Information for Applicants:

Language and Linguistics
School of English Literature, Language & Linguistics
Faculty of Humanities and Social Sciences
The School

The School of English Literature, Language & Linguistics currently has 64 members of academic staff (57FT and 7PT) working across the fields of English Language and Linguistics, English Literature and Creative Writing. 7 Research Associates and Fellows work alongside these staff and, together with our 750 undergraduate students, over 100 taught postgraduate students and a similar number of postgraduate researchers, we form a thriving and highly motivated intellectual community, dedicated to excellence and innovation in research and teaching. Over 80% of our research was deemed ‘world-leading’ or ‘internationally excellent’ in the 2014 Research Assessment Exercise and our teaching was rated as ‘excellent’ in the last Quality Assurance Agency audit.

Linguistics at Newcastle is spread across three Schools in the Faculty of Humanities and Social Sciences (HaSS): The School of English Literature Language, and Linguistics (SELLL), the School of Education, Communication and Language Sciences (ECLS), and the School of Modern Languages (SML). Our strengths lie both in our breadth of expertise which enables us to pursue inquiry into human language from a great variety of perspectives, and in our pool of interdisciplinary research activities bridging theory and application. Staff engaged in language and linguistics research and teaching at Newcastle have expertise ranging from language acquisition and development, language variation and change and speech and language sciences to applied, descriptive and formal linguistics. There is cross-school interest in language families globally with particular strengths in European, Middle Eastern, East and South Asian, and South American languages, and indigenous and heritage cultures. Staff are involved in multiple cross-School research groups, including (among others): the Language Evolution, Acquisition and Development research group, the Phonetics and Phonology research group, the Language Variation and Change research group, the Linguistic Theory research group, and the Micro-Analysis research group.

The Language and Linguistics Subject Group in SELLL has specific expertise across various areas within the subject. It has particular research and teaching strengths in theoretical approaches to language structure and language acquisition. It is equally strong in synchronic and diachronic approaches to language variation and change and in experimental methods. Funded projects over the past few years have addressed issues across these sub-disciplines, including topical research on language, migration and identity and work on language learning by immigrant adults. Very considerable funding has also been attracted for research into and the development of a 'big data' corpus of local North Eastern English. This initiative has led to further funding to interrogate the corpus such as Constraints on the Adaptiveness of Information in Language. It considers language as both a cognitive and a social phenomenon, by investigating how language solves the problem of efficient communication. Funding has been won too for research in formal linguistics, most recently through a project with colleagues at Cambridge on novel approaches to parametric variation in syntax.

Newcastle University also has a very well-resourced Linguistics Laboratory (LingLab), the central hub for supporting empirical and experimental linguistics and language science research. The lab hosts a wide range of state-of-the-art facilities and equipment that facilitates high-quality linguistics research, including: multiple sound-attenuated booths with specialist recording equipment; computers with software for audio-visual analysis; an eye-tracker for psycholinguistic research into reading and language processing; additional equipment such as ultrasound tongue imaging and electroglotography; and a range of other resources to support articulatory, phonetic, psycholinguistic and corpus research. LingLab is supported by dedicated lab managers who advise on research project design, experimental design, analytical strategy and statistics.

Staff collaborate with colleagues at the Centre for Behaviour and Evolution, and are involved in several of the Newcastle University Centres of Research Excellence (NUCoRES), including: Ageing and Inequalities; Data; Heritage; and Researching Cities. A NUCoRE on Human Communication is in the early stages of development. In addition, staff in SELLL are able to access funding and research...
networks through the three Research Institutes: NUHRI (Newcastle University Humanities Research Institute); the Institute for Social Science, and NICAP (Newcastle Institute of Creative Arts Practice). In addition to the wide range of undergraduate teaching and learning offered by the Language and Linguistics Subject Group within SELLL, they also lead the MA in Linguistics and the IPhD in Linguistics and English Language, and contribute to the IPhD in Phonetics and Phonology. We have had considerable success too in supporting PGR student research via the UK Research and Innovation funded doctoral training partnerships known as ‘Northern Bridge’ and ‘NINE’.

The successful candidate will join a multi-disciplinary, collaborative community of research and teaching. The School’s core areas of research expertise in Literature include Children’s Literature, Early Modern Literature, Eighteenth-Century and Romantic Literature and Post-colonial and Black Atlantic Literature, with cross-cutting interests in performance; our Creative Writing team include award winning poets, prose writers, playwrights and screenwriters. In addition, the Newcastle Centre for the Literary Arts (NCLA), housed in the School, promotes and celebrates the best contemporary literature from the region.

In terms that speak more generally of both the School’s ambition and its culture, SELLL aligns itself with the principle: ‘Literature and Language in Action: Engaging Communities’. More information on our relationships with Partner Organisations that support this strategy can be found here.

SELLL was the first unit in our subject area in the UK to have been awarded Athena Swan Bronze accreditation from the Equality Challenge Unit, an award that represents our commitment to the advancement of equality and diversity. As a School, we recognise that different people bring diverse perspectives, ideas and cultures and that this diversity brings great strength. We are committed to the benefits of a diverse intellectual community of staff and students and to promoting the principles of equality and diversity in all of our activities. We therefore encourage applications from individuals whose work draws on and reflects the full range of backgrounds, perspectives and diversity of our modern world, and welcome applications from underrepresented groups.

The Faculty of Humanities and Social Sciences (HaSS)

The Faculty of Humanities and Social Sciences is an exciting, multi-disciplinary faculty and is structured around ten academic schools, a Confucius Institute, and a University-wide Language Resources Centre.
The academic schools are:
• Architecture, Planning and Landscape
• Arts and Cultures
• Business
• Education, Communication and Language Sciences
• English Literature, Language and Linguistics
• Geography, Politics and Sociology
• History, Classics and Archaeology
• Law
• Modern Languages
• School X

The Faculty has a total 776 academics, 290 administrative and 30 technical colleagues across this range of disciplinary areas. Income has grown steadily in recent years, reflecting the strong market demand for many of the Faculty’s degree programmes.

It has a significant and diverse student population, with success in recruiting international students to many areas, and currently has 9,616 undergraduates, 2,669 postgraduates and 906 PhD students. Enhancing doctoral education is a key strategic priority. In 2016 the Faculty successfully partnered with fellow universities in the North East and Northern Ireland, including Northumbria, Durham, Sunderland, Teeside, Ulster and Queens University Belfast to form the NINE Doctoral Training Partnership which was awarded £12million by the ESRC. In 2013 the Faculty, in partnership with Durham University and Queen’s University Belfast, was awarded £11.2million by the Arts and Humanities Research Council (AHRC) to create the Northern Bridge Doctoral Training Partnership and have now launched the DTP2 scheme with an expanded consortium (Newcastle is the lead Research Organisation in this bid.)
The Faculty promotes excellence in research, teaching and engagement activities in the creative arts, humanities, social sciences, business and related disciplines. It strives to deliver:

- High quality research of significance to policy makers, practitioners and fellow researchers, disseminated widely and published in the most impactful outlets and journals;
- Educational programmes that are prized by students, alumni and employers alike for the high quality of the learning experience and the readily transferable knowledge and skills of graduates.

Through extensive engagement activities the Faculty also aims to achieve impact on policy makers, professionals, practitioners and partner organisations in the cultural, social and economic spheres and a great deal of the research undertaken has had substantial impact on a wide range of user communities in the UK and internationally. One recent success story is the Heritage Lottery Fund Grant for the Hadrian’s Wall Community Landscape Archaeology Project which will work with hundreds of volunteers and many partner organisations in northern England to enable community-based conservation and research along the whole length of the Wall and its region.

