# Table of Contents

1. **Welcome** ............................................. 1  
   - Important Contacts  
   - Getting Started  
   - Structure and Governance  
   - IT Services – here to help  
   - Consumer Protection  
   - Technology Enhanced Learning and IT Training  

2. **Important Contacts** .................................. 1  
   - Maps  
   - Induction and New Staff Essentials  
   - ID Cards  
   - User Account/Email  
   - New Starter Online Training  

3. **Getting Started** ..................................... 2  
   - University Governance  
   - Principal’s Office  
   - Faculties and Deans  
   - Governance Zone  
   - Strategic Plan  
   - Planning Unit  
   - Business Transformation Portfolio Office  
   - Registry  
   - Current Staff Webpage  
   - Academic Schools  
   - Professional Service Units  

4. **Structure and Governance** ......................... 3  
   - University Governance  
   - Principal’s Office  
   - Faculties and Deans  
   - Governance Zone  
   - Strategic Plan  
   - Planning Unit  
   - Business Transformation Portfolio Office  
   - Registry  
   - Current Staff Webpage  
   - Academic Schools  
   - Professional Service Units  

5. **Important Dates** .................................... 4  
   - The Academic Calendar  
   - Events Calendar  
   - Graduation  
   - University Traditions  

6. **IT Services – here to help** ......................... 5  
   - User Account and Email  
   - File Storage  
   - Wifi (Eduroam)  
   - VPN  
   - Microsoft 365  
   - Multi-factor authentication  
   - Security  
   - Service Status  
   - PC Clinic  
   - Password Self Service  
   - Printing  
   - Work telephones  

7. **Consumer Protection** .............................. 6  

8. **Technology Enhanced Learning and IT Training** .................................. 7  
   - Technology Enhanced Learning  
   - Accessing Support  
   - IT Training  

9. **Information Governance and Security** .......... 8  
   - Data Protection  
   - Cyber/Information Security  
   - Computer Incident Response Team (SIRCT)  
   - Freedom of Information  

10. **Corporate Communications** ...................... 10  
    - When to contact the News Team  
    - When to contact Community Relations  
    - Visual communications (photography and video production)  
    - When to contact the Digital Communications Team  
    - When to contact the Public Engagement Team  
    - When to contact the Print & Design Unit  

11. **Museums of the University of St Andrews**........ 12  
    - Wardlaw Museum  
    - Bell Pettigrew Museum  
    - Support for Research and Teaching  

12. **The Library** ........................................... 13  
    - Academic Support  
    - Resources and Collections  
    - Study and Research Facilities  

13. **Support and Development** ......................... 14  
    - Organisational and Staff Development Services (OSSD)  
    - Centre for Educational Development and Development  
    - Career Support  
    - Research Staff Community  
    - Funding Opportunities  

14. **Lifelong and Flexible Learning** .................. 16  

15. **Mentoring and Coaching** .......................... 16  

16. **Wellbeing** .......................................... 17  
    - Occupational Health  
    - The Chaplaincy  
    - Saints Sport  
    - Cafés  
    - Sustainability and Wellbeing  
    - Loyalty scheme  
    - Community and Volunteering  

17. **Health and Safety** ................................. 19  
    - The Occupational Health Unit  
    - Emergency Procedures  
    - No Smoking Policy  
    - Alcohol, Drugs and Substances  
    - Fire Safety  
    - Health and Safety Training  
    - Accident/Near Miss/Dangerous Occurrence Reporting  
    - Safeguarding and ‘Prevent’  

18. **Security and Response Team** ...................... 21  

19. **Environment and Sustainable Development** .... 22  
    - Transition University of St Andrews  
    - Fairtrade  
    - Go E-Bike  
    - Bike to Work Scheme  
    - LifeShare  
    - Electric Cars  
    - Car Parking  
    - Resources  
    - Energy  
    - Net Zero at St Andrews  

20. **Trade Unions** ........................................ 25  
    - Unison  
    - Unite the Union  
    - University and College Union (UCU)  

21. **Learning and Teaching** ............................ 25  
    - Training in Good Academic Practice (TGA) – for students  

22. **Research Support and Policy** .................... 26  
    - Research Funding Support  
    - Research and Innovation Services  
    - Research Policy, Integrity & Governance  
    - Research Conduct (Research Integrity)  
    - Research Ethics  
    - Research Governance  
    - Research Impact  
    - When to contact the Public Engagement with Research Team  
    - Open Research  
    - Research Information and Policy team  
    - Pure – Research Information System  

23. **Finance** .............................................. 28  
    - Financial Operating Procedures  
    - Finance Information  
    - Finance and Support Team (FAS)  

24. **Procurement** ....................................... 29  

25. **Human Resources** ................................ 29  
    - The Annual Leave Policy  
    - Probation Policy  
    - Sickness Absence Policy  
    - The Mediation Service  
    - The Mental Health Task Force  
    - Equally Safe  
    - Report and Support  
    - Pay Days  
    - HR Self Service  
    - Employee Benefits  

26. **Review and Development Processes** .......... 32  

27. **Equality, Diversity & Inclusion (EDI)** .......... 32  

28. **Accommodation, Conferences and Events** ...... 32  
    - Accommodation  
    - Conferences  
    - Staff and Visitors  
    - Events  
    - Delivered Catering  

29. **Student Services** ................................... 34  

30. **International Education Institute (IE)** ........ 34  

31. **Development** ....................................... 35  

32. **Eden Campus and Walter Bower House** ...... 36  

33. **General Information** .............................. 37  
    - Booking a Room  
    - Mail Room  
    - Repairs  

34. **Nursery** ............................................. 37  

35. **The Byre Theatre** .................................. 37  

36. **Laidlaw Music Centre** ............................. 38  

37. **Global Office** ....................................... 39  

38. **Index of Abbreviations** .......................... 40  

39. **A-Z Index** ........................................... 41  

---

This edition of the Staff Handbook was compiled while remote working and social distancing were in place. As it is anticipated that these measures will gradually be lifted, this handbook does not include any detailed information relating to access to and delivery of University services specific to these circumstances. Each section provides signposting to University webpages and resources where the most up to date and relevant information can be found.
1. Welcome!

Welcome to Scotland’s first university, over 600 years old (founded in 1413) and the third oldest in the English-speaking world. The University has a student body of around 10,000, and we attract some of the best students and staff worldwide due to our excellent reputation (consistently ranking in the UK’s top five universities). Our commitment to research makes us one of Europe’s most research intensive seats of learning. We look forward to the future with renewed energy and an eagerness to continue our pursuit of excellence. We wish you a productive and enjoyable career at the University of St Andrews.

This Handbook provides a general overview for all new staff. Please refer to your School/Unit handbooks for more specific information. A copy of this Handbook can be found online: www.st-andrews.ac.uk/contacts

2. Important Contacts

Contacts are given as extensions only. If you are calling from outside the University, 46 should precede the four digit extension. The St Andrews area code is 01334. A staff directory can be found online: www.st-andrews.ac.uk/contacts

3. Getting Started

Maps
Maps of the University buildings and the town can be found on: www.st-andrews.ac.uk/maps
The link includes a map with an index of University/town buildings. The PDF can be found here: www.st-andrews.ac.uk/media/university/maps/wwwmap.pdf
You can request free copies of the Maps & Facts booklet incorporating a fold-out map of the University from: publications@st-andrews.ac.uk or phone 3020.

Induction and New Staff Essentials
You are asked to attend an ‘all staff’ induction event (held twice a year) where you will have the opportunity to meet senior members of the University. In addition, New Staff Essentials courses are held monthly. Your attendance at one of these monthly courses is very important as they include information which the University is under legal obligation to provide.

To register for these courses: www.st-andrews.ac.uk/pdms
Induction event information: www.st-andrews.ac.uk/osds/essentials/induction-events
Essentials for new staff webpage: www.st-andrews.ac.uk/osds/essentials

ID Cards
A staff ID card is required for identification purposes and for access to various buildings including University libraries. It is also required if you wish to take advantage of offers via the staff discount scheme. New staff should email their ID card photograph ahead of their start date so that it’s ready for their first day of employment; HR will issue the staff ID card on this day. Authorised staff in the School/Unit must contact Campus Card Services to arrange specific building access for you. If a contract is extended or changed, contact should be made with Campus Card Services to ensure the appropriate access is in place.

Contact: Campus Card Services
Tel: 2755
Email: idcards@st-andrews.ac.uk
www.st-andrews.ac.uk/it-support/id-cards

Email Account
A new staff email account will be created for you ahead of your start date. On the morning of your first day, staff entitlements will automatically be activated in terms of email account, Microsoft 365, printing and Library borrowing. Where this automated process is not possible, staff will need to attend the IT Service Desk in the Main Library or Walter Bower House to activate their user account, taking with them the staff ID Card for identification purposes.

For help with email set-up: www.st-andrews.ac.uk/it-support/services/email
Other IT help for new staff: www.st-andrews.ac.uk/it-support/new-staff

New Starter Online Training
As a new starter at the University, there are a number of online courses which you may be required to complete. These courses cover important aspects of compliance with external regulations or law, or are important parts of the University’s governance processes and policies. Information and register for these courses: www.st-andrews.ac.uk/osds/essentials/new-start-online-training

Contact Phone Email/Web
Police, Fire & Rescue, Ambulance and Coastguard (9) 999 (emergencies) (9) 101 (non-emergencies) Mobile Phones – use 112 as the emergency number
Switchboard 0 teloff@st-andrews.ac.uk
NHS 24 111 www.nhs24.scot
OSDS 7198 osds@st-andrews.ac.uk
CEED 2141 ceed@st-andrews.ac.uk
Careers Centre 2688 careers@st-andrews.ac.uk
IT Services 3333 itservicedesk@st-andrews.ac.uk
Human Resources (HR) 3096 humres@st-andrews.ac.uk
Equality, Diversity and Inclusion 1649 diversity@st-andrews.ac.uk
HR Self Service hrsselfservice@st-andrews.ac.uk
Salaries 4221 monthly-ns@st-andrews.ac.uk
Library 2331 library@st-andrews.ac.uk
ASC 2020 theasc@st-andrews.ac.uk
Security and Response Team 8999 (incident reporting and emergency support 24/7) security@st-andrews.ac.uk
4. Structure and Governance

University Governance
Information on the University’s governing bodies (Court and Senate), and Structure and Governance can be found online: www.st-andrews.ac.uk/about/governance

Principal's Office
Information on personnel in the Principal's Office can be found online: www.st-andrews.ac.uk/about/governance/principals-office

Faculties and Deans
The University has four Faculties: the Faculty of Arts, the Faculty of Divinity, the Faculty of Medicine and the Faculty of Science. The University's academic Schools and Departments all belong to one of the four faculties. The Faculties of Arts and Divinity are led by the AVP Dean of Arts and Divinity, the Faculty of Science is led by the AVP Dean of Science and the Faculty of Medicine is led by the Dean of Medicine. In addition there are two additional AVP Deans; the AVP Dean of Learning and Teaching who is supported by a number of Associate Deans and the AVP (Provost), who is the head of St Leonard's College (the collective name for the University’s postgraduate community). The AVP Deans work as part of a team to support the Principal's Office in implementing strategic goals and managing the academic business of the University.

www.st-andrews.ac.uk/about/governance/faculties-deans

Governance Zone
All University policies, procedures and guidance can be found under www.st-andrews.ac.uk/policy.

All central policies associated with the University's governance and supporting procedures are in this authorised, single-source repository, which is supported and proactively developed by IT Services with the policies being linked, as appropriate, to the relevant sections of the University website.

This means that each policy can be proactively maintained and monitored through, and beyond, its lifecycle, ensuring its currency, validity and coverage in a consistent way. Policies are now easier to find and access both by users and by owners/maintainers. Potential gaps and overlaps are easier to identify and the University is able to demonstrate improved legal compliance with statutory requirements.

As mentioned, the Governance Zone is now the single authoritative source of policies – if you possess or know about any older versions of policies, please remove them. Likewise if you own a policy, guideline or a similar document that you believe should be in the Governance Zone, please email your request to govzonefeedback@st-andrews.ac.uk or contact the Executive Officer to the University Court & Senate via the Court office. The Executive Officer has administrative oversight of the Governance Zone and will field any questions or queries relating to it.

Strategic Plan
The University strategic plan for 2018-2023 provides a definitive framework for the many strategic and operational decisions that will occur at various levels across the University and identifies the fundamental strategic aims for St Andrews over the next few years.

www.st-andrews.ac.uk/about/governance/university-strategy

Planning Unit
The Planning Office ensures coherence and collaboration across the institution to inform and strengthen strategic decision making. We provide professional expertise for planning, external policy and data analysis, management information provision, key performance indicators, timetabling, risk management, business continuity and insurance.

www.st-andrews.ac.uk/about/professional-services/planning

Business Transformation Portfolio Office
The Business Transformation Portfolio Office provides services to support the identification, prioritisation and delivery of the University’s transformation programmes and projects. Alongside a team of support specialists, the portfolio office houses a fixed pool of delivery professionals, who are supplied to designated programmes and projects under the direction of the Business Transformation Board.

