

**Kingston  
University**  
London

# Benefits of working at **Kingston University**



# Vice-Chancellor's introduction



We're delighted to have this opportunity to introduce Kingston University London and to highlight the benefits available to members of staff.

At Kingston University we are extremely proud to be delivering the future of education, as part of the University's transformative Town House Strategy. We are the UK's leading university for Future Skills. This progressive model of education is designed to help students and staff become sought after for their knowledge, skills and ability to innovate.

Our Future Skills approach is founded on extensive polling of businesses of all types and sizes. It has the support of leading industry figures and major businesses. The University's expertise in this area is also underpinning policy discussions at a national and international level.

Our Future Skills programme is embedded throughout every year of every course. Our success in the Teaching Excellence Framework (TEF), further demonstrates our commitment to our students' experience and learning. Kingston University is one of an elite group of just 26 higher education providers from across the United Kingdom awarded Gold ratings in all three TEF categories. The University is also consistently ranked as one of the top higher education providers in the United Kingdom for graduate start-ups.

Being renowned for our academic expertise – across teaching, research and knowledge exchange – is at the heart of the Town House Strategy. We will be launching four Knowledge Exchange and Research Institutes in the 2024/25 academic year.

Our people are at the core of everything we do. We work extensively to embed our four values – ambitious, inclusive, innovative and enterprising – across our diverse campus community, supporting professional development and organisational success.

To ensure our students and staff have the very best opportunities, we continue to make major investments in our campuses and cutting-edge facilities. Our multi-award-winning Town House has been named best building, both in Britain and Europe, for its architecture.

Our strong institutional commitment to sustainability saw us named highly commended at the 2024 UK and Ireland Green Gown Awards. We were also a finalist in the 2024 International Green Gown Awards, demonstrating our ambitions to become a net zero institution by 2050.

This booklet explains some of the ways that we are investing in and supporting our staff members.

We look forward to welcoming you to Kingston University.

**Professor Steven Spier**  
Vice-Chancellor  
Kingston University London

# Working at Kingston University

Kingston University  
London

**Our Values**  
Ambitious  
Inclusive  
Innovative  
Enterprising

## Our Strategy

### Vision

At Kingston University we have a clear vision for the University to be sought after by students and staff as a place to further their ambitions and to have impact on our communities. Our students and staff will be sought after for their skills, knowledge and ability to innovate.

### Mission

We aim to enhance students' life chances, support staff ambitions and strengthen the University's impact on our locality, industry, policy and the professions to enable a sustainable future socially, economically and environmentally.

### Town House Strategy

The Kingston University Town House Strategy is inspired by our award-winning Town House building. Our strategy is ambitious and forward-looking seeking to:

- Prepare students for the future job market through our sector-leading Future Skills campaign
- Boost research and knowledge exchange
- Enhance collaboration with local communities, businesses and industries
- Strengthen our impact on policy
- Promote a sustainable society and economy

Our Board, Vice-Chancellor Professor Steven Spier and Senior Leadership Team (SLT) are committed to delivering the Strategy to ensure our graduates are highly sought after, staff can be innovative and advance their careers and our partners recognise and value our unique proposition.

## Our Values

Our Values underpin everything that we do, they shape how we interact with each other, how we support our students and how we achieve our strategic objectives. Our Values Framework helps everyone to understand these values and provides guidance on how to put them into practice.

**Our Values are:**

### Ambitious

At Kingston University we are proud of being part of a high performing culture, where we strive for excellence in everything we do. We set high expectations of ourselves and each other to drive improvement, constantly seeking to be more innovative and enterprising in what we do and how we do it.

### Inclusive

Everyone at Kingston University is valued and respected for who they are and can work and study in an environment that is free from any form of discrimination. Everyone has the right to be included and the responsibility to be inclusive.

### Innovative

At Kingston University we are always looking for new ways of thinking and better ways of doing things. We never rest on our laurels. We set ourselves ambitious targets to be ahead of the game, using all the tools available to us.

### Enterprising

At Kingston University we seek out opportunities and transform them into innovative solutions and new ventures that lead to impact, growth, diversification and improvement.



## Equality Diversity and Inclusion

**Equality Diversity and Inclusion (EDI) is at the heart of everything we do at Kingston University. We emphasise the importance of promoting a positive culture and are committed to building a diverse and vibrant community where everyone feels they belong and can be their true and authentic selves at work.**

At Kingston University you will be part of a diverse academic and student community from more than 140 countries. The University is proud to have been awarded several charter marks including bronze Athena Swan and bronze Race Equality Charter (REC) – in recognition of our ongoing commitment and action to improve race equity – as well as the UK Government Disability Confident scheme.

To support this, we have networks and support groups that promote EDI including our StaffSpace EDI Hub – a valuable source of material and information on the networks that staff may wish to join.



## Our accolades and achievements



### An award-winning institution

Kingston University is one of an élite group of just 26 higher education providers in the United Kingdom to have secured three ratings in the latest Teaching Excellence Framework (TEF).

### Graduate start-ups

The University is consistently ranked one of the top higher education institutions nationally for graduate start-ups in the Higher Education Business and Community Interaction Survey.

### Future Skills

We are the UK's leading university for Future Skills – enabling students to develop the graduate attributes most valued by business and our staff to build their careers and be sought after for their skills, knowledge and ability to innovate.

**“Taking part in the Future Skills programme has helped me understand just how important and necessary these skills are for everyone to progress in their chosen career pathways. From simulating how to talk to employers in industry to prototyping a start-up company, it’s brought to life how to use these skills in an employment or business setting.”**

*Abdurrahman, BSc (Hons) Computer Science with Professional Placement student*

### World-class facilities

Our Town House building provides award-winning facilities for staff and students. The design of the Town House has been recognised through the RIBA Stirling Prize and the international EU Mies van der Rohe Award. The Town House is much more than a space for staff and students – it is a gateway to the University for the wider community.

**“Kingston University’s Town House is a theatre for life – a warehouse of ideas... In this highly original work of architecture, quiet reading, loud performance, research and learning, can delightfully co-exist. That is no mean feat. Education must be our future – and this must be the future of education.”**

*Norman Foster, Baron Foster of Thames Bank and Jury Chair of RIBA Stirling Prize 2021*

At Kingston University we are continually investing in our campuses to enhance teaching facilities for staff and the learning experience for students. This supports our Future Skills campaign – providing Future Skills Studios and collaboration spaces that encourage creative problem solving, educational achievement and shared learning – including with our partners and stakeholders.

### Research excellence

Kingston University is committed to further developing our research base. 70 percent of our research was deemed either world-leading or internationally excellent in the latest Research Excellence Framework (REF). Many of our academics and students are leading on cutting-edge research projects across a wide range of disciplines.

### Collaborating with leading businesses

The University has strong links with business and industry. Our latest Future Skills campaign report has been backed by global businesses including Mastercard, J.P. Morgan, Coca-Cola and Cisco. In partnership with leading businesses, we are transforming research findings into commercial realities. This work involves hackathon workshops where students are able to develop solutions for challenges facing public, private and third sector organisations.

## Supporting your continual development

### Induction

#### From the moment you join Kingston University you will become part of the team.

In addition to the formal induction process, you will be invited to attend a Welcome Breakfast, hosted by a member of the Vice-Chancellor's Senior Leadership Team. At this informal event you will have the opportunity to learn more about the University and its fascinating history and hear more about the Town House Strategy.

The Welcome Breakfasts provide valuable networking opportunities with colleagues and members of the Human Resources team. Everyone has something unique to contribute and at Kingston University we encourage you to share your ideas and perspectives as you take the next step in your career.

