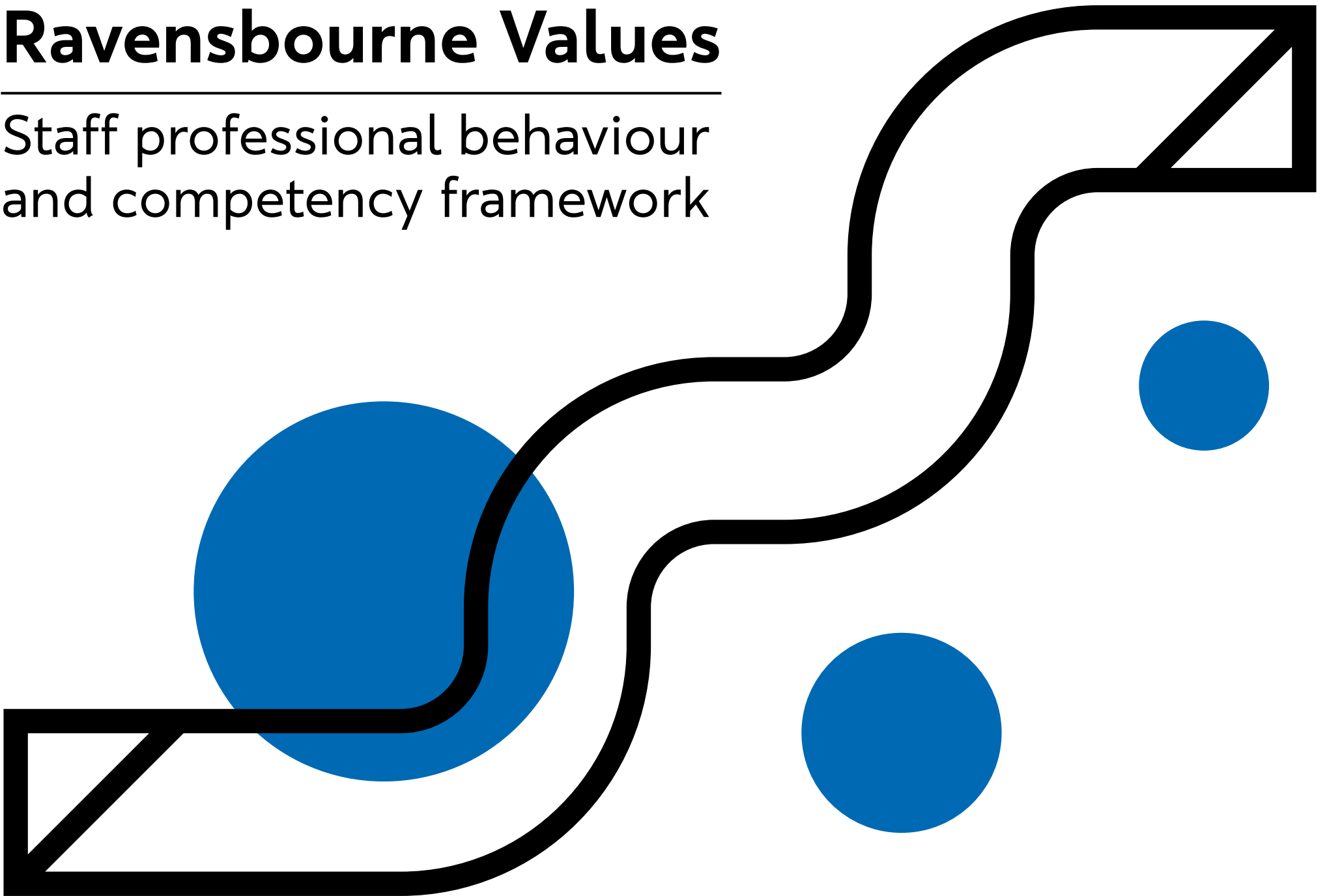


Ravensbourne Values

Staff professional behaviour
and competency framework





Connection

Collaboration

Communication

Involvement

Teamwork

Community

Network

Support

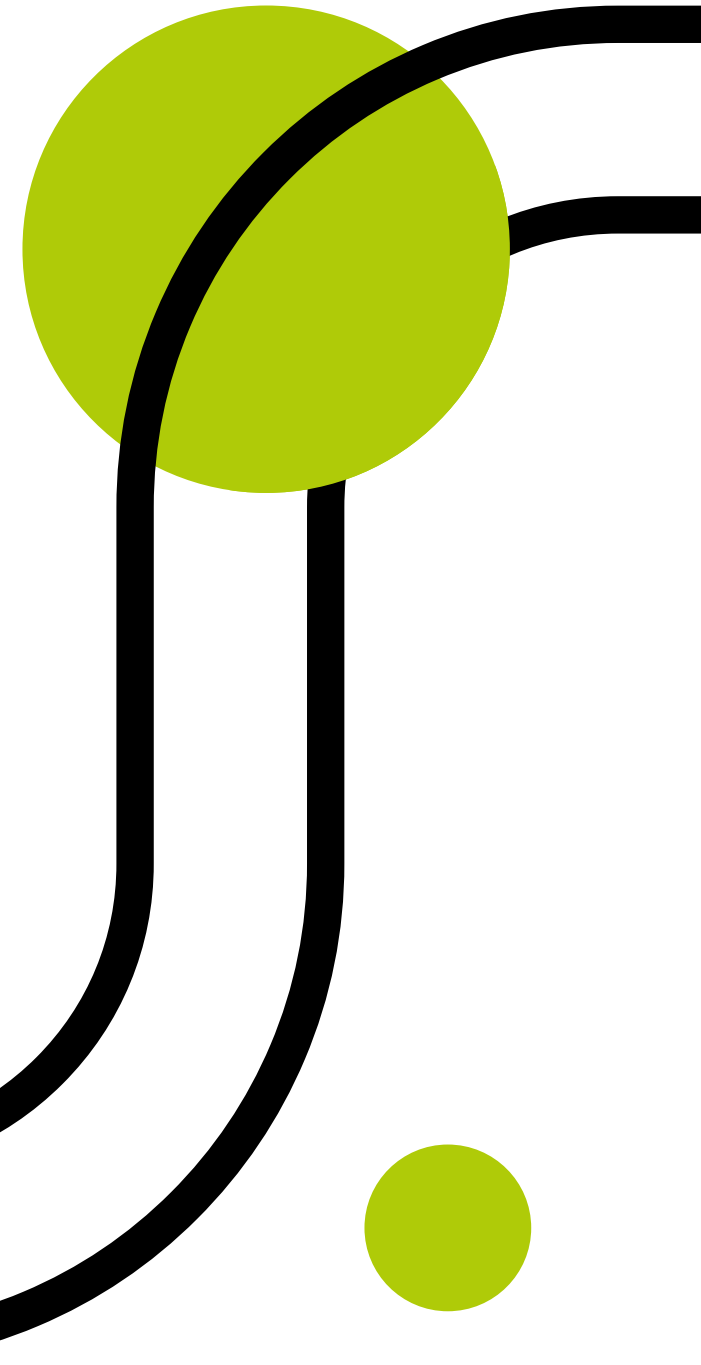
What this value means to us

We value what happens together and we collaborate to achieve our collective goals. We build our community of students, staff and alumni to connect with individuals, institutions and communities across the creative economy to make a lasting difference.

Why is this value important?

Have a shared sense of our collective goals, responsibilities and impact.

Helps clarify where our individual and collective contributions add value.





Connection

How do all of us demonstrate this value?

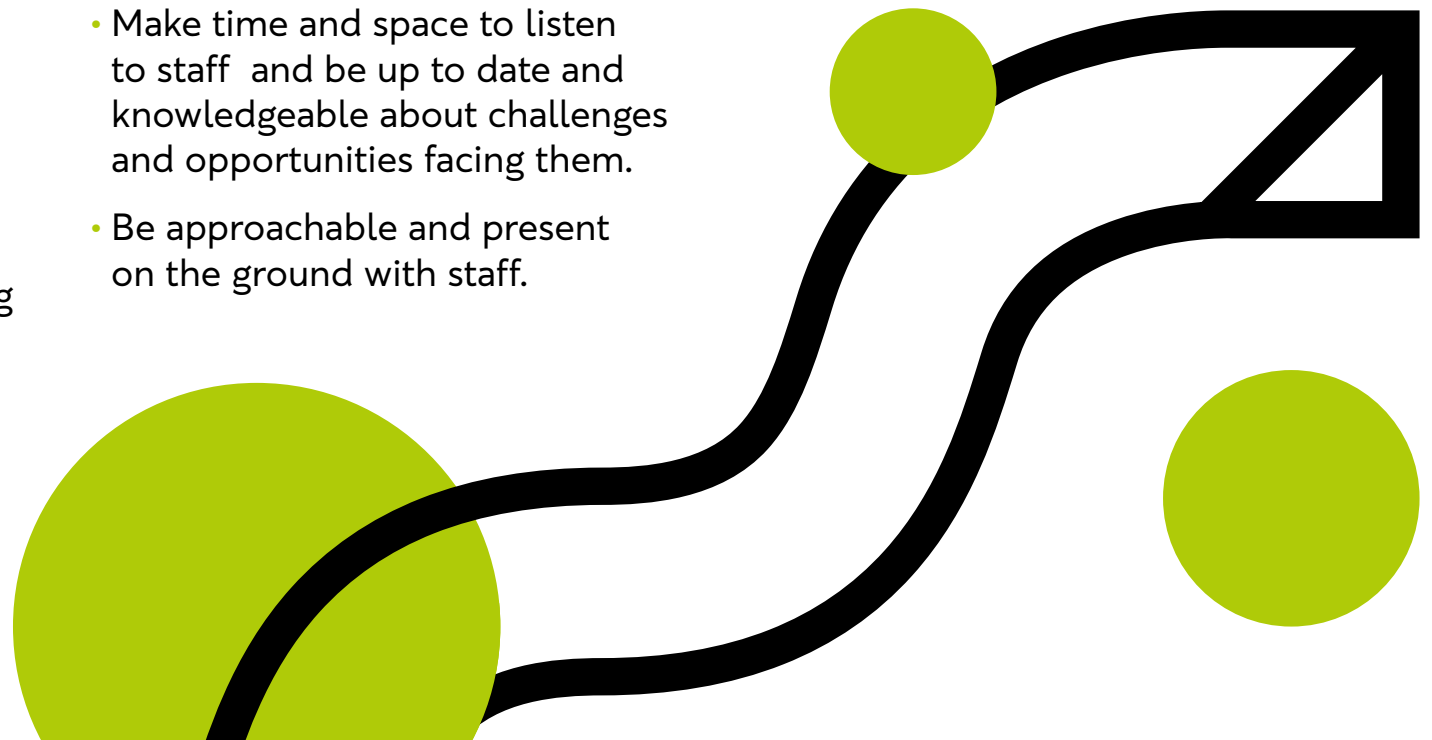
- We work together in ways that encourage collaboration across boundaries.
- Openly share information, plans and progress.
- Show interest and care for colleagues' work.
- Invest time and effort into building effective relationships.
- Participate as an active member of the Ravensbourne staff and student community through physical presence on site.
- Invest time and effort into building effective relationships.
- Show up and be approachable when needed.
- Look at best practice in my professional area and ways to improve/introduce new things.

How do leaders and managers demonstrate this value?

- Encourage and empower collaboration across the university.
- Communicate with the staff team to provide organisational information and wider context.
- Create opportunities for staff to come together, formally and informally.
- Make time and space to listen to staff and be up to date and knowledgeable about challenges and opportunities facing them.
- Be approachable and present on the ground with staff.

