

# OUR PEOPLE PLAN

## THE PEOPLE PLAN SETS OUT WHAT WE ARE DOING TO SUPPORT THE UNIVERSITY STRATEGY

The University's **five values** have recently been agreed and our aim is that, over time, they become part of our everyday life at UCLan. This will involve demonstrating these values in our work, our approach and our attitudes towards others so that we all recognise and feel them in practice.

**Our People Plan will contribute to the future success of the University by...**

### RECOGNISING AND REWARDING STAFF

We will encourage innovation and creative problem-solving.

We will celebrate success and promote positive thinking.

### SUPPORTING MANAGERS TO MANAGE

We will support and develop our managers to enable teams and individuals to flourish and succeed.

### ATTRACTING THE BEST TALENT

We will target the best and brightest new recruits and help them to thrive.

### OPENING CAREER PATHWAYS

We will help you to develop your career pathway and make the best of your talents.

### SIMPLIFYING SYSTEMS

We will use technology to simplify processes, increase efficiency and free up time and energy.

### WORKING WITH TRADES UNIONS

We will work in partnership with trades unions to make our policies and procedures plain, simple and fit for the future.

### MEASURING AND MONITORING SUCCESS

We will listen, reflect and respond, ensuring that our people are at the heart of our Plan.

**FIVE VALUES**  
**COMPASSION**  
**COMMON SENSE**  
**TEAMWORK**  
**ATTENTION TO DETAIL**  
**TRUST**