



Health, Safety and Wellbeing Administrator

Full-Time 37 hours per week (1:00 FTE)

(Post Reference NU6526)

Salary Scale: £28,031 -£31,236 per annum (pay award pending)

Vice-Chancellor
Professor Jackie Dunne



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

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

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:	Health, Safety and Wellbeing Administrator
Grade:	5
Salary:	£28,031 -£31,236 per annum (pay award pending)
Hours:	37 per week (1:00 FTE)
Department:	Human Resources (HR)
Reporting to:	Health and Safety Manager

Overview of the Post:

To provide an effective and efficient administrative service in support of the Human Resources (HR) Directorate, focussed primarily, but not exclusively, on the Health & Safety (H&S) function. Working primarily, with the Health & Safety Manager and in collaboration with HR colleagues, to deliver the objectives of the People and Culture enabling plan and operational priorities aligned to the University's Strategy.

You will have an innovative mind-set and can-do attitude, enabling the collective ownership of Health and Safety practices, priorities, and team culture. You will deal discreetly and professionally with a range of health, safety and wellbeing matters ensuring an effective service, business continuity and compliance for the University.

1. Main responsibilities:

As the key contact for Health & Safety and the H&S Manager, you will provide high-quality administrative support. Duties include, but are not limited to:

1. Act as a first point of contact with internal and external stakeholders a timely, clear and professional manner, responding to enquiries and queries and investigating where necessary to resolve issues that may arise, liaising as appropriate with professional bodies and agencies, referring as appropriate.
2. Manage complex diaries and mailboxes efficiently, with effective use of time and creativity to ensure business needs are met, , including signposting emails to relevant areas of the University and organising related logistics and forward planning.
3. Provide general administrative support to the Health and Safety Manager, including supporting with financial administrative processes, digital filing and record-keeping, admin support for projects and initiatives run within the Human Resources Directorate, and other relevant tasks as required.

4. Maintain and develop digital systems to enable budget planning and accurate budgetary expenditure controls, to ensure budget records, orders and purchases for Health & Safety are maintained and action followed up as required.
5. Develop a detailed understanding of the health, safety and wellbeing matters at Birmingham Newman, supporting policies and processes, development, consultation and on-going monitoring. Responding proactively to amendments and feed-in to updates that may be required.
6. Maintain online repository of up-to-date policies, procedures and codes of practice that relate to health, safety and wellbeing and ensure dissemination of them accordingly.
7. Review and regularly update H&S operating protocols relating to H&S practices and processes.
8. Support in the organisation of allocated University events and functions, including visits to the University from external stakeholders and agencies.
9. Assist the H&S Manager and other senior HR colleagues in the production of reports, including the creation of Excel spreadsheets and data charts, presentations and briefing documents, undertaking research where required.
10. Support the preparation of reports through undertaking research and collating H&S information and other relevant information from other areas of the University as required.
11. Update the departmental internet and intranet pages in line with internal University guidelines and as overseen by the Health and Safety Manager.
12. Assist the H&S Manager and HR colleagues in the promotion of staff mental health and wellbeing strategies and initiatives, taking an active role in the co-ordination and dissemination of information, training, awareness building and engagement interventions.
13. Assist the H&S Manager in managing the Display Screen Equipment (DSE) process and tracking of actions and assist with queries and providing instruction as required including the maintenance of document databases.
14. Oversee the Accidents Reporting process through MS forms and database.
15. Administer the various risk assessment databases and respond as appropriate all risk assessments received for people and activities.
16. Administer the University's eyecare voucher scheme.
17. Manage First Aid supplies, First Aiders meetings, correspondences, notices and checking First Aid systems through MS Teams and Forms.

18. Administer the various H&S training and e-learning platforms. Organise H&S training tasks including reporting, logging, following up correspondences for scheduled and ad-hoc training, including booking first aid training.
19. Service University committees, consultative, advisory and project meetings, to ensure that these have effective and efficient secretarial support, including arranging the logistics of the meetings, drafting agendas, collating papers, taking minutes, and following up on agreed actions. Specifically, to be secretary to the University's First Aiders Group and the Mental Health and Wellbeing Advisory Group.
20. Arrange travel, accommodation and as required for the H&S Manager and HR colleagues
21. Demonstrate a strong commitment to, and act as a champion for, the University's values, including fairness, equality and diversity, at all times.
22. Maintain an up to date knowledge of university procedures, processes, and current initiatives, projects and issues.
23. Flexible in developing their role and will from time to time be required to undertake other duties commensurate with the grading of the post.
24. Undertake projects as directed within the University and other duties commensurate with the post as instructed by the H&S Manager.
25. Deal with 'restricted information' and 'highly restricted information' as part of their duties, ensuring data protection and document management is undertaken in accordance with University policy, procedures and practices.

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.

- For all staff the place of work is Birmingham Newman University. For Professional and Support posts, please note that this role requires the role holder to work wholly or predominately on campus

4. Person Specification

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
Educational Qualifications and Training	5 GCSE's or equivalent, including Mathematics and English Level 3 qualification in relevant area (i.e. an advanced post-GCSE study, equivalent to A Levels)	Application	Degree level qualification or equivalent in relevant area CIPD and or IOSH qualified or working towards	Application/ interview
Relevant work experience and/or knowledge	Proven experience of providing effective administrative support in a large and complex organisation Recent customer-focused experience Demonstrable experience of board/committee administration, including agenda management and minute-taking. Experience of working with teams across an organisation. Experience of working unsupervised in a senior administrative role Sound understanding of the General Data Protection Regulations and confidentiality issues	Application/ interview/ test/reference	Experience of working in a Health and Safety and/or HR Department Experience of working in a higher education institution Experience of using iTrent integrated HR system	Application/ interview
Relevant and/or Specific skills required	Excellent communication and interpersonal skills with proven ability to build credible	Application/ interview/ test/reference	Qualified in MS packages and or HR/H&S	Application

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
	relationships with a broad range of stakeholders. Excellent organisational and administrative skills; the ability to use initiative and effectively organise own workload to balance competing priorities, remaining calm under pressure and working to tight deadlines. Strong IT skills, particularly with Microsoft Office packages (Word, Excel, PowerPoint, Teams) and data bases such as SharePoint) Analytical and problem-solving skills Aptitude to generate and interrogate data to produce high quality reports Excellent standard of written English Excellent report writing skills and ability to produce accurate and concise written materials		management system/data bases	
Personal qualities and attributes	Attention to detail Be a team player Ability to maintain professionalism, discretion and confidentiality.	Application/ interview/ test/ reference		

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
	Flexible and proactive approach to working. Strong degree of initiative Commitment to professional development			

General Terms & Conditions of Employment

This post is a full time (1.0 FTE) appointment, offered on a permanent basis. It will be remunerated on the single pay spine, at Grade 5, £28,031 – £31,236 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: 4 September 2025

Interviews will take place on 2 October 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](#)