



DEPARTMENT OF ENGLISH

POSTGRADUATE TAUGHT ENGLISH STUDENT HANDBOOK

2024/2025

Disclaimer

This document was published in September 2024 and was correct at that time. The department* reserves the right to modify any statement if necessary, make variations to the content or methods of delivery of courses of study, to discontinue courses, or merge or combine courses if such actions are reasonably considered to be necessary by the University. Every effort will be made to keep disruption to a minimum, and to give as much notice as possible.

* Please note, the term 'department' is used to refer to 'departments', 'Centres and Schools'. Students on joint or combined degree courses should check both departmental handbooks.

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1 Introduction to your department

1.1 Welcome

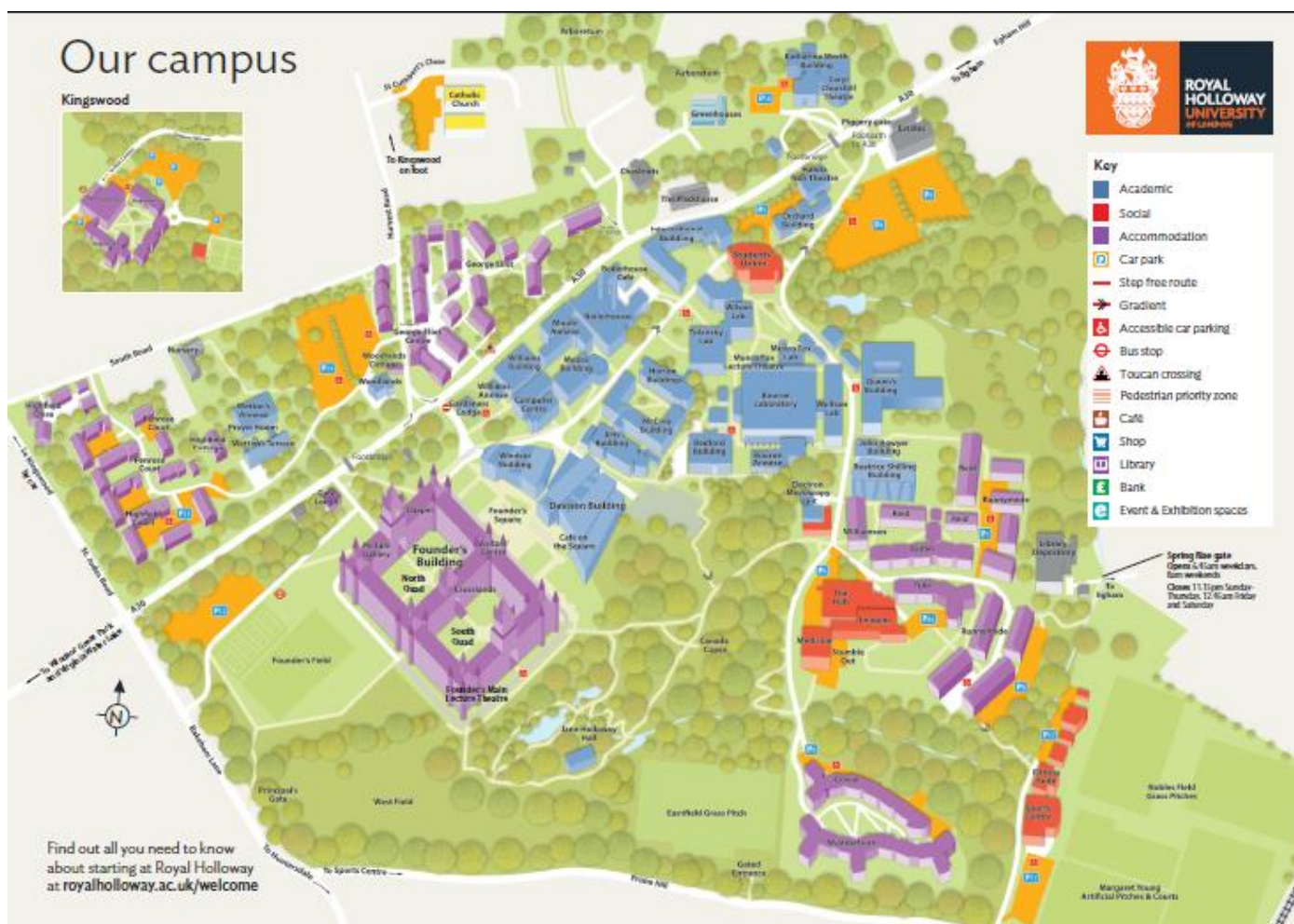
Welcome to Royal Holloway. Royal Holloway, University of London (hereafter 'the University') is one of the UK's leading research-intensive universities, with six academic schools spanning the arts and humanities, social sciences and sciences.

The Department of English at Royal Holloway, University of London is innovative, energetic, creative and friendly, with a commitment to excellence and inclusion across our award-winning teaching, writing and research.

1.2 How to find us: the Department

The Department of English is located on the top floor (2nd floor) of the International Building. This can be found on the University [campus map](#) as building 3.

1.3 Map of the Egham campus



Please note, student parking is very limited and is not available if you live in Halls or within 1.5 miles of campus. If you do live more than 1.5 miles away or have a particular reason why you need to come to campus by car, you must apply for a parking permit. If you have a motorbike or scooter you must also register the vehicle with the University. Find more information about the Parking Permit portal [here](#).

1.4 How to find us: the staff

CONTACT DETAILS

Head of School: Professor Giuliana Pieri IN146 G.Pieri@rhul.ac.uk

Head of Department: Professor Adam Roberts IN221 A.C.Roberts@rhul.ac.uk

| Academic Staff | | | |
|--|--------------------------------|------------------|--|
| PGT Lead English Department | Dr Helen Kingstone | IN 251 | helen.kingstone@rhul.ac.uk |
| MA Creative Writing Director | Anna Whitwham | IN203 | Anna.whitwham@rhul.ac.uk |
| MA English Literature Director | Dr Amber Lascelles | IN206 | Amber.lascelles@rhul.ac.uk |
| MA Victorian Literature, Art and Culture | Dr Briony Wickes | IN205 | Briony.wickes@rhul.ac.uk |
| Other Contacts | | | |
| School Manager | Corrie Barker | IN 147 | Corrie.barker@rhul.ac.uk |
| Student & Programme Administration Manager | Penelope Mullens | IN 149 | Penelope.Mullens@rhul.ac.uk |
| Senior Student & Administration Officer | Paul Gomm | IN 149 | Paul.Gomm@rhul.ac.uk |
| School Office Help Desk | | IN 149 | Humanities-school@rhul.ac.uk |
| Disability & Neurodiversity | | FE 153 term time | disability@rhul.ac.uk 01483 414624 |
| Information Consultants | Emma Burnett Vicky Falconer | Bedford LB2 | HumanitiesLibrarians@rhul.ac.uk |

1.5 How to find us: the School office

The school office is located on the 1st floor of the International Building, on the right as you come through the big glass automatic doors.

1.6 The Department: practical information

All English department staff offices are located on the 2nd floor of the International Building, along two long corridors. On the Creative Writing MA in particular, some staff are primarily located in central London.

