Departmental Vision

This document outlines the role of the Department of Finance in helping the University to achieve the aims of its Strategic Plan.

**The University’s Mission is to educate ourselves and others and to learn through doing so, thereby improving the world.**

Through that, the Strategic Plan sets out the Vision, Identity, Guiding Principles. The plan sets out our understanding of how we will achieve this, described through five inherently inter-connected themes:

- Education and Student Experience
- Our Research and its Impact
- Strategic Partners
- Our Place: Locally and Globally
- Our Public Responsibility.

There are also two "challenges of action" which acknowledge those things that will need to be considered and addressed in the process of achieving the University’s ambitions.

Resources and People are, unsurprisingly, the key factors.
In our department we have a key role in helping the University to achieve its aims through everything we do and we capture that in our Departmental Vision.

“To provide outstanding financial and commercial support to enable the delivery of the University’s Strategic Plan”

To achieve this we must continue to improve our financial management information, commercial support and customer service. We do this whilst seeking to provide a fulfilling working environment for our staff and by demonstrating value for money in our service provision.

Our customers include students, buyers and suppliers, users of financial information, University staff, Committee members and external stakeholders.

Our Departmental Vision builds on the University's nine guiding principles which are expressed as Values.

**Excellence**
Creating an environment that fosters success, encouraging us to achieve and excel in our activities.

**Ambition**
We continually seek ways to evolve and improve ourselves and our activities.

**Engagement**
Being alive to the University's aims and challenges, seeking proactive ways to support and respond to them.

**Collegiality**
This extends beyond our departmental work to embrace how we collaborate with colleagues throughout the University.

**Resourcefulness**
Supporting improvement and change in the University through our activities and working relationships.

**Resilience**
Being aware of our situation, our risks, and capabilities to deal with them, making informed choices about how to manage them.

**Agility**
Looking to the future and how we can contribute and anticipate the changing needs of our customers and our environment.

**Diversity**
Recognising, respecting and valuing our differences to realise people's full potential by promoting an inclusive culture for all our staff.

**Sustainability**
We work responsibly to support the University in protecting its longer term ambitions and sustainability efforts.
Our Vision

To create an environment that fosters success, encouraging us to achieve and excel in our activities.

We Will

- Ensure high standards of financial probity and accountability through robust and efficient financial processes.
- Focus on meeting and exceeding the needs of our stakeholders through our service delivery.
- Nurture excellence in our staff, developing individual skills and experience through specific initiatives such as leadership development, secondment opportunities and cross team projects.
- Reward excellence when we see it ourselves and when we receive feedback to evidence it.

Our Vision

Ambition should be present in everything we do as we seek ways to evolve and improve ourselves and our activities.

We Will

- Create an environment where we can flourish and succeed through encouraging our staff to be curious, challenge existing processes and be empowered to initiate and deliver improvements.
- Encourage individual career and skills development by supporting training and development opportunities through external and internal sources.
- Develop our pool of talent to deliver the leadership and management capability that we need for the future.
Engagement

Our Vision
To be alive to the University’s aims and challenges, seeking proactive ways to support and respond to them.

We Will
- Ensure our activities, processes and outputs remain fit for purpose and meaningful for our environment at all times.
- Foster a culture of engagement and awareness within our department through keeping staff involved and briefed about changes in our activities.
- Continue to develop our networks within the sector to influence and support best practice development and to contribute our expertise for the benefit of the sector as a whole.

Collegiality

Our Vision
Collegiality extends beyond our department interactions to embrace how we work together with colleagues throughout the University.

We Will
- Work together to identify opportunities to co-ordinate activities and provide multi-disciplinary and seamless customer service and business processes and to champion and deliver this change.
- Contribute toward the local community through continuing to promote and engage in volunteering activities for our staff.
- Encourage our local economy to engage with the University through procurement opportunities.
Our Vision

To support improvement and change in the University through our activities and working relationships.

We Will

- Actively seek to improve financial and commercial awareness throughout the University.
- Focus on strengthening our understanding of our customers’ needs and influence decisions by directly aligning some of our activities and teams with Faculties and Professional Service departments.
- Contribute to and support the wider agenda of the University by offering our leadership and management expertise for the broadest possible application. This includes review panels, management committees and representing the University on external bodies.

Our Vision

To be aware of our situation and capabilities to deal with risks, making informed choices about how to manage them.

We Will

- Ensure that the University’s financial operating strategy and approach to resource allocation is principled, transparent and clear, reflecting the University’s external environment and seeking to achieve ongoing financial sustainability.
- Help colleagues to make better financial and commercial decisions through the provision of high quality advice and clear, reliable and timely management information.
- Ensure our workforce is resilient and adaptable to meet the evolving demands of our customers through the provision of appropriate training, skills development and cross team working.
Our Vision
To look to the future and ensure we anticipate and contribