



Values, Behaviours & Engagement Framework

University of Huddersfield - People First

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1.0 The Aim of this Framework

This Values, Behaviours and Engagement Framework has two primary aims:

- ❖ To outline the University's behavioural expectations based on our three core Values (Team, Excellence and Community).
- ❖ To provide clarity and transparency about what our members of staff can expect when working at our University.

If we have the right people, demonstrating the right behaviours, working in a supportive and progressive culture, then our performance will thrive.



2.0 Our Values

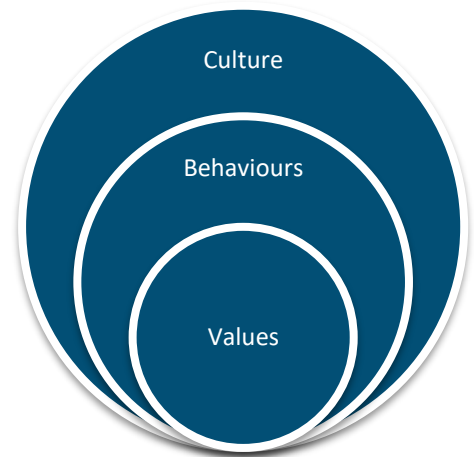


2.1 Why are our Values & Behaviours important?

Our culture is underpinned by three core values which help guide our daily working lives. Each value has associated behaviours which provide a shared understanding about what it should look, sound and feel like to work at our University. Our values and behaviours apply to all staff, and we expect everyone in our University community to embrace them, helping to create a fantastic, vibrant workplace culture. In addition, our managers are also guided by the [Huddersfield Leader Framework](#), which outlines our core management & leadership competencies and behaviours.

2.2 How have our Values & Behaviours been developed?

Our values and their associated behaviours have been developed in collaboration with a wide range of people from across both our University and external community. This approach ensures our values are grounded in our personal expectations, experiences and formed by consensus.



2.3 Our Team Value

Great teamwork is our pillar, and we place real importance on building positive and productive relationships with team members and colleagues. Our team value applies not only to your immediate team(s), but also your interactions with many diverse teams from across our University and beyond.

Our Team Value and You! Positive behavioural examples of the value in action ...

- ❖ Treating everyone with courtesy, dignity, and respect.
- ❖ Acting with integrity, as an honest and trustworthy team member.
- ❖ Having a 'can do' attitude and positive mind-set.
- ❖ Being approachable and promoting a collaborative and supportive atmosphere.
- ❖ Being accountable, for what you do and how you do it.
- ❖ 'Rolling up your sleeves' and helping when needed.
- ❖ Recognising and celebrating team members' successes and achievements.

2.4 Our Excellence Value

We want to build a culture of excellence. Each part of our University impacts on another, therefore the best results are created when we are all working collaboratively. Our excellence value is about taking professional pride in your role, encouraging others to flourish, and helping them to be the best they can be.

Our Excellence Value and You! Positive behavioural examples of the value in action ...

- ❖ Being professional, taking pride and doing your job to the best of your ability.
- ❖ Being proactive.
- ❖ Striving to produce high-quality, impactful work.
- ❖ Innovating, being curious and exploring new ideas and different perspectives.
- ❖ Taking steps to learn, develop and improve.
- ❖ Being ambitious, setting yourself targets that will stretch and challenge you.
- ❖ Embracing change and adopting an ethos of continuous improvement.
- ❖ Helping others to realise their potential and aspirations.
- ❖ Doing the right thing, not the easiest thing.

