

People and Wellbeing Policy Statement

Reviewed: August 2026



PEOPLE AND WELLBEING POLICY STATEMENT

Aim

The University's ability to achieve its ambitions in student success, research and enterprise, and global engagement depends on the contribution, wellbeing, and engagement of our people. We are committed to fostering a working environment where colleagues are supported to succeed, feel valued, and are empowered to contribute fully to our academic environment.

This People and Wellbeing Policy Statement supports the University's strategic priorities and values and reflects our commitment to creating a culture grounded in integrity, respect, inclusivity, and accountability. These values guide how we work with one another by ensuring trust, fairness, and a sense of belonging across our community.

This Policy Statement reinforces our aspiration to be a great place to work and study, and to continue to be an inclusive organisation that values diversity in all its forms.

Our People and Wellbeing procedures provide a framework to support fair, transparent, and consistent people management practices. They play a vital role in strengthening colleague engagement, supporting organisational effectiveness, protecting the University's reputation, and enabling us to attract, develop, and retain a diverse community of talented colleagues. Acting with integrity and accountability helps us maintain confidence in our procedures, processes and outcomes.

This Policy Statement provides clear principles and guidance on the University's approach to employment-related matters and supports the delivery of our vision, strategy, and institutional values.

This Policy Statement and associated procedures do not form part of any individual's contract of employment and may be reviewed and updated periodically to reflect legislative changes, sector best practice, and organisational needs. Any amendments will be undertaken in accordance with the University's governance arrangements.

This Statement should be read in conjunction with associated People and Wellbeing Procedures, Guidelines and Protocols.

Scope

This Policy Statement applies to all employees of the University.

Principles

The University is committed to maintaining a working environment that:

- enables the recruitment, development, and retention of a diverse community of talented colleagues, supporting fulfilling and meaningful careers, reflecting our commitment to inclusivity;
- provides clarity about expectations, aligned with the University's strategic and operational priorities, and supports accountability in decision making;

- promotes openness, transparency, fairness and inclusivity, whilst acting with integrity at all times;
- ensures all colleagues are treated fairly, consistently, and with respect allowing all to thrive and contribute fully;
- supports and promotes mental, emotional and neurodiverse wellbeing and sustainable working practices;
- encourages meaningful consultation and partnership working with recognised trade unions through established forums, including the Joint Negotiation and Consultative Committee (JNCC);
- complies with relevant employment legislation and ACAS Codes of Practice, demonstrating integrity and accountability in our approach;
- promotes equitable and non-discriminatory pay and conditions of employment, consistent with the principle of equal pay for work of equal value, reflecting our value of inclusivity.

Our Commitment

To support these principles, the University will:

- maintain clear, accessible, and inclusive policies and procedures aligned with legislation, best practice, and organisational values, ensuring fairness and integrity;
- promote partnership working with recognised trade unions to support constructive dialogue and collaborative approaches to organisational change;
- provide fair and consistent frameworks for managing discipline, grievance, capability, absence, and organisational change, ensuring accountability across the institution;
- promote a working environment free from bullying, harassment, and victimisation, modelling respect in all interactions;
- ensure colleagues understand expected standards of conduct and performance and are supported to achieve them, recognising that individual circumstances may require reasonable adjustments or supportive interventions;
- promote work-life balance through supportive family friendly and life-friendly procedures and working practices;
- ensure recruitment, selection, and induction processes are fair, transparent, and inclusive which strengthens our culture and enhances organisational performance;
- recognise and value individual and team contributions to the University's success, demonstrating respect and appreciation;
- support the wellbeing of colleagues through appropriate resources, services, and organisational practices.

Responsibilities

The University Court has overall responsibility for endorsing the principles set out in this Policy Statement.

The Vice-Principal (People and Student Wellbeing) is responsible for the strategic leadership and implementation of the University's People and Wellbeing framework.

Leaders and managers are responsible for applying policies and procedures fairly and consistently, including role modelling inclusive behaviours in accordance with the University's values of Integrity, Respect, Inclusivity and Accountability.

All colleagues share responsibility for contributing to a respectful, inclusive, and professional working environment, where professionalism is demonstrated through behaviours aligned with our values.

Approval

This Policy Statement was approved by the Resources and People Committee on 3 June 2026.

Monitoring and Review

This Policy Statement will be reviewed periodically to ensure it remains effective, compliant with legal and regulatory requirements, and aligned with the University's strategic objectives and values.

The University is committed to continuous improvement and will update this Policy Statement and associated procedures in light of legislative developments, sector guidance and organisational needs, demonstrating accountability for maintaining high standards.

Equality Impact Assessment

A full Equality Impact Assessment was carried out in March 2026.

Related Procedures, Guidance and Protocols

Employee Relations

- Absence Management
- Dignity & Respect at Work Guidelines
- Disciplinary
- Grievance Resolution
- Organisational Change
- Redeployment
- Redundancy
- Supporting Performance Improvement

Equality & Diversity

- Equality, Diversity and Human Rights Code
- Equality Impact Assessment Toolkit
- Menopause Guidance for Managers

Family Friendly

- Adoption and Surrogacy Leave and Pay
- Career Break
- Carer's Fund
- Carer's Leave
- Dependants Leave and Pay
- Flexible Working
- Maternity Leave and Pay
- Neonatal Care Leave and Pay
- Parental Leave
- Paternity Leave and Pay
- Retirement
- Returners Scheme
- Shared Parental Leave

Resourcing

- Emeritus Professors
- Engaging non-permanent workers
- Probationary Period Guidelines
- Recruitment and Selection
- Relocation Expenses
- Visiting and Honorary Academic Appointments

Reward & Recognition

- Academic Promotion Process
- Additional Annual Leave Purchase
- Associate Lecturer Procedure
- Colleague Volunteering Procedure
- Fee Waiver Scheme
- Regrading