

Ways of Working Principles

The following principles are designed to provide a 'guiding ethos' to inform ongoing decision-making regarding ways of working at the institution. They have been reviewed and revised by the Ways of Working workshop group and the Ways of Working Pathway Steering Group.

1. We are committed to sustained and progressive improvement in our ways of working to meet the needs and expectations of our students and colleagues as well as our academic and commercial partners locally and around the globe.
2. As a campus-based University, we are also committed to maintaining our strong sense of community, a fundamental part of the spirit of our institution and something of which we are very proud.
3. We embrace an approach to working that supports and empowers colleagues to explore opportunities to work in different ways, determined by the needs of their role, enabling them to achieve their maximum potential and value for the University
4. We apply the principles of the 3Rs - Resourceful, Responsible, Respectful – across all that we do, holding colleagues to account to protect this essential ethos.
5. We engage across our University community* in decision-making about ways of working and are open and transparent.
6. We prioritise the mental and physical health, safety and wellbeing of our University community*.
7. Making the best, most efficient and effective, use of our physical space is a priority.
8. We recognise that one size will not fit all but are committed to ensuring the way in which ways of working principles and policies are applied is fair.
9. We are committed to the development of training and guidance for colleagues and particularly line managers to support sustained and progressive improvement in our ways of working
10. We ensure that our approach to ways of working fosters equality, inclusion and diversity.
11. We enable ways of working that encourage collaboration, innovation and co-creation across our University community*.
12. Our ways of working support and enable both planned and reactive working.
13. We acknowledge that we must trust and support colleagues to work effectively, including through clear guidance on expectations and opportunities for personal and professional development.
14. We are committed to working together to improve our environmental sustainability, including through the implementation of new ways of working.
15. Our ways of working are informed by best practice from across industry, the education sector and our own expertise, experience (our successes and failures).
16. We will consider the costs (of all types) and benefits of proposed changes to ways of working on the achievement of our financial objectives.

* We define the 'University Community' as staff, students, alumni and external partners