2.5 Our Community Value

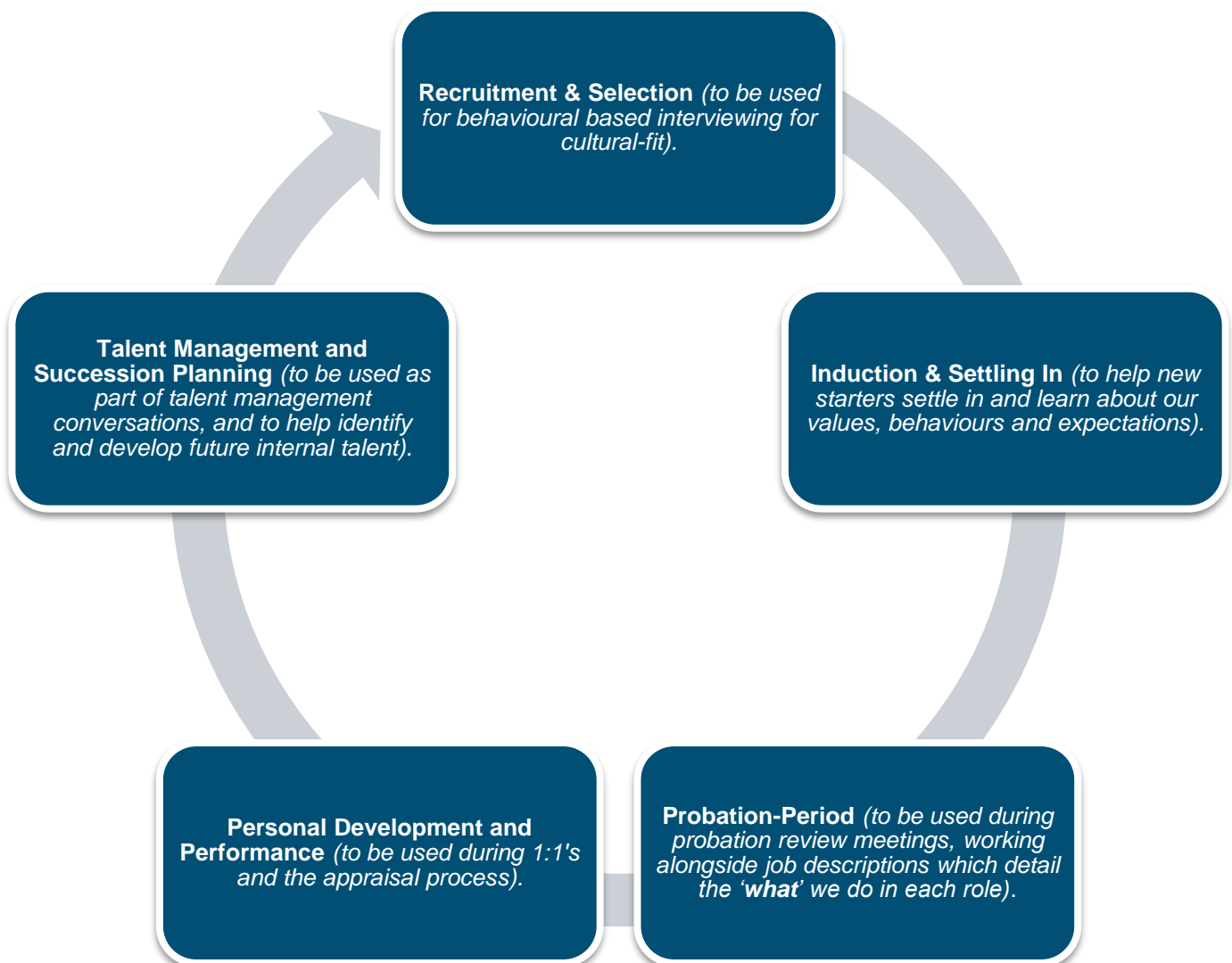
We all contribute to the aspirations of our [University Strategy Map](#), providing a shared sense of belonging, purpose, and camaraderie. Our community value is about positively engaging with our diverse staff and student community and beyond.

Our Community Value and You! Positive behavioural examples of the value in action ...

- ❖ Acting as a positive ambassador for our University.
- ❖ Connecting with colleagues from across our University.
- ❖ Championing equality, diversity, and inclusion in all you do.
- ❖ Embrace the views, beliefs, and cultures of others.
- ❖ Sharing ideas, good practice, and experiences with others.
- ❖ Engaging with initiatives to support the Kirklees region.
- ❖ Seeking opportunities to develop partnerships regionally, nationally, and internationally.

3.0 Our Values and the Employee Lifecycle ...

Please familiarise yourself with our values and the associated behaviours and consider how you can apply these in your everyday working life. Our values are especially useful when applying for a role at our University. They help you settle in during your induction period, support your annual appraisal (PDPR) as well as your future aspirations through talent conversations.



4.0 Our Culture and You!

Every organisation's culture is different, and we can only achieve what we do through our people. We have identified **7 key cultural themes** which we believe are instrumental in helping to create an inclusive, innovative, and welcoming environment in which everyone can be their best and help meet the ambitions of our Strategy Map. Each theme provides insight into what members of staff can expect from working at the University.



4.1 Strategic Alignment Theme

Enablers

- A University Strategy Map that provides clarity about where we are going, and how we will get there.
- Everyone will have a clear set of measurable aims and objectives so that they can see how they contribute to our University aspirations.

Measures

- Our Staff Engagement Survey (Culture AMP) - Alignment and Involvement reporting factors.
- PDPR Dashboard information.