The Faculty is home to a vibrant and internationally prominent community of researchers and it supports research through the activities of the Research Institutes and a number of established Research Centres and Research Groups.

Colleagues in the Faculty are leading on major interdisciplinary research projects including Living Deltas, one of only 12 Global Challenges Research Fund Hubs in the UK which is developing responses to a major international development challenge: how to avoid the collapse of South and SE Asian deltas as functioning, highly productive social-ecological systems in the face of human development and projected adverse consequences of climate change. And HaSS Faculty researchers in conjunction with Northumbria University recently launched the world’s first Hub for Biotechnology in the Built Environment with £8 million funding from Research England.
Research activities within the Faculty span a broad range of subjects and significant expertise and strength has been developed in many areas including:

- Cities
- Creative Writing
- Creativity and Performance
- Experimental Architecture
- Film and Media Studies
- Heritage
- Innovation and Entrepreneurship
- Landscape, Space and Place
- Linguistics and Language Sciences
- Medical Ethics
- Oral History
- Qualitative Social Sciences
- Translation and Interpretation

Creative Fuse North East is a multi-disciplinary £4.5m budget multi-stakeholder research project focused on the strength, diversity and nuanced nature of the North East’s creative, digital and IT (CDIT) sector. Led by Newcastle it brings together all five North East universities with a range of large and small businesses and practitioners to investigate how the sector can grow and contribute more impactfully to the regional economy, assessing and developing new ways of collaborative working between Higher Education and the CDIT sector and addressing the need for the right skills and aptitudes for a sustainable industry into the future.

The Business School is one of an elite group of Business Schools worldwide to hold triple accreditation from the three internationally recognised accreditation bodies: AMBA, AACSB, and EQUIS.

The Faculty has benefitted substantially through major capital investment, which in recent years has included the renovation of the historic Armstrong Building over five years in a £25million development which has provided world-class accommodation for the Schools of Arts and Cultures, and History, Classics and Archaeology. In 2017 a cutting-edge workshop extension to our Architecture, Planning and Landscape complex opened to great acclaim. The first phase of the refurbishment of the Henry Daysh Building is now complete providing new accommodation for the Schools of Geography, Politics and Sociology, and Architecture, Planning and Landscape, and we recently opened our £34 million state-of-the-art Learning and Teaching Centre – The Frederick Douglass Centre - which will provide additional space and facilities for our Business School colleagues and students among others.

Vision and values

HaSS Faculty Values:

The Faculty is open to the world and seeks to address social and global challenges through its thinking, making, and practice. Building on the strong cultural heritage of our disciplines, we value enquiry, exploration, and creativity. We are committed to enabling a supportive culture for our colleagues and students, which prizes trust and integrity, values diversity and inclusiveness, and promotes wellbeing in collaborative and inspiring environments.
The Faculty aims to be renowned nationally and internationally for the excellence of its research, teaching and engagement activities across the creative arts, humanities and social sciences. Current priorities include strengthening its research strategy by promoting a culture of excellence through the research portfolio; building upon internationally recognised AHRC/ESRC funded doctoral training programmes; launching new programme areas to assist the University to realise its ambitions for growth; further expansion of domestic and international strategic partnerships and strategic development of the Business School. We share the ambition for global excellence that is part of the University vision and strategy led by the Vice-Chancellor and President.

As part of that developing strategy, the Faculty is leading on the iteration of School X. It is intended to foster creativity and inter and transdisciplinary practice and dialogue in the University across all areas of our work, from undergraduate programmes to International research collaborations. A longer term strategy for the acquisition, duration and interpretation of archives is also being co-created between the faculties and the University Library and Special Collection teams and we have real opportunities to build on a track record of excellence in this sphere which includes AHRC funded work on the Bloodaxe archive and world-class collections pertaining to children’s literature as well as the internationally significant Gertrude Bell archive (all of which are tied to the School of English Literature, Language and Linguistics). This archive is recognised by UNESCO and has been added to their International Memory of the World Register as a collection of global significance, one of only 16 UK held collections to be added to the International Register.