Ext. 1700
Email: businesstransformation@st-andrews.ac.uk

www.st-andrews.ac.uk/business-transformation

Registry
Registry is a core professional Unit of the University. Registry staff manage student records from the point of application to graduation for all main student cohorts: undergraduate, postgraduate taught, postgraduate research, International Education Institute and Summer Schools and courses.

To provide a high level of support, the unit is split into the following specialist areas:

- Visas compliance
- Policy and regulatory compliance
- Student journey
- Scholarships
- Curriculum
- Statutory reporting
- Assessments and awards
- Student conduct
- Student records
- Data infrastructure
- Projects

Registry are also responsible for the matriculation and advising events. Further information can be found online: www.st-andrews.ac.uk/registry

Current Staff Webpage
Links to a wide range of University information can be found online: www.st-andrews.ac.uk/staff

Academic Schools
A list of all the academic Schools can be found online: www.st-andrews.ac.uk/schools

Professional Service Units
A list of all professional service units can be found online: www.st-andrews.ac.uk/about/professional-services

5. Important Dates

The Academic Calendar
The academic year is split into two semesters. Martinmas Semester (Semester 1) runs from early September until the Christmas vacation. This includes an Orientation Week in early September. Teaching starts around mid-September and runs until early December. There is an Independent Learning Week in Week 6 of Semester 1. The semester finishes with a revision period and the Semester 1 examination diet. Candlemas Semester (Semester 2) runs from late January until the end of May. Semester 2 also incorporates two Orientation days, a revision period, and an examination diet at the end of April / early May. There is a one week Vacation, which falls in February. Exact semester dates can be found online.

www.st-andrews.ac.uk/semesterdates

Events Calendar
All University events for staff, students, and the general public are listed in the online Events Calendar. To submit information for consideration on the Calendar, please see: https://events.st-andrews.ac.uk

Graduation
Graduation ceremonies are held bi-annually in June and December. The Graduation Office is located in College Gate, and academic and academic-related staff are invited to take part in the graduation processions.

www.st-andrews.ac.uk/graduation
University Traditions
The University of St Andrews holds many unique traditions, some have remained untouched over the years, but some have developed and adapted along with modern culture from Raisin Weekend to the May Dip. www.st-andrews.ac.uk/study/why/life/traditions

6. IT Services – here to help

We recognise that IT is likely to be essential to allow you to perform your role at the University. IT Services offer a wide range of services and support.

User Account and Email
A new staff email account will be created for you ahead of your start date. On the morning of your first day, staff entitlements will automatically be activated in terms of email account, Microsoft 365, printing and Library borrowing. Where this automated process is not possible, staff will need to attend the IT Service Desk in the Main Library or Walter Bower House to activate their user account, taking with them the staff ID Card for identification purposes.

If you require access to your department’s shared email account, your line manager will arrange this for you. The IT Service Desk will send you instructions on how to set the account up in Outlook.

File Storage
Save your personal files in your home drive or in OneDrive. Your home drive allows you 5GB of storage on the University network which is backed up three times daily. Your Microsoft 365 account gives you 1TB of storage through OneDrive, which you can access from any device.

If your School or Professional Service Unit has shared drives for departmental files, your line manager will arrange for you to get access.

WiFi (Eduroam)
There is wireless access across more than 95% of University buildings. www.st-andrews.ac.uk/eduroam
Eduroam is a global network for research and academic institutions, which means if you visit a participating institution, you will connect automatically.

All IT queries, problems or requests, should be directed to the IT Service Desk.

Telephone: ext. 3333
Email: itservicedesk@st-andrews.ac.uk
IT Self Service: www.st-andrews.ac.uk/itselfservice

IT Support at the IT Help Point:
Main Library, Monday-Friday 0900-1800 and weekends 1000-1700.
Walter Bower House, Monday-Friday 0830-1700 and closed at weekends.

You will find details about a range of services here: www.st-andrews.ac.uk/it-support
You can also follow IT Services on Twitter for the latest news and advice: https://twitter.com/StAITServices

VPN: When you are away from the University, some resources will be restricted, but you can still access University resources by using the Virtual Private Network. Find out how to connect here: www.st-andrews.ac.uk/it-support/services/internet/vpn

Microsoft 365: Microsoft Office (Word, Excel and PowerPoint) is installed on all University supplied devices, as well as Microsoft Teams and Skype for Business which your department may use to communicate with you. Further information can be found at www.st-andrews.ac.uk/office365

Multi-factor authentication: If you handle University data as part of your role, you may be required to sign up for multi-factor authentication. This means you will use your mobile phone to verify your identity when you log in to protected University systems. Set up guides can be found at www.st-andrews.ac.uk/it-support/security/multi-factor-authentication

Security: Staff members are responsible for safeguarding their account and data by not sharing passwords and reporting phishing emails to phishing@st-andrews.ac.uk so our IT Security team can investigate. www.st-andrews.ac.uk/itsupport/security

Service Status: The status of different University systems is indicated on the Service Status page. If a service doesn’t appear to be working, we recommend that you check this page first. www.st-andrews.ac.uk/it-forms/status

PC Clinic: IT Services provides a PC Clinic service through the IT Service Desk in the Main Library. They provide a wide range of computer services to staff and students who may require help with their personal computing equipment. Fault diagnosis and repair is offered for a standard fee, plus the cost of any replacement hardware that may be required. They can also replace broken screens on tablets and smartphones. www.st-andrews.ac.uk/pcclinic

Password Self Service: Please register for this service. Should you ever forget your password, you can use this facility to reset your password. www.st-andrews.ac.uk/it-support/security/password

Printing: All Schools and Professional Service Units have a UniPrint device(s) installed. UniPrint is a ‘pull print system’ which holds your print job(s) in a print queue. You can retrieve your print job(s) from any public printer by logging into the printer with your ID card. You can also print from your laptop. www.st-andrews.ac.uk/it-support/services/printing

Work telephones: If you have any queries about your office desk phone, Skype for Business telephony or work mobile phone, please contact the Telephone Office. www.st-andrews.ac.uk/it-support/services/staff-phones

7. Consumer Protection

Consumer Protection Legislation (CPL) is intended to stop unfair commercial practices by ensuring that contracts between consumers and suppliers are fair and transparent.

The Competitions and Markets Authority (CMA) has published guidance on the application of CPL in higher education and advise that to comply with CPL universities must:

i.     Provide all material information to allow students to make informed choices about their university and degree programme;
ii.    Ensure that University terms and conditions are fair and accessible, with unusual terms clearly communicated to students;
iii.   Adopt a fair and transparent complaints procedure which students understand.

The University has always aimed to provide an excellent academic experience in St Andrews and been committed to ensuring a good relationship with our students. Consequently, the University has used the CMA guidance as an opportunity to clarify and better communicate our existing approaches as relevant and to allow us to uphold the principles of fairness, clarity and transparency as outlined in the CPL whilst safeguarding academic standards and the student experience within the University. www.st-andrews.ac.uk/registry/compliance-scholarships/compliance
8. Technology Enhanced Learning and IT Training

Technology Enhanced Learning
If you are a new member of teaching staff you will be expected to use the University’s TEL Environment. There are two main web-based systems – Moodle and Module Management System (MMS) which are integrated through MySaint the gateway to web based services. You can log in to MySaint (or MMS or Moodle individually) with your University of St Andrews details. We also provide training and support for a wide range of institutional educational technologies, including Lecture Capture (Panopto), Plagiarism Detection (Turnitin) and Microsoft Teams.

<table>
<thead>
<tr>
<th>System</th>
<th>Access</th>
<th>Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moodle</td>
<td><a href="http://moody.st-andrews.ac.uk">http://moody.st-andrews.ac.uk</a></td>
<td><a href="http://telsta.dropmark.com">http://telsta.dropmark.com</a></td>
</tr>
<tr>
<td>MMS</td>
<td><a href="https://mms.st-andrews.ac.uk">https://mms.st-andrews.ac.uk</a></td>
<td><a href="http://www.st-andrews.ac.uk/mms-guides">www.st-andrews.ac.uk/mms-guides</a></td>
</tr>
<tr>
<td>My Saint</td>
<td><a href="https://m">https://m</a> ysaint.st-andrews.ac.uk</td>
<td></td>
</tr>
<tr>
<td>Panopto</td>
<td>On teaching PC desktop</td>
<td><a href="http://telsta.dropmark.com">http://telsta.dropmark.com</a></td>
</tr>
<tr>
<td>Turnitin</td>
<td>Activated through MMS or Moodle</td>
<td><a href="http://www.st-andrews.ac.uk/mms-guides">www.st-andrews.ac.uk/mms-guides</a>  and <a href="http://telsta.dropmark.com">http://telsta.dropmark.com</a></td>
</tr>
</tbody>
</table>

We also train and advise on every aspect of using technology in your teaching, whether online, in the classroom or hybrid delivery. There is a supported, drop-in space in the Gateway Building (the Hive) where you can come and try out new technologies. We also have an online community in MS Teams called the Hive which all staff can join.

Accessing Support
Our bookable workshops can be located through the University’s Personal Development Management System (PDMS) under the Technology Enhanced Learning category. We also run drop-in support and training events through our ‘Live from the Hive’ channel in the Hive MS Team. We are also happy to provide bespoke sessions for Schools or teaching teams, and one-to-one support.

Contact us
You can keep up to date with what’s happening in TEL on:
- Our blog – https://education.wp.st-andrews.ac.uk/category/tel-team
- Twitter – https://twitter.com/tel_st_a
Or contact us in person via the Hive Teams site or at hive@st-andrews.ac.uk

IT Training

Standard Classes
Throughout the year, CEED offers a wide range of essential IT training including courses on word processing, spreadsheets, presentation software, databases, and email efficiency based on the currently supported version of the productivity software, Microsoft Office. The courses aim to boost productivity through combining best practice tips with highly practical skills training. Training is also available on the industry standard Adobe digital media software, the typesetting software, LaTeX, and web-based presentation alternatives such as Prezi. These courses are open to all University staff and research postgraduate students. www.st-andrews.ac.uk/it-training

Microsoft Office Specialist Certification (MOS)
MOS certification offers the opportunity to achieve a recognised industry standard IT qualification. The aim is to validate desktop computer skills based on the Microsoft Office suite of programmes. Certification exams are free of charge and are available in each of the Office applications at graduated levels. For full details on the MOS programme including how to register, see our comprehensive MOS website. www.st-andrews.ac.uk/it-training/mos

Microsoft Imagine Academy
Our subscription to the Microsoft Imagine Academy enables self-directed learning through online courseware for the full Office suite of programmes and other technology curriculums. These resources are targeted at preparation for Microsoft Certification exams but can also be used for more general skills training. www.st-andrews.ac.uk/it-training/academy

Microsoft Training Workbooks
A comprehensive list of Office application training workbooks for self-led learning is available for download and covers not just the standard Office applications, but also Visio, Microsoft Project and more. www.st-andrews.ac.uk/it-training/workbooks

Any queries contact IT Training, powered by CEED: it-training@st-andrews.ac.uk, ext: 2591

9. Information Governance and Security

Information is one of the University’s most valuable resources and as a member of staff you have a role to play in how effectively this is managed. There are also certain statutory obligations which drive the University’s governance arrangements in the areas of data protection, cyber security and freedom of information. The University Information Classification Policy and the supporting implementation guide set how Information are to be protected and managed. Please take time to familiarise yourself with these. The policy and supporting guidance is available in the Governance Zone: Policies, procedures and guidance – University of St Andrews (st-andrews.ac.uk)

Data Protection
The protection of privacy and providing for individual’s rights in the collection and use of their personal data is established through UK law i.e. the UK General Data Protection Regulation and the Data Protection Act 2018. The University collects and makes use of a wide range of personal data for students, staff and others who interact with us. It is important that when collecting personal data only the minimum amount of information necessary to complete a task/activity is collected. This personal data should then only be used for the purposes for which it was collected and all reasonable steps taken to secure and maintain the confidentiality of that data.

