



October 2016

# In Brief

## Strategic Update

### Our vision:

"By pioneering exceptional industry partnerships we will lead the way in real world experiences preparing students for life."

### Our mission:

Transforming lives. Stimulating discovery.  
Realising potential.

### Our values:

- 1 We act with **HONESTY, INTEGRITY** and **RESPECT**
- 2 We are **PROUD** of who we are and we **ENJOY** what we do
- 3 We are committed to **QUALITY** and where we fall short we work hard to make things right
- 4 We embrace **DIFFERENCE** and dare to be different
- 5 We are **FRIENDLY** and **WELCOMING**, creating an environment where people feel safe to work, study and grow together
- 6 We are individually **ACCOUNTABLE** for what we do and collectively **RESPONSIBLE** for our University's success.

# In Brief

## Strategic Update



### Highlights

- **Salford Conversations 13 October 12-1pm – all staff, particularly academics should attend**
- **Teaching Excellence Framework – consultation closed. Please read online.**
- **Best Companies - update**
- **New questions in National Student Survey (NSS)**



## Your Strategic Update

**In Brief** is the University's core brief and replaces the Leadership Update and Talk Time. It provides you with a summary of high-level, key messages and news to support you with your face to face communication.

**In Brief** is issued by the Internal Communications (IC) team to all University Management Team (UMT) members following the monthly UMT meetings for onward cascade.

Please summarise where appropriate and deliver in a way you are most comfortable with. **In Brief** should not be presented verbatim. Please use the briefing session as an opportunity to invite questions and feedback as well as an opportunity to network.

There is a section on **page 5** that enables you to add your own content if you wish and a section to capture feedback.

**Would briefers please include information relating specifically to their individual Schools and Professional Services directorates where relevant.**

**In Brief** is issued by the IC team who welcome any feedback: [Internalcomms-uos@salford.ac.uk](mailto:Internalcomms-uos@salford.ac.uk)



## Core brief

### Key highlights October

**Salford Conversations:** All colleagues, particularly academic staff, are to be encouraged to attend this interactive event. Salford Conversations is the new name for the leadership forum, which last took place in May, and it is an opportunity to discuss and share ideas on key issues that impact on how we all work.

It is an opportunity to hear from the University Management Team, for colleagues to express their views, ensure they are heard and to share with others ideas and actions that can support the University to achieve its vision.

This autumn is a critical period for us all in ensuring the future growth and sustainability of the University of Salford. More details is given in the section below.

The presentation will also cover the Research Excellence Framework and being “ICZ ready”.

Sam Grogan will provide an overview of TEF and invite colleagues to discuss and consider how they can respond to the challenge, including by completing a series of actions already under way.

There will be an opportunity for table discussion and for a question and answer session with all members of the University Management Team.

Places can be booked on the US News Channel home page via [Eventbrite](#).  
**Thursday 13 October 12-1pm Maxwell Hall (refreshments)**

#### Teaching Excellence Framework (TEF)

- **Semester 1 is our last opportunity to influence the NSS/Retention/DLHE element of our initial Salford TEF rating.**
- The Salford Conversations event (13 October) will help colleagues understand more about TEF and what it means for them and what their responsibilities are.
- The technical consultation on how TEF would operate in Year Two has now closed. All colleagues are advised to read the full outcome document, which can be found on the Department of Business and Industry and Department of Education website at <https://www.gov.uk/government/consultations/teaching-excellence-framework-year-2-technical-consultation>
- A list of mandated actions to address performance in TEF areas will be included in the handout materials from the TEF briefings taking place at School, directorate and University level over the coming two months. These will have as a core focus practical measures to move programmes from “Good to Great” and to ensure all programmes are ICZ-ready, which will in turn influence TEF metrics. Some of the data we will be assessed on is historical and cannot be changed, but the actions we take now will affect our



future rating and everyone needs to be mindful of this. There needs to be to be a major step change in the way we work to allow us to hit our TEF metrics.

- The new TEF outcomes have changed from 'Meets Expectation', 'Excellent' or 'Outstanding' to Bronze, Silver, Gold. Our results would explicitly link to an inflationary rise in tuition fees. To be able to increase our fees with inflation would need Salford to be rated "Silver" as a minimum.
- There would be a single TEF for the whole sector and all Universities would have a role to play in explaining what the ratings meant.
- In the future TEF will go down to subject level, including a new coding system for subjects.
- Benchmarks are individually set for each University, based on a range of factors and the targets are not aspirational. They are what you are *expected* to achieve.

**Best Companies:** Lots of colleague engagement activity has taken place across the University over the past 12 months. Colleague engagement is what happens when we get other things right - team relationships, leadership behaviours, work/life balance etc. Our HR business partners and the Organisational Development team have been working with Schools and professional services teams to help identify and put in place initiatives, which we have all identified as ways to help us make Salford a better place to work.

- We are seeing some really good examples of practice such as the work going on in The Library to co-create a Career Development Framework. This will give people the right tools and experiences to develop their careers with us. Student Administration are also planning to do something similar for their area. The Directorate of Student and Administrative Support (DSAS) had come up with the concept of the 'Salford Square Mile' which talks to our 'giving something back' agenda. This focuses our charitable and volunteering activity on the immediate Salford area.
- To benchmark how we are doing, we will be running the Best Companies survey again this year. The survey window will be open from Wednesday 19th October to Wednesday 9th November. Please ask teams to take ten minutes throughout the day to complete the survey. Before answering questions, it's advisable to think of different examples over a period of time so you are making an informed answer to the questions asked, rather than responding to a recent situation.

Questions the survey will cover will include how you feel about working with your immediate colleagues, how you feel about and communicate with your direct line manager, your level of confidence in the senior leadership team, whether you feel you are paid fairly for what you do, how much opportunity you have to give something back to society and your wellbeing at work.

#### **National Student Survey (NSS)**

- The new NSS questions are completely different to those in previous surveys. There are 27 questions. You can take a look at them on the [Higher Education Funding Council for England \(HEFCE\) website](#).



- The new questions are very TEF-centric and can be very subjective in some cases by using words like 'fair' and 'right'. The key bank of questions for the new framework are: teaching on my course, assessment and feedback and academic support
- All colleagues need to work with the student community in their local areas to ensure the nuance of the questions is understood, but without providing actual "coaching."

A 15-page document, explaining some of the metrics with more guidance will be released soon.



## Local brief

### Main Header

#### Sub header

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### Questions and feedback

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