1.7 Staff contact information

| Name | Office& Extension No | Email |
|----------------------------|----------------------|--|
| Dr Alastair Bennett | 443750 IN 208 | Alastair.Bennett@rhul.ac.uk |
| Dr Prue Bussey-Chamberlain | 443223 IN 256 | Prudence.Chamberlain@rhul.ac.uk |
| Dr Doug Cowie | IN 204 | Douglas.Cowie@rhul.ac.uk |
| Prof Robert Eaglestone | IN 219 | R.Eaglestone@rhul.ac.uk |
| Prof Finn Fordham | IN 252 | Finn.Fordham@rhul.ac.uk |
| Dr Vicky Greenaway | IN 212 | V.L.Greenaway@rhul.ac.uk |
| Prof Judith Hawley | IN 248 | J.Hawley@rhul.ac.uk |
| Dr Betty Jay | IN 220 | B.Jay@rhul.ac.uk |
| Dr Alison Knight | IN255 | Alison.Knight@rhul.ac.uk |
| Dr Helen Kingstone | IN251 | Helen.Kingstone@rhul.ac.uk |
| Dr Nicola Kirkby | IN225 | Nicola.Kirkby@rhul.ac.uk |
| Dr Nikita Lalwani | Bedford Square | Nikita.Lalwani@rhul.ac.uk |
| Dr Amber Lascelles | IN206 | Amber.Lascelles@rhul.ac.uk |
| Prof Ben Markovits | IN218 | Ben.Markovits@rhul.ac.uk |
| Dr Katie McGettigan | IN217 | Katie.McGettigan@rhul.ac.uk |
| Dr Lewi Mondal | IN202 | Lewis.Mondal@rhul.ac.uk |
| Dr Will Montgomery | IN213 | Will.Montgomery@rhul.ac.uk |
| Dr Catherine Nall | IN215 | Catherine.Nall@rhul.ac.uk |
| Dr Jennifer Neville | IN216 | J.Neville@rhul.ac.uk |
| Dr Harry Newman | IN257 | Harry.Newman@rhul.ac.uk |
| Prof Redell Olsen | Bedford Square | Redell.Olsen@rhul.ac.uk |
| Dr Nick Pierpan | IN207 | Nicholas.Pierpan@rhul.ac.uk |
| Dr Deana Rankin | IN253 | Deana.Rankin@rhul.ac.uk |
| Dr John Regan | IN249 | John.Regan@rhul.ac.uk |
| Dr James Smith | IN254 | James.Smith@rhul.ac.uk |
| Dr Matthew Thorne | Bedford Square | Matthew.Thorne@rhul.ac.uk |
| Dr Briony Wickes | IN219 | Briony.Wickes@rhul.ac.uk |
| Dr Karina Lickorish Quinn | IN203 | Karina.LickorishQuinn@rhul.ac.uk |
| | | |
| | | |

1.8 Staff research interests

We are a research-led department which includes cultural and literary historians, textual scholars, cultural and literary theorists, novelists, essayists and poets. Our research output has been deemed by peers to be 'world-leading' according to the criteria of the 2014 Research Excellence Framework.

For full information, Google search individual staff profiles.

| English Academic Staff | Summary of interests |
|------------------------|---|
| Professor Ruth Livesey | nineteenth-century literature, culture, and political thought |

| | |
|------------------------------------|---|
| Professor Tim Armstrong | American Literature, Modernism; literature and slavery; literature, media and the body; the poetry of Thomas Hardy. |
| Dr Alastair Bennett | The intersections between literary and devotional culture in late medieval England |
| Dr Prue Bussey-Chamberlain | Contemporary poetry, experimental writing, memoir, non-fiction, feminism, and queer theory |
| Dr Doug Cowie | Fiction writing, American music (folk, popular, jazz), the life and work of Nelson Algren |
| Professor Robert Eaglestone | Contemporary fiction; literary theory; the relationship between literature and philosophy, especially concerning ethics; Holocaust, genocide and traumatic literature |
| Professor Finn Fordham | 20th Century Literature, James Joyce, Genetic Criticism, Culture of the 1930s and 40s. |
| Dr Vicky Greenaway | 19th Century Literature and Culture, poetics and politics and on the interrelations of sculpture and poetry, the relation of pedagogy, aesthetics and epistemology in the Victorian period |
| Professor Redell Olsen | Poetics, avant-garde, feminism, visual arts, practice-based, contemporary literature, Sustainability, environmental humanities, science and art, engaged humanities, Painting, ecology, feminism, English literature, fiction, Poetry writing, Fine art |
| Professor Judith Hawley | Eighteenth-Century Literature and Culture; satire; Alexander Pope; Jonathan Swift; Laurence Sterne; Women Writers 1660-1830; gin. |
| Dr Betty Jay | Woolf, feminism, film, modernism, contemporary writing, women's writing, post-colonialism, Carter, Bildungsroman, Salinger, masculinity, war, great war, first world war, Toni Morrison, Janet Frame, Antonia White, gender studies |
| Dr Helen Kingstone | nineteenth-century literature, memory and history, life-writing, generations, Digital Humanities |
| Dr Alison Knight | Early modern religious history and literature, specialising in the history and interpretation of the Bible in England and religious migration to England in the sixteenth century. |
| Dr Nikita Lalwani | Contemporary literary fiction, asylum, human rights, giftedness, penal reform screenwriting adaptations |
| Dr Amber Lascelles | 20 th and 21 st century Postcolonial literatures and cultures; specifically, Anglophone Caribbean literature, West African literature, Black British literature, and Black feminist fiction. |
| Dr Karina Lickorish Quinn | Memory and counter-memory; post-conflict literature and how writers engage in remembering and reframing internal armed conflicts (particularly during or after formal processes of transitional justice) |