4.2 Management & Leadership Excellence Theme

Enablers

- Senior Leadership Team(s) that are visible, accessible and communicate clearly and transparently.
- A community of [Chartered Managers](#) lead with passion, and demonstrate the behaviours and attributes outlined in the Huddersfield Leader Framework.

Measures

- Our Staff Engagement Survey (Culture AMP) - Leadership and Management reporting factors.
- Chartered Management Institute Dashboard information.

4.3 Wellbeing Theme

Enablers

- A staff wellbeing team who are committed towards best practice approaches related to supporting your [mental health and wellbeing](#).
- The [Workplace Wellbeing Charter](#) and are registered with [The Mindful Employer](#), [The Menopause Workplace Pledge](#) and [Henpicked](#).

Measures

- Our Staff Engagement Survey (Culture AMP) – Work Life Blend and Wellbeing focused questions.
- Reaccreditation of Wellbeing-related Charter Marks.
- Wellbeing KPIs outlined in Staff Wellbeing framework.

4.4 Progression and Development Theme

Enablers

- Good career prospects and opportunities for progression.
- A culture of lifelong learning and continuous improvement, with many opportunities for [personal and professional development](#), helping people in both their current role and with future career aspirations.

Measures

- Our Staff Engagement Survey (Culture AMP) – Learning and Development reporting factors.
- PDPR Dashboard information.
- P&OD Dashboard information.

4.5 Commitment to Excellence Theme

Enablers

- An environment dedicated to Teaching and Learning excellence, helping all our students fulfil their potential.
- An academic community who all actively engage in research and share our University's aspirations to be a global University of international renown.
- Ensuring our staff are equipped with the resources, systems and information needed to deliver in their roles.
- Engagement with the Technician's - Commitment, providing visibility, recognition, and development opportunities for our technician community.
- Encouraging staff to engage with their professional body requirements.

Measures

- Our Staff Survey (Culture AMP) – Enablement report factor.
- Research Excellence Framework
- Teaching Excellence Framework
- Strategic Student Surveys, such as the HSS/NSS/PTES/PRES/ISB.

4.6 Belonging and Community Theme

Enablers

- Clear, open, and honest communication.
- Championing and celebrating equality, diversity, and inclusion for our staff and student community.
- Opportunities for togetherness, cross-team working, and connecting people from around our University e.g., through staff networks, groups, and an international buddy scheme.
- An employee voice programme which enables everyone to share their ideas, suggestions, and concerns.

Measures

- Our Staff engagement Survey (Culture AMP) – Engagement, Communication and Collaboration, Teamwork and Ownership and Social Connection reporting factors.
- Reaccreditation of EDI-related Charter Marks.
- Engagement with staff networks and the international buddy scheme.
- Employee voice programme data & participants rates.
- PDPR Dashboard information.
- P&OD Dashboard information.

4.7 Reward and Recognition Theme

Enablers

- Competitive pay, holidays and terms and conditions.
- Family-friendly policies and opportunities for hybrid and flexible working.
- Access to an excellent pension scheme for all staff.
- Wide-ranging employee benefits, providing discounted services and goods.
- An onsite gym and wellness facilities.
- Commitment to the real living wage.
- A culture of recognition and thanks.

Measures

- Our Staff Engagement Survey (Culture AMP) - Feedback and Recognition reporting factors.

5.0 How will we measure our progress against our Key Cultural Themes?

Employee Voice Programme

Organisational Development
Indicators

Other Key Engagement
Indicators



5.1 Employee Voice Programme

We have embedded our Employee Voice programme across all points of the employee lifecycle to enable us to collate feedback on the progress and success of our **seven cultural themes**.



5.1.1 Staff Engagement Survey

Our biannual staff engagement and pulse surveys sit at the heart of our Employee Voice programme. These surveys allow us to directly assess the effectiveness of each of the key themes by providing measurements of overall staff satisfaction and engagement across key reporting factors, such as social connection, leadership and work and life blend.

5.1.2 Employee Engagement Survey Cycle

Once the staff engagement survey results have been collated, a robust action planning process takes place across all Schools and Services. The process involves engaging with senior leadership teams, the facilitation of focus and working groups and other bespoke activities depending on need ...



5.2 Organisational Development (OD) Indicators

We will use a variety of OD indicators (highlighted on various dashboards) to help track the progress with our key themes, these include, for example, turnover, internal promotions and engagement with learning and development.

5.3 Other Key Engagement Indicators

In addition to the above, we will also use the following indicators to assess progress against the seven cultural themes:

- ✓ Reaccreditation of Charters, and Wellbeing KPI.
- ✓ University Performance for the REF, TEF and NSS outcomes.
- ✓ Engagement with staff networks and the international buddy scheme.



