taken in relation to reported incidents, completion of casework, operation of Disciplinary Panels and reporting (quantitative and qualitative) to the University Executive, Academic Board and the Governing Body.

They will support the delivery of the University's Respect Policy. This will include providing a professional, proactive *and* reactive response to encouraging exemplary student conduct and mutual respect for all, student safety and community related matters, including liaising with West Mercia Police, the town council and other stakeholders as appropriate in relation to specific campaigns or individual cases under investigation.

The main duties of the role include:

- Oversee the work of the Student Casework Officer and supporting the completion of the following tasks during peak times:
 - Respond to reports of student misconduct originating from staff, students or members of the public.
 - Co-ordinate student casework including meetings, investigation of allegations of misconduct and making recommendations to ensure processes are aligned and cohesive, whilst also considering risk and mitigation of issues.
 - Co-ordinate investigations of Fitness to Practise cases, including preparation of reports for Health & Conduct Committees
- Provide professional secretarial and administrative support to the University Discipline Committee and related committees and groups:
 - Establishing and operating the Schedule of Business
 - Organising meetings and compiling committee papers.
 - Providing professional advice to the committee as appropriate.
 - Preparing minutes and student outcome letters.
- Collate information on complex student conduct cases e.g. sexual misconduct, drug/alcohol abuse, social media bullying, from relevant sources, including any exceptional circumstances as well as legal and regulatory implications, and present information for referral and/or escalation, ensuring cases are well-documented.
- Prepare quantitative and qualitative reports on case work and decisions relating to student discipline for the University Executive, Academic Board and the Board of Governors or sub-committee. Respond to Freedom of Information requests relating to student conduct and discipline.
- Liaison with the Students' Union, Student Wardens, Residence Officers, the Police and local stakeholders to address issues relating to student behaviour.
- Work with the Students' Union, Head of Student Services and Head of HR to encourage and foster a culture of respect and understanding amongst the student body and the wider university community, including in

relation to the University's duty under the Equality Act to foster good relations between those who share a protected characteristic and those who do not and also amongst those from different geographical, social and economic backgrounds and political perspectives.

- Contribute to the design and delivery of a variety of development or promotional materials and proactive interventions, working with colleagues and external stakeholders, to improve general student conduct and safety and raise awareness regarding expectations of conduct.
- Maintain an overview of non-academic misconduct cases, trends and issues across the University and maintain accurate notes and records for these, in line with extant data protection regulations.
- Review and monitor relevant procedures and policies, implementing or making recommendations for changes as appropriate, regularly reviewing and benchmarking our arrangements with developments in the higher education sector.
- The post holder will be pro-active in working with colleagues across the University, including the Students' Union, and the local community, to seek educational and/or community focused solutions to address misconduct.
- Ensure that policies, procedures and service in relation to student conduct are clear and effective. In addition, the role-holder will contribute to the development of relevant policy, drawing on specialist knowledge and sector good practice.
- Contribute to the development of the non-academic misconduct policy and strategy, and be responsible for ensuring procedures and processes are in place to support institutional policy.
- Share information appropriately with colleagues and with partner government and court agencies in line with the university's policies relating to data protection.
- All other duties and responsibilities commensurate with the post and the salary range of the grade and such other duties as the Head of Student Services or Director of Academic Services may require from time to time.

Personal Specification

| | Essential | Desirable |
|----------------|---|---|
| Qualifications | | Educated to degree level or professional equivalent |
| Experience | <p>Demonstrable, significant experience in a related field (such as the Criminal Justice System).</p> <p>Experience of working with young adults and an understanding of their behaviours.</p> <p>Experience of addressing challenging behaviours.</p> <p>Experience of accurately and methodically recording and handling data, and a good understanding of confidentiality and the Data Protection Act.</p> | <p>Previous experience of higher education administration</p> <p>Experience of working with stakeholders to deliver creative, community and/or educational resolutions to achieve positive outcomes</p> |