### Appraisals

Everyone at Kingston University is encouraged to be a continual learner. Our performance and development appraisal framework means every member of staff will have an appraisal each year, in addition to regular one to one meetings. This provides important opportunities to set goals, provide feedback and evaluate performance. Our appraisal structure provides a space to acknowledge achievements and plan for the future.

### Learning and Development

#### Academic development

The Kingston University Learning and Teaching Enhancement Centre is designed to support academic staff with achieving the highest levels of professionalism and scholarship at all stages of their careers.

The University's Academic Careers Framework offers support and development to academics at every career stage, helping them to achieve to their highest potential in teaching and learning, pedagogical innovation, research and knowledge exchange. Academics are also able to plan a career pathway in leadership.

The framework defines a set of clearly structured academic expectations backed by comprehensive training and development opportunities, and is embedded into the academic appraisal and promotion processes.

Our approach allows staff to combine key areas or 'domains' of activity (for example, translating research excellence into impact and knowledge exchange or developing pedagogical expertise into research-led reflection and practice), therefore aiming to address the complex needs and demands of a twenty-first century academic career.

#### Mentoring

Our Staff Mentoring Programme is popular with staff providing learning opportunities for both mentees and mentors. Mentoring creates an environment that inspires, motivates and empowers staff to set goals that will make a real difference. The programme also provides staff with the support needed to achieve goals with confidence, to identify solutions to challenges and enable staff to draw from the skills, knowledge and insight of colleagues with more experience.

#### Management and Leadership development

The Kingston University Management Fundamentals Programme nurtures future leaders through a range of courses aimed at those with team management responsibilities.

The programme is designed to help staff to develop the skills and behaviours required to lead and manage high-performing teams. The University is continually developing further tools to support staff including acquiring coaching skills and tools, to enable leaders and managers to support and develop their staff through productive conversations. The Management Fundamentals Programme also provides the opportunity to develop and enhance self-awareness and management skills whilst continuing to learn from direct experience in your job role.

#### Library and online learning resources

The Kingston University Library supports students and staff with pursuing their learning, teaching and research ambitions.

It provides access to extensive electronic and print collections. There is a library at each of the four campuses with books and publications on all subjects taught at the University as well as a selection of recreational and background materials.

In addition, Kingston University has an extensive online library facilitating access to thousands of eBooks, databases and full text journals. The University invests in access to LinkedIn Learning for all staff.

#### Professional development

The University recognises the importance of continuing professional development and therefore supports professional subscriptions. Our Kingston Course Fee Waiver Scheme encourages the development of all eligible staff for successful completion of undergraduate and postgraduate courses at the University that are relevant to their role.

Celebrating and supporting you



## A place-based university

### Recognition

The Kingston University People Awards are a key moment in our annual calendar. At the annual award ceremony, we are able to recognise and celebrate individuals and teams for their hard work and achievements. The awards are designed to highlight and demonstrate our values in action. They attract a high level of nominations from all parts of the University and showcase the phenomenal work being carried out across our four campuses.

In addition, the contribution of staff is acknowledged through our internal publications, newsletters, at networking opportunities and at regular leadership and all staff briefings.

### Work-life balance

Kingston University is committed to supporting employees to achieve a healthy balance between their work and personal lives and provides an attractive range of benefits to support this. These include:

- A generous holiday entitlement of 35 days (from entry at all levels), in addition to bank holidays
- Three 'meeting free' weeks each year to create space for reflection and time to plan for the period ahead
- Hybrid working where appropriate for the role
- Flexible working – we are able to consider and accommodate various work patterns
- Family-friendly policies that support the needs of our employees

Kingston University is located in the Royal Borough of Kingston upon Thames with a history stretching back to 1899. We have four campus locations and we play a key role in our local community – working in partnership with staff and students to encourage collaboration, innovation and creativity.

Kingston University staff and students are able to enjoy the benefits of being on campus where we work hard to create a sense of belonging for everyone.

