

External partners for employability programmes

This document outlines the University of Westminster's approach to working with external partners on its employability events and programmes and recruiting student and graduates. Employability is a key strategic priority at the University and working with employers is a central element of the University's ambitions:

"We will ensure that all our students benefit from employability-led learning and purposeful engagement with employers, business and industry, to give students from every background the best possible preparation for the world of work and enable the best possible employability outcomes." (Being Westminster 2022-29)

Our goal is to embed a more integrated and holistic approach to business engagement across the University: we want to work with employers to develop long-term, mutually beneficial partnerships that reflect our values and strategic ambitions.

We aspire to:

- Enhance the student experience by increasing opportunities for students to engage with businesses and other governmental and civil society organisations throughout their time at the University.
- Engage and cultivate significant partnerships with a small number of key employers, from the sectors that reflect our values and our portfolio, and the sectors where our graduates secure highly-skilled employment.
- Transform our approach to business engagement by nurturing employer relationships to ensure that they have the greatest possible impact on student employability.
- Understand, anticipate and respond to employer needs to inform our portfolio development and wider activities.
- Develop multi-touch point employer relationships, engaging employers across the breadth of our activities to support the achievement of the goals identified in *Being Westminster*.
- Develop a global approach to business engagement, cultivating new employer relationships in the communities our students come from and where our university – and our transnational education partners – are based.

To achieve the goals above, we will maintain, and further strengthen, our existing employer partnerships and develop new, multi-touch point relationships with employers. We will seek to work with employers who reflect [our strategic goals and values](#), meet our [Terms of Service](#), and demonstrate a commitment to inclusive recruitment, in support of our strategic objective of Employability for all. The University may seek to agree a contract or Memorandum of Understanding with an employer, where necessary.

The University's values are:

Progressive: We look forwards, anticipate what's changing, and embrace the new with energy and imagination.

Compassionate: We are thoughtful and sensitive, supportive and encouraging, making time to talk, especially when the pressure is on. As a University community we are inclusive and united, careful to consider what enables each and every one of us to play our part.

Responsible: Individually and collectively, we take responsibility for our actions, work to the highest ethical standards and help each other to do the right thing always.

Our work with employers is underpinned by a several core principles:

- **Distinctiveness:** we will clearly articulate to employers the added value of working with the University of Westminster.
- **Responsiveness:** we will engage with employers to understand their needs and challenges.
- **Collaboration:** we will build long-term, reciprocal partnerships with employers.
- **Value-driven:** we will develop partnerships that reflect our values - Compassion, Progressive, Responsible - to create positive social impact, contributing to the achievement of the UN Sustainable Development Goals.
- **Impact on place:** we will impact positively on our local communities in London and the communities where our students come from.
- **Global:** we will work with our overseas partners to grow our networks and to create global opportunities for our students and alumni.
- **Communication:** we will work with colleagues, students and alumni to share successes and develop clear communications channels for our external partners.

The University reserves the right to choose not to accept an opportunity from an employer at its absolute discretion, if it does not align with University priorities and/or values. There is no appeals process for employers who the University chooses not to work with on its employability programmes.

We welcome employability opportunities for our students from employers that reflect the values and commitments above and look forward to building successful collaborations.

For any queries about this document, please contact the Business Engagement Directorate on collaborate@westminster.ac.uk

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