

STAFF MATTERS

News for staff and managers

Issue No 23 July 2023

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Directorate Transformation Programme

You may have noticed that we have recently changed our name from the HR to People Directorate. This is one part of the of the organisational change programme taking place which will see us introduce a new business partnering model. We felt that the name 'People Directorate' better reflected the purpose of the directorate which is to support our people to achieve their ambitions and deliver excellence.



Our new operating model will ensure that we have the capacity and capability to support the delivery of the University of Greenwich Strategy 2021-2030 and People Enabling Strategy. Our staff expect high levels of service from us, and our new model will help us continue to deliver this.

We are taking a phased approach to implementation. From 1 June, we introduced four Senior People Business Partner roles. These roles will operate at a strategic level and mainly work with senior leadership within faculties and directorates to support them with their strategic objectives. We also introduced several other specialist roles focussing on areas including staff wellbeing, employee relations, and learning, development & performance.

Over the coming months we will start to share and implement changes as we continue to transform our directorate. We will carry on supporting teams and enquiries as usual. Please continue to work with your contact points in the directorate as normal.

Gender and University Pay Gap Report

In line with Government legislation our [Gender Pay Gap report for 2022](#) has been published and we are encouraged to see a 0.5% decrease in this years mean pay gap figures. In addition, to our Gender Pay Gap report, we are pleased to publish our [University Pay Gap Report 2022](#), as part of our ambitions to wider protected characteristic reporting. This report covers our Disability, Ethnicity and LGB(T*)+ pay gaps of our substantive staff at the university.

Striving to achieve and deliver sector leading EDI initiatives remains at the heart of everything we do at Greenwich as part of our commitment to becoming the best modern university by 2030. We aim to create a culture, which enables individuals to reach their full potential, promotes a supportive environment and ensure all members of our community to have their contribution fully recognised and remunerated on an equal basis.

Our People Enabling sub-strategy creates structured EDI workstreams to support our Pay Gap target. Our collaboration with GapSquared, a specialist third party consultancy, is continuing to provide us with a richer understanding of the factors influencing our pay gaps. We continue to monitor, review and implement strategies and initiatives to close all pay gaps. Our ambition of no gender pay gap by 2030 and a significant reduction within the same timescale for the other protected characteristic pay gaps remains a key strategic priority.

Updating Your Personal Data

A reminder to all employees; please check your personal data in Horizon regularly and keep this up to date. You can change your address, emergency contacts and qualifications. You can also amend data relating to protected characteristics. Guidance on how to access the system and use the self service functionality can be found [here](#).



[Contact us](#)

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EDI Annual Report

Our Equality Diversity and Inclusion (EDI) Annual Report 2022/23, outlines the progress we have made against our core strategic priorities to make our university culture a more equitable and inclusive place for students, staff and our wider community. This year's report provides the first narrative of the progress we have made against the People Enabling Strategy for this academic year.

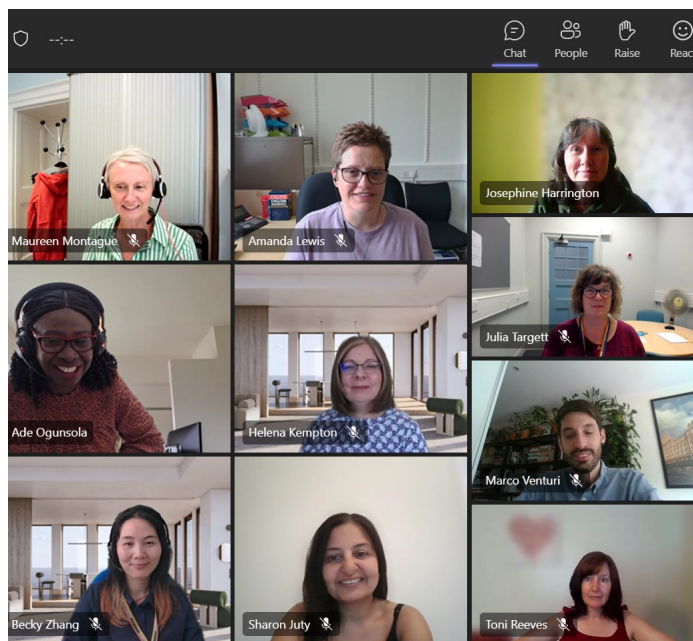
The report highlights the ambitious programme of EDI work that we are striving to deliver as part of our commitment to becoming the best modern university by 2030. It is a collaborative effort with contributions across the institution against our four priorities over the 2022/23 academic year:

- Priority 4a: Advance equity and representation (charter marks)
- Priority 4b: Eliminate the gender pay gap and close pay gaps (gender pay gap and University Pay Gap Report)
- Priority 4c: Support the strategic alignment, sustainability, capacity and capability of the staff equality networks (staff network and community updates)
- Priority 4d: Value and celebrate our diverse university community (EDI impact stories and initiatives)
- Appendix (EDI data summary).

Through ownership and commitment to working with our students, staff and communities, we will continue to celebrate and champion our diversity and achieve equality of access and outcomes for everyone at the University of Greenwich.

