

# PEOPLE STRATEGY 2018-2025

Working Together - Supporting Each Other





# PEOPLE STRATEGY 2018-2025: Working Together - Supporting Each Other



There were 1,500 attendees on professional development events during 2016-17



There were 2,422 job applications and 610 people interviewed for a role at the

The Human Resources team – HR Services, Professional Development, Health and Wellbeing and Equality, Diversity and Inclusivity – will champion the University's core values and the shared motivations and beliefs that bring our community together.

We will strive to nurture and facilitate a working environment where all colleagues are equally valued, truly supported and duly recognised for their contribution.

The Human Resources team will deliver strategically aligned solutions in partnership with leaders, managers and staff.

We will provide professional and practical advice and support to meet the needs of the University, operating in strategic partnership with leaders, managers and staff to deliver our People Strategy objectives.

In particular, we will pay attention to developing career and progression opportunities, supporting personal and professional development, and helping to create a healthy, inclusive and engaged working environment in which staff will flourish and succeed.

We are currently operating in a changing HE landscape, requiring all of us to remain adaptable and responsive to the challenges we face. A number of internal and external

## KEY OBJECTIVE

**“We will provide an excellent staff experience based on the core values of the University community”** UNIVERSITY STRATEGY 2018-2025

# RECRUIT

Our vision is to be an employer of choice – we want the University to be sought out by top academics, researchers and professionals as a place that will enable them to succeed and thrive. All of our vacancies attract a great deal of interest and new recruits report that they feel valued and engaged from the very beginning of recruitment campaigns.

We will actively promote the University as an employer of choice for exceptional people, seeing opportunities to align recruitment with the University's strategic objectives and drive top engagement.

Our recruitment strategy is to attract and retain the best talent to drive the University's strategic objectives and drive top engagement.

# DEVELOP

At each stage of our careers we can benefit

# ENGAGE

Our staff choose to work for the University due to personal values and a desire to deliver the best quality services and support for our students, external partners, Academy Trust Schools and the many communities we are engaged with. In order for us to continue to create a successful and sustainable working environment for our staff and students, it is essential for us to nurture a healthy employee relations climate within a culture of diversity and inclusion.

Our aim is to support and maintain a progressive, collaborative and healthy working environment for all staff: caring and compassionate people make up our workforce and we are committed to placing wellbeing at the heart of individuals' experience of working at the University, encouraging people to look after their health and wellbeing

We will engage with EDI focussed career and personal development opportunities both generally and in relation to specific protected characteristics such as the Aurora Programme and the Stonewall Flagship Leadership programme.

Work will be progressed to ensure equity across staff pay by engaging with and taking action on the Gender Pay Gap Reporting requirements through carrying out analysis on data for gender and other protected characteristics such as age, disability and ethnicity.

We will continue to build on established links to advance EDI generally and in specific areas requiring additional focus such as advancing race equality. Activities will be enhanced to ensure all staff recognise the value and enrichment that a diverse workforce brings to the University.

Mechanisms for staff to have their say, such as the staff and professional development surveys, will help to ensure staff are involved and feel



# Actions

We will:

