



FACULTY OF SCIENCE AND ENGINEERING

OUR CULTURE OUR VALUES



The Faculty of Science and Engineering will respond to an increasingly challenging environment, maximising impact in the widest sense and working towards making the biggest difference to society. To do this we will make a step-change in the quality of our research, teaching and learning, and professional support, enabling our staff and students to realise their full potential. We will attract and retain the best, to be the best and make the biggest difference.

In striving to meet our vision, the Faculty of Science and Engineering recognises the importance of, and makes a commitment to, engendering a positive culture whereby staff, students and visitors from a diverse range of backgrounds are treated fairly and equally, irrespective of their personal characteristics.

This approach is crucial to stimulating an environment whereby all members and communities are valued for their contribution to an innovative and excellent research and teaching and learning environment. Social responsibility, equality, diversity, inclusion and accessibility will be embedded in all that we do, with academic and Professional Services staff working in partnership with mutual respect.

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KNOWLEDGE

- Be actively responsible for our own development.
- Be aware of and adhere to/implement relevant policies and procedures, consulting with colleagues when appropriate e.g. H&S, IT, HR.

WISDOM

- Adopt a collaborative approach, being respectful of decisions made by colleagues.
- Ensure Faculty, School, Department, team and individual needs are considered.
- Encourage constructive participation and contribution to decision-making processes as appropriate and attend and contribute constructively and positively to meetings and networks.
- Recognise and learn from others' knowledge, skills and experience.
- Meet all obligations and deadlines, taking individual responsibility to inform relevant colleagues in a timely manner if a deadline may be missed.

ACADEMIC FREEDOM

- Identify and develop opportunities, communicating to relevant parties on new ideas and fostering a culture of continuous improvement.



HUMANITY

- Communicate effectively and respectfully to all colleagues.
- Listen to and respectfully consider the opinions of all colleagues.
- Ensure any tasks that may impact upon the work of others or upon outcomes are completed efficiently and effectively.
- Be respectful of and empathise with students and actively listen to the student voice.
- Promote a "no blame culture" acknowledging mistakes and errors are a necessary route to improvement.
- Promote equality and diversity of students and staff within an inclusive culture where we can succeed and achieve.

COURAGE

- Take individual and collective responsibility for delivering outcomes.
- Challenge incidents of unacceptable behaviour and report any concerns to your line manager, supervisor or trusted colleague.
- Where disagreements or misunderstandings have occurred, take a professional approach to conflict resolution.
- Be actively aware of challenges to our own performance and wellbeing and seek appropriate support.

PIONEERING SPIRIT

- Pro-actively work towards stretch targets and goals, in line with the Faculty's goals.
- Be agile and respond constructively and positively to our changing environment.