

Our People Strategy

We work in an environment that supports and motivates us to do our best work and to achieve the University's goals

1. *We design our estate to enable us to do our best work*
2. *Workloads are reasonable and achievable*
3. *People processes and systems make our lives easier*
4. *Equitable pay, benefits and working conditions improve our working lives*

We each have the opportunity for personal and professional development, to support individual and organisational achievement

5. *We have regular conversations so everyone knows what and how they are doing*
6. *We are responsible for accessing the development we need to be the best we can be*



We work together to benefit our communities, within and beyond the University

9. *The University Values and Behaviours are visible in all of our work*
10. *We are all citizens of the University and we feel part of and care about what happens here*
11. *We are all included, informed and involved in what goes on at the University*
12. *We feel safe and well at work*

7. *Managers have the behaviours, skills and resources to do their jobs well*
8. *The way we recruit means we attract and retain a talented, diverse workforce*