Staff and students are on campus for the majority of their working week so that they are able to take full advantage of the wide range of facilities and support that the University provides.

### Health and wellbeing

More Energy Kingston welcomes students and staff. Located at the Penrhyn Road campus, the fitness centre provides cardio facilities, a toning zone, resistance machine area, a free weights zone and a spacious mirrored studio fitted with punch bags. There are changing and shower facilities as well as secure lockers.

Our Employee Assistance Programme is a free and confidential service that provides support and guidance with personal or professional problems that may affect your overall health and wellbeing. There is unlimited access to our 24/7/365 confidential telephone helpline.



## Financial wellbeing

**Kingston University is a London Living Wage employer.**

### Benefits platform

To help you get the most from working at the University we have introduced a staff benefits platform. Our fantastic Benefits StaffSpace pages and the Smart Spending App brings all the benefits available to staff into one place including discounts and cashback deals with hundreds of retailers and providers. It also highlights a range of wellbeing resources available including useful tips, videos and a range of healthy recipes.

The Smart Spending App also provides access to instant vouchers, reloadable money saving cards, and discount codes.

### Pension scheme

Your pension is a valuable part of your reward package. It provides you with security during your career and an income for your retirement.

As a member of staff at Kingston University, you have a statutory entitlement to become a member of the relevant career average pension scheme.

- Academic Staff can join the Teachers' Pension Scheme (TPS)
- Professional Services and Support Staff can join the Local Government Pension Scheme (LGPS)

The Teachers' Pension Scheme (TPS) is a defined benefit (DB) pension scheme run by Teachers Pensions. It administers the scheme for teachers in England and Wales on behalf of the Department for Education and Skills. The pension benefits you build up are based on your service and salary and are calculated in accordance with the Scheme regulations.

The Local Government Pension Scheme (LGPS) is a defined benefit (DB) pension scheme for employees working in local government. With 3.5 million members, it is one of the largest public sector pension schemes in the UK. The Scheme is administered for Kingston University by Sutton & Kingston Pensions Service.

The Standard Life Pension Scheme offers a further choice to members of staff who may choose to opt out of our default schemes. This attracts a 10 per cent employer contribution, with no required employee contribution. An additional 5 per cent (equivalent of gross salary) is available in the form of a Flex-pot. This money is available to staff who may wish to boost their financial wellbeing by choosing to top up their pension pot or by putting it towards other benefits, specifically a Lifetime Individual Savings Account (LISA) and/or Individual Savings Account (ISA), nominated by us.

All of our pension schemes are accompanied by a death benefit for additional assurance.

## Support and networks

### Trade Unions

Kingston University recognises UNISON the public services union and UCU the University and College Union to represent university staff.

### Staff networks

At Kingston University there are many opportunities for people to network and collaborate with colleagues in other departments and faculties. The BAME staff network; Disability Task Force; LGBTQIA+ staff network and network of Equality Champions are just a few examples. There are also staff support groups for Parents and Carers, Menopause and Armed Forces. These groups are highly valued and continue to achieve so much to support employees.

## Working environment and sustainability



## Our campuses

**We're proud of our beautiful location in the historic Royal Borough of Kingston upon Thames and our close ties with our local communities.**

With four diverse campus locations, staff and students can enjoy the freedom of a safe relaxing campus within easy reach of central London and all its attractions.

### Penrhyn Road campus

Close to Kingston town centre, the Penrhyn Road campus is a lively, central hub that buzzes with student activity day and night.

The Kingston Students' Union is based at Penrhyn Road along with the University's fitness and health centres available to students attending all four campuses. The campus, home to our landmark Town House building, demonstrates the University's commitment to investing in the best teaching, learning and working experience for students, staff and the local community.

