

JOB DESCRIPTION	
Job Title: Educational Developer (Attainment: Identity and Cultural Experience)	Accountable to: Head of Attainment Team
Contract Length: Permanent	Hours per week/FTE: 1 FTE Weeks per year: 52
Salary: £45,603.00 to £54,943.00 (per annum)	Grade: 6
College/Service: Teaching and Learning Exchange, ADS	Location: High Holborn
<p>Purpose of Role: To undertake attainment development work as directed by the Head of Attainment Team, with a focus on identity and cultural experience as key sites of intervention to reduce attainment differentials between white students and students of colour.</p> <p>To work in partnership with students and staff to enhance educational practice in relation to diversity, inclusivity and student attainment through project leadership, educational development and scholarship, aligned to the priorities of the University of the Arts London Attainment Programme.</p> <p>To align attainment work to the University's Academic Enhancement Model to ensure that work supports Colleges' enhancement priorities.</p>	
<p>Duties and Responsibilities:</p> <ul style="list-style-type: none"> • To contribute to the development and delivery of a programme of educational development to support the aims of the UAL Attainment Programme, with a focus on identity and cultural experience • To embed findings of UAL Catalyst funded attainment project (formerly known as Changing Mindsets) with a focus on addressing implicit bias and stereotype threat • To provide academic development with a focus on race and culture • To deliver aspects of the OFS Access and Participation plan that relate to identity and cultural experience • To provide support (via staff development, workshops, resources and events) to staff who are seeking to address race in relation to supporting student learning • To deploy UAL dashboard metrics to inform and direct work with a focus on attainment differentials and NSS Assessment and Feedback scores • To work in partnership with diverse staff across the University, sharing expertise and providing support, to enhance the student attainment and to reduce UAL attainment differentials • To develop guidance and create print and online resources to support curriculum development in relation to race and culture • To agree targets and implementation plans for the area of attainment work • To focus on the student learning journey from admissions to graduate, to promote race inclusion and diversity • To promote the sharing and dissemination of good practice in relation to attainment within and outside the university 	

- To provide support to identified course teams and other stakeholders in interpreting and responding to student demographic and attainment data as part of continuous monitoring, quality review, (re)validation
- To work with the Academic Enhancement Leads in each College to ensure attainment work meets local need
- To raise the profile and reputation of the University's work in this area through internal and external networking, reporting to relevant committees and staff groups, presentation at conferences and scholarly publications
- To contribute as a tutor to the Teaching and Learning Exchange academic provision
- To gain understanding of the barriers experienced by marginalised communities
- To perform such duties consistent with your role as may from time to time be assigned to you anywhere within the University
- To undertake health and safety duties and responsibilities appropriate to the role
- To work in accordance with the University's Equal Opportunities Policy and the Staff Charter, promoting equality and diversity in your work
- To personally contribute towards reducing the university's impact on the environment and support actions associated with the UAL Sustainability Manifesto (2016 – 2022)
- To undertake continuous personal and professional development, and to support it for any staff you manage through effective use of the University's Planning, Review and Appraisal scheme and staff development opportunities
- To make full use of all information and communication technologies in adherence to data protection policies to meet the requirements of the role and to promote organisational effectiveness
- To conduct all financial matters associated with the role in accordance with the University's policies and procedures, as laid down in the Financial Regulations

Key Working Relationships: Managers and other staff, and external partners, suppliers etc; with whom regular contact is required -

- Head of UAL Attainment
- Head of Arts Education
- Dean of Learning, Teaching and Enhancement
- Heads of College
- Programme Manager
- Associate Deans Learning and Teaching
- Academic Enhancement leads
- Equality and Diversity Team
- Disability Service
- UCPU
- Registry
- Relevant staff groups and communities of practice, including GEMS (Group for the Equality of Minority Staff) and Shades of Noir

Specific Management Responsibilities:

Budgets:

Staff: Arts Temps staff

Other (e.g. accommodation; equipment): N/A

Signed Susan Orr

Date of last review September 2018

(Recruiting Manager)