Staff are required to undertake and complete an online data protection module which gives an overview of the key data protection and privacy requirements that need to be adhered to. Details on how to access this training is available at: www.st-andrews.ac.uk/terms/data-protection/training

All members of staff should familiarise themselves with the ‘core’ privacy notices that the University publishes and maintains; these set out what student and staff personal data are collected, the purposes and uses that will be made of this and with whom personal data may be shared. Those documents are in effect promises to students and staff; being familiar with how personal data are to be used will help the University to meet its stated commitments. www.st-andrews.ac.uk/terms/data-protection

Data protection laws also give a range of rights to individuals. Those rights are qualified and in some instances depending on the University’s basis for making use of personal data they may not apply. For example, if the University has a legal requirement to collect information then many of the data protection rights will not be available. Guidance on those rights and their availability is available from: www.st-andrews.ac.uk/terms/data-protection/rights

If you have questions about data protection, you may wish to review the FAQs: www.st-andrews.ac.uk/staff/policy/gdpr-faq or email: dataprot@st-andrews.ac.uk
Cyber/Information Security
Keeping personal data and other information safe and secure is of paramount importance. The foundation of keeping data and information secure is common sense and being able to recognise when working with data can become risky. Helpful tips and guidance on how to stay safe, particularly in the online environment, can be found at: [www.st-andrews.ac.uk/itsupport/security](http://www.st-andrews.ac.uk/itsupport/security)

For example:
- Creating and working with strong passwords – “123456” was the most commonly breached password in 2020. It is essential that people select and use strong passwords that a malicious person could not easily guess or compromise. More information on strong passwords is available from: [www.st-andrews.ac.uk/itsupport/accounts/ computeraccounts/passwords](http://www.st-andrews.ac.uk/itsupport/accounts/computeraccounts/passwords)
- You must also keep your passwords secure - only you should know and use your passwords; those must not be shared with anyone. Colleagues in IT Services will never ask you for your password: In a similar way that your bank would never ask for your PIN number.
- A computer based training package on Information Security Essentials is available for all staff to undertake which highlights information security threats and the steps that can be taken to combat these protecting yourself and the University. New members of staff are required to complete this online training within a month of their start date. Further details available at: [www.st-andrews.ac.uk/it-support/security/training](http://www.st-andrews.ac.uk/it-support/security/training).
- Other helpful online resources:
  - IT Security blog posts, including how to spot phishing emails and other security tips (All posts – IT Services blog (st-andrews.ac.uk); and,
  - IT Services Twitter @StAITServices (IT Services (@StAITServices) / Twitter).

Computer Incident Response Team (STACSIRT)
The University has a team which provides assistance on technical cyber security matters, who can be reached via stacsirt@st-andrews.ac.uk.
- If you have been sent an email which you think is trying to phish your University ID and password, please forward it onto phishing@st-andrews.ac.uk; and,
- If you think you may have mistakenly given your password onto a phishing site, please let us know at stacsirt@st-andrews.ac.uk

Freedom of Information
There is a general right of access to information held by Scottish public bodies, provided by the provisions of the:
- Freedom of Information (Scotland) Act 2002 (FOI); and,
- Environmental Information (Scotland) Regulations 2004 (EIR).

The above legislation was introduced to promote greater openness and transparency in public life; however, where release of information would damage a public authority’s ability to deliver services then information can be withheld.

Written requests for information, citing FOI/EIR are processed centrally by the Information Assurance and Governance function, Office of the Principal. You should be aware however, that any written request for recorded information, can be an FOI request. A request for environmental information under the EIRs can be made verbally as well as in writing.

Should you receive a request for information that requires to be managed under the provisions of the FOI/EIR legislation, please forward this on to: foi@st-andrews.ac.uk and the Information Assurance and Governance team will take this forward and/or provide advice as required.

10. Corporate Communications
Corporate Communications is one of the central administrative services for the University. It comprises six key teams – News Team, Community Relations, Visual Communications (photography and video production), Digital Communications, Public Engagement and the Print & Design Unit. Corporate Communications is responsible for managing and coordinating the University’s press and media relations, public affairs, community relations, public engagement, brand identity, web content, social media, photography, videography, print and design, and internal communications.

When to contact the News Team
Please contact the team if you have any news to share – the press office can promote research and activities via a range of channels including global news desks, social media, our internal e-newsletter for staff and students In the Loop, the University website, and specialist contacts. Any approaches from journalists or media should be directed to the news team in the first instance. Protocol also requires you to contact the News Team if you are inviting a guest to the University who might be expected to attract media attention, or who might be considered a key stakeholder (e.g. government ministers).
Examples of the sort of news to share with the team are:
- Research that’s pioneering – findings which shed new light on a topic for the first time
- Research that’s topical – anything that fits with what’s happening in the news
- Human interest – how does it affect people/are there social or economic implications.
- Quirky stories – if it’s a little bit unusual, then we definitely want to hear it
- And substantial research awards can attract media interest.

Ext: 2530
Email: proffice@st-andrews.ac.uk
[https://news.st-andrews.ac.uk](https://news.st-andrews.ac.uk)

When to contact Community Relations
The Community Engagement and Social Responsibility (CESR) Officer is there to support the University’s relationship with the local community. Working closely with the News Team, the CESR Officer represents the University at a number of local groups and meetings, including the Community Council. This channel of communications allows for both a reactive and proactive relationship with local stakeholders.

Support provided by the CESR Officer includes:
- Issues relating to the local community
- Local messaging and information sharing – including activities which will have a local impact on the community
- Opportunities to strengthen town and gown relations
- Internal and external social responsibility developments and opportunities
- Administration of the University Community Fund

Email: community@st-andrews.co.uk

Visual communications (photography and video production)
Please contact the team for advice and support on all creative University photography and video-related work. The team is developing a new brand of fresh visual imagery (still and moving) for the University, which will inform an important part of the modern view of its community and estate in the historic institutional archive.

The team’s remit includes supporting colleagues within Communications (news, internal communications, social media, publications and digital communications), Admissions, Development, School websites and major events such as Graduation. They are responsible for managing all photography and video production on University property; all requests for internal and external shoots must be approved in advance.
The University has for the first time its own in-house video resource, which should be the first contact for any video commissioning ideas. (NB commissioning of standard video recording and editing should continue to be directed to Media Services.)

The team has also launched a new Photo Gallery of current, free and easily downloadable University-related imagery for both corporate and external use.

Ext: 7323/4823
Email: visualcomms@st-andrews.ac.uk
www.st-andrews.ac.uk/photo-gallery

When to contact the Digital Communications Team
The digital communications team is a small start-up team, focused on improving digital strategy. This involves advising on different aspects of digital communications, from websites and mobile communications to social media and digital marketing. These are areas where technology and behaviour are rapidly evolving, and the team ensures flexibility by focusing on policies, priorities and people. Business includes supporting colleagues through the digital forum, blogging, managing an editorial calendar, producing training and supporting documentation, and consultancy.

The digital communications team can help with:
• Digital standards
• Content management
• Training courses as part of the University’s ‘Digital Visa’
• Website support and maintenance
• Usability testing.

Ext: 2530
Email: digitalcommunications@st-andrews.ac.uk
https://digitalcommunications.wp.st-andrews.ac.uk/about

When to contact the Public Engagement Team
The Public Engagement team supports a wide variety of interactions from developing research with community groups, generating discussion about your research through the creative arts to holding workshops in schools or coordinating collaborative projects with prisons. Support includes:
• Training
• Grant-writing consultations
• Impact surgeries
• Evaluation planning

Ext: 4809
Email: standengaged@st-andrews.ac.uk
www.st-andrews.ac.uk/research/support/public-engagement/about

When to contact the Print & Design Unit
The Unit provides a high-quality, professional design, print and publications service for staff, students and the public. Some of the services are listed below, however full details, including costs, can be found on the Print & Design webpages.

• University stationery (business cards, headed notepaper and compliment slips)
• University logos, corporate identity and house style guidelines, and University visual identity and branding guidance (www.st-andrews.ac.uk/brand) for web and print.
• A full graphics and design service by skilled in-house graphic designers.
• A wide range of printing and binding options including posters, flyers, leaflets, books, magazines, academic material, student dissertations and theses, interior and exterior banners, conference material, photographic prints, fine art printing (giclée)
• Co-ordination of student and staff Memos.

Ext: 3020
Email: printanddesign@st-andrews.ac.uk
www.st-andrews.ac.uk/printanddesign

11. Museums of the University of St Andrews
Like the University, its Museums are rooted in and draw inspiration from this 600-year history of research and teaching, and the pursuit of knowledge for the common good. Our vision is to reimagine university museums, through curiosity and conversation.

There are two main venues open to the public – the Wardlaw Museum on The Scores and the Bell Pettigrew Museum of Natural History located in the Bute building, St Mary’s Quad.

Wardlaw Museum
The Wardlaw Museum takes visitors inside the University, with four new thematic galleries on its groundbreaking research and global impact, showcasing its extraordinary art, history, science and natural history collections. Complemented by an exciting programme of temporary exhibitions, interactive experiences for all ages, and a beautiful sea view from the terrace and garden, the Museum will be a major new cultural space for St Andrews. www.st-andrews.ac.uk/museums/visit-us/wardlaw

Bell Pettigrew Museum
The first University museum in St Andrews was founded in 1838, and the Bell Pettigrew Museum opened in 1912, displaying natural history specimens alongside other collections. Today, the Bell Pettigrew Museum displays fossils and skeletons, taxidermy, and spirit collections, and is organised taxonomically, taking visitors on a journey through the animal kingdom.

The Museums team work to engage researchers through the Collections Centre and collaborate with academic Schools and with the other cultural units of the University to enrich university life through public art and displays across campus.

Support for Research and Teaching
Your collections
The Museums steward and share more than 115,000 objects, covering more than 600 years of academic enquiry, creativity and innovation. The collections include three named Recognised Collections of National Significance: the Chemistry, Heritage (including art and archaeology) and Scientific Instrument collections. Other collections cover Anatomy and Pathology, Ethnography, Geology, Psychology and Zoology. These are active collections, and if you would like to use them for research or teaching, you can search the collections database online or contact us for more information about a particular collection area. More information can be found at: www.st-andrews.ac.uk/museums/collections. The collections can be searched online: www.st-andrews.ac.uk/adlib/search/simple

Museum staff also contribute to relevant areas of undergraduate and postgraduate teaching.

The Museums of the University of St Andrews will be launching an exciting new programme of events, workshops and talks when the Wardlaw Museum reopens. You can find details of our programmes on our What’s On page: www.st-andrews.ac.uk/museums/whats-on. To receive weekly updates of events and museum news:

Email: museumlearning@st-andrews.ac.uk
www.st-andrews.ac.uk/museums
https://twitter.com/MuseumsUniStA
www.Instagram.com/MuseumsUniStA
www.facebook.com/MuseumsUniStA
12. The Library

The University Libraries supports teaching and research by providing digital and print resources and managing study spaces. The Libraries teams are committed to providing excellent customer service.

Libraries services covers:

- **Academic support**: specialist librarians can help with finding the best resources and with using reading lists to support teaching.

- **Resources and collections**: the Libraries collections hold rare books, manuscripts and photography as well as textbooks. The teams manages digital access and works with Schools to make sure they are provided with resources which reflect the teaching and research profile of the institution.

- **Study and research facilities**: space is a very important element of effective working. The University libraries offer quality study and research environments, with the facilities people want and need.

Ext. 2331
Email: library@st-andrews.ac.uk
www.st-andrews.ac.uk/library
https://twitter.com/StAndrewsUniLib
www.facebook.com/StAndrewsUniversityLibrary
www.instagram.com/standrewsunilib
https://library.wp.st-andrews.ac.uk

13. Support and Development

There are a number of Units within the University that provide professional development and support to staff.

**Organisational and Staff Development Services (OSDS)**

Organisational and Staff Development Services (OSDS) is the University’s central provider of professional development for all University staff, and is also responsible for a wide range of organisational development projects and initiatives.

OSDS works as a strategic partner with Human Resources to deliver the University People Strategy, to create greater efficiency and stronger synergies across each element of the employee journey, and to create the conditions where individuals and the organisation can achieve higher levels of performance.

Among the wide range of development activities on offer, OSDS provides structured development programmes in the form of ‘Passports to Excellence’:

- Passport to Administrative Excellence
- Passport to Estates Cleaning
- Passport to Management Excellence
- Passport to Research Futures
- Public Engagement Portfolio × 3: Academic and Research Staff; Professional Staff; PGRs

Information on these passport programmes is often included in the weekly staff memos and regular newsletters for different staff cohorts. Passport programmes can be viewed at:

www.st-andrews.ac.uk/osds/passport-programmes

Specific information on the development activities available for different staff groups can be found in the ‘My Development’ section of the OSDS webpages:

www.st-andrews.ac.uk/osds/my-development

The full range of opportunities available can be viewed at the OSDS webpages:

www.st-andrews.ac.uk/osds

All courses, events, and workshops are booked through the Personal Development Management System (PDMS).

www.st-andrews.ac.uk/pdms

Ext. 7198
Email: osds@st-andrews.ac.uk
www.st-andrews.ac.uk/osds

**Centre for Educational Enhancement and Development (CEED)**

CEED is the University’s Centre for Educational Enhancement and Development. It provides joined-up learning and teaching support to staff and students, combining educational development, pedagogical workshops, technology enhanced learning and IT skills, and academic and study skills support.

