



Disability and Inclusion Manager

Post Reference: NU5026

Salary Scale: £39,906 – £43,482 per annum

Vice-Chancellor
Professor Jackie Dunne



Birmingham Newman University is located on Genners Lane, Bartley Green, Birmingham,
West Midlands, B32 3NT.

(HR – Template 16.01.2026)

Birmingham Newman University

At Birmingham Newman University, we believe in the power of education to transform lives and in the potential of every individual. Our vision is to provide an inclusive and supportive environment where people are recognised, encouraged, and empowered to make a meaningful difference in their communities, industries, and the wider world.

Students, staff, and partners are more than just a number – they are recognised, encouraged, and empowered to create meaningful change. We believe that education is transformative, enabling students to see the world in new ways and to make a positive difference within it.

Building upon our Catholic heritage since 1968, Birmingham Newman has grown into a modern, inclusive university that welcomes people from all backgrounds and world views. Our values remain central to everything we do, serving as a foundation for a vibrant, diverse, and forward-looking academic community. We are proud of this heritage and continue to champion fairness, equality, and opportunity in everything we do.



We take pride in our diverse, friendly, and inclusive environment, where every student is valued, supported, and encouraged to achieve their goals. We put student success and wellbeing at the centre of everything we do, made possible by the expertise and professionalism of our dedicated staff community. Our future is shaped by a clear vision and a set of goals that reflect both our mission and our ambition, to be **the leading university in inclusive education for the graduate workforce of tomorrow**. At the heart of this is our commitment to a **values-driven, high-quality university education**.

Our focus on partnership with students and staff underpins everything we do, and this is reflected in national recognition of the quality of our student experience. We have recently been named The Times and Sunday Times University of the Year for Social Inclusion (2026), ranked 1st in England for Student Satisfaction in the Complete University Guide (2025), and named West Midlands University of the Year by WhatUni (2025). In the National Student Survey (2025) we also placed in the top ten in England for full-time student satisfaction for the second consecutive year.

We are proud to be among the top UK universities for widening participation, coming 6th in the HEPI Social Mobility Index (2024). Ninety-nine per cent of our students come from non-selective state schools, 72% are the first in their family to attend university, and over 45% come from Black, Asian, or minority ethnic backgrounds. This diversity is a strength of our community and central to our mission.

Over the past ten years our modern single-site campus, eight miles southwest of Birmingham city centre, has benefited from a significant programme of ongoing capital investment. We have built teaching, learning, and social spaces that are deliberately

Birmingham Newman University

designed to support our community of staff and students to interact and learn together. Our portfolio of taught courses has also expanded in that time, reflecting our strategic goal of growing the university in ways that meet pressing social and economic needs of our region. Our specialist teaching spaces in Nursing and Allied Health, Teaching, Psychology, Sport, Law, and Computing support learning that produces highly-skilled practitioners from diverse backgrounds.

Birmingham Newman University is more than a place of study or work. It is a community rooted in care, respect, and ambition for our staff our students and the University as a whole; where staff and students work together making a difference not only in their own lives, but in their communities, professions, and the wider world.

Job Description

Job Title: Disability and Inclusion Manager

Grade: 7

Salary: £39,906 – £43,482

Hours: 37 Hours (Full Time)

Department: Student Success

Reporting to: Deputy Director (Student Wellbeing and Inclusion) 

Purpose of Post:

The role manages the provision of a quality support service to students with disabilities and long-term medical conditions and ensures the efficient and effective delivery of customer-focused services to students. It will take a leading role in advising on, promoting, and proactively influencing inclusive practice in learning, teaching and assessment.

The role will develop strategies, policies and operational procedures relating to students with disabilities and long-term medical conditions to support Newman's aims and objectives in both its Strategic Plan and in its Access and Participation plan, in addition to our legal responsibilities within the Equality Act. The postholder will ensure that Birmingham Newman University is operating policies and procedures to ensure that students with disabilities can seamlessly access support provision, working closely with colleagues across Professional Services to coordinate best practice.

The postholder will provide comprehensive advice and guidance to disabled students and applicants and will liaise with staff and other agencies to secure the support that students require. They will be the primary point of expertise for students and staff on matters relating to Disabled Students Allowance and will ensure that as many students as possible benefit from the support provided by the scheme.

The role will lead a small team as a part of the wider Student Success Directorate.

The postholder will work closely with the wider Student Success team to contribute to coordinated casework and will be responsible for the provision of both physical and digital information provision relating to students with disabilities.

Main responsibilities:

- Manage the development of a pro-active and knowledgeable service for students with a disability or long-term health condition, in line with regulatory expectations
- Develop strategies to actively promote, develop and communicate inclusive practice throughout the institution, including working with colleagues on the implementation of the Disabled Student Commitment.

