

Dear Colleague

The University saw a significant drop in student recruitment for the 2023 intake. Combined with previous years where intake remained flat, whilst costs have risen, this has resulted in a substantial financial deficit for this academic year of £3.4 million. This will also negatively impact finances in the following academic year/s. The University is seeking to address this via its new strategy and the work arising out of Project 28 initiatives. These initiatives include: seeking to increase our domestic and international student numbers; increase income through commercial activity; develop new curriculum offerings; increase sustainability savings; improve KE and research income.

However, these initiatives on their own will not be able to address the deficit fully.

In light of the above and in seeking savings as a measure to protect the future and financial sustainability of the University, whilst also seeking to prevent the prospect of having to consider potential redundancies, the University is launching with effect from today a Voluntary Severance Scheme. The scheme is for staff on an academic contract who meet the eligibility criteria outlined in the Scheme. Full details of the Scheme can be found [here](#) along with details of how to apply and other key information.

If you do consider choosing voluntary severance we recommend that you speak to your senior manager who normally will be the Dean or Head of your School or Department.

Andy Catterall
Director of HR