**Academic and education-focused staff**

To develop your skills in the design and delivery of teaching, CEED supports the University’s Postgraduate Certificate in Academic Practice (PGCAP). There are two core modules (Supporting Student Learning and Curriculum Design and Assessment), a range of electives and a final Capstone Project. All modules are 15 credits. These Masters-level modules emphasise reflection on practice to enhance learning and teaching skills. www.st-andrews.ac.uk/ceed/education-focused-staff/pgcap

As an alternative to the PGCAP, the Academic Staff Development Programme provides a suite of short, focused workshops on different teaching topics (eg Effective Lecturing, Assessment and Feedback) that staff can access each semester. www.st-andrews.ac.uk/ceed/education-focused-staff/asdp-teaching
Postgraduate researchers who teach
CEED provide mandatory courses for postgraduate research students who wish to teach as well as access to ongoing support. The Teaching at St Andrews and Assessment & Academic Misconduct workshops ensure that all postgraduate and other part-time teachers have a basic understanding of the Scottish Higher Education Environment, awareness of relevant St Andrews policies, and grounding in the basic skills needed to teach and mark student work effectively.

www.st-andrews.ac.uk/ceed/research-postgraduates-teach

HEA fellowship
If you wish to apply for a category of HEA fellowship, there is a self-study Moodle course with advice and guidance, and CEEP run HEA Fellowship Application workshops for all staff each semester and can offer feedback on one draft of your submission. There is also a small fund which can be applied to in order to cover the cost of individual route applications.

www.st-andrews.ac.uk/ceed/education-focused-staff/hea-fellowship

All courses, events, and workshops are booked through the Personal Development Management System (PDMS). www.st-andrews.ac.uk/pdms

Ext. 2141
Email: ceed@st-andrews.ac.uk
www.st-andrews.ac.uk/ceed

Career Support
The Careers Centre delivers training and one-to-one support to University of St Andrews staff members who are either contract research staff, or graduates of the last three years, where we are able to help, bearing in mind that our core expertise is with immediate graduate labour markets and further study options. We offer support for all aspects of career planning and management, including career choice, career development and application feedback and advice. www.st-andrews.ac.uk/careers

Dedicated careers advisers offer specialist advice to early career research staff.

www.st-andrews.ac.uk/careers/researchers

The Careers Centre also supplied employability data and supports the training and development of staff who have careers and employability as part of their portfolio of work, which may include School Careers Links, DoTs, DoPGs and School Managers.

Ext. 2688
Email: careers@st-andrews.ac.uk

Research Staff Community
Search for us on Facebook at: https://m.facebook.com/groups/1090492904417082

Funding Opportunities
• Enhancement Theme Fund – Funding up to £1,000 is available to staff (and students – collaboration is encouraged) to develop new events, initiatives and projects that focus on identifying and meeting the emerging values and needs of an increasingly diverse student community, and a rapidly changing external environment.

www.st-andrews.ac.uk/staff/teaching/funding/enhancement/funding

14. Lifelong and Flexible Learning
The Lifelong and Flexible Learning team within Admissions offers an MA Combined studies degree on a part-time basis attending classes delivered entirely in the evening and taught by some of our leading academic staff.

Staff can enrol for a full degree programme or choose to take standalone modules as part of your professional development. No formal qualifications are required. There is a concessionary rate of fees for qualifying staff members. In addition, anyone who has a personal income under £25,000 p.a. may be eligible to apply to the Student Award Agency Scotland for full fee funding.

There is a wide range of subjects to choose from including Management, Biology (Human & Environmental), Psychology, IT, Maths, Geography and Geology, English, History, Philosophy, Social Anthropology, Music and Art History.

The programme is open to all staff members, their families and friends. To find out more about the programme, contact:

Ext. 2132
Email: lifelonglearning@st-andrews.ac.uk
www.st-andrews.ac.uk/subjects/combined-studies-ma

15. Mentoring and Coaching
The University offers a range of mentoring and coaching schemes for both academic and professional staff at: www.st-andrews.ac.uk/osds/my-development/mentoring-coaching

OSDS offer a Coaching Service for all staff, which provides access to a workplace coach who is able to support your professional development through a tailored coaching programme.

OSDS also administer, or are involved in a number of mentoring schemes, which is another route to support and personal development through a mentoring relationship:

The Professional Staff Mentoring Scheme is for all University professional/support staff from schools & units. The aim of this scheme is to support staff and help them to achieve (and develop) specific objectives that they set for themselves. In the majority of matches it is envisaged that mentors & mentees will be from different schools/units. This helps to promote cross-school/unit working and has proved to be successful.

The Teaching, Research & Academic Mentoring Scheme developed through collaboration between the University of St Andrews and the University of Dundee. For over 15 years, this unique, now 7-way cross-institutional scheme, has successfully paired experienced individuals involved in Teaching or Research (Mentors) with colleagues at an earlier career stage (Mentees), to provide career guidance and structured support. Dual role participants and senior level peer-to-peer participants are also welcome.

The mentoring aspect of Aurora is also supported by OSDS, in collaboration with the Equality, Diversity and Inclusion team. Aurora is Advance, HE’s leadership development initiative for women and those who identify as a woman, up to senior lecturer or professional services equivalent. It is a unique initiative bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector.

The Elizabeth Garrett Mentoring Programme has been specifically created for women and those who identify as a woman, in senior levels in academia at the University. The programme is sponsored by the Principal, Professor Sally Mapstone.
Unlike the schemes above, the Academic Probationers Mentoring Scheme is managed locally within Academic Schools. The aim of this scheme is to provide support for newly appointed academics on the research and/or teaching track.

16. Wellbeing

The University has made a commitment to supporting the wellbeing of the whole University community, which is encapsulated in the University People Strategy and the Mental Health Strategy. Services such as Occasional Health, the Chaplaincy, the Sports Centre, Student Services, the Museum and Library Services, and Human Resources all play an important part in the University’s holistic approach to wellbeing.

To support academic colleagues and students on a day-to-day basis, each Academic School has a Director of Wellbeing or Wellbeing Officer. For professional staff, there is a Wellbeing Champion within each Service Unit. These non-clinical roles are valuable points-of-contact for locating and accessing the University’s numerous wellbeing services.

The University also holds the NHS Scotland Healthy Working Lives Award (Gold level), and through the Wellbeing & Engagement Group organises wellbeing initiatives, campaigns, activities, and resources aligned to different themes throughout the year, ranging from mental and physical health to financial and societal wellbeing.

The monthly ‘opt-in’ wellbeing newsletter, “Well Now”, includes information on the themed wellbeing calendar activities, as well as information on events, courses and other offerings.

If you are interested in subscribing to Well Now, please email wellgrp@st-andrews.ac.uk, or visit: www.st-andrews.ac.uk/staff/wellbeing/announcements/wellnownewsletter

Visit the Wellbeing webpage for further details on:
- Current wellbeing initiatives, campaigns, events, and activities
- List of all Wellbeing Champions, Wellbeing Officers and Directors of Wellbeing
- University’s Suicide Prevention and Awareness Strategy and training course
- Passport to Health & Wellbeing Excellence
- Well Now Newsletter
- Wellbeing resources for employees across a wide range of topics

www.st-andrews.ac.uk/staff/wellbeing/announcements

Occupational Health

The Occupational Health Team, consisting of the Occupational Health Adviser, Wellbeing Adviser and Cognitive Behavioural Psychotherapist offer confidential wellbeing advice and support with physical and psychological issues that may be affecting your work or personal life. They have access to a range of external professional services and if necessary, are able to make onward referrals to ensure you are given the appropriate help and guidance.

Ext 2750
Email: ochealth@standrews.ac.uk

The Chaplaincy

The Chaplaincy (also known as Mansefield) at 3 St Mary’s Place provides space for faith and other societies involving students and staff, for meetings, meals, prayer and discussion. There are Islamic Prayer Rooms for women and men. Agnes Blackadder Hall has a Multi-faith space. The Chaplain, Assistant Chaplain and the Honorary Chaplaincy team of different faiths and humanism are available to all staff members to discuss any issue in confidence, work-related or not, regardless of faith or philosophy of life – in person and online. Staff are welcome at all Chapel services. Staff may hold their wedding in one of the University Chapels. Chaplains are also available for hospital visiting to anyone in need.

Ext 2866 or 2492
Email: chaplaincy@st-andrews.ac.uk
www.st-andrews.ac.uk/chaplaincy
www.facebook.com/mansefield

Saints Sport

Saints Sport is the overarching title and brand that encompasses all of the facilities, services and activities of the University of St Andrews sports department, and provides a welcoming environment and opportunities for the whole University community to get involved.

The indoor sports facilities at University Park have recently undergone a major £14 million refurbishment and the University now provides some of the best sports facilities in Scotland. The facilities includes a 120-station gym, a dedicated Strength and Conditioning suite for performance athletes, a technical climbing wall, all-weather pitches, a four-court indoor tennis centre and an eight-court indoor sports arena. Staff working at Eden Campus also have access to the Saints Sport gym at Walter Bower House.

Saints Fitness offers a full range of services to all staff, including fitness consultations, personal training, strength and conditioning support. Our varied Exercise Class programme runs all-year-round and is tailored to suit all levels and abilities. With over 40 classes per week including Yoga, Pilates, Zumba, HIIT and Spin, our instructors are here to help you get the most out of your workout. We also hold recreational football and hockey leagues, which are open to all members of the St Andrews community, as well as adult tennis and climbing lessons.

Our Junior Saints programme provides a wide variety of activities for children throughout the year including weekly classes for pre-school aged children (2-5 years old) and after school sports classes for P1- P7 (5-11 years old). Saints Sport also runs sports camps during the Easter, Summer and October school holidays and to coincide with school in-service-days.

University staff can take advantage of reduced prices for their Saints Sport memberships, which include unlimited access to the gym, our full fitness class programme and the option to book facilities for personal or group use. The facilities are a short walk/bike ride from most University buildings and car parking facilities are available on site.

Ext 2190
Email: sport@st-andrews.ac.uk
www.st-andrews.ac.uk/sport
Facebook: @SaintsSport / Twitter: @SaintsSport

Cafés

Residential and Business Services operate five cafes across the University campus, with customer wellbeing, quality service, and sustainability remaining our highest priorities.

RBS operate cafes at the following locations:

- The Library Cafe, Main Library, North Street
- The Medical and Biological Sciences Building Cafe, North Haugh
- The School of Physics and Astronomy Cafe, North Haugh
- Tindall’s Cafe, Walter Bower House, Guardbridge
- Mobile Food Trailer, Back of Agnes Blackadder Hall, North Haugh

The latest information on opening hours can be found on the University website: www.st-andrews.ac.uk/community/cafes

Visit the Wellbeing webpage for further details on:

- Current wellbeing initiatives, campaigns, events, and activities
- List of all Wellbeing Champions, Wellbeing Officers and Directors of Wellbeing
- University’s Suicide Prevention and Awareness Strategy and training course
- Passport to Health & Wellbeing Excellence
- Well Now Newsletter
- Wellbeing resources for employees across a wide range of topics

www.st-andrews.ac.uk/staff/wellbeing/announcements
All the cafes produce a varied offering. This includes healthy breakfast options, breakfast rolls, soup, baked potatoes, sandwiches, home baking, confectionery, and hot and cold drinks. Visitors can choose to sit in for a quick lunch or grab a drink to enjoy elsewhere.

Sustainability and Wellbeing

- Through all the cafes, we continually strive to ensure we are making the most of local suppliers. We are committed to buying and using fresh, seasonal produce.
- All our tea and coffee products are Fairtrade, supporting farmers and workers in the developing world through better prices, decent working conditions, local sustainability, and fair terms of trade.
- The nature of our hospitality is that all our food and drink must be fully packaged to ensure it is kept safe from contamination. However, we do everything possible to ensure that we minimise the environmental impact. For example, all our disposable cups, napkins, cutlery, and boxes are compostable.
- Our BRITA/Vivreau water system is helping save the environment. We will provide the best quality water from the most local source, eliminating the need for costly and polluting transportation and packaging.

Loyalty Scheme

- Join the scheme and for every hot beverage you buy you will get a stamp on your loyalty card; collect nine stamps and get your 10th hot beverage free.

