

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

Inclusivity – will champion the University's beliefs that bring our community together.

We will strive to nurture and facilitate a

recognised for their contribution.

The Human Resources team will deliver

with leaders, managers and staff.

We will provide professional and practical advice and support to meet the needs of the

with leaders, managers and staff to deliver our

professional development, and helping to

environment in which staff will flourish and

HE landscape, requiring all of us to remain

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 –

top academics, researchers and professionals

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

employer of choice for exceptional people,

topengageddev

DEVELOP

At each stage of our careers we can benefit

ENGAGE

Our staff choose to work for the University

the best quality services and support for our students, external partners, Academy Trust

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

working environment for all staff: caring and compassionate people make up our workforce

the heart of individuals' experience of working

after their health and wellbeing

We will engage with EDI focussed career and

generally and in relation to specific protected

across staff pay by engaging with and taking action on the Gender Pay Gap Reporting

on data for gender and other protected

to advance EDI generally and in specific areas requiring additional focus such as advancing

to ensure all staff recognise the value and enrichment that a diverse workforce brings to

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