What this value is NOT about

- Thinking and working in silos without sharing innovative practices.
- Hiding/restricting from others relevant information to their work and contribution.
- Not offering to help.
- Taking credit for others' work.





Dynamism

Creativity

Courage

Discovery

Resilience

Change

Adaptation

Improvement

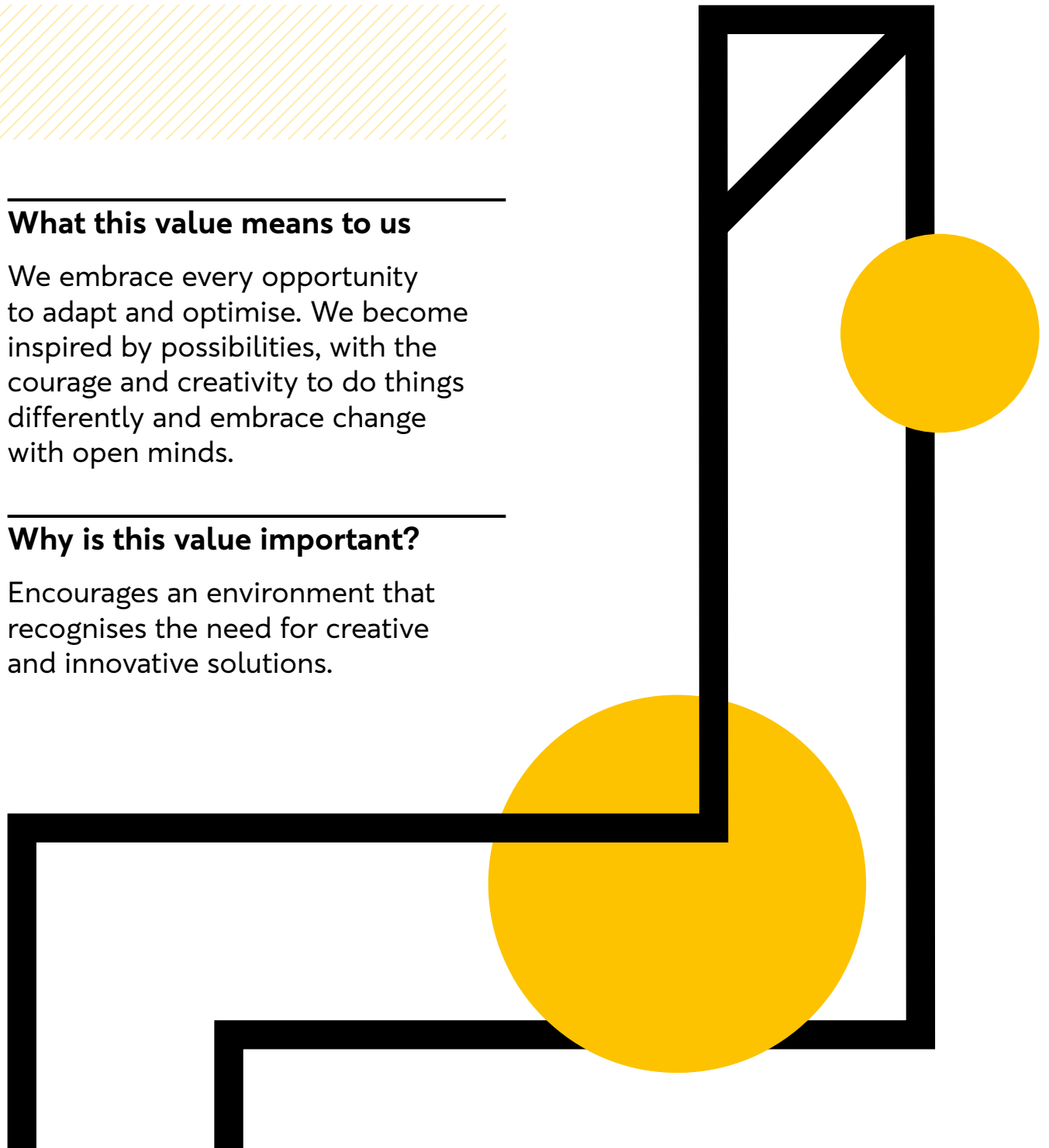
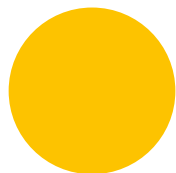
Innovation

What this value means to us

We embrace every opportunity to adapt and optimise. We become inspired by possibilities, with the courage and creativity to do things differently and embrace change with open minds.