Community and Volunteering

The University of St Andrews has formed contacts with local volunteering groups, who are all very keen to speak to any staff members who may be interested. There is a wide range of opportunities to get involved within the community, in and around St Andrews. As well as internal options (within the University), there is also a range of external organisations which are grateful for staff volunteers helping out. Any volunteer work can be arranged to fit in with your lifestyle and needs.

www.st-andrews.ac.uk/staff/wellbeing

17. Health and Safety

The Environmental Health and Safety Services Unit ensures, so far as is reasonably practicable, a safe working environment and also safe processes within the University. It provides advice on biological agents, chemical risks, fieldwork risks, fire risks, radiation risks and any other general health and safety issues. The University’s Health and Safety service will also undertake accident investigations. Details of the activities undertaken by EHSS can be found at: www.st-andrews.ac.uk/ehss

University health and safety policies and guidance can be found at the governance site: www.st-andrews.ac.uk/policy/index.php with further guidance at the EHSS publications site: www.st-andrews.ac.uk/staff/policy/healthandsafety/publications

To raise a safety issue, please contact the Director of the Unit, Mr Hugh Graham. Email: chss@st-andrews.ac.uk

The Occupational Health Unit

The University of St Andrews Occupational Health Service provides comprehensive specialist advice to support all staff in the working environment. We are a multidisciplinary team, consisting of an Occupational Health Adviser, Wellbeing Adviser, Cognitive Behavioural Psychotherapist and Administration staff.

We aim to improve staff wellbeing by having a proactive approach supporting all physical and psychological wellbeing. If you are concerned that work is affecting your health or that your health is affecting your ability to undertake your role, please contact us for advice. Occupational Health supports the Universities overall strategy including the people and wellbeing strategy.

Emergency Procedures

All emergency procedures can be found online. www.st-andrews.ac.uk/contacts/emergency

In the event of any incident, criminal or otherwise, which may put the safety of the University community and/or property at risk, the following action should be taken without delay.

Contact the University Security and Response Team for incident reporting and emergency support 24/7 01334 (46) 8999.

Where there is a serious emergency then contact Police, Ambulance or Fire through 09999 or 112 on some mobile phones.

No Smoking Policy

It is the policy of the University of St Andrews that all work places are smoke free, and all employees have a right to work in a smoke free environment.

The No Smoking Policy is applied fairly and uniformly throughout the University and is applicable to all members of staff. It also applies to students, visitors, clients, contractors and all others who use University facilities. www.st-andrews.ac.uk/staff/policy/hr/smokingatworkpolicy

Alcohol, Drugs and Substances

The University recognises that its primary responsibility is to ensure a safe, healthy and productive environment for all employees, students and visitors. This can be put at risk by the excessive and/or inappropriate use by employees of alcohol, drugs or substances, whether illicit, prescribed or over the counter, in such a way that their health, work performance, work environment, and/or conduct of relationships are adversely affected. The University encourages employees with alcohol, drug and substance related problems to seek help.


Fire Safety

If you discover a fire:
- Raise the alarm by operating the nearest red fire alarm call point
- Leave the building by the nearest available exit. Do not stop to collect belongings
- Call the fire service on 999 and give any information that you can

If you hear the fire alarm:
- Leave the building by the nearest available exit. Do not stop to collect belongings
- Do not re-enter the building until advised that it is safe to do so

Keeping yourself safe from fire:
- Find out where the fire exits are – ensure that they are not obstructed
- Read the fire action notices and any other fire safety information for the building
- Listen for the fire alarm test and remember the sound of the alarm
- If you will require assistance to evacuate you must advise your tutor/manager in advance
- Do not tamper with fire safety equipment. Report any defects to your tutor/manager

Health and Safety Training

The Centre for Health and Safety Excellence (https://chase.wp.st-andrews.ac.uk) offers Health and Safety courses on a range of topics, accredited by the National Examining Board of Safety and Health. They can be booked at: www.st-andrews.ac.uk/pdms. The Centre also develops short Simple Show videos for use in Health and Safety training, and welcomes enquiries about this. A range of other
services, such as drone use, is also in development.

A wide range of online health and safety courses will soon be available through Essential Skillz, allowing staff to complete almost all of their health and safety training at times convenient to them. The courses are being adapted for the University by EHSS in consultation with School and Unit safety coordinators. You will be automatically enrolled onto appropriate courses.

**Accident/Near Miss/Dangerous Occurrence Reporting**

All accidents/Incidents/Near Misses should be reported to the Director of EHSS at ehss@st-andrews.ac.uk. This will include all accidents, near misses, fire alarm activations, injuries on University property outside buildings, floods etc.

**Safeguarding and ‘Prevent’**

Under the Counter-Terrorism & Security Act 2015 the University has a legal duty to ‘have due regard to the need to prevent people from being drawn into Terrorism’. The University has worked to develop guidance, procedures and training to meet this duty, predicated on a safeguarding approach, which is the overarching ethos of the Government’s Prevent strategy.

The general thrust of ‘Prevent’ is in relation to students, and although students are the constituents of the University community most likely to be vulnerable to radicalisation, this is not explicit in the ‘Prevent’ provisions. The University has therefore elected to view its ‘Prevent’ duty in relation to both students and staff.

More information about safeguarding and the Prevent duty, the University’s response and training can be found at: [www.st-andrews.ac.uk/staff/safeguarding-and-prevent](http://www.st-andrews.ac.uk/staff/safeguarding-and-prevent)

**18. Security and Response Team**

Responsibility for security and personal safety rests with all persons who study, work at, reside in or visit the University. However, should you require help or wish to report an incident the University’s Security and Response Team is accessible 24/7.

Ext. 8999
Email: security@st-andrews.ac.uk
[www.st-andrews.ac.uk/staff/policy/safety/security](http://www.st-andrews.ac.uk/staff/policy/safety/security)

It may also be necessary to ensure the Police, Ambulance or Fire Service are alerted by dialling 999 or 112 on mobile phones.

**19. Environment and Sustainable Development**

The University of St Andrews has the ambitious aim to become Net Zero by 2035. To drive this agenda forward it has established an Environmental Sustainability Board (ESB) in 2020 to lead our approach. Dedicated working groups under the ESB forward the development of activities in our core areas including education and the student experience, research, the estate, and our business operations.

The ESB and respective working groups are recruited from staff and students across the entire University.

Email: esb-info@st-andrews.ac.uk
[www.st-andrews.ac.uk/sustainability/about/esb](http://www.st-andrews.ac.uk/sustainability/about/esb)
[www.st-andrews.ac.uk/sustainability/vision](http://www.st-andrews.ac.uk/sustainability/vision)

The University’s Environment Team are responsible for reducing the environmental impacts associated with the day-to-day activities and long term plans of the University, including circular economy, consumption of energy and water, and sustainable travel.

Email: environment@st-andrews.ac.uk
[www.st-andrews.ac.uk/sustainability](http://www.st-andrews.ac.uk/sustainability)
Facebook: [www.facebook.com/environmentsta](http://www.facebook.com/environmentsta)

**Transition University of St Andrews**

If you want to take practical action on Climate Change then join the 1000’s of staff, students and local residents that are engaged in Transition University of St Andrews. Their aim, to create a Zero Carbon St Andrews, includes popular programmes such as Edible Campus, Bike Pool (rental, maintenance and training), Skillshare, Toolshare, St And Reuse, The Tree food coop, Climate Conversations and much more. To stay up-to-date on the action or to get involved, sign up to the newsletter, email the team or find them through their social media on Facebook, Instagram, Twitter or their website.

Ext. 4000
Email: transition@st-andrews.ac.uk
[www.st-andrews.ac.uk/transition](http://www.st-andrews.ac.uk/transition)
[www.transitionsta.org](http://www.transitionsta.org)
Social Media Tag: TransitionUStA

**Fairtrade**

The University has held its Fairtrade University Status since 2006, demonstrating its commitment to the goals set out by the Fairtrade Foundation and in 2020 the University achieved a two-star rating for its commitment to Fairtrade. The Fairtrade Mark provides an independent guarantee to consumers that farmers in developing countries get a fair deal for their products. Both the University and the Students’ Association have adopted Fairtrade Policies, and the University has an active staff-student Fairtrade steering group.

[www.st-andrews.ac.uk/fairtrade](http://www.st-andrews.ac.uk/fairtrade)
[www.facebook.com/FairtradeInStAndrews](http://www.facebook.com/FairtradeInStAndrews)

**Go E-Bike**

Go E-Bike offers staff free access to a fleet of electric bikes available from 5 sites including Eden Campus, the Observatory, College Gate, Woodburn Place (Estates), and the Gateway Building.

Details from [www.st-andrews.ac.uk/environment/sustainabletravel/cycling/e-bike](http://www.st-andrews.ac.uk/environment/sustainabletravel/cycling/e-bike)
Bike to Work Scheme
You can purchase a new bicycle via local bike shops through a salary sacrifice scheme, which means you save income tax and National Insurance costs, up to 42% of the cost of the bike. The scheme is operated on behalf of the University by Green Commute Initiative.
www.st-andrews.ac.uk/sustainability/travel

LiftShare
The University has its own online car share scheme for your daily commute, or any other journey. All staff and students who use cars to get to the University are encouraged to register. You can save up to £1,000 per year by car sharing and save wear and tear to your car. The more of us who join, the more options there are to share journeys.
liftshare.com/uk/community/standrews

Electric Cars
Facilities to charge electric cars are improving rapidly. At present University offers free, publicly available charge points in St Andrews at David Russell Apartments (2), 101 North Street, Castlecliffe, Agnes Blackadder Hall, Observatory Workshop, Music Centre, and Eden Campus (6). More are expected to be coming online soon along with changes to charging and access, EV owners are asked to consider others by removing their car from charging once their cycle is complete. Live details of the charging points can be seen at www.zap-map.com/live

Car Parking
We encourage staff to walk, cycle or use public transport where possible.
If you have to bring a car, then you need a permit to park on University property.
Ext. 3999
Parking Permit Form: www.st-andrews.ac.uk/staff/tech/estates/carparking

Resources
The University of St Andrews is aiming to achieve zero waste status and move to a circular economy model. In order to achieve these goals, we need everyone in the University to take initiative and avoid producing waste in the first place. Whilst recycling is good, it does not go far enough in achieving our goals of stopping waste. By thinking whether it is necessary to buy new items and instead reusing existing materials, we can reduce our ecological footprint and prevent unnecessary waste which ultimately ends up in landfill. This requires all staff to think differently and tackle business as usual, which currently regards landfill as the easiest option. It is all our responsibility to tackle the ‘throwaway’ culture and to move towards valuing each item as a resource rather than a waste product. This includes preventing the need for skips when cleaning out rooms or buildings of unwanted but still functional items and move to a model that keeps these items in use through remanufacturing, reupholstering or reusing materials for an alternative use.
www.st-andrews.ac.uk/sustainability/circular-economy

Energy
The University tracks carbon emissions from electricity, gas and water use in its buildings and aims to be carbon neutral for energy by 2025. It has invested over £25m in an ongoing programme of energy efficiency refurbishments and has committed to large scale renewable projects in the biomass heating at Eden Campus and has more ambitious plans afoot. We all play a part in energy reduction by our actions, so follow the tips at:
www.st-andrews.ac.uk/sustainability/energy

Net Zero at St Andrews
In addition to energy, the University measures and records all carbon emissions associated with its operations and activities, including all kinds of environmental degradation, defining the challenge required to be a net zero carbon institution by 2035.

Active staff and student involvement are essential to ensure ownership on environmental issues and help us collectively drive down our carbon footprint. If you are keen to improve environmental behaviours at the University, please get in touch and follow the link at: www.st-andrews.ac.uk/sustainability/vision
20. Trade Unions

Trade unions provide support and representation to members on all work-related issues and are at the forefront of campaigns to create a fairer society. The University recognises three trade unions: Unison, Unite and UCU. Members of staff can use the contact details below to join a union. Your contract of employment should advise which union is best placed to represent your interests.

The unions speak on behalf of their members – collectively negotiating better pay and conditions as well as offering confidential casework support to members needing help with problems in the workplace. Members are provided with information, advice and guidance about work-related issues as well as access to a range of financial services and professional development training. The unions campaign on a range of work-related issues of both national and local concern including casual contracts, fair pay, pensions, workload, discrimination, stress and safety.

Unison
Unison represents catering and housekeeping staff in Residential & Business Services, support services staff in Estates and professional services in Schools and Units up to Grade 6.

Email: unionmail@st-andrews.ac.uk
http://unionlocal.wp.st-andrews.ac.uk

Unite the Union
Unite represents technical and support staff in Schools and service Units, managers in Residential & Business Services, and craftsmen and trades in Estates.

Email: unitemail@st-andrews.ac.uk
www.unitetheunion.org

University and College Union (UCU)
UCU represents academic staff including lecturers, researchers and postgraduate tutors and academic-related staff including IT staff, senior administrators, managers and librarians.

