# Local Benefit Proposal Framework

**Manchester Metropolitan University**

**Dalton Site**

**July 2023**

**Faculty of Science and Engineering's New Dalton Building**

**Introduction**

Manchester Metropolitan University ('the University') is committed to being an inclusive employer, providing opportunities for local people, in and around Greater Manchester. This Local Benefit Proposal Framework has been prepared by the University, in accordance with Condition 13 of the planning permission for the new Dalton building[1]. It outlines the approach the University will apply in seeking to promote local recruitment during the operation of the new Dalton building, which will be the home of the Science and Engineering Faculty.

**Background to the Science and Engineering Faculty**

After more than 40 years of inhabiting the John Dalton East building, the Faculty of Science and Engineering will open the doors of a significantly transformed site in 2024. Thanks to a £115m capital investment, the new Dalton building is set to become a bold and vibrant world-class facility in the heart of Manchester. It will position the Faculty as a key agent in addressing the city's economic strategy and environmental and societal needs.

The Dalton building is a key driver in delivering the Faculty's and Universities vision of transforming lives through the power of Education and Research. Enhancing academic ambition, providing increased support for teaching, facilitating the development of new partnerships and expanding research capacity and impact. The cutting-edge design of flexible and interactive spaces will encourage new and more effective ways of working, researching, and learning, as part of a growing community. From dynamic seminar rooms and active learning spaces to the business lounge and Superlab, the new building will become a truly stimulating hub for science and engineering within Manchester.

The new Dalton building will be the substantive base for the Faculty of Science and Engineering. Colleagues based in the current John Dalton East building will be relocating to this new world class facility.

Academic and Professional services colleagues (which includes areas such as executive support, apprenticeships and faculty planning and operations) will relocate from the current John Dalton East building to the new Dalton building.

The faculty of Science and Engineering contains 5 departments. The majority of colleagues from the Life Science, Natural Sciences, Engineering and Computing and Maths departments will relocate to the

Dalton building. The Department of Sport and Exercise Science will continue to be located within the purpose-built Institute of Sport building on Oxford Road, Manchester. The faculty also has other buildings with the University campus which will continue to be utilised.

The University is on track to achieve the 51 full-time equivalent (FTE) jobs condition. In preparation for the new building coming online and the capacity it creates for the faculty, the student pipeline has been increased gradually since 2018. Student numbers have grown from 5850 students in 2018/2019 to 7878 in 2022/2023. Supporting the growth in student numbers and in anticipation of the new building, numbers of colleagues have also grown. In the original application it was stated that an additional 51 full-time equivalent (FTE) jobs will be created. 38 FTE roles, in the academic departments and Professional services, have already come online in readiness for the move. It is anticipated the other posts will come on line within 2 years of moving in the Dalton building.

The new Dalton build has been a key driver in recruitment of staff and students. The success has been such that many of the 6 people seater offices and are already being converted into 8 people offices. Further, research award income has trebled since 2018 due to the anticipated capacity the new Dalton building will bring.

**Recruitment**

People are at the heart of everything we do. We are student-centred, and people-led, championing an inclusive and diverse community, and celebrate our colleagues' successes and achievements.

We are proud to become the first university in our city region to be awarded member status for the prestigious Greater Manchester Good Employment Charter[2]. The charter mark reflects the University's commitment to being an employer of choice, creating a working environment where every colleague can thrive. To secure it, we were assessed by an independent panel against criteria including the provision of secure work, pay, recruitment, health and wellbeing, flexible working, engagement and voice and people management.

The University is a Living Wage[3] employer. All staff employed directly and indirectly by the University are paid the Living Wage Foundation's accredited rate.

**Local Recruitment Tools**

The University applies a series of tools to encourage recruitment from the local community, for instance, we partner with the Manchester based social enterprise the Growth Company[4] for training for relevant roles wherever possible. This organisation supports local individuals to overcome disadvantage and personal challenges. We also work with three Manchester based recruitment agencies that have candidate pools from the local area including Michael Page, Hays and Aspire.

Apprenticeships Many of providers of our apprenticeships are local. Examples of these in Science and Engineering areas:

- Trafford College
- Skills And Work Solutions (Manchester based)
- QA Ltd

**Monitoring and Measuring Local Recruitment**

Condition 13 requires that this Local Benefit Proposal Framework sets out a means to measure and monitor local recruitment related to the Dalton building. The University's People and Organisational Development team have developed a series of measures to ensure that we are recruiting a diverse range of people for the local community. They will continue to monitor and review all of our recruitment processes making sure these continue to support local recruitment.

[1] Planning Permission Reference: 125799/FO/2019

[2] **Greater Manchester Good Employment Charter (gmgoodemploymentcharter.co.uk)**

[3] **Accredited Living Wage Employers | Living Wage Foundation**

[4] **The Growth Company | Economic Growth & Employment Support**

[5] **Explore our vacancies | Manchester Metropolitan University Careers (mmu.ac.uk)**