Why is this value important?

Encourages an environment that recognises the need for creative and innovative solutions.





Dynamism

How do all of us demonstrate this value?

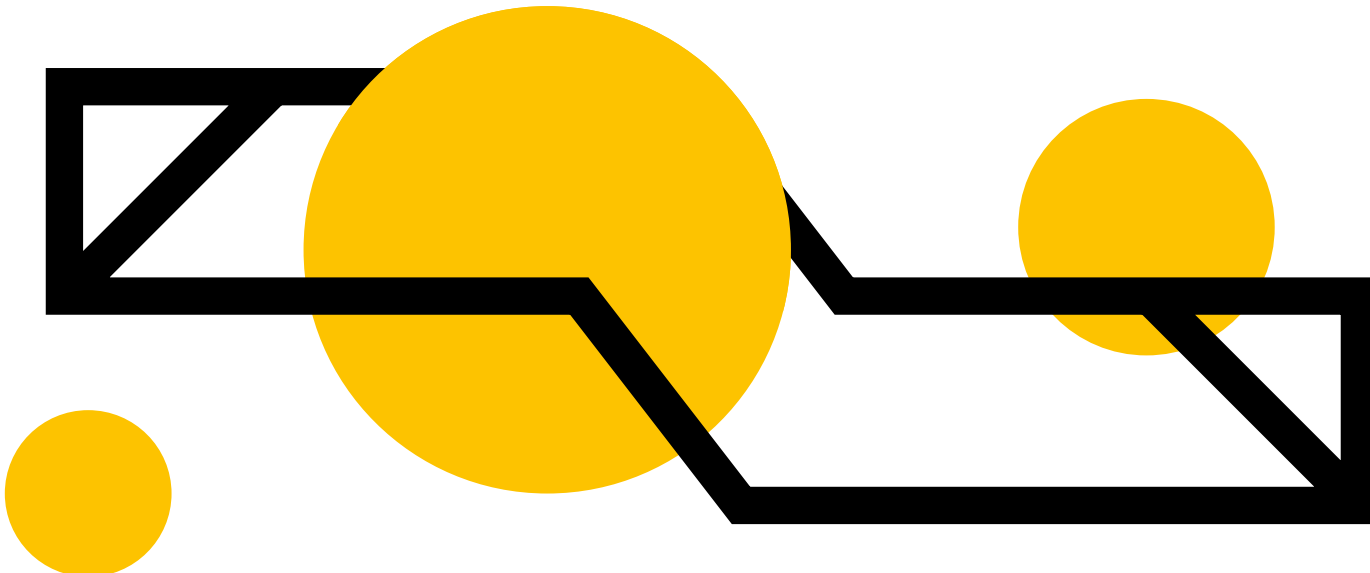
- I am curious and seek to understand different perspectives.
- Seek out opportunities to develop my knowledge and skills.
- I challenge myself and my colleagues to make a positive difference through the work we do.
- Seek to understand the need for change, and find opportunities to create solutions.
- Positively interrogate ideas, assumptions and plans and welcome the honest scrutiny alive in a learning community.
- Strive to continuously make improvements at all levels.
- Seek ongoing conversations about how to improve the job.
- I am curious about wanting to improve things or change them for the better.

How do leaders and managers demonstrate this value?

- Embrace and encourage innovation and different/novel approaches and the benefits they bring.
- Enable teams to question and be open to constructive criticism with view to improvement.
- Seek to improve and transform areas of our work that are clearly not working, in collaboration with key stakeholders.