Birmingham Newman University

- Line management of the Disability Advisor and taking administrative responsibility for any casual staff employed in support of students with disabilities.
- Ensure that we have a coordinated and cohesive approach to disability support which incorporates physical or sensory disabilities, mental health conditions and specific learning differences, and offer instruction and guidance to the Disability Advisor ensuring consistency in our approach to disability support.
- In close collaboration with the Deputy Director (Student Wellbeing and Inclusion) lead on the development of policies and procedures in relation to disability issues and be actively involved in work to address disability-related outcome gaps.
- Manage the disability services budget ensuring effective use of resources and anticipating changing demands by means of the annual planning round.
- Advise and assist students about their support needs, disability/medical conditions, entitlements, DSA applications, other funding sources, needs assessments, screening tests, ensuring that access to the service is clear and easily accessible.
-
- Provide pre-entry and ongoing advice and guidance to applicants in response to enquiries, and at open events and visit days to individuals and groups of students.
- Proactively capture disclosures of student's disability status, collate required evidence, and ensure that the information is available via University systems. Work closely with professionally accredited course to ensure the University has joined-up systems relating to disability disclosure and occupational health referrals.
- Initiate Risk Assessment and Health and Safety procedures in respect of disabled students, ensuring that PEEPS are produced for students who need assistance in the event of evacuation.
- Liaise with academic staff and departmental managers as required to promote anticipatory provision and to facilitate appropriate adaptations to study, assessment, exam arrangements, and the physical environment, for the benefit of disabled students.
- Liaise with external agencies on a student's behalf, particularly in respect of helping to obtain appropriate funding for individual student's support needs.
- Ensure the provision of appropriate information available in hardcopy, digitally, and in accessible formats for disabled students.
- Contribute to relevant institutional wide Committees and working groups and present oral and written reports.
- Monitor the maintenance of accurate records, statistics and databases of information, including development of the Disabled Student database.
- Keep abreast of best practice in relation to students with disabilities and be prepared to undertake training as required. The postholder will take an active role in the National Association of Disability Practitioners (NADP).
- Provide support to students at non-standard times as required, including some evening and weekend working.

- Work with high restricted information as part of their duties, ensuring compliance with GDPR and Newman's data protection policies.
- Ensure that all policies and procedures are followed and staff receive appropriate induction, training and support, that absence is managed and recorded and that direct reports receive an annual appraisal.
- In accordance with the University's Information Security Policy, the post holder will be dealing with 'restricted information' or 'highly restricted information' as part of their duties.
- As a manager the post holder has a responsibility to ensure that policies and procedures are followed and that staff receive appropriate induction, training and support, that absence is managed and recorded and that their direct reports receive an annual appraisal.
- The place of work is Birmingham Newman University where on-campus working is expected four days per week and five days at peak times such as student enrolment and induction.

2. Health & Safety:

- Under the Health & Safety at Work Act 1974 the post holder must take reasonable care of their own health and safety and that of any other person who may be affected by their acts or omissions. The post holder must also co-operate with the University on all matters concerning health and safety and not interfere with, or misuse, anything provided for the purpose of health, safety or welfare. The post holder must follow Health & Safety requirements in line with their training and instruction, and report to management any unsafe acts or conditions, defects in equipment or facilities that have the potential to affect health and safety. The post holder must report to management any injuries they receive whilst at work.
- Where post holders line manage staff and services, they will be responsible for the health, safety and welfare of those staff and services in accordance with the University's Health & Safety Organisational Arrangements.

3. General Terms

Variation to Job Description

This job description summarises the main duties and accountabilities of the post and is not exclusive. The post holder may be required to undertake other duties of a similar level of responsibility. It is anticipated that this job description will change over time in accordance with the needs of the role and the post holder will be consulted on any proposed amendments. Therefore, University reserves the right to vary the duties and responsibilities of its employees within the general conditions of employment and related matters. Thus, it must be appreciated that the duties and responsibilities outlined above may be altered as required to meet the changing needs of the service.

- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that 'restricted information' or 'highly restricted information' to which they have access remains confidential during and after their employment at Birmingham Newman University. All staff must undergo appropriate data protection training as defined by the University's Data Protection Policy and comply with the University's Information Security Policy and IT User Policies including the General Conditions of use of Computing and Network Facilities, Bring Your Own Device Policy and Wireless Networking Policy.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process, attend the mandatory training and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role.
- All absence from work must be reported in accordance with the University's Absence Management Policy and recorded on iTrent and staff are expected to be familiar with and follow the Policy.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

4. Person Specification

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
Educational Qualifications and Training	Degree or Equivalent	Application/ Interview/test	NADP Accreditation Postgraduate qualification in a related field.	Application/ Interview/test
Relevant work experience and/or knowledge	Significant experience of working in a disability support context within Higher Education A good understanding of the responsibilities placed on Higher Education Institutions by regulatory and legal frameworks. A sound knowledge of the funding and statutory support mechanisms for students with disabilities. A clear understanding and demonstrable experience of working within strict data security environments. Detailed understand of the communication and learning needs of students in Higher Education.	Application Application/Interview Application/Interview/Test Application/Interview/ Application/Interview/Test Application/Interview		Application/ interview/test

