

Vaida Dvarioniene
RES Grants and Funding Unit



“UCLan has given me good work and life balance. Flexible working makes it easy for me to work around childcare arrangements.”

“I graduated from UCLan with an MSc in Marketing Management in 2009 and came back to the University as an employee in 2011. I’ve worked in different departments over the years and I currently work in the Grants and Funding Unit. Colleagues are amazing here and we support and look after each other, it’s like a little family. UCLan has given me good work and life balance. Flexible working makes it easy for me to work around childcare arrangements.”

Emad Abdelhamed
International Student Support Tutor



“No matter what your race, gender, age, religion, disability or colour, you are always welcomed, supported, and empowered here at UCLan!”

Egyptian-born Emad came to the UK as an international student to study a master’s degree. After completing his degree, he started applying for jobs in the UK.

“My journey at UCLan started when my job application for the position of English for Academic Purposes Tutor was successful and for me this was a life-changing opportunity. Since English is my second language, and despite being a qualified and experienced English lecturer with several teaching qualifications, a master’s degree and many years of work experience, I thought teaching English at a UK university would be unattainable.

Initially, I started as a tutor, then got promoted to a lecturer and now I am also a module leader at the School of Business and Management. Working for UCLan has had a remarkable and positive impact on my career.

UCLan is keen on continuous professional development and my line manager has encouraged and fully supported me to study my current second postgraduate degree (Postgraduate Certificate in Academic Practice). This degree has also helped me achieve my Fellowship of Higher Education Academy. ‘Creating Opportunities’, and ‘Supporting

All, two of UCLan's values are evident in our practices and I am a 'Proud UCLanian'! If I had been asked six years ago, I would not have thought I could achieve all this.

No matter what your race, gender, age, religion, disability or colour is, you are always welcomed, supported, and empowered here at UCLan. In my personal life, I have faced so many challenges and there were moments when it was easy to give up and hard to go on, but I am glad I chose to go on."

Terence Jagger
Lecturer in Health and Social Care
School of Community Health and Midwifery



“I am an ‘openly gay man’ and staff member of the LGBTQ+ Equality and Diversity forum. I feel UCLan should empower, embrace and treat everyone equally in all ‘communities’ and I am proud to be a part of this forum group, supporting staff and students alike.”

Following a 20-year career working for the NHS, UCLan graduate, Terence Jagger is now working as a Work Based Education Tutor in UCLan’s School of Health and Midwifery, where he teaches and supports students on the Foundation Degree in Health and Social Care and the Higher Degree Apprenticeship for Assistant Practitioners.

“It is such a privilege to be at UCLan as a member of staff and to support the programme I initially studied, which I truly believe in. As a lifelong Prestonian, I feel proud to be giving something back.”

Terence provides support in 'Work Based Learning' and 'Portfolio Development' for the Healthcare Assistant Practitioner Higher Apprenticeship, Foundation Degree Programme.

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Halima Kure
Lecturer in Computing (School of Psychology and Computer Science)



“The University has a masjid that enables Muslim staff and students to pray in, which is really important to me. UCLan is a great environment to work in, everyone here is so friendly.”

Halima is one of our newer members of staff, joining UCLan in 2022 after moving from London to Preston. She made the move after completing her PhD at the University of East London, where she also worked as an assistant lecturer while completing her studies.

“I have met some amazing colleagues who have been very supportive and helped me settle in quickly. I’ve also had support from a mentor, who is helping me progress in my career while managing a family. Amazingly, the University has a masjid that enables Muslim staff and students to pray in, which is really important to me. UCLan is a great environment to work in, everyone here is so friendly.”

Suzanne Juniper
AQU Business Partner and EDI Lead
Academic Quality Unit



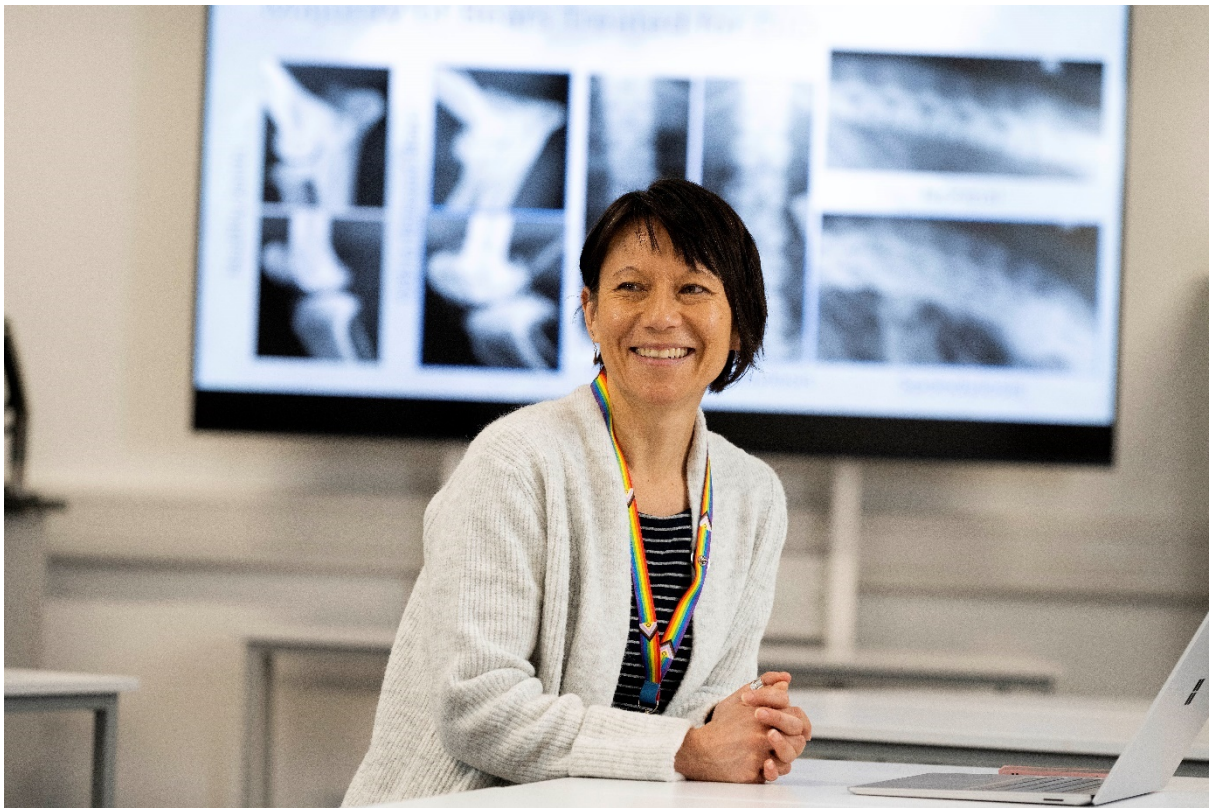
“Admitting you have a disability isn’t always easy, so it is pleasing to see that UCLan formally commits to embracing differences and promoting an inclusive culture through the ‘Belonging at UCLan’ strategy. I would encourage colleagues to disclose their disability and to engage in the support that is available to them.”

“Having worked at UCLan for more than 20 years, I have seen many changes. In that time, my roles have changed but I have also changed. After a serious illness, I was diagnosed with Multiple Sclerosis whilst on maternity leave, which I found difficult to admit at work for some time. I didn’t want to appear different as I thought that I would be judged by others and viewed as not able to undertake my role. When I finally did, it felt good to have the support of colleagues and, when I explained how my illness affected me, their understanding.

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A meeting with Occupational Health is useful to be able to clearly set out what support or adjustments you may need for the benefit of yourself and your line manager. Flexible and hybrid working together with priority parking have really helped me. I also feel it's important to provide feedback about where improvements can be made in university life, using your own lived experience. Being part of the various staff networks are a great way of being able to do this as you can provide feedback on various aspects from university strategies to proposed building works."

Dr Monica Bando
Senior Lecturer in Veterinary Professional and Clinical Skills | Equality, Diversity, and Inclusion Lead, School of Veterinary Medicine



“I feel very fortunate to be a part of a team who values our diverse backgrounds, perspectives, and lived experiences, and also prioritises staff and student wellbeing. As a veterinary profession we need to do more in terms of equality, diversity and inclusion, and our new School of Veterinary Medicine is committed to doing our part.”

“I am half Japanese, half Norwegian/German and was born in Tokyo, raised in Japan, Singapore, Norway, and the U.S. I studied wildlife ecology and conservation in Florida, marine biology in Alaska, and completed my veterinary degree at Massey University in New Zealand and my PhD in the U.S (Washington state). I worked hard and was also very fortunate for the opportunities to work internationally in private practice, charities, wildlife conservation and welfare research, and academia.

Through my varied experiences, it became apparent how much work needs to be done across the globe to improve the lives of all animals, which spurred me to become an ethical vegan. My experiences also made me realise how imperative it is to educate and

empower future veterinarians to embrace their role in advocating for better animal welfare.

That is why I was so eager to join this incredible team here at UCLan, for the unique opportunity to contribute to a new, innovative, animal-welfare focused veterinary school that is also committed to creating a culture of inclusion and belonging by breaking down barriers to veterinary and allied animal-care professions.

I feel very fortunate to be a part of a team who values our diverse backgrounds, perspectives, and lived experiences, and also prioritises staff and student wellbeing. As a veterinary profession we need to do more in terms of equality, diversity and inclusion, and our new School of Veterinary Medicine is committed to doing our part.”

Danielle Hunt
Student Coach

“I always like to get involved with everything as I feel that you never stop learning and the more you learn and know, the more you can effectively support those around you.”

After graduating with a Psychology degree from UCLan, Danielle went from an internship, to various fixed-term roles within the University and now works as a Student Coach within the School of Engineering.

She says: “I always strive to improve and grow as an individual and support my colleagues to do the same. I always like to get involved with everything as I feel that you never stop learning and the more you learn and know, the more you can effectively support those around you. I am a first aider, mental health and suicide first aider and mental health champion here at UCLan. I also run the Coaching Network here too. Getting involved allows you to network, meet new people and learn from each other.”



Yvette Rose
Web Team



“I am grateful to be part of such a diverse and inclusive community that values and celebrates the differences among its members. I have made friends for life here and look forward to many more years of working in this exceptional environment.”

“I have been fortunate enough to work here for 15 years, and one of the key reasons why I have stayed so long is because of the kind, diverse, and supportive environment that it fosters. The University's commitment to promoting equality, diversity, and inclusion (EDI) has created a vibrant community where people from all walks of life feel welcome and included.

What impresses me the most about the University is its dedication to supporting its staff and students through a range of networks and initiatives. For example, our LGBT+ Network is incredibly active and hosts numerous social events throughout the year, providing a welcoming space for our LGBTQ+ community to connect and celebrate their diversity. It also offers opportunities for staff and students to get involved in shaping EDI initiatives, which has allowed me to feel like an active participant in creating a more inclusive workplace.

As a single mother working part-time, I have also appreciated the flexibility that UCLan offers with its working hours, as well as the compassion and support that is extended to all employees. It understands the challenges that many of its staff members face and goes above and beyond to create a work environment that is accommodating and supportive.

Overall, I am grateful to be part of such a diverse and inclusive community that values and celebrates the differences among its members. I have made friends for life here and look forward to many more years of working in this exceptional environment."

Kimberley Olorenshaw
Midwifery lecturer



“I have been offered opportunities for personal development, my opinions are valued, and I feel supported by my colleagues every day. What a fantastic place to work!”

Kimberley Olorenshaw completed both her Nursing and Midwifery degrees at UCLan. Now she is continuing her UCLan journey as a midwifery lecturer.

“UCLan holds a special place in my heart, as I learnt my profession and made many lifelong friendships along the way. Now, I am part of a wonderful, inspiring team and have the opportunity to educate and empower the future generation of midwifery students.

I have felt supported throughout the transition from clinical practitioner to educator. I have been offered opportunities for personal development, my opinions are valued, and I feel supported by my colleagues every day. What a fantastic place to work!”