What this Value is NOT about

- Taking unnecessary rather than measured risks (for the organisation, personally).
- Thinking I have nothing to learn.
- Not being prepared to change/being rigid in thinking or ways of working.
- Adopting a negative or pessimistic mindset.





Inclusion

Empathy

Balance

Respect

Harmony

Change

Union

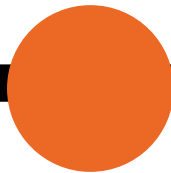
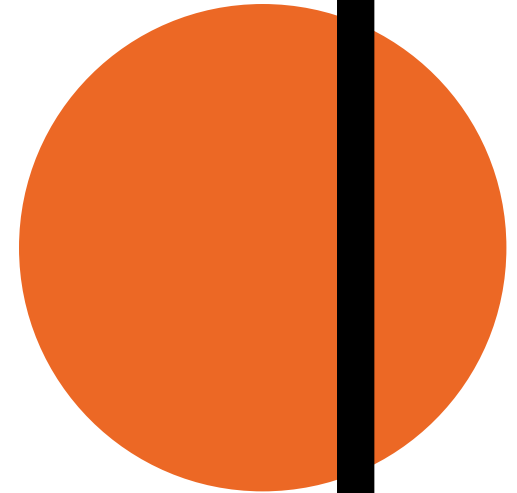
Belonging

What this value means to us

We celebrate our diversity and we embrace difference as a source of strength. We strive for an inclusive Ravensbourne community, removing barriers and challenging exclusionary and discriminatory practice.

Why is this value important?

Important that people feel comfortable and confident to be themselves and that Ravensbourne is a safe and welcoming space for everyone to express their ideas and contribute their best work.





Inclusion

How do all of us demonstrate this value?

- Treat every colleague and student with respect and dignity.
- Seek out, listen to and learn from different perspectives and people.
- I speak up appropriately when I observe something isn't right.
- Strive to work in equitable and inclusive ways and considerate of the impact of my behaviour on others.
- Commit to learn, share and grow together.
- Embrace and encourage difference and the benefits it brings.

How do leaders and managers demonstrate this value?

- Encourage and challenge different perspectives.
- Consider the impact of decisions on different groups.
- Seek input and feedback from the wider population in decisions which affect them.
- Role model inclusive behaviour in own people management.
- Encourage and support staff to speak up when something isn't right or there is an opportunity to improve things.

What this Value is NOT about

- Accepting all forms of behaviour.
- Excuses and apologies as absolution for poor conduct.
- Showing different levels of respect for different colleagues.
- Using 'them' and 'us' as a way of dividing.



