Our Core Values Framework

Our values define who we are and how we will work with each other and as a University. They are more than simply words. They are principles of behaviour we should all strive to uphold and encourage in others in our working lives.

**Our Core Values**

**Excellence**
We take pride in ensuring the highest quality standards of academic achievement and professional service delivery.

- Strive to be the best in all that we do
- Seek and act on feedback to improve the quality of what we do
- Learn from and share best practice in our quest to continuously improve
- Encourage innovation, being forward thinking, creative and taking rational risks
- Open to new ideas and embrace change positively

**People Focused**
We value everyone, recognising that what we do is for the benefit of all those connected with the University.

- Value each other’s contribution and the diversity this brings
- Celebrate success and recognise achievements at all levels
- Support our students and each other to develop, learn and work together to be successful
- Listen to each other’s point of view and give constructive feedback
- Behave respectfully towards each other and encourage a sense of belonging

**Partnership Working**
We work constructively with each other, our students and wider University community to create strong and successful working relationships.

- Put our students at the forefront of what we do, engaging with them as active partners
- Foster effective team working and work co-operatively across departments
- Collaborate in each other’s learning and share ideas and approaches
- Communicate and involve others in a timely and effective way

**Fairness and Integrity**
We take a fair and balanced approach to our activities and are mindful of the impact of our actions.

- Uphold high professional and academic standards
- Take responsibility and are accountable for our actions
- Open and transparent in what we do
- Use our resources wisely and behave responsibly towards the environment
- Constructively challenge behaviour not supportive of our values

[www.bcu.ac.uk/values](http://www.bcu.ac.uk/values)