

# Contracts

**We employ staff on permanent contracts wherever possible.**

**We only use fixed-term contracts...**

if external funding is available for a short time

to work on a defined project

to cover secondments or long-term absence

for first research positions of four years or less

to cover temporary increases in student numbers



Our teaching assistants have employee contracts with pay linked to the national pay spine and agreed with the local UCU branch.

Casual contracts are only used for specific reasons – like student ambassadors – so our students can earn an income whilst working flexibly.



## ZERO hours

We only employ a very small number of people on zero hours contracts to cover conferences and events.

All staff on casual and zero-hours contracts get statutory benefits like paid annual leave.



We are a Living Wage employer