Email: ucu@st-andrews.ac.uk
http://standrewsunions.org/ucu

21. Learning and Teaching

For all matters relating to learning and teaching including academic standards and enhancing the student learning experience, please see: www.st-andrews.ac.uk/staff/teaching

Training in Good Academic Practice (TGAP) – for students
All students are required to complete an online Training in Good Academic Practice Moodle course as a condition of matriculation. Allegations of academic misconduct are dealt with by a School’s Academic Misconduct Officer in the first instance. Turnitin is the online plagiarism detection service used by the University.

www.st-andrews.ac.uk/staff/teaching
www.st-andrews.ac.uk/students/rules/academicpractice

22. Research Support and Policy

For a list of contacts, please see: www.st-andrews.ac.uk/research/contact

Research Funding Support
For support and advice in all aspects of research awards and contract:
www.st-andrews.ac.uk/researchfundingsupport

Research and Innovation Services
RIS comprises four teams that support the University and the Vice-Principal for Research & Innovation to enact the University strategy relating to research and innovation, working closely with Finance and the Library. These are: Research Information and Policy, Research Impact, Research Integrity, Ethics and Governance, and Open Research. RIS co-ordinates the preparations for Research Excellence Framework (REF) submissions.

www.st-andrews.ac.uk/about/professional-services/research

Research Policy, Integrity & Governance
Research Conduct (Research Integrity)
RIS supports our researchers to fulfil their responsibility to undertake their research in accordance with the University’s ‘Principles of Good Research Conduct’ and ‘Research Misconduct Policy’. These documents and our webpages provide guidelines on good research practice, a definition of research misconduct and a description of the essential steps taken by the University in handling allegations of research misconduct. All researchers are expected to undertake the first of our online research integrity training modules and are strongly encouraged to undertake the other modules available. RIS actively encourages researchers to raise questions, concerns and allegations using the contact points on our webpage, including our confidential contact point that is only seen by our research integrity staff, and not any other researchers anywhere in the University.

Email: researchintegrity@st-andrews.ac.uk
www.st-andrews.ac.uk/research/integrity-ethics/research-integrity
www.st-andrews.ac.uk/research/integrity-ethics/research-integrity/training
www.st-andrews.ac.uk/research/integrity-ethics/research-integrity/contact

Research Ethics
RIS supports researchers to undertake research involving humans or animals, their tissue or data, (including observational work) through our ethical guidance and ethical review processes. Such approvals must be obtained before research begins under our auspices. Check the webpages and contact your School Ethics Committee for guidance and information on the ethical review processes. Research involving protected animals is regulated by law. Please check the requirement for approvals or licences prior to the start of research by contacting the Home Office Liaison Officer at:

Email: holo@st-andrews.ac.uk
www.st-andrews.ac.uk/research/integrity-ethics
www.st-andrews.ac.uk/research/environment/committees/sec

Research Governance
RIS supports our researchers to undertake research in a legally compliant manner by providing guidance, processes and support for obtaining relevant approvals or licences. Before research can begin, specific reviews and approvals are required for:
- receiving research grant funding (that is, funding for carrying out research and not for standalone events or training) from funders that are not already on our approved list;
- all research involving the NHS, health and social care services or the Ministry of Defence
- some international research.
The latter may require:

- due diligence of overseas partner organisations (when the University transfers the partner funds that the partner then controls) and/or
- approvals related to export control laws (when there is physical or electronic transfer of certain 'controlled' goods, software or information over national borders) and/or
- approvals related to Nagoya protocol laws (when there is movement of certain non-human genetic material over national borders for research-related purposes).

Obtaining such approvals can take between weeks and months, and in many cases research activity cannot begin until the approvals have been obtained. It is therefore crucial to, as early as possible, check whether any such approvals are needed by visiting the webpage and, if directed by the webpage to do so, getting in contact with our research governance staff.

Email: researchgovernance@st-andrews.ac.uk
www.st-andrews.ac.uk/research/integrity-ethics/governance

Research Impact
Government and funding organisations generally expect researchers to be aware of the potential difference their research could make to society, to be able to articulate how impacts could be generated, to consider ways of accelerating such change, and to take account of benefits resulting from their research. The Research Impact Team supports researchers by providing advice and training on impact idea generation, planning, execution, evidencing and reporting (such as the REF 2021). The Research Impact Team manages UKRI-funded Impact Acceleration Accounts, and the University’s Internal funds to advance impact and Innovation (all internal funding supported by the Research Impact Team can be found on https://impact.wp.st-andrews.ac.uk/impact-funding) These Impact funding streams support activities that strengthen relationships with strategic external partners and maximise the potential for research impact in any sector with ‘non-academic’ users of research.

The Research Impact Team also supports the GC Forum (https://impact.wp.st-andrews.ac.uk/gc-forum), which oversees, guides and supports capacity building, sustaining capacity and development-related research activity through competitively funded projects intended to make a real difference to the lives of people in ODA countries.

For anyone interested in finding out more about research impact at the University.

Impact team
Phone: +44 (0)1334 46 4141
Email: impact@st-andrews.ac.uk

Global Challenges Forum (GC Forum)
Phone: +44 (0)1334 46 4141
Email: ris_gcrf@st-andrews.ac.uk

When to contact the Public Engagement with Research Team
The Public Engagement with Research team support high quality engagement through training, consulting on engagement strategies, development of researchers’ activities and programmes of engagement, and delivering opportunities to engage for our communities and researchers. Support includes:

- Training
- Grant-writing consultations
- Engagement strategy development
- Evaluation planning

Ext: 4809
Email: standengaged@st-andrews.ac.uk
www.st-andrews.ac.uk/research/support/public-engagement

Open Research
Open Research consists of the Open Access team and Research Data Management team.

The Open Access team provide services, support and training to research staff and students on Open Access publishing, recording publications in Pure, payment of Article Processing Charges; depositing research in the institutional repository, the REF and funder open access requirements and policies. The team also manages a journal hosting platform.

Email: openaccess@st-andrews.ac.uk
Further information: www.st-andrews.ac.uk/research/digitalresearch/openaccess

The Research Data Management team provide support and training on making research data publicly available, creating dataset records in Pure, understanding funder requirements on open data, and storing research data. The team also provide a consultation service to help write data management plans and support for bibliometric analysis.

Email: research-data@st-andrews.ac.uk

Further information: www.st-andrews.ac.uk/research/digitalresearch/researchdata

Research Information and Policy team
The research information and policy team is the central contact for general research queries and internal research funding schemes. They also support research outcomes and analysis systems such as Pure, Altmetrics and SciVal. In addition, they also manage submissions for research assessment exercises (REF), support for UKRI research outcomes submissions, demand managed funding calls and responses to external research reporting and consultation requests.

Email: ris@st-andrews.ac.uk
www.st-andrews.ac.uk/research/environment/ref-2021

Pure – Research Information System
Pure is the University’s Current Research Information System. All researchers, teaching staff and research postgraduates are automatically provided with an account and research portal profile. Further information on this service is available at: www.st-andrews.ac.uk/research/support/pure
Visit the Research at St Andrews portal at: https://risweb.st-andrews.ac.uk/portal
Email: purelive@st-andrews.ac.uk

23. Finance

Financial Operating Procedures
Heads of Schools and Units and all budget holders should be aware of the University Financial Operating Procedures, standing Financial Instructions and the Scheme of Delegation.

www.st-andrews.ac.uk/staff/policy/financialoperatingprocedures

Finance Information
General information on all money matters such as ordering goods, paying invoices, raising sales invoices, banking cash & cheques can be found here: www.st-andrews.ac.uk/staff/money
For VAT advice on buying or selling things please contact the tax & treasury team on vatenquiries@st-andrews.ac.uk or view the self help guide at www.st-andrews.ac.uk/staff/money/vatguidelines

Finance and Support Team (FAS)
Each School and Unit has a dedicated Finance and Support Team (FAS) who can help with queries relating to research grant management (from costing to post award) and any general budgeting/non-student related finance enquiries.

www.st-andrews.ac.uk/finance/financialadviceandsupportteams
www.st-andrews.ac.uk/researchfundingsupport
24. Procurement
Procurement’s primary objective is to ensure the University is obtaining best value for money whilst supporting the extensive and wide ranging requirements of all our teaching and research activities throughout the University. The Procurement Strategy is to efficiently support Decentralised Buying within the Schools, Units and Residences of the University.

- Where do I start? There are persons within each School/Unit who are authorised to buy and raise purchase orders – these persons are determined by the Head of School/Director of Unit. There are key buyers within these teams and information can be found via the Buyer Network.
  www.st-andrews.ac.uk/staff/money/procurement/buyernetwork
- How do I know if I am an authorised buyer? If your role requires you to have buying responsibilities then a valid Aptos login account must be requested.
  www.st-andrews.ac.uk/staff/money/aptosystem
- University Financial Operating Procedures – buyers are supported in their role by the Procurement Buyer Network together with guidance from these procedures.
  www.st-andrews.ac.uk/staff/policy/financialoperatingprocedures
- Compliance, Collaborative Agreements and Tendering – the Procurement Strategy and Financial Operating Procedures dictate that Budget Holders use National, Regional and Institutionally tendered contracts. As a body which receives funding from the Public Sector, the University is obliged to undertake a competitive tender process for the supply of goods and services where the value exceeds £25,000.
  www.st-andrews.ac.uk/staff/money/procurement/tendering
- Purchase2Pay processes – Procurement are responsible for the University’s non-pay spend. Procurement staff through key activities such as P2P processes, collaboration and compliance, policy and legislation, efficiency measurements and capital project procurement and work with the Buyer Network and colleagues across the University to meet these objectives. We are happy to meet with Schools, Units and Residences on any of these areas.
- What tools are available and Web support – Aptos is the University’s purchase order management system and there is a buying tool (Procurement Advisory Database) to support buyers with their day-to-day buying.

Ext. 2523
Email: procurement@st-andrews.ac.uk
www.st-andrews.ac.uk/staff/money/procurement

25. Human Resources
Human Resources is responsible for supporting the University through the delivery of a comprehensive HR service which develops and adopts relevant people management strategies, provides a range of support, information and expert advice consistent with employment legislation and best practice. It is split into four key areas:

- Support & Advice (including management information)
  – www.st-andrews.ac.uk/hr/supportandadvice
- Recruitment & Selection – www.st-andrews.ac.uk/hr/recruitment
- Data & Systems – www.st-andrews.ac.uk/hr/hrstaff
- Salaries & Pensions – www.st-andrews.ac.uk/hr/salariesandpensions

Each School/Unit has a dedicated HR Business Partner who can be contacted for advice and support.
www.st-andrews.ac.uk/hr/businesspartner

Key/Important HR Policies:
The Annual Leave Policy
The annual leave year runs from 1 August to 31 July each year. Any annual leave carried forward from the previous annual leave year not used by the 31 December will be lost. The University has an annual closure period between 25 December and 2 January (or as published) during which only some services operate. Those employees who are not required to work during this closure period must use annual leave to cover this period. The specific dates and number of closure days will be agreed centrally within the University each year and communicated as far in advance as possible. Employees should check with their line manager regarding local arrangements during the December closure period. For more information contact Human Resources
www.st-andrews.ac.uk/staff/policy/hr/annualleaveguidance

Probation Policy
The probation period is a trial period for the new employee. It allows the employee and the line manager to assess the employee's suitability in the role and for the line manager to determine whether the employee is capable of fulfilling the requirements of the role. Probation should be monitored during regular review meetings between the employee and their line manager. Further information about the processes can be read in the policy:
For Professional staff: www.st-andrews.ac.uk/policy/staff-employee-relations-probation/probation-policy-for-support-staff.pdf
For Academic staff: https://www.st-andrews.ac.uk/policy/staff-progression-and-development/academic-review-and-development-policy.pdf

Sickness Absence Policy
The wellbeing of any organisation is directly related to the wellbeing of the people who make up the organisation. The University wishes to develop and maintain policies that provide all members of staff with appropriate support in relation to their health. In the event of illness, you must follow the procedure below:

- Call your line manager or designated officer for absence within one hour of your normal start time on the first day of absence by telephone or agreed reporting mechanism. You must give an indication of the reason for non-attendance and the likely length of absence.
- Keep your line manager (or designated officer) informed on a daily basis unless otherwise agreed.
- If your absence lasts for 6 calendar days or more, you must obtain a Fit Note (medical certificate) from your GP.
- Complete a Return to Work Form (Part B) via Self Service upon returning to work.

For further details relating to long-term illness, you can view the full sickness policy at:

The Mediation Service
The Mediation Service is an additional service for all staff and students who want to resolve disagreement informally. The service is also available for groups or teams seeking a collaborative, inclusive framework for problem solving issues.

