PS Bigger Picture

29 MARCH 2023
Ask your questions - PollEv

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In the room – put your hand up or use PollEv…
Overview from Tim

• PS Leadership Team (PSLT) changes

• Update on re-procurement of catering and facilities management services

• PS consultation on the Vice-Chancellor’s proposal to introduce four faculties

• 12 June PS Celebration, hope it's in your diary!
Race Equality Charter

We are committed to:

• Bring levels of ethnic minority staff in PS to local census levels
• Inclusive and best practice recruitment processes
• Positive action in recruitment and development
• Transparent and open processes for acting up/interim appointments
• Improved training provision for everyone
• Increasing the levels of staff reporting personal characteristics
• Take forward actions to ensure everyone is treated with respect and dignity
• Improve the levels of diversity on decision-making/governance committees
Organisational Development Plan

2023
Our OD Team

Vacancy
OD Assistant
Admin Manager

Kelly Barnard
OD Coordinator

Lisette Whittaker
OD Coordinator

Vicki Love
OD Consultant

Sarah O’Malley
OD Consultant

Sarah Engineer
OD Consultant

Kaye Tilbury
Graduate Associate

Katie Oram
OD Coordinator

Chris Hamilton
Apprenticeships Officer

Wendy Carey
Staff Wellbeing Manager

Sam Bates
OD Consultant

Cathy McDonnell
Assist Director Culture, OD & Wellbeing
Our aims are to contribute to...

- Empowering and supporting our staff to develop and be the best they can be and to identify with the values of our university
- Supporting the drive to ensure our University is a great place to work where both staff and students can flourish
- Building a culture that values psychological safety, trust and wellbeing, where everyone is treated with dignity and respect
- Finding solutions for staff in times of increased financial pressures and changing demands.
Our OD Plan is shaped by what we are trying to achieve and will set the direction and focus for our priorities which are linked to the University strategic objectives and the four aims of our People Strategy:

1. Getting the basics right
2. Improving Inclusivity
3. Harnessing Talent
4. Increasing engagement and wellbeing
The Organisational Development Offer at Sussex

- Coaching Training & Facilitation
- Leadership & Management Programmes
- Onboarding Support
- Mentoring Training & Facilitation
- Staff Wellbeing Hub
- Staff Wellbeing Training & Events
- Apprenticeships Qualifications
- LinkedIn Learning
- OD Consultancy
- OD Facilitated Events
- LearnUpon Mandatory & Recommended Training
- Peer Learning Networks e.g. Leaders & Managers
- Action Learning Facilitation & Guidance
- Staff Wellbeing Training & Events
- East Sussex College Free L2 Qualifications
- Welcome Events for new starters
- Staff Survey Supporting teams with Action Planning
OD Workstreams

- OD Consultancy & Delivery
- OD Projects e.g., Onboarding, Exit Interviews, ADRs
- Leadership & Cultural Change
- Culture, OD & Wellbeing Team
- Health & Wellbeing
- OD/LD Administration & Coordination
- Apprenticeships
- Mentoring & Coaching
- Staff Survey
- Partnerships Marketing, Comms & Engagement
OD Priorities 2023

1. Deliver and evolve our learning and development offer, including our Apprenticeship Programme to provide effective opportunities for all

2. Review and evolve our leadership development framework and offer to support staff at all levels of their leadership journey

3. Continue managing the staff survey delivery, action planning collation and reviews of progress

4. Redevelop our onboarding process to ensure staff are equipped with the right information and welcome when they begin their journey at Sussex

5. Evolve and embed the new Achievement & Development Review process to assist all staff with development and progression
6. Redevelop and relaunch an exit interview process to ensure staff have a voice, implementing recommendations

7. Continue to develop, grow and automate our Mentoring and Coaching programme

8. Develop a Staff Wellbeing Plan incorporating current and future initiatives

9. Promote an environment of psychological safety in all our delivery and support staff, leaders and managers to create this within their teams

10. Explore automation/digitisation of system for a more efficient, data-driven offer.
Thank you
Developing better ways of working
The PS Places Programme

Transforming our campus experience

Jason Oliver – Chief Transformation Officer
Chris Harrison – Deputy Director Estates & Facilities
March 2023
What is PS Places?
The PS Places vision

The world of work has changed forever, and we're evolving too. The PS Places programme will help optimise our unique and incredible campus by providing the spaces, technology and policies to support sustainable ways of working, enabling PS colleagues to connect, collaborate and deliver for the University, creating offices that are magnets not mandates.
Drivers for change

As part of the University’s strategy we’re aiming to grow our student population to 22,000.

