



University  
of Bolton



# People Strategy

## 2015 – 2020

# HR STRATEGIC THEMES (2015-2020)



**A culture of positive individual and collective performance** - create a sustainable high performance environment where performance management, innovation / continuous improvement is persuasive through the organisation in order that the University strategy can be realised

**High quality staff communications and engagement** – working collaboratively with the Directorate of Institutional Advancement build trust, cross function collaboration, commitment and alignment to the new TIRI agenda, whilst also ensuring that employees feel listened to, valued and well informed about issues that affect them and the University is considered to be a great place to work

**Employ the most talented academic and professional support staff** – ensuring the University is able to attract the highest quality people with a real affinity to the TIRI agenda from the relevant labour markets

**Identification and retention of top talent** – retaining the best employees in the face of increasing local and national competition

# HR STRATEGIC THEMES (2015-2020)



**Employee development and progression** – facilitate employees to improve their skills, knowledge and competencies in support of the University strategic direction and in line with IIP accreditation

**Promote diversity and wellbeing** - recruiting, retaining and promoting the very best people, whoever they are. Ensuring we have a healthy workforce and equality of opportunity.

**Intelligent shaping of the University** – ensuring that structures/systems are aligned to TIRI and future needs

**HR governance** – ensuring decision making processes on employee issues and policies, procedures and systems relating to people management issues are appropriate

**HR Operational Excellence** – a high quality and transformed HR department working across the University to support the TIRI agenda, HR Strategic Themes and to meet the specific needs of our key customers – our academic Schools and support departments.