| | |
|--------------------------------|---|
| Professor Ben Markovits | Contemporary fiction, historical novel, Byron, practical criticism, post-modernism, memoir |
| Dr Katie McGettigan | Nineteenth-century American and transatlantic literature and print culture |
| Dr Lewi Mondal | African American literature and theory, racial identity in culture, Victorian Neoslave narratives |
| Dr Will Montgomery | Modernist and contemporary poetry and poetics; sound and literature |
| Dr Catherine Nall | Late Medieval Literature and History |
| Dr Jennifer Neville | Old English Poetry (particularly the riddles of the <i>Exeter Book</i> and <i>Beowulf</i>), medievalism (especially in Tolkien), the creation of group identities, representations of the natural world, eco-criticism, metaphor, translation |
| Dr Harry Newman | 16th and 17 th century drama, theatre and literature; gender and sexuality; material culture; history of science and technology |
| Professor Redell Olsen | Poetic Practice, Poetics, Visual Arts, Contemporary and Innovative Writing, Creative-Critical Writing, Ecology, Feminism and theory, Experimental Novel, Modernist Traditions, Virginia Woolf |
| Dr Nick Pierpan | Theatre, film, television, and poetry |
| Dr Deana Rankin | 16th and 17th century literature in England and Ireland, with a particular interest in drama; classical republicanism in C17 England and Ireland; contemporary film and stage adaptations of Shakespeare and EM Drama in post-colonial contexts; representations of tyrannicide; EM women's writing and the evolution of national borders |
| Dr John Regan | Digital addresses to literature and knowledge. Eighteenth century literature aesthetics and philosophy. |
| Dr James Smith | 18 th century literature, 20 th /21 st century cultural, political and critical theory |
| Dr Anna Whitwham | Contemporary fiction. Boxing and bodily lives - motherhood, violence – the female body and its capacity for hurt and healing. Constructs of masculinity. |
| Dr Briony Wickes | Nineteenth-century literature, critical animal studies, the environmental humanities, settlement and migration, histories of colonialism, energy futures, and theories of the novel. |

2 Support and advice

2.1 Support within your School

The School Helpdesk is there to help you with any questions or concerns you might have about your studies. It is situated in IN 149, first floor of the International Building. Opening hours are 10:00am to 4:00pm. The Helpdesk is staffed throughout these opening hours. You can call in person during opening hours, ring 01784 276882 or email humanities-school@rhul.ac.uk. Depending on your query, the Helpdesk will answer your questions then and there, put you in touch with a colleague who can help, or find out the answer and get back to you. If you wish, you may also talk to them in private and they will make sure you receive the support you require.

3 Communication

3.1 Post

All post addressed to you in the department is delivered to the student pigeonholes (alphabetical by surname) in the International Building. At the end of each term student pigeonholes are cleared of accumulated mail which is then destroyed. Important information from Academic Services is often sent by internal post and tutors sometimes return work to you via the pigeonholes so you are advised to check them regularly.

It is your responsibility to check the times and venues of all class meetings and of any requirements (e.g. essay deadlines) relating to your courses, so, if in doubt, please ask!

3.2 Personal Tutors

Each student is assigned to a Personal Tutor. Your personal tutor is normally available to see you at the beginning of each term and is also available during their regular weekly **Consultation and Feedback** hours during term time. Arrangements may also be made by them, or by you, to meet at other times. Your Personal Tutor is keen to offer you advice and feedback about your work and to discuss your choice of courses with you. Personal Tutors are also willing to discuss personal difficulties, but they understand that you may prefer to take such matters to the College student counsellors or other Wellbeing services.

Occasionally – when, for example, a Personal Tutor goes on research leave – changes will be made, but we try to maintain a link between you and the same Personal Tutor throughout your time in the Department.

3.3 Space

There is a postgraduate study room on the 2nd floor of the International Building, which you are very welcome to use, as well as the study rooms in the library.