Financial and environmental sustainability are important to us, so we need to make better use of all our spaces, including those occupied by Professional Services.

Some policies established during the pandemic no longer support new ways of working as well as they could. A review of these policies will support a more consistent approach to working on campus, balancing operational need with personal choice.
# Meaningful, positive change

## What we’re going to deliver

<table>
<thead>
<tr>
<th>Create better working environments</th>
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<tbody>
<tr>
<td>Identify optimal use of space across the campus to support student numbers and experience</td>
</tr>
<tr>
<td>We have a new home</td>
</tr>
<tr>
<td>Focus on sustainability &amp; reduce our carbon footprint</td>
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## What our colleagues will say

| “The new spaces feel more welcoming and support the different types of work I need to do” |
| “I have the tools I need to do my job effectively when on campus and at home” |
| “Accessible neighbourhoods and workspaces means I’m close to the teams I work with the most but I can easily reach out to my other colleagues” |
| “I know where I am going to be working. There are really nice places to meet and collaborate with friends and colleagues” |
| “I am now more aware that how and where I work affects my carbon footprint” |
What you need to know
What we know / don’t know

We know...
• No decisions have been made yet
• Decisions need to be based on evidence
• Technology is crucial
• We need different spaces for different activities
• We need to reduce total PS space to support increasing student numbers
• We know that the current flexible working framework isn't working
• That we don’t want/need ‘everyone on campus all the time’
• We're not fully dependent on other projects
• We're not addressing school and teaching spaces

We don’t know...
• Where teams and divisions will be
• How teams will use their spaces
• The look and feel of the space
• The exact timeframe
• If there will be a need for interim moves
• Which buildings PS colleagues will be in
Where are we now?
## Programme stages

<table>
<thead>
<tr>
<th>Identify</th>
<th>Design</th>
<th>Plan</th>
<th>Deliver capabilities</th>
<th>Embed outcomes</th>
<th>Evaluate benefits</th>
<th>Close</th>
</tr>
</thead>
</table>

We are here

All our programmes go through a seven-stage lifecycle, from *identify* to *close*. 
Programme timeline – January – July 2023

DESIGN STAGE
- Staff Survey
  January 2023
- On-campus ‘deep dive’ workshops with affected teams
  Spring 2023
- Team profiling exercise
  February – March 2023
- We are here

PLAN STAGE
- Developing options and preparing business case for review
  June 2023
- Feedback review / ‘play back’ of findings
- Business case review
  June 2023

Next steps and planning
July 2023 onwards
What have we learned so far?
How we have engaged

• Around 70% of people completed our **PS Places Survey**
• We are also running a staff profiling exercise
• So far 252 colleagues have been involved in the **deep dives** and told us their thoughts directly:
  • What drives them to be on campus/at home
  • The spaces they need to fulfill their role
  • The equipment and support they need
  • The facilities and amenities they need
Feedback received

Proximity to wider PS teams will be really helpful..

I'm really impressed with the way you are engaging teams – thank you..

Really glad you are capturing ideas..

HOW DO WE GET SPACE TOGETHER NOW!!!

Balanced Use of space needed – options for quiet focus, meeting options, team space, private space.

I have OH needs, how can I guarantee I will be supported?

Need consistency at the desk with the furniture and equipment..

It's really important we are all together so we can collaborate and support each other's roles.

We need training space, creative space, collaboration space..

Desk set up is Lottery at the moment.

We don't have the budget to do this..

Every desk is different I'm worried what I will get when I come in
Themes emerging

- DSE / Occupational Health / accessibility requirements are critical
- Updates to IT kit / desk set ups needed – giving consistency at home/on campus
- Those we work closely with should be in the same building or in ‘neighbourhoods’
- We need a variety of different spaces not just desks
- Current HR policy doesn’t support the wide variety of job roles at Sussex.
What happens next?
After July

Final business case for approval (July 2023)

Identify | Design | Plan | Deliver capabilities | Embed outcomes | Evaluate benefits | Close

We are here (March 2023)

Timing of these stages tbc

Email bettersussex@sussex.ac.uk if you have any questions or want further information
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