The University recognises that conflict and disagreements can arise in every part of the organisation and encourages colleagues to resolve issues in a manner that supports positive working relationships. Mediation provides space, time and support to people within the University community to transform difficult relationships. Mediation is informal, voluntary, confidential, and participants have control. Anyone is welcome to contact the service for a confidential conversation email mediation@st-andrews.ac.uk. More information is available at:
www.st-andrews.ac.uk/hr/edi/mediation
26. Review and Development Processes

The University currently has two separate staff review processes:

The Review and Development Scheme (RDS) applies to all professional and support staff in Schools and Units, including research staff. Details of the RDS can be found from here:


The Academic Review and Development Scheme (ARD) applies to academic staff only:

www.st-andrews.ac.uk/staff/policy/hr/academicreviewfornewstartsallacademicstaff

27. Equality, Diversity & Inclusion (EDI)

Equality, Diversity and Inclusion Policy

The University is fully committed to respect and fair treatment for everyone, eliminating discrimination, and actively promoting equality of opportunity and delivering fairness to all, including people of different protected characteristics (Age, Disability, Gender Reassignment, Marriage and Civil partnership, Pregnancy and Maternity including Paternity, Race, Religion or Belief (including non-belief), Sex/Gender, or Sexual Orientation):

www.st-andrews.ac.uk/hr/edi/equalityschemeandpolicies

The central EDI Team support including: policies and services compliance with equality law and meeting funding expectations; inclusion for people of different backgrounds; signposting to services; equalities training; inclusive recruitment and curriculums; and progress on diversity accreditation (Athena SWAN, Carers Positive; Race Charters, LGBT Charter and Stonewall) – Email: diversity@st-andrews.ac.uk

Online Training – Staff are required to complete the Diversity in the Workplace module, and encouraged to complete the Unconscious Bias module, both are accessed via:

www.st-andrews.ac.uk/hr/edi/training

The following diversity staff networks can be accessed via www.st-andrews.ac.uk/hr/edi:

BAME, Early Career Women, LGBTIQ+, Parents & Carers, Staff with Disabilities and Women in Science.

28. Accommodation, Conferences and Events

Accommodation

We offer a wide choice of en-suite and standard accommodation from June until the beginning of September. Both David Russell Apartments and Agnes Blackadder Hall have en suite facilities, McIntosh and University Halls, two of our traditional buildings, offer standard rooms with shared facilities.

Our accommodation offers a great value for money stay in St Andrews. Rooms are available to leisure, conference and group guests, providing the perfect base to explore the historic town, its stunning beaches and world famous golf courses.

We offer special discounted rates for conference, groups and sports groups over 20 people.

Conferences

A great conference starts with a great location. The University of St Andrews offers renowned conference facilities and venues for up to 900 delegates, over 1,300 en suite bedrooms and an unrivalled position within the ancient town of St Andrews.

The conference team are on hand to assist members of the academic community planning to host
conferences to raise the profile of departments, the relevant associations and the University, including bid proposal support. As Professional Conference Organisers, the team can remove the stress and strain of planning a conference allowing hosts to focus on the academic content. Support can range from website design, registration, abstract or budget management, social programmes or the entire project. The aim is to ensure all details are arranged to your requirements and budget. The team can also assist with the management of virtual and hybrid conferences and events.

https://ace.st-andrews.ac.uk

Staff and visitors
The following link gives an overview of the information you may require in relation to both the University and town of St Andrews including facts and figures, history, travel, maps and accommodation.
www.st-andrews.ac.uk/about

Events
The University of St Andrews offers a range of impressive venues for those looking to host wedding receptions, ceremonies, exclusive breakfasts, lunches, dinners, presentations and drinks receptions.

The events operations team pride themselves in offering a first-class service and chefs will be happy to create bespoke menus. The team works with many of the finest local suppliers to ensure the best in Scottish hospitality.

Ext. 3000
Email: aceteam@st-andrews.ac.uk
https://ace.st-andrews.ac.uk

Delivered Catering
The events operations team provide a delivered catering service throughout the University, supplying fresh food and drink on a “deliver and go” basis. If you have specific requirements or any special dietary needs we will always do our best to help with your requirements.

Ext. 7005
Email: catering@st-andrews.ac.uk
https://www.st-andrews.ac.uk/catering

30. International Education Institute (IE)
IE's language and academic skills experts deliver foundation, undergraduate modules, postgraduate degree programmes and PG Certificates as well as pre-sessional and short courses that combine academic subject knowledge with English language skills and cultural adaptation studies.

We offer modules and programmes designed to develop students’ knowledge of English in a range of academic contexts. We also deliver MSc and PG Certificates in the field of TESOL, taught both in St Andrews and by distance learning. We liaise with Schools to provide integrated, discipline-specific teaching, and we are also a source of expertise.

Our Pre-sessional courses which run just before the start of Semester 1, offer a useful orientation and acculturation for international students, see www.st-andrews.ac.uk/international-education/short-courses/pre-sessional Attendance may be a condition of an offer for a Master’s programme.
www.st-andrews.ac.uk/international-education

The Academic English Service (AES) – offers free English language and language-related support to students of the University for whom English is an additional language. It seeks to induct students into the academic culture of St Andrews, and of study in the UK more generally, and helps them develop an understanding of the expectations their lecturers may have of them. As part of its remit, AES teaches argument, communications, academic study skills and English language through one-to-one tutorials, workshop programmes and online independent study resources.

AES is particularly popular with postgraduate students, both taught and research, so we run a number of courses to meet the needs of this group e.g. a dissertation writing programme or courses in giving a conference paper and preparing a conference abstract.
31. Development

Development is responsible for the University's philanthropic fundraising and for developing strong relationships with alumni, friends, parents and donors throughout the world. The support this creates helps to consolidate the University's status as a world-class centre for teaching, learning and research.

Despite the challenges we have faced in the past year, we have continued to pursue our vision for a World-leading, Diverse, Global and Entrepreneurial St Andrews. We have adapted successfully to the new circumstances and are finding creative new ways to engage with and support our students, the University and the wider community of alumni and friends.

It is testament to the commitment, loyalty and generosity of our supporters that contributions from around the world for our Covid-19 appeal amounted to over £1.2 million, and helped us to address the needs of our students, researchers, staff and local community.

The University is now in the quiet phase of a new comprehensive fundraising campaign to raise in the region of £250-£300 million. The centrepiece of the campaign is the redevelopment of Madras College, South Street, as a 'New College' for St Andrews.

Other major initiatives currently include the refurbishment of the Younger Hall; a new School of Mathematics and Statistics on North Haugh; scholarships at both undergraduate level (Wardlaw Scholarships) and post-graduate level (Handsel Scholarships); the development of research at the MacKenzie Institute for Early Diagnosis; the implementation of Entrepreneurial St Andrews; the nurture of students' musical talent through new instruments, equipment and scholarships; the use of legacies to secure the University's future; and the St Andrews Prize for the Environment.

Our previous fundraising campaign raised £100m and included more than £27m for scholarships, a new Medical School building, the new Laidlaw Music Centre, the Richardson Research Library at Martyrs Kirk, a redeveloped Sports Centre, the refurbishment of St Salvator's Quad, and a new Scottish Oceans Institute building on East Sands.

We raise funds for all our projects by:
- building a strong revenue pipeline through the use of prospect management strategies and by cultivating donors
- collaborating with the Principal, senior leadership and other University stakeholders to ensure close alignment of University strategic priorities with campaign fundraising priorities
- encouraging a culture of philanthropy within the University
- developing partnerships with alumni and parents through volunteer and alumni engagement programmes
- publishing regular print and digital communications
- broadening and deepening stewardship and prospect engagement strategies to ensure that all donors are thanked at the appropriate level
- keeping alumni in touch through clubs, networks and events
- providing key alumni benefits
- running the Family Programme so that parents of undergraduates are included in the University community

32. Eden Campus and Walter Bower House

Eden Campus is located in the village of Guardbridge, around four miles west of St Andrews. The 9.6-hectare site contains a mix of land and buildings which formerly comprised Guardbridge's historic paper mill, and includes a number of listed buildings associated with the mill. The University acquired the site in 2010.

The site is as big as the town centre of St Andrews, offering the University much needed space and the exciting potential to develop green energy generation, carbon reduction initiatives and scope for engagement with industry. Over the next decade, approximately £200 million will be invested across the site to deliver numerous innovative projects.

In January 2017, the first phase in the redevelopment of the site involved the completion and commissioning of a biomass plant and the District Heating System (DHS) delivering hot water to heat the site and more than 40 University buildings including the science campus and sports centre in St Andrews. In addition, the DHS provides heat to 3,000 student bedrooms.

Eden Campus is also home to Walter Bower House (WBH), which serves as the base for most of St Andrews’ Professional Services teams. WBH is home to around 450 staff in total and offers many types of collaborative working space (meeting rooms, project areas, quiet rooms and traditional desk space) plus excellent facilities for staff including a gym and café. A large part of the building’s ground floor is also dedicated to storing roughly 15,000 lm of the University’s library collections, browsable by University staff, students and members of the public.

Find out more about WBH at walterbowerhouse.wp.st-andrews.ac.uk and remember to check our digital noticeboard for the latest news and updates.

Email: wbrreception@st-andrews.ac.uk
33. General Information

Booking a Room
For full details regarding room bookings for teaching, ad-hoc booking requests, and vacation bookings:

www.st-andrews.ac.uk/staff/teaching/timetabling

Mail Room
Information on opening times and collections/deliveries can be found at:

www.st-andrews.ac.uk/staff/tech/mailroom

Repairs
For information on how to request a building maintenance repair, please visit:

www.st-andrews.ac.uk/staff/tech/estates/maintenance/repairs

34. Nursery

University of St Andrews Nursery
4 Collins House, East Sands, St Andrews KY16 8TU

The University has a purpose built children’s nursery at East Sands, welcoming children aged 0-5 years from both University and non-University parents and carers. 10% off fees for staff and students.

The nursery opens at 7.45am and closes at 6pm. We run a bookable service after 6pm until 6.30pm. Should you require the service after 6pm, please pre-book by email 7 days in advance.

Open Mon-Fri 7:45am-6:30pm
Tel: 01334 460606
Email: nursery@st-andrews.ac.uk
https://ace.st-andrews.ac.uk/nursery

35. The Byre Theatre

The Byre Theatre has been part of the fabric of St Andrews for nearly 80 years and part of the University since 2014. It is an award-winning building, with a 216 seat auditorium, 80 seat studio theatre and a 30 seat conference room.

The Byre is a vibrant culture and performing arts hub, recognised as a valued part of the national cultural infrastructure, presenting a diverse range of professional touring performances of theatre, dance, opera and music for a broad range of audiences. In addition, the Byre produces its renowned annual pantomime with Bard In The Botanics, featuring a local youth cast who work alongside the professional cast and creative team.

The Byre is proud to regularly host local and student performance groups. It also develops projects focussing on reaching out to sectors of the local community to engage with the arts and promote well-being, and offers opportunities for learning, training and professional development.

As part of the University, The Byre supports teaching and research, develops skills and work experience for students and contributes to the student experience.

The Byre is a permanent home to the Playwriting and Screenwriting MLitt, led by award-winning playwrights Professor Zinnie Harris and Oliver Emanuel, and is a teaching base and collaborative partner with the University’s Film Studies department.

The Byre works in partnership with academics, researchers, and colleagues to showcase some of the ground-breaking research at the University of St Andrews. This collaboration includes public engagement, enabling research to reach a public audience and contribute to the measurement of Research Impact. Byre World is a regular strand of programming connected to the School of Modern Languages.

The Byre hosts the student run Barron Theatre’s permanent residency within the Lawrence Levy Studio Theatre. In addition, the Byre provides the main auditorium, equipment and resources, technical team, marketing support and training opportunities in a high-level professional environment to student productions, which are are enjoyed by fellow students and public audiences.

Our priorities are focussed on performing arts and screen culture. To make enquiries about using our facilities and expertise please get in touch

Contact
Internally: ext 5000, externally: 01334 475 000
Email: byreboxoffice@st-andrews.ac.uk
www.byretheatre.com
Facebook @byretheatre
Twitter @byretheatre

36. Laidlaw Music Centre

The University Laidlaw Music Centre particularly welcomes all members of staff to join our activities. We offer an exceptional array of opportunities including weekly one-to-one vocal and instrumental lessons, no matter whether you are a complete beginner or an advanced player. There are also numerous ensembles, many un-auditioned and open to all. These include the St Andrews and Fife Community Orchestra, run in collaboration with our Orchestra in Residence, the Scottish Chamber Orchestra, and community flute, clarinet, saxophone and guitar ensembles. Many of these groups benefit enormously from the participation of both academic and non-academic staff. In addition, there are ensembles for children including a youth orchestra and choirs.

The Laidlaw Music Centre is housed in a state-of-the-art facility, completed during 2020. The Laidlaw Music Centre incorporates spaces designed to accommodate individual teaching and practise, ensemble and orchestral rehearsals and amplified and electronic music. It also houses the McPherson Recital Room; a combined orchestral rehearsal studio and chamber/vocal performance space with a reverberation chamber enabling astounding acoustical flexibility and a fully mechanised floor.

Membership includes access to practice rooms, the opportunity to sign up for lessons, participate in ensembles, borrow instruments and attend numerous concerts at a discounted rate, or for free!