4 Teaching

4.1 Teaching weeks and study weeks

At Royal Holloway, welcome week is 'Week 1' of the academic calendar, so teaching starts in 'Week 2'. In each of Terms 1 and 2, there are normally 5 weeks of teaching followed by a study week, then 5 further weeks of teaching.

| | |
|-----------------|--|
| Term One | Monday 4 November - Friday 8 November 2024 |
| Term Two | Monday 24 – Friday 28 February 2025 |

Study Weeks are weeks that do not normally have scheduled teaching (although they can be used as a space to make up any teaching lost earlier in the term to staff illness). They are an opportunity for you to consolidate what you have learnt, work on your coursework assignments, and do preparatory reading for the second half of the term.

5 Degree structure

Full details about your course, including, amongst others, the aims, learning outcomes to be achieved on completion, modules which make up the course and any course-specific regulations are set out in the course specification available through the [Course Specification Repository](#).

5.1 Department specific information about degree structure

All PGT courses:

To help you make good progress in your studies at RHUL, we have a simple on-line module SS1001 in 'Academic Integrity' which will guide you through preparing your assignments using the best academic standards. You will need to successfully complete this short module, and you can have as many attempts as you like before the deadline to pass it.

Students on MA English Literature and MA Victorian Literature, Art and Culture also study a compulsory module EN5001: Methods and Materials of Research, introducing key aspects of research methodology and important research resources. This is taught on a single day in the Autumn term, and has no formal assessment, but instead embeds core skills for all your modules. It has its own [Moodle site](#).

5.2 Change of course

You may transfer to another programme subject to the following conditions being met before the point of transfer:

- (a) you must satisfy the normal conditions for admission to the new programme;
- (b) you must satisfy the requirements in respect of mandatory courses and progression specified for each stage of the new programme up to the proposed point of entry;
- (c) the transfer must be approved by both the department(s) responsible for teaching the new programme and that for which you are currently registered.
- (d) if you are a student with Tier 4 sponsorship a transfer may not be permitted by Tier 4 Immigration rules.
- (e) you may not attend a new programme of study until their transfer request has been approved.

Further information about changing programmes is available in Section 8 of the [Undergraduate Regulations](#)

6 Facilities

6.1 The Library

The Library is housed in the **Emily Wilding Davison Building**. Online electronic resources are also available via the Library's website and via other library collections (e.g. Senate House). Details, including Library Search, dedicated subject guides and opening times can be found online on the [Library home page](#).

The Ground Floor of the Library contains a High Use Collection which includes many of the books assigned for undergraduate modules. The rest of the Library collections are on the upper floors. There are plenty of study areas and bookable rooms to carry out group work, as well as many areas where you can work on your own. The Library contains a large number of PCs and has laptops to borrow on the ground floor to use in other study areas.

The Information Consultants for the School of Humanities are Emma Burnett and Victoria Falconer

(HumanitiesLibrarians@rhul.ac.uk)

6.2 Photocopying and printing

The departmental printers and photocopier are reserved for staff use. Copier-printers (MFDs) for students are located in the Library, the Computer Centre and many PC labs, which will allow you to make copies in either black and white or colour. Further information is available [here](#).

6.3 Computing

[How to find an available PC](#)

There are ten open access PC Labs available on campus which you can use, including three in the Computer Centre. For security reasons access to these PC Labs is restricted at night and at weekends by a door entry system operated via your College card.

Many of the PC labs are open 24 hours a day, 7 days a week. There are also computers available for your use in the Library, and Computer Centre.

7 Assessment information

7.2 Anonymous marking and cover sheets

All essays and other forms of written coursework are marked anonymously. Please remember to make sure that your name does not appear on the written work that you submit. Work should be submitted by CANDIDATE NUMBER ONLY. Your candidate number (which changes every year) will be circulated to you early in Autumn Term.

7.3 Submission of work

As noted above, all work for the final assessment of any course must be submitted anonymously via Turnitin, i.e. identified by CANDIDATE NUMBER, not name or student ID number. Formative work, i.e. essays which are done for practice only and do not contribute to the mark for the course, are also normally submitted anonymously online, but there may be some exceptions (for example in-class language formative tests). If you are unsure whether an assessment is assessed or formative, please check with the course tutor. Please make sure that your name does not appear anywhere in your essay (including headers and footers).

