

UHR – Team of the Year Award

2nd December 2020

Rachel Adams – Director of Human Resources

Nicola Ratcliffe – Head of HR (Strategy & Policy)

The  eele difference

The Transformation of the HR Directorate

- January 2018 – January 2020
- “Bolder and better HR” shared mantra
- New structure
- Developmental support
- Dual focus on operational excellence and strategic developments



Keele Facts & Figures



Gold
Award
in the Teaching
Excellence
Framework
HEFCE 2017

97%
of our research
was classified as
world-leading or
of international
importance
Research Excellence
Framework 2014

Top 3
in England
for Student
Satisfaction
NSS 2019
(broad based.
universities)

96%
Graduate
Employability
HESA 2017 – graduates
in
work or further study
within
six months of graduation

Global
Top 20
for campus
sustainability
UI Green Metric
ranking 2018

Joint 1st
in England for
Course
Satisfaction
Guardian University
Guide, 2019

European
Top 300
Times Higher
Education World
University
Rankings 2019

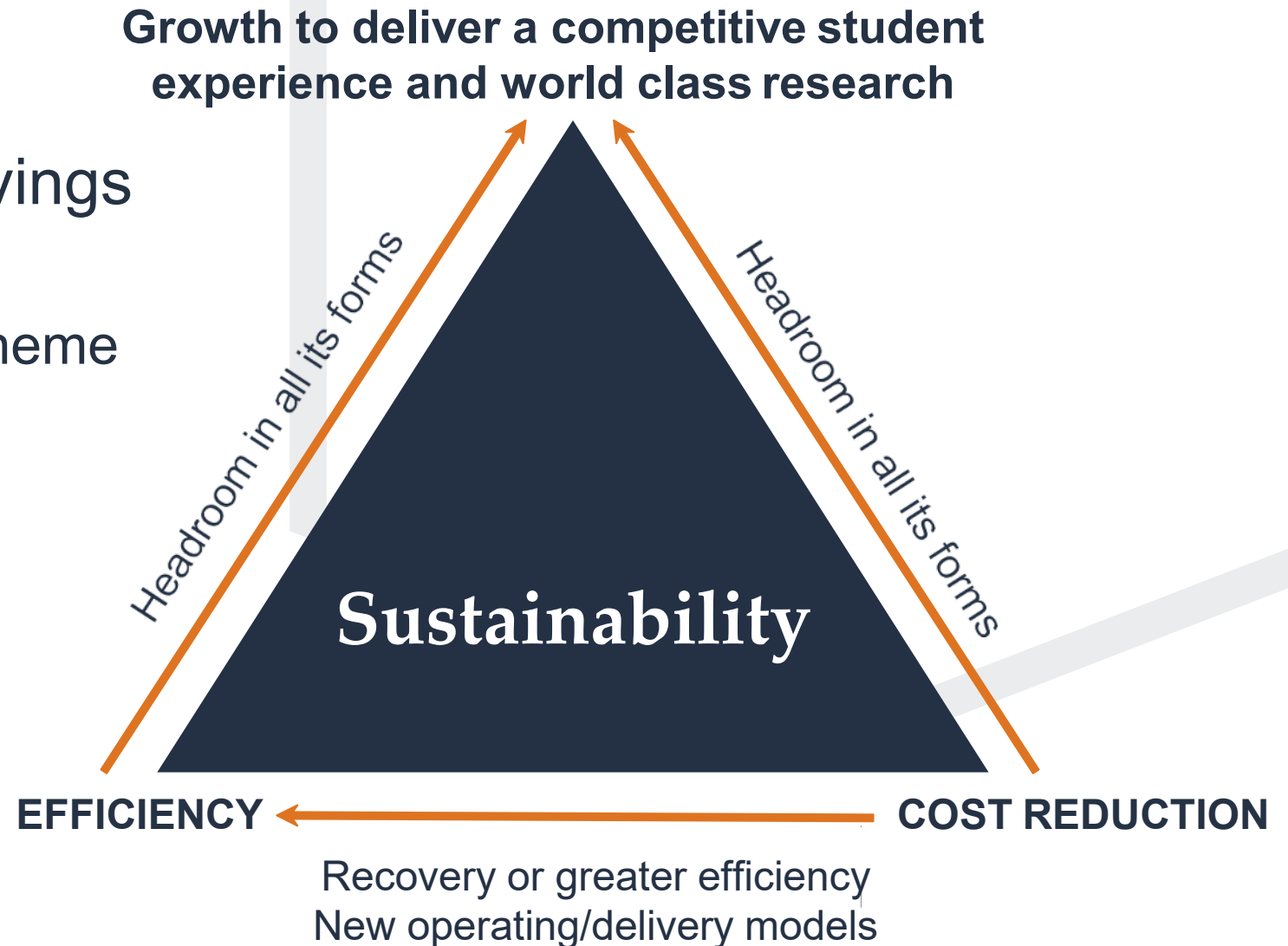
Our Future

A Strategic Vision for the University



Financial Sustainability Plan Support & Delivery

- £6.8m recurrent pay savings through:
 - Voluntary Severance Scheme
 - Recruitment controls
 - Reduced casual spend
 - Senior pay restraint
 - Flexible working options
 - Additional annual leave



Operational Excellence & Strategic Development



- *Delivering financial savings whilst driving improvements to the staff experience*
- *Refreshed EDI strategy & governance structure*
 - *Highlighted by UCEA for action planning to reduce GPG*
 - *Moved 37 places up Stonewall Workplace Index*
 - *Intersectional work – Stonewall BAME voices event*
 - *Disability Confident Employer*
 - *REC bronze award*

Equality, Diversity and Inclusion



- Racial Equality
 - Always been an important agenda at Keele
 - The tragic events over the summer have strengthened our desire to do all we can to tackle discrimination of all kinds in our institution
- UEC, Council and Senate all have been challenged to think deeply about the institutional prejudices and inequalities that exist
- Continues to be a priority

Staff Engagement Survey



- *81% Response Rate*
- *Key themes identified:*
 - *Supporting health and wellbeing*
 - *Improving positive performance management*
 - *Creating an environment where all colleagues feel it is safe to speak up*
 - *Enhancing opportunities for career development for professional services staff*
- *Local and Institutional action plans, monitored by Executive Committee*
- *Introduction of Staff Voice Group*

Learning points

- Creating a new team does not necessarily require external appointments
- The importance of a shared vision
- The power of the team

Lessons from geese...



Learning points cont.

- Communication and engagement are vital
- HR as role models
- Feel the fear and do it anyway!



What Next for Keele HR?

- Key role in the transformation of Professional Services
- Introduction of a new Hub and Spoke model for HR Administration
- Continued focus on EDI objectives
- Partnership working with Trade Unions
- Ongoing team development
- Maintain a high internal profile, develop our external networks and contribute to the sector

Thank You
Questions and comments welcome!

The  eele difference