Designed and built by the award-winning team of Grafton Architects and Willmott Dixon Construction, highlights of the Town House include:

- A library with more than 1,000 study spaces
- Event and performance spaces
- A covered courtyard auditorium
- Rooftop and ground floor cafes
- Green terraces and an outdoor reading garden

### Kingston Hill campus

Just three miles from Kingston town centre and close to the world-famous Richmond Park, is the landscaped Kingston Hill campus.

Surrounded by wooded areas and lawns, the campus combines a genuine community feel with everything you need on campus. Beautiful green spaces, a biodiversity pond and an outdoor fitness trail make it a haven for staff and students alike.

The Kingston Hill campus includes our impressive Business School and the Bloomberg trading room. Our high specification nursing and pharmacy simulation suites enable students to learn in realistic scenarios.

### Roehampton Vale campus

Designed to provide teaching rooms and laboratories exclusively for engineering students, Roehampton Vale campus is around four miles from Kingston town centre. The focus on engineering gives the campus a real sense of community.

Facilities include a fully equipped rocket propulsion laboratory for testing and firing live rockets, flight and driving simulators and a large-scale wind tunnel.

Our new electronics and robotics laboratory will provide students with hands-on experience in robotic engineering and artificial intelligence.

### Knights Park campus

Based in central Kingston, the Knights Park campus provides first-class art facilities, including refurbished

workshops and studio space designed to replicate the professional world of work. Tucked away in a quiet neighbourhood on the banks of the Hogsmill River, the smaller and more intimate campus has a relaxed and friendly atmosphere.

Home to the University's Kingston School of Art, Knights Park has a creative and artistic feel and is close to the University's Stanley Picker Gallery. The Gallery hosts a broad programme of exhibitions and events by artists, designers and Kingston students throughout the academic year.

### Agile Working Hub

The Agile Working Hub at the Penrhyn Road campus was created to respond to changing working needs. The space seeks to embrace the positive aspects of these changes by empowering staff to work more flexibly and effectively. Several specialist University functions have adapted to agile working including Finance, Human Resources, Brand, Communications and Public Affairs, Compliance and Information Governance and IT Services.

### Accessible campuses

You will find the AccessAble logo on many of the University's website campus pages. By clicking on the link, you will be connected to detailed information about our campus buildings including facilities, where there are stairs and accessible toilets.

### Facilities

There are shower and changing facilities at all four campuses.



## Travel

**Kingston University is committed to sustainable forms of transport – for the planet and for everyone’s health. It’s our aim to help you get from A to B as easily as possible.**

### Intersite bus service

The intersite bus service runs between the four Kingston University campuses. University students, staff and visitors benefit from the environmentally efficient buses that provide disabled access. The service is a key part of our sustainability investment programme designed to improve transport services and reduce car travel.

### Cycle to Work Scheme

The Cycle to Work Scheme is administered through a salary sacrifice agreement. This scheme offers an attractive employee benefit by encouraging staff to maintain a healthy and active lifestyle whilst making substantial savings on the cost of a bike and safety equipment.

You can select any make/model of bike and accessories up to a value of £3,000 through independent bike shops taking part in this scheme thereby providing business to local communities. We also offer a free Dr Bike service and bike maintenance classes.

### Interest-free season ticket loan

Annual season ticket loans are available to support colleagues with travel costs for public transport. An interest-free loan for a minimum amount of £100 to maximum £10,000 can be requested.

### Parking

Parking is provided on a first-come, first-served basis and remains a shared and limited resource.



## Sustainability

Working at Kingston University offers the rewarding experience of contributing to an institution recognised for its ambitious commitment to sustainability. This is evidenced by our Sustainability Plan and by accolades such as the Green Gown Awards.

Kingston University aims to achieve net zero for the University’s operational carbon emissions by 2038/39. Already we have reduced our emissions by 68 percent. As a staff member, you will have the opportunity to act on sustainability within your role and through volunteering opportunities such as the Kingston University Biodiversity Action Group and our Green Impact sustainability champion network.



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**[www.kingston.ac.uk](http://www.kingston.ac.uk)**