All coursework and dissertations must be submitted electronically. The steps you have to take in order to submit an electronic copy of assessed assignments are described in detail on the Avoiding Plagiarism course which can be accessed through the Moodle Home page on the Moodle site <http://moodle.royalholloway.ac.uk/>. Your work is sent to the Joint Information Services Committee (JISC) Plagiarism Detection Site (PDS) for comparison with the contents of that system's databank, and it is returned to the markers at Royal Holloway annotated to show matching text and its source(s). The purpose of this step is not to detect plagiarism – we do not expect this to occur and would be very disappointed to discover that it had – but to help the markers to check that you are referencing quoted material appropriately.

Coursework essays submitted during the year (whether or not they count for assessment) must be submitted by the advertised deadlines, which will be stated on the relevant course Moodle page.

Second Year Projects and essays for end-of-course assessment must be submitted online by the advertised deadline at the beginning of the summer term.

7.4 Penalties for over-length work

Word limits are not set to make students' lives unnecessarily difficult! They exist because of the importance of developing the necessary skills to produce different kinds of writing under a range of circumstances and for various purposes. Word limits, therefore, need to be taken seriously as any work exceeding them may not be marked. Short-weight work is unlikely to be able to meet the assessment criteria in full.

Work which is longer than the stipulated length in the assessment brief will be penalised in line with Section 13, paragraph (6) of the College's [Postgraduate Taught Regulations](#):

Section 13 (6)

Any work (written, oral presentation, film, performance) may not be marked beyond the upper limit set. The upper limit may be a word limit in the case of written work or a time limit in the case of assessments such as oral work, presentations, films or performance. In the case of presentations, films or performance these may be stopped once they exceed the upper time limit.

In addition to the text, the word count should include quotations and footnotes. Please note that the following are excluded from the word count: candidate number, title, course title, preliminary pages, bibliography and appendices.

Work which is longer than the stipulated length in the assessment brief will be penalised in line with Section 13, paragraph (7) of the University's [Academic Taught Regulations](#):

Section 13 (7)

Any work may not be marked beyond the upper limit set. The upper limit may be a word limit in the case of written work or a time limit in the case of assessments such as oral work, presentations, films or performance. In the case of presentations, films or performance these may be stopped once they exceed the upper time limit.

In addition to the text, the word count should include quotations and footnotes. Please note that the following are excluded from the word count: candidate number, title, course title, preliminary pages, bibliography and appendices.

7.5 What to do if things go wrong – Extensions to deadlines

Please refer to the Extensions Policy and guidance on the University's webpage about [Applying for an Extension](#).

7.6 Support and exam access arrangements for students requiring support

Some students at the College may have a physical or mental impairment, chronic medical condition or a Specific Learning Difficulty (SpLD) which would count as a disability as defined by the Equality Act (2010) that is, "a physical or mental impairment which has a long-term and substantial effect on your ability to carry out normal day-to-day activities". It is for such conditions and SpLDs that our [Disability and Neurodiversity Team](#) (D&N) can put in place adjustments, support and exam access arrangements. Please note that a "long-term" impairment is one that has lasted or is likely to last for 12 months or more.

If you have a disability or SpLD you must register with the [Disability and Neurodiversity Team](#) for an assessment of your needs before any appropriate adjustments, support and exam access arrangements can be put in place. There is a process to apply for special arrangements for your examinations – these are not automatically put in place. Disability and Dyslexia Services can discuss this process with you when you register with them. More information about registering with the Disability and Neurodiversity team [is available here](#).

Please note that if reasonable adjustments, including exam access arrangements, have been put in place for you during the academic year, the Sub-board will not make further allowance in relation to your disability or

SpLD.

7.7 Academic misconduct - Plagiarism

The College regulations on academic misconduct (also known as assessment offences) can be found on the [Attendance and Academic Regulations page](#) of the student intranet.

Academic misconduct includes, but is not limited to plagiarism (see below), commissioning, duplication of work, (that is, submitting work for assessment which has already been submitted for assessment for the same or another course), falsification, impersonation, deception, collusion, (for example, group working would constitute collusion where the discipline or the method of assessment emphasises independent study and collective ideas are presented as uniquely those of the individual submitting the work), failure to comply with the rules governing assessment, including those set out in the 'Instructions to candidates'.