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|--------------------|---|--|
| Knowledge/Skills | <p>Ability to handle conflict</p> <p>Strong IT skills, including MS Office (Word, Excel, Access and Outlook)</p> <p>Capable of working effectively and independently, following procedure, often under pressure to meet deadlines</p> <p>A flexible and adaptable approach to work, including through occasional evening or weekend work in periods of short-term exceptional workload.</p> | <p>Experience of conflict resolution and mediation</p> <p>Experience of using multi user databases</p> <p>Servicing committees through agenda preparation and accurate minute taking</p> <p>Professional presentation skills</p> |
| Personal Qualities | <p>Excellent interpersonal skills, including the ability to interact well in both 1:1 and group scenarios with the ability to handle a range of sensitive situations diplomatically and professionally</p> | |

Conditions of Service

The national recommendations which have arisen from the negotiations between UCEA and the unions recognised at national level, the Joint Negotiating Committee for Higher Education Staff (JNCHES), directly affect the terms and conditions insofar as they have been adopted by the Board of Governors.

- Salary** The commencing salary will be within the range £24,461 to £26,715 per annum. The point of entry will be dependent upon relevant qualifications and experience. Salaries are paid monthly, in arrears, by credit transfer on the 28th day of the month.
- Contract Term** This is a full time/temporary post. The employment may be terminated during the course of the contract by either party giving 2 months' notice in writing. **This is a two year fixed term appointment, with renewal subject to a review of business needs.**
- Hours of Work** The routine working week is 37 hours over Monday to Friday, inclusive, however a flexible approach to working days/hours may be accommodated. There may be a requirement for overtime working, or occasional weekend working, from time to time. Time off in lieu may be allowed for agreed hours worked in excess of 37 hours per week.
- Holidays** The annual holiday entitlement is of 22 working days, plus 3 University closure days and Bank Holidays. Annual holiday entitlement rises to 25 working days with 5 years' service. The holiday year runs from 1 August to 31 July and in the holiday year in which the employment commences or terminates the holiday entitlement will accrue on a pro-rata basis for each complete week of service. The timing of holidays is subject to the agreement of the Line Manager.
- Sick Leave** During periods of certified sickness, the post-holder will be eligible to receive sick pay in accordance with the University Sick Pay Policy. The payment of sick pay is subject to compliance with the University rules for the notification and verification of sickness absence, details of which will be provided to the successful applicant upon commencement of employment.

Pension The post-holder will be entitled to join the Harper Adams Group Pension Scheme and details will be provided to the successful applicant upon commencement of employment.

Exclusivity of Service You are required to devote your full-time attention and abilities to your duties during working hours and to act in the best interests of the University at all times. Accordingly, you must not, without written consent of the University, undertake employment or engagement including external consultancy, which might interfere with the performance of your duties or conflict with the interests of the University.

It follows that, regardless of whether you are employed on a full-time or part-time contract, you are required to notify your line manager of any employment or engagement which you intend to undertake whilst in the employment of the University (including any such employment or engagement which commenced before your employment under this contract). Your line manager will then notify you within 10 working days whether such employment or engagement is prohibited.

Criminal Convictions The post involves the opportunity for access to children and young persons under the age of 18. For this reason, the University is entitled to consider any criminal convictions, cautions or impending case(s) that it considers to be relevant to this post.

The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. This means that applicants are not entitled to withhold information about convictions which for other purposes are “spent” under the provisions of the Act.

Applicants must therefore complete the part of the application form declaring any criminal convictions and cautions from any court or police authority. The successful applicant will have to undergo a Criminal Records Bureau check before an appointment can be made.

References

Candidates should ensure that they provide full details of the name and postal address of their referees. Please include e-mail addresses and telephone numbers wherever possible.

Referees should include your present, or most recent, employer.

Application Procedure:

All applications should be completed and submitted using the Harper Adams e-Recruitment programme at <http://jobs.harper-adams.ac.uk>

To be submitted no later than midnight on Sunday 20th June 2021.