The University of Reading

Human Resources Strategy 2007-2011

Vision

The University will be competitive in the rapidly changing higher education market, and is committed to rewarding outstanding staff performance, leadership and innovation, in support of its pursuit of overall excellence.

The University recognises that to achieve this ambition will require a significant contribution from its staff. We will develop human resources practice that optimises the ability to recruit, develop, reward and retain the best staff, and foster an environment that inspires staff to make a full contribution to the University's corporate objectives.

The University's commitment to, and promotion of, equality and diversity is embedded throughout its human resources practice.

Key Objectives

1. ***Enabling Management and Leadership***
   Recognising that dealing with people appropriately rests primarily with line managers within our Schools and Directorates, professional HR support will adopt an enabling ethos, acting in partnership with line managers to achieve local and corporate aims. The University's human resources practice will be fit for purpose, and will enhance our ability to act effectively in the managerial interest.

2. ***Staff and Organisational Development***
   We will continue to provide broad, appropriately benchmarked opportunities for the continuous professional development of all staff within a framework that emphasises organisational development, notably through the implementation of a career and performance management system, leadership development programmes and succession planning methodologies.

3. ***Pay and Reward***
   We will ensure, through appropriate bench-marking and other mechanisms, that our arrangements for pay, reward and conditions of employment remain competitive for the appropriate labour market, recognising contribution and encouraging excellence.

4. ***Staff Engagement and Communication***
   Staff commitment to the University's corporate aims is vital to our success. We will ensure that arrangements for communication and representation are effective.