Contact: ext 2226
Email: music@st-andrews.ac.uk
Facebook: www.facebook.com/UniversityofStAndrewsMusicCentre
37. Global Office

The Global Office is responsible for managing strategic, multi-dimensional partnerships; providing co-ordinated support for key Global activities which are cross-institution and which enhance student experience, academic reputation and research connectivity internationally; and supporting the alignment of Global services to ensure a consistent approach and a seamless service for academics, students and external stakeholders.

The Global Office manages and supports a wide range of international activities, including:

- Study Abroad and collaborative programmes
- Global PhDs
- Global Fellowship Scheme
- International network and association memberships – e.g. Europaeum, UAрctic, Talloires Network of Engaged Universities
- Student cohort experience – e.g. BA (International Honours); Sanctuary Scholars; Global PhDs; China Scholarship Council
- Partnership development that supports academic strategy
- International travel support
- University of Sanctuary status co-ordination

The Global Office also manages the business of the University’s International Committee and takes forward projects and initiatives identified by the Committee in support of the University of St Andrews Strategy 2018-2023.

You can find out more about the work of the Global Office on:

Webpage: www.st-andrews.ac.uk/study-abroad
Blog: https://studyabroad.wp.st-andrews.ac.uk
Twitter: https://twitter.com/GlobalOfficeStA
Facebook: www.facebook.com/studyabroad.standrews
Instagram: www.instagram.com/university_of_sta_global
Email: globaloffice@st-andrews.ac.uk

Index of Abbreviations

ACE ............ Accommodation, Conferences and Events
AES ............ Academic English Service
AMG ............ Academic Monitoring Group
ARDS ............ Academic Review and Development Scheme
ASC ............ Advice & Support Centre
BTPO .......... Business Transformation Portfolio Office
CAG ............ Curriculum Approvals Group
CEED .......... Centre Educational Enhancement and Development
CSA ............ Collaborations & Study Abroad
DC ............ Delivered Catering
DL ............ Distance Learning
DoRep ......... Director of Representation, Students’ Association
DoT .......... Director of Teaching
DoPGR ........ Director of Postgraduate Research
DoPGT .......... Director of Postgraduate Taught
DoSDA .......... Director of Student Development and Activities, Students’ Association
ESMG .......... Education Strategic Management Group
FAS ............ Financial Advice & Support
FEG ......... Faculty Executive Group
FE .......... Further Education
HE ............ Higher Education
HEA ............ Higher Education Academy
HEAR .......... Higher Education Achievement Report
HEPI ............ Higher Education Policy Institute
HESA .......... Higher Education Statistics Agency
HoS .......... Head of School
HR .......... Human Resources
ID ............ Interdisciplinary
IE ............ International Education Institute
ILA .......... Individual Learning Account
ITS .......... IT Services
JANET ......... Joint Academic Network
JH ............ Junior Honours
KPI .......... Key Performance Indicator
LTC .......... Learning and Teaching Committee
MLE .......... Managed Learning Environment
MMS ............ Module Management System
MOS .......... Microsoft Office Specialist
NSS .......... National Student Survey
OSDS .......... Organisational and Staff Development Services
PARC .......... Planning and Resources Committee
PDMS ........ Personal Development Management System
PDP .......... Personal Development Planning
PG .......... Postgraduate
PGCAF ........ Postgraduate Certificate In Academic Practice
PGR .......... Postgraduate Research Students
PGRC .......... Postgraduate Research Committee
PGT .......... Postgraduate Taught Students
PSR .......... Professional Services Relocation
QAA .......... Quality Assurance Agency
RBS .......... Residential and Business Services
RIS .......... Research & Innovation Services
RDS .......... Review and Development Scheme
REF .......... Research Excellence Framework
RPL .......... Recognition of Prior Learning
SD .......... Sustainable Development
SCQF .......... Scottish Credit and Qualifications Framework
SFC .......... Scottish Funding Council
SH .......... Senior Honours
SITS .......... Strategic Information Technology Services
SRC .......... Student Representative Council
TEF .......... Teaching Excellence Framework
TEFL .......... Teaching English as a Foreign Language
TGAP .......... Training in Good Academic Practice
TLAC .......... Teaching Learning & Assessment Committee
UCAS .......... Universities & Colleges Admissions Service
UG .......... Undergraduate
UKCGE .......... UK Council for Graduate Education
URIP .......... Undergraduate Research Internship Programme
UTREC .......... University Teaching and Research Internship Programme
VLE .......... Virtual Learning Environment
WBB .......... Walter Bower House
## A-Z Index

<table>
<thead>
<tr>
<th>Page number</th>
<th>Page number</th>
<th>Page number</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Academic Calendar ...........................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Academic Support librarians .................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Academic Review and Development Scheme ..................</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Academic Schools ..................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Accommodation ........................................................</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>Advice &amp; Support Centre (ASC) ................................</td>
<td>1, 34</td>
</tr>
<tr>
<td></td>
<td>Advising ......................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Alcohol Policy ..........................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Annual Leave .............................................................</td>
<td>30</td>
</tr>
<tr>
<td>B</td>
<td>Bike to Work Scheme .................................................</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Booking a Room ..........................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>Business Cards ............................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Business Transformation Portfolio Office .....................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Buying .........................................................................</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>Byre Theatre ...................................................................</td>
<td>37</td>
</tr>
<tr>
<td>C</td>
<td>Cafes ............................................................................</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Calendar (Academic Year) ............................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Candlemas Semester .....................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Career Support .............................................................</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>Car Parking ...................................................................</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Catering ......................................................................</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>CEEED ...........................................................................</td>
<td>1, 7, 14</td>
</tr>
<tr>
<td></td>
<td>Chaplaincy .................................................................</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>Collections ...................................................................</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Compliment Slips ..........................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Computer ......................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Computer Incident Support Team (StACSIRT) ..................</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Conferences ..................................................................</td>
<td>32, 37</td>
</tr>
<tr>
<td></td>
<td>Consumer Protection Legislation ...................................</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Contacts ......................................................................</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Corporate Identity .........................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Current Staff Webpage ..................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Curriculum (see Registry) ............................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Cyber/Information Security ............................................</td>
<td>9</td>
</tr>
<tr>
<td>D</td>
<td>Data Protection .............................................................</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Deans ..........................................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Design ........................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Development .................................................................</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>Digital Communications ................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Digital Visa ..................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Drug and Substances Policy ..........................................</td>
<td>20</td>
</tr>
<tr>
<td>E</td>
<td>E-Bike .........................................................................</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>Eden Campus ..................................................................</td>
<td>36</td>
</tr>
<tr>
<td></td>
<td>Eduroam .......................................................................</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Electric Cars .................................................................</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Email ..........................................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Emergency Procedures ..................................................</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Energy .........................................................................</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>Environment Team ...........................................................</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>Equality, Diversity &amp; Inclusion ......................................</td>
<td>1, 32</td>
</tr>
<tr>
<td></td>
<td>Equally Safe ..................................................................</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td>Ethics ..........................................................................</td>
<td>26</td>
</tr>
<tr>
<td></td>
<td>Events ..........................................................................</td>
<td>4, 32</td>
</tr>
<tr>
<td></td>
<td>Examinations ...................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>F ..................................................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Faculties .......................................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Finance ........................................................................</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>Fire ............................................................................</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Freedom of Information ...................................................</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Funding ........................................................................</td>
<td>15, 26, 27</td>
</tr>
<tr>
<td></td>
<td>Governance ....................................................................</td>
<td>3, 8</td>
</tr>
<tr>
<td></td>
<td>Global Office ..................................................................</td>
<td>39</td>
</tr>
<tr>
<td></td>
<td>Graduation .....................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Headed Notepaper ............................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Health and Safety ............................................................</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td>Home Drive ....................................................................</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>House Style ...................................................................</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Human Resources (HR) .........................................................</td>
<td>1, 29</td>
</tr>
<tr>
<td></td>
<td>I ..................................................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>ID Cards ........................................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Induction ......................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Information Security ........................................................</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>International Education Institute (IE) ............................</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td>In the Loop ...................................................................</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>IT Services ....................................................................</td>
<td>1, 5</td>
</tr>
<tr>
<td></td>
<td>IT Training ....................................................................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>L ..................................................................................</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>Laidlaw Music Centre .........................................................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Learning and Teaching ......................................................</td>
<td>1, 2, 13</td>
</tr>
<tr>
<td></td>
<td>Library ........................................................................</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>Lifelong and Flexible Learning ........................................</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Logos ...........................................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>M ..................................................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Mail Room ....................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Maps ............................................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Martinmas Semester ..........................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Matriculation ..................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Mediation .....................................................................</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Memo ...........................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Mentoring and Coaching .................................................</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>Microsoft Imagine Academy ............................................</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Microsoft Office Specialist Certification (MOS) ..................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Module Management System (MMS) ....................................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Moodle .........................................................................</td>
<td>7, 25</td>
</tr>
<tr>
<td></td>
<td>N ................................................................................</td>
<td>14, 17, 22</td>
</tr>
<tr>
<td></td>
<td>Newsletter .....................................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>New Staff Essentials ........................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>New Starter Online Training ...........................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>News Team .....................................................................</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>NHS 24 .........................................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>Nursery ........................................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>O ..................................................................................</td>
<td>17, 19</td>
</tr>
<tr>
<td></td>
<td>Occupational Health Unit ...............................................</td>
<td>14, 17, 22</td>
</tr>
<tr>
<td></td>
<td>OSCE cd .......................................................................</td>
<td>1, 14</td>
</tr>
<tr>
<td></td>
<td>P ..................................................................................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Panopto .......................................................................</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td>Parking Permit ................................................................</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Passports to Excellence ..................................................</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td>Passwords ....................................................................</td>
<td>6, 9</td>
</tr>
<tr>
<td></td>
<td>Pay ............................................................................</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td>PC Clinic ......................................................................</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>PDMS ...........................................................................</td>
<td>2, 7, 14, 20</td>
</tr>
<tr>
<td></td>
<td>Pensions .......................................................................</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>Photography ...................................................................</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Plagiarism ....................................................................</td>
<td>7, 25</td>
</tr>
<tr>
<td></td>
<td>Planning Unit ................................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Prevent .........................................................................</td>
<td>21</td>
</tr>
<tr>
<td></td>
<td>Principal's Office ............................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Print &amp; Design Unit ..........................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Printing ........................................................................</td>
<td>6, 11</td>
</tr>
<tr>
<td></td>
<td>Procurement ...................................................................</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>Publications ...................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Public Engagement ............................................................</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td>Pure – Research (Information) System ................................</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>R ..................................................................................</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>Recruitment ....................................................................</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>Recycling ....................................................................</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>Repairs ........................................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>Research Impact Team ......................................................</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td>Research Support and Policy ............................................</td>
<td>26</td>
</tr>
<tr>
<td></td>
<td>Registry .......................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Review and Development Scheme .....................................</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>Room Booking ..................................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>S ..................................................................................</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td>Safety ...........................................................................</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>Saints Sport ...................................................................</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>Salaries .......................................................................</td>
<td>1, 29</td>
</tr>
<tr>
<td></td>
<td>Schools ........................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Security .......................................................................</td>
<td>1, 21</td>
</tr>
<tr>
<td></td>
<td>Self Service ...................................................................</td>
<td>1, 31</td>
</tr>
<tr>
<td></td>
<td>Semester Dates ................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Service Status ..................................................................</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Service Units ..................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Shared Drives ..................................................................</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Sickness Absence ..............................................................</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Smoking Policy ................................................................</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Staff Development ...........................................................</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Staff Discount Scheme .....................................................</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Staff and Student E-newsletter .......................................</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Stationery .....................................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Strategic Plan ..................................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Structure and Governance ................................................</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>Student Records ...............................................................</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td>Student Services .............................................................</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td>Study and Research Facilities ..........................................</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Support and Development ................................................</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Sustainable Development ................................................</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>Switchboard ...................................................................</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>T ..................................................................................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Technology Enhanced Learning .........................................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Telephones ....................................................................</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Traditions .....................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>(Training) Courses .............................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Training in Good Academic Practice (TGAP) ....................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Transition University of St Andrews ................................</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>Turnit.in ........................................................................</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>U ..................................................................................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>UCU .............................................................................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Unions ..........................................................................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Unison .........................................................................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Unite ...........................................................................</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Units (See Service Units) ................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>University Governance ....................................................</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>University Logos ............................................................</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>V ..................................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Vacation .......................................................................</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>Visas ............................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Visitors ........................................................................</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Volunteering ..................................................................</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td>W ..................................................................................</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Wardlaw Museum ..............................................................</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Wellbeing .....................................................................</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>WiFi ............................................................................</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Workshops ....................................................................</td>
<td>7, 14</td>
</tr>
</tbody>
</table>