



# 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.

### People Focused

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

### Partnership Working

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

### Fairness and Integrity

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

## Principles of how we will live our values

- 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
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- 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
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- 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
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- 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