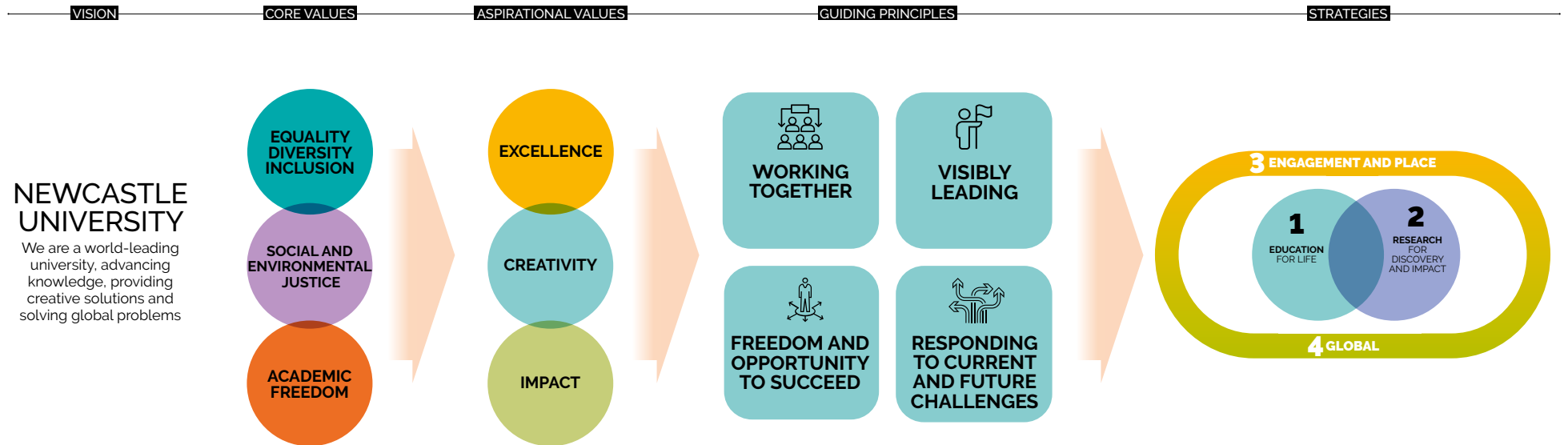


Behaviour Framework

Bringing our Values and Guiding Principles to life

Our Vision



Why Behaviours?

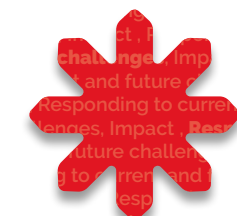
At Newcastle University we aspire to be a truly values led organisation. What this means in practice is that our values and guiding principles should underpin who we are, what we stand for, and the decisions and actions we take or make on a day to day basis. In our strategy, you will find the detail of our values and guiding principles and what they mean to us as an organisation. This document is about what those values look like in the kind of behaviours you should see and expect from your colleagues across the University.

These behaviours are grouped in four key areas that illustrate the values and guiding principles detailed below, although there is a degree of overlap in all.

These behaviours will be integrated over time into all of the people process within the University such as recruitment, appraisal, reward, recognition and development. However, the behaviour framework will evolve too. Using programmes such as the 'Leading through Values' programme to share stories about how the values and guiding principles are demonstrated every day – to continue to make them real for people.

[View our strategy](#)

<https://newcastle.sharepoint.com/hub/planning/Pages/vision.aspx>



Behaviour Set

Aspire

Respect

Empower

Deliver

Values and Guiding Principles

Excellence
Creativity
Visibly Leading

Equality, Diversity and Inclusion
Social and Environmental Justice
Working Together

Academic Freedom
Freedom and opportunity to succeed

Impact
Responding to current and future challenges

Aspiring Behaviours



Everyone

- We actively seek opportunities to achieve
- We seize opportunities for personal development
- We share ideas and innovate to improve things for the better
- We challenge outdated practices and ineffective ways of working

Leaders

- We help others to explore their ideas and push boundaries
- We identify potential and grow aspirations and careers
- We support the development of others
- We promote high expectations of what we can achieve

Respectful Behaviours



Everyone

- We welcome and respect diverse views
- We celebrate others successes
- We recognise the impact of our behaviours
- We communicate with sensitivity
- We challenge inequality and inappropriate behaviours with care

Leaders

- We seek to understand our teams and maximise their strengths
- We demonstrate trust in our colleagues and teams
- We role model respectful behaviour
- We build teams with diverse skills and contributions
- We do the "right thing" and make ethical choices

Empowering Behaviours



Everyone

- We take responsibility for our actions, decisions and development
- We show initiative to act
- We collaborate with others to ensure joined up working
- We give credit to others and recognise the value of their work

Leaders

- We trust colleagues and do not micromanage
- We encourage decisions to be taken at the appropriate level
- We use coaching and feedback to develop colleagues
- We facilitate collaboration and connect people

Delivering Behaviours



Everyone

- We persevere to get things done
- We prioritise and organise effectively
- We engage colleagues and students to achieve great work
- We are responsive to new challenges and ways of working

Leaders

- We hold ourselves and others to account for their commitments
- We support people through change
- We break down barriers and silos that impact on delivery
- We demonstrate resilience and motivate others to persevere