Lancaster University

Our People & Culture

Lancaster University

Values

Our Values are:

• We build strong communities by working
bshu x sn s hm rtoon shu v x

ro bs b ns ax a hm no m mc h mc o nl nshm chu rhsx

b s onrhshu b m ax a hm l ahshnt r hmnt mhm uo shr mc bshnm

Our values help to determine the behaviours and actions considered important to success, which in turn, contribute to our organisational culture. The behaviours and actions captured in this plan may already match the current experience for some.

For others, there may still be a gap.

Purpose of the People & Culture Plan

Our People & Culture Plan in practice

Under each value, we have determined three key aims to guide us on our journey. These will be enacted through a range of local and institutional implementation plans, which will create meaning and application of the plan for each member of staff, their role and their community.

We expect to use a cultural survey/diagnostic to help us measure our journey. Completed in year 1, this will be the mechanism for establishing the baseline and lead measures required to help deliver the plan.

All members of the University's community of colleagues, their line managers and leaders have a stake in and responsibility for the People & Culture plan. Faculties, Departments and Divisions will develop and deliver suppore ha   ir

To ensure organisational ownership and support, the University Leadership Group (ULG) will provide a platform for confirmation and challenge. ULG, as the largest single pan-institution leadership group, will have a key role in influencing and implementing the expectations of the People & Culture Plan and in providing feedback on impact and progress. If not represented via ULG, similar discussions will take place with those with leadership responsibilities for our areas of work beyond Bailrigg (such as our international campuses) to ensure mutually beneficial outcomes.

The University's Executive Boards will maintain overall ownership for the plan and will formally monitor progress against the aims through a range of qualitative measures (such as staff feedback and aspects of the cultural diagnostic) and quantitative measures (such as workforce data, KPIs) and provide, at least annually, progress reports to Senate and Council (and their sub Committees).

2 We respect each other by being open and fair and promoting diversity

Respect is the foundation of behaviour and action at Lancaster University. Openness and fairness build feelings of trust, safety and responsibility, which establishes the platform needed to bring about sustainable and transformative change. We will continue to promote diversity in our workforce and value different perspectives so that everyone has the opportunity to increase their contribution to the overall success of the University.

We aim to…

2.1 Be a more diverse and inclusive community by:

- Investing in our understanding of equality, diversity and inclusion through a range of conversations, listening to and acting on lived experiences, awareness raising and learning and development activities
- Ensuring we have a culture of celebrating difference, where different perspectives are valued and are discussed in an open and fair way
- Routinely collecting and analysing high quality, consistent workforce data, including intersectionality, to identify gaps and drive strategic and local campaigns to attract, retain and develop an increasingly diverse and inclusive workforce

The EDI calendar of events will provide a useful starting point to increase awareness of differences within the existing student and staff profile.

Such regularity of events, with cross-institutional reach, will provide a framework to purposefully have open discussions, increase awareness, support confidence, and normalise the need to talk about difference within daily conversations. This will contribute

2.2 Excel in our inclusive cultures by:

- Developing and implementing sector leading systems and policies, and embed associated behaviours, that provide opportunities for all to strive to achieve their goals
- Provide the conditions and embed the necessary behaviours so that every individual is empowered to excel in the changing context of Higher Education
- Building on existing measures and creating new ones that define, recognise and reward high performance openly and transparently