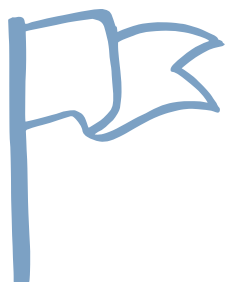


A PEOPLE- POWERED TRANSFORMATION FOR A KINDER UNIVERSITY



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