Menopause Champions

To continue the work, we are doing to raise awareness of the menopause and to provide support for colleagues who are directly or indirectly experiencing menopause symptoms, we are delighted to announce that several colleagues have volunteered to be Menopause Champions for their Faculties and Directorates. The Menopause Champions will provide a listening ear to colleagues and line managers as well as signpost people to both internal and external resources.



Some of the Menopause Champions attended training at the end of June, which was facilitated by our Menopause Partner, Henpicked.

Our Menopause Champions are:

Debbie Grossman	PAS	Greenwich
Jackie Tubb	FES	Medway/Greenwich
Becky Zhang	MER	Avery Hill
Amanda Lewis	MER	Avery Hill
Toni Reeves	MER	Avery Hill
Sharon Juty	MER	Avery Hill
Angela Rochester	SAS	Greenwich
Sara Ragab	SAS	Greenwich
Kate Craib	SAS	Medway
Barbara De Angelis	GRE	Greenwich
Kerry Corrigan	SAS	Avery Hill
Shiralee West	FIN	Avery Hill
Irene Barranco Garcia	ILS	Greenwich
Julia Targett	ILS	Medway
Hannah Nyhus	ILS	Greenwich
Nevin Bayoumi-Stefanovic	BUS	Greenwich
Helen Kofler	BUS	Greenwich
Maureen Montague	BUS	Greenwich
Ade Ogunola	PD	Avery Hill
Janet Akinkuolie	PD	Avery Hill
Helena Kempton	PD	Avery Hill
Marco Venturi	SAS	Greenwich
Sue Bulbrook	VCO	Greenwich
Maria Kaspersson	FLAS	Greenwich

If you are interested in becoming a Menopause Champion, please email menopause@gre.ac.uk and if you want to find out more about the menopause support available please go to our [menopause webpage](#) where you will find our [guidance](#) and resources.

Appraisal is Live

Appraisals are an important opportunity to reflect on the previous year and plan for the year ahead. Along with 1-1s, they are an opportunity to have a meaningful conversation with your manager – discussing your individual wellbeing and the support you need. Appraisals should be written up in the Horizon system in a way that is manageable – capturing the key points from the appraisal discussion, including your ‘SMART’ objectives for the year ahead.

The appraisal cycle is now open and will close on **Friday 29 September**. We are asking all staff to have completed the self-evaluation portion of the appraisal process by **Monday 31 July**.

Our [Appraisal](#) page has a wide range of information to support you with completing your appraisal. This page signposts you to resources which can help you prepare for an effective appraisal and gives practical advice for how to complete your appraisal within Horizon.

Staff are invited to attend training to support this year's appraisal, focusing on strategic priorities, and how Horizon Talent will support this. To book onto one of the training sessions please go to [Horizon Learning](#) and select your preferred date. If you have any queries or need advice or support on the appraisal process, please email: appraisal@gre.ac.uk

If you have any queries relating to Horizon, you can email the IT Service Desk at: itservicedesk@gre.ac.uk

LGBT+ Culture in HE | Delivering Impact, 2023+

Following publication of the university's LGBT+ Culture in HE Report 2022, we are now encouraging staff to use the [Executive Summary](#) as a quick reference guide to inform the conversations and practices resulting. All the amazing work the university has undertaken is cause for celebration. Our Stonewall Gold accreditation and ranking, now 20th on the Top 100 Employers List, place us top among the modern universities engaging.

With so much success, it is important not to become complacent. Establishing strong foundations in terms of community and research, must now translate into action. Developing our understanding of discrimination and support, is central to encouraging the behavioural changes needed to realise an inclusive environment.

This report provides a robust set of frameworks and we encourage staff to spend time reading our findings and to use this information to inform conversations and practices with your teams and departments.

We welcome teams and staff to contact us for presentations to teams to support further engaging and embedding positive changes. Our support is available to:

- Engage with staff, our leaders, and teams, to present key findings, develop and guide workshops that can feed into personal practice at work.
- The report highlights key concerns and presents next steps, and we invite staff to reach out for support translating learning into our materials, spaces, and practices at work.
- This invitation extends to student and staff researchers exploring similar themes, and for an informal chat about how we can support your work please do reach out.
- Also, as we work to enhance the presence of our LGBT+ role models, we are actively looking to identify staff who present good examples – if that's you or someone you know, please do get in touch.

To explore how this study can impact your area of work or study, please do get in touch: Alan Dudley, a.c.dudley@gre.ac.uk

Horizon

We will be carrying out data migration of the Moodle course completions of the mandatory and essential courses to Horizon Learning over the summer period.

This will mean that if you completed any of the courses in Moodle prior to the implementation of Horizon Learning, you would potentially see Overdue Learning in your Current Learning tile and the date you completed the course in Moodle in the View Transcript tile.

If you completed some of the courses more than three years ago you will be required to refresh your knowledge and complete them again and you will receive an email detailing what you need to complete.



Staff Networks and Community

Are you interested in joining any of our staff networks or community? If you would like to find out more, please see the links below:

[BAME Staff Network](#)
[Disabled Staff Community](#)
[LGBT+ Staff Community](#)
[Women's Staff Network](#)