The Faculty, as its values statement indicates, is hugely committed to the broadest possible work on Equality, Diversity and Inclusion over the next decade. We are extremely proud of our first Athena SWAN awards for arts and humanities and social sciences (bronze awards for SELLL in 2016; GPS in 2017; SML, SACS and NUBS in 2018; Law in 2019; HCA and APL in 2020) and all of our schools are committed to a rolling programme of submissions. We have active EDI champions among our colleagues and student communities, and are working to embed our commitment in our teaching and research, as well as undertaking action on a range of issues such as the representation and inclusion of BAME and LGBT+ colleagues and students.

**Introduction to Newcastle University**

Newcastle University is a thriving international community of 29,600 undergraduate and postgraduate students from over 140 countries worldwide, studying at our main campus in Newcastle and at Newcastle University in Singapore and Newcastle University Medicine Malaysia.

Ranked in the top 150 of world universities (134th in the QS World University Rankings 2022 and 146th in the Times Higher Education World University Rankings 2022), we aspire to be a people-focussed university that harnesses academic excellence, innovation and creativity to provide benefits to individuals, to organisations and to society as a whole. As a member of the Russell Group of research-intensive universities in the UK, we have a world-class reputation in the following thematic areas: ageing and health, cities and place, culture and creative arts, data, and One Planet.

The University traces its origins to 1834 and the need to address the economic, health and social demands of an industrial city. We are located in, and have contributed to, a region with a tradition of invention and innovation spanning more than 200 years, from the opening of the first permanent public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world’s first licence for a pioneering technique to eradicate inherited mitochondrial disease.
The University's main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of the North East of England. The city enjoys a worldwide reputation for the quality of its cultural and social life.

Academic Excellence

In 2018 we were ranked 9th in the Times Higher Education Ranking of Teaching in Europe, a ringing endorsement of our long tradition of excellence in teaching.

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research (78 per cent) was assessed to be world-leading or internationally excellent. We also ranked:

- 4th amongst UK medical schools for Clinical Medicine Research Intensity.
- 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.
- 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

We are a three-time winner of the coveted Queen’s Anniversary Prizes for Higher and Further Education, most recently in 2013 for our research into sustainable rural economies and societies, which has influenced policy and practice around the world. In 2005, we gained the Prize for our innovative solutions to minewater pollution, and in 2009 we were recognised for research into ageing.

There are a number of characteristics that have defined us over the years and which continue to be prominent features of our Vision. These include our clear focus on education and research that is of direct relevance to our city and region (we are a member of the Civic University Network), a culture of openness and transparency and longstanding commitments to equality, diversity and inclusion and academic freedom. We are a signatory of the Magna Charta Observatory and are a lead institution in their Living Values project which includes a focus on inclusive education. We hold an institutional Athena Swan Silver award and are working towards Race Equality Charter accreditation. We are also proud members of the Business Disability Forum and a Stonewall Global Champion. In 2020 we were the first University to become a member of the Employer with Heart charter. Also in 2020 we were recognised in the Times Higher Education Global Impact rankings as joint 11th in the world for our activities in relation to the Sustainable Development Goals and we were 6th in the world for our work on Sustainable Cities and Communities. We have a proud history of championing social and environmental justice now embodied in our flagship Education building, the Frederick Douglass Centre, and we are dedicated to embedding it in our research, education and engagement activities.

Globally Ambitious

We have extended our reach beyond the UK by establishing a presence in Singapore and Malaysia. In 2008, in partnership with the Singapore Institute for Technology, we opened our Newcastle University in Singapore where we now offer four degree programmes supporting more than 700 students annually, together with a number of Masters programmes.

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to 800 students. The first doctors from NUMed graduated in June 2014.
Investment in People

The University has a strong record of accomplishment and is proud of our achievements to date in our investment in people. As a people-centric organisation we have and continue to invest in our colleagues:

• Our Culture & Values Programme: investment in bringing university values and guiding principles to life though 5 clearly defined work streams including transformational Leadership & Management Programme;
• A growing Research Culture which includes: the appointment of a Dean of Research Culture, our full commitment to the Concordat and the NUAct Fellowship Scheme (Newcastle University Academic Track) - Investing £30 million to build diverse community of 100 NUAcT fellows over 5 years;
• NUCoREs - We deliver important research missions through a growing portfolio of Newcastle University Centres of Research Excellence (NUCoREs). Our Research Strategy sets our ambition for the growth of people and resources. NUCoREs represent priority areas where this growth will occur.
• We are the proud recipients of an institutional silver Athena SWAN award demonstrating our achievements and ongoing commitment to achieving gender equality;
• We are a member of the Race Equality Charter (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education. REC provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor and Provost, with membership of colleagues and students from across the organisation working on several key work streams;
• We are members of Stonewall, Disability Forum and For Families;
February 2021 saw the start of a new leadership programme offering colleagues from ethnically minoritised groups and communities the opportunity to develop into inclusive leaders and challenge their thinking about what it is to be a leader from an underrepresented group in the University, in the sector and in the city. This is the first major positive action programme undertaken by the University and we aim to develop more programmes designed to support other minoritised groups in the future;

The University is committed to our Apprenticeship scheme, delivering support for entry level / newly recruited apprenticeship roles and support for apprenticeship programmes for existing colleagues. The University engages with local colleges and providers to support this programme and we currently have over 100 apprenticeships across the institution;

We have invested in significant resources in training and development across a range of teams. We offer a comprehensive suite of development programmes covering technical, soft skills and management skills available online and face to face. Our Engage and Aspire programme places emphasis on good quality coaching and development conversations between colleagues and managers to identify learning needs. A fully-fledged mentoring scheme is also available to all colleagues at any point in their career;

Our commitment to being a Real Living Wage Employer;

Significant investment in IT systems to support People Management.

Investing in world-class facilities

The University’s financial position is strong; over the past few years we have invested heavily in our city centre campus and will continue to do so over the coming years. Our investments include:

- The phased refurbishment of the Armstrong and Henry Daysh Buildings (for Humanities and Social Sciences Schools as well as the heart of our graduation ceremonies and events);
- The development of our flagship, £58m Urban Sciences Building (housing our School of Computing);
- The development of a 1,277 bed Park View Student Village;
- A new medical sciences education building;
- The refurbishment of the Claremont Complex;
- Our new £25m Sports Centre which will enable students to participate in sport during their time at university and plays a vital role across the entire student lifecycle;

- In partnership with Newcastle City Council and Legal & General, we are creating Newcastle Helix, a £350m urban regeneration project which is the largest of its kind in the UK;
- The investment of £34m in the Frederick Douglass Centre – a flagship educational building with student experience at its heart, named in honour of the 19th century social reformer and abolitionist who was associated with the Summerhill area of the city next to the Helix site;
- The Catalyst Building – a £44m bespoke headquarters for our National Innovation Centres for Ageing and Data and the National Institute for Health Research Innovation Observatory – opened in Autumn 2019;

- In 2020 we also received approval for the National Innovation Centre in the Rural Economy. Together with the Urban Sciences Building, these innovation centres will create a full-scale demonstration site or “living laboratory” in the heart of Newcastle that will provide real-world solutions to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape;

- We are also working with partners in health and social care to develop a master plan for the Campus for Ageing and Vitality, on the site of the former Newcastle General Hospital, which we acquired last year;

- Investment in cultural venues linked to our academic excellence including The Hatton Gallery is part of our world-class School of Arts and Cultures;
- The Great North Museum: Hancock (GNM) is home to extensive natural history, archaeology and ethnography collections;
- We also have many cultural partners in the region and nationally, including Northern Stage (an award-winning theatre based on our city centre campus), Seven Stories (the National Centre for Children’s Literature), and the National Trust.