	Demonstrable knowledge of Disabled Students Allowance including direct engagement with Student Finance England.			
Relevant and/or Specific skills required	Ability to communicate with a wide range of colleagues at all levels of an institution, exerting influence and sharing knowledge. Demonstrable experience of bringing together colleagues across departmental structures in order to develop and deliver a project Proven experience and ability in policy writing and involvement with University governance groups.	Application/ interview/test Application/ interview/test Application/ interview/test	Knowledge and experience of working with SiTs as a student database. Knowledge of Microsoft OneDrive.	Application/ interview/test Application/ interview/test
Personal qualities and attributes	Confidence to work independently under your own initiative. Demonstrable experience of working to competing deadlines and tight timescales. Ability to create positive working relationships in pressured and challenging circumstances.	Application/ interview/test		Application/ interview/test
Other	<i>Is a DBS check required and if so, what type? E.g., basic or enhanced,</i>	Application/ interview/test		Application/ interview/test

	<i>children and/or adults</i>			
--	--	--	--	--

General Terms & Conditions of Employment

This post is a full-time appointment, offered on a permanent basis. It will be remunerated on the single pay spine, at Grade 7 £39,906 – £43,482 per annum. The appointment is subject to meeting all pre-employment clearances and requirements of the Person Specification.

All new employees undergo a period of probation in accordance with the University Probationary Scheme and confirmation of employment is dependent on the satisfactory completion of that probationary period.

The standard hours of work are based on 37 hours per week for Professional and Support Staff and 35 hours per week for Academic Staff. Your line manager will discuss with you the required working hours.

The University holiday year runs from January to December for Professional and Support Staff and from September to August for Academic Staff. The post carries an entitlement to 35 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.

Disclosure and Barring Service

It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment, you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

Pension and Auto Enrolment

If you meet the criteria set out below and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme.

The criteria for auto-enrolment are:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by Birmingham Newman University are:

- <https://www.teacherspensions.co.uk> - Teachers' Pension Scheme for academic staff
- <http://aviva.co.uk> - Aviva Scheme for professional and support staff
- <http://www.nestpensions.org.uk> - National Employment Savings Trust, NEST for staff not eligible to join either of the above schemes

You will be auto-enrolled into the [National Employment Savings Trust](#) (NEST) unless you are an academic and eligible to contribute to TPS, or other member of professional and support staff employed on a substantive contract of employment, in which case you will be auto-enrolled into Aviva, our defined contributory scheme. You will receive a notice from the University Payroll Department telling you that you have been auto enrolled and advising you of your options, including the right to opt out. Once you have been auto-enrolled, you will have an option to opt-out of the pension scheme and receive a refund of your first contribution. There is a time limit of one month in which to do this, and you will have to contact your pension scheme to make this happen; **the University is prohibited, by law, from helping you to opt-out.**

Staff Benefits

We offer a wide range of Staff Benefits including 35 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, chaplaincy and spiritual care, library services, free on-site parking, discounted travel scheme, cycle to work scheme, employee assistance programme, occupational health and counselling services and staff development opportunities. Further details of the full range of staff benefits available can be found on our website: [Birmingham Newman University - Jobs - Staff benefits](#) or please contact the Human Resources Department.

Procedure for Application

Application forms should be completed and submitted online via the Application Form link for each advertised post. CV's and covering letters are not accepted as part of the application process unless explicitly stated. Considerable emphasis is placed in the shortlisting process on how candidates demonstrate in their application that they possess the qualifications, experience, skills and qualities which are required for the post.

Application forms should therefore refer explicitly to how you meet the essential and desirable criteria for the post you are applying for.

The University is an Equal Opportunity Employer, and we operate the Disability Confident Employer Standard which amongst other things guarantees an interview to disabled applicants who meet the essential criteria of the job specification.

Two referees should be identified who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post and must include your current or most recent employer or their representative. You must disclose whether you are related to any employee of the University, or to any member of the Council. Canvassing for appointment disqualifies you from being selected for interview or being appointed to the post in question.

Should you be selected for interview please be aware that we are unable to reimburse interview expenses. If you have not heard from us within four weeks of the advertised closing date, please assume that you have not been shortlisted on this occasion.

Closing date for applications: 27 July 2026

Interview date: 20 August 2026

Privacy Notice

Birmingham Newman University collects and processes your personal data in order to take steps at your request prior to entering into a contract and so that it can meet its statutory and legal obligations. For further information about how Birmingham Newman University processes and protects personal data please refer to [Policies and procedures - Birmingham Newman University](#)