Professionalism

Accountability

Excellence

Effectiveness

Creativity

Ethics

Trust

Development

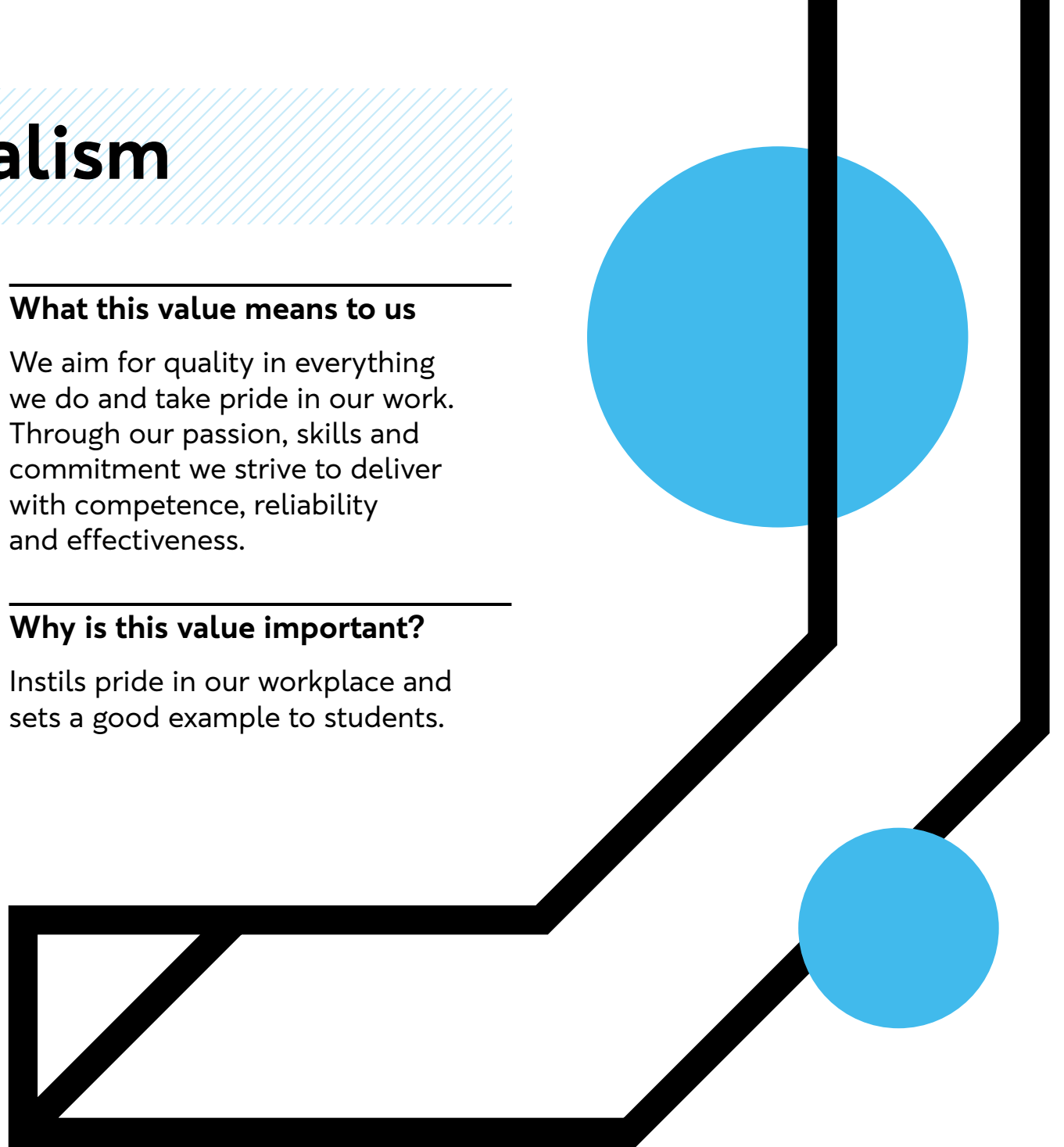
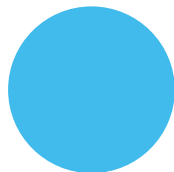
Growth

What this value means to us

We aim for quality in everything we do and take pride in our work. Through our passion, skills and commitment we strive to deliver with competence, reliability and effectiveness.

Why is this value important?

Instils pride in our workplace and sets a good example to students.





Professionalism

How do all of us demonstrate this value?

- Take ownership of objectives and ensure they support Ravensbourne's strategy.
- Take personal responsibility for the quality of my work and make the best use of my time by planning and prioritising work.
- Admit my mistakes and take action to resolve them.
- Seek to understand and clarify expectations of one another.
- Demonstrate accountability through owning actions and their impact.
- Show resilience in the face of challenges, pursuing outcomes with positive impacts.
- Work within the control and compliance measures necessary to meet our regulatory requirements.

How do leaders and managers demonstrate this value?

- Constructively challenge poor/excluding conduct.
- Demonstrate accountability through owning actions and their impact.
- Encourage proportionate control and compliance measures to meet our regulatory requirements.
- Consider how to get the best out of people in their team.

What this value is NOT about

- Creating disproportionate controls and apportioning blame when something goes wrong.
- Blaming others.
- Shirking responsibilities because they're not written in the job role.
- Being disrespectful/ talking behind others' backs.

