

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

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

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

- We have regular conversations so everyone knows what and how they are doing.
- We are responsible for accessing the development we need to be the best we can be.
- Managers have the behaviours, skills and resources to do their jobs well.
- The way we recruit means we attract and retain a talented, diverse workforce.



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

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