Living and Working in Newcastle

Newcastle is a modern, vibrant city in the North East of England, rich in culture with a stunning cityscape and strong identity. It is a special place that rewards people who choose to visit, live, work and study here. Newcastle is also a leading city in tackling the climate emergency with a dedicated Net Zero Task Force and is one of only 4 cities in the UK to receive the top “A” grade from international climate research provider CDP, one of only 88 globally. Newcastle City Council and Newcastle University were amongst the first local authorities and universities to declare a climate emergency and commit to Net Zero carbon emissions, alongside Newcastle Upon Tyne Hospitals Trust who were the first healthcare organisation in the world to do the same.

Getting around
The city centre is easier to get around than many other urban centres as it is compact and quite flat, and most major landmarks are within a 20-minute walking distance. The modern, integrated transport system includes an extensive bus network, designated cycle lanes and the North East’s own underground train system, the Metro, to get around the city and region.
Newcastle is also well connected with the rest of the UK and beyond. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1(M) motorway links the area to London, Edinburgh and other major UK cities, and there is an International Airport less than 15 minutes from the city centre.

**Attractions**
The city offers excellent shopping facilities including the Grainger Market, a unique indoor market which is home to local businesses and produce, as well as local shopping centres and high street chains. There are also plenty of restaurants, museums, galleries and cinemas.

Newcastle is a very green city, with swaths of open green space in Exhibition Park just north of the University campus, as well as the Town Moor, Nun’s Moor and Jesmond Dene. The city also lies in close proximity to the North East coastline and countryside, including the Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, which are only 30 minutes’ drive to the north. To the west lies Hadrian’s Wall world heritage site, and south of the city is County Durham, where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as ‘one of the finest streets in England’. Once a busy industrial and commercial dockside, Newcastle’s Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize-winning Gateshead Millennium Bridge and Antony Gormley’s Angel of the North.

Sports fans are spoilt for choice in Newcastle, with regular top-flight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches. Every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

**Living in the region**
Our region is one of the best-value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to seafront homes, the region offers a wealth of choice in accommodation.

Newcastle’s hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers.

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course world-class higher education provision.
Employee Benefits

The University is committed to providing a great range of benefits and discounts for our colleagues and includes:

- Excellent defined benefit pension schemes;
- Excellent salary sacrifice schemes including cycle to work scheme and pensions;
- Generous annual leave in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year;
- Family friendly leave policies, a colleague volunteering scheme and career break scheme;
- NCL Rewards, which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more;
- Webstore – offering discounts on local sports tickets, theatre shows and other attractions;
- Discounted regional travel scheme including bus, metro and rail;
- On-site Sports Centre and Library.

More detailed information can be found at https://www.ncl.ac.uk/vacancies/benefits/

Equality, Diversity & Inclusion

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive University community which recruits and retains colleagues and students from all sectors of society, so that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential. Our ED&I strategy can be found here.
These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among colleagues and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with its customers, respond to new and evolving business challenges and create better working environments for colleagues.

**Athena SWAN**
We are the proud recipients of an institutional silver Athena Swan award demonstrating our achievements and ongoing commitment to achieving gender equality. We have held a Silver award since 2016.

**Race Equality Charter**
Newcastle University has become a member of the Race Equality Charter (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education.

REC provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor, with membership of colleagues and students from across the organisation working on several key work streams that have huge relevance in the Education portfolio.

We value diversity at Newcastle University and welcome applications from all sections of the community.

**We look forward to hearing from you.** If you have any questions please contact our Head of School, Professor Jo Robinson (jo.robinson2@newcastle.ac.uk) or our Subject Head for Linguistics, Dr Heike Pichler (heike.pichler@newcastle.ac.uk).