SUSSEX 2025

University Level Strategies

Build on Strengths
A BETTER UNIVERSITY FOR A BETTER WORLD
Learn to transform

Research with impact

Engage for change

Build on strengths

University level strategies
BUILD ON STRENGTHS

A PEOPLE-POWERED TRANSFORMATION FOR A KINDER UNIVERSITY
BUILD ON STRENGTHS: The framework

PEOPLE POWERED
STAFF DEVELOPMENT
EQUALITY AND DIVERSITY
DIGITAL INFRASTRUCTURE
PRIDE IN PLACE
ESTATE
REINVESTMENT
LEADERSHIP
CELEBRATION
AIM 1

Be known as a university that invests in its people and strives to recruit, develop, retain and reward a truly engaged workforce

1) Develop and gain approval from Council for the University’s People Strategy

2) Achieve the four goals set out in the Inclusive Sussex Strategy

3) Deliver the recommendations from the CHUCL report

4) Deliver the outcomes of the approved gender pay gap action plan

5) Conduct regular staff surveys (and action plans) to measure staff satisfaction
AIM 2

Provide the University with a business model that generates the resources consistent with the aspirations of the Strategic Framework

1) Introduce a fully integrated five-year planning and budgetary process

2) Take a bold approach towards investment and disinvestment, and develop a strategy to diversify income streams, with focus on other fee-based educational services

3) Develop a strategy to grow international fee-paying student numbers

4) Develop a new Fundraising Strategy

5) Ensure appropriate financial literacy and accountability is in place across the University
AIM 3

Be effective, efficient and economical, delivering outstanding value for money in all we do

1) Introduce a Continuous Improvement Group with sub-groups focused on effectiveness and efficiencies in HR, Finance, Estates and Facilities Management and ITS

2) Introduce a Continuous Improvement team as part of the Planning and Performance Division to simplify and standardise processes across the University

3) Maintain the necessary regulatory/compliance standards to enable Sussex to continue to deliver against its educational and research objectives

4) Monitor and support all managers to ensure they have the skills and take responsibility for meeting obligations particularly relating to health and safety, risk management, etc.

5) Implement a fully integrated business intelligence solution to support decision-making
AIM 4

Establish and effectively maintain the necessary infrastructure to deliver an outstanding student and staff experience

1) Develop and gain approval from Council for the Estates Strategy and associated priced roadmap

2) Develop an Environmental Sustainability Strategy

3) Develop an Information Technology Strategy and associated IT roadmap

4) Develop and implement a plan for up-to-date and accessible data and analytics

5) Develop and implement a holistic approach to health and safety
AIM 5

Ensure that appropriate strategies are in place to enable coordinated and collaborative delivery of the Strategic Framework

1) Develop an Internationalisation Strategy to support other parts of the Strategic Framework

2) Develop a Business Engagement Strategy to support other parts of the Strategic Framework

3) Introduce a Change Forum to coordinate the change programme

4) Put in place an annual process to maintain strategic and operational plans at all levels

5) Develop an External Relations Strategy to ensure a co-ordinated approach to building reputation and brand strength
KPI’s

BUILD ON STRENGTHS

• Increase in our annual surplus

• Go greener by significantly reducing our CO₂ emissions

• Increase the % of our staff, every year, who are proud to be associated with the University

• Halve the gender pay gap across Sussex
A BETTER UNIVERSITY
FOR A BETTER WORLD

NEXT STEPS & QUESTIONS?