The Regulations set out some of the types of academic misconduct in more detail, the procedures for investigation into allegations of such offences and the penalties. Students are strongly encouraged to read these Regulations and to speak with their Personal Tutors or other members of staff in their department should they have any queries about what constitutes academic misconduct. The College treats academic misconduct very seriously and misunderstanding about what constitutes academic misconduct will not be accepted as an excuse. Similarly, extenuating circumstances cannot excuse academic misconduct.

What is Plagiarism?

'Plagiarism' means the presentation of another person's work in any quantity without adequately identifying it and citing its source in a way which is consistent with good scholarly practice in the discipline and commensurate with the level of professional conduct expected from the student. The source which is plagiarised may take any form (including words, graphs and images, musical texts, data, source code, ideas or judgements) and may exist in any published or unpublished medium, including the internet. Plagiarism may occur in any piece of work presented by a student, including examination scripts, although standards for citation of sources may vary dependent on the method of assessment.

Identifying plagiarism is a matter of expert academic judgement, based on a comparison across the student's work and on knowledge of sources, practices and expectations for professional conduct in the discipline. Therefore it is possible to determine that an offence has occurred from an assessment of the student's work alone, without reference to further evidence.

Avoiding Plagiarism

You will successfully avoid plagiarism if you always observe this simple rule:

Whenever you quote or summarise the words of an author, you should:

- use quotation marks to show the extent of your quotation, and
- name your source clearly each time.

You are strongly advised to participate in the on-line learning resource on Avoiding Plagiarism. Visit the Moodle site: <https://moodle.royalholloway.ac.uk/enrol/index.php?id=1897> and see **Avoiding Plagiarism** under **My Courses**.

You need to be careful to avoid plagiarising unintentionally. This can happen for example when a student:

- quotes from a source listed in the bibliography at the end of the essay without also referring to it in the appropriate places in the text or in footnotes;
- quotes directly from a source referred to in footnotes without making it clear, through the use of inverted commas or other devices, where the quotation begins and ends;
- relies on his or her own notes made from a book or article, and inadvertently uses words copied verbatim from a modern author without acknowledgement;
- duplicates his or her own work, for example by submitting almost exactly the same work for two different assignments.

An allegation of plagiarism does not necessarily imply an allegation of intent on the part of the student to cheat. Situations which may, however, imply cheating in this context include:

- the use of sources which would not normally be available to the student, such as work submitted by

- others in previous years;
- an attempt to dismiss the plagiarism when presented with material evidence;
- collusion with another person;
- a repeat offence.

All cases of alleged plagiarism will be initially referred to the Deputy Chair of the Department Assessment Board who will investigate the matter. If the case is proved, they may impose a penalty from among those set out in the regulations. The most usual penalty is a mark of zero. More serious cases, or repeat offences, may be referred to the Vice-Principal and the offender may be excluded from further study in the College.

8 Health and Safety Information

The [Health and Safety webpage](#) provides general information about our health and safety policies.

8.2 Code of practice on harassment for students

The University is committed to upholding the dignity of the individual and recognises that harassment can be a source of great stress to an individual. Personal harassment can seriously harm working, learning and social conditions and will be regarded and treated seriously. This could include grounds for disciplinary action, and possibly the termination of registration as a student.

The University's [Code of Practice on personal harassment for students](#) should be read in conjunction with the [Student Disciplinary regulations](#) and the [Complaints procedure](#).

8.3 Lone working policy and procedures

The University has a 'Lone Working Policy and Procedure' that can be found [here](#). Lone working is defined as working during either normal working hours at an isolated location within the normal workplace or when working outside of normal hours.

Any health and safety concerns should be brought to the attention of the Departmental Health and Safety Coordinator or the University Health and Safety Office.

It is likely that most activities will take place on University premises. However, the principles contained in the above section will apply to students undertaking duties off campus.

9 Core Student Handbook

The [University's Core Student Handbook](#) has further information about the following: -

- Support and Advice
- Communication
- Teaching
- Attending Classes and Engaging with your Studies
- Degree Structure
- Facilities
- Assessment Information
- Careers information
- Complaints and academic appeals procedure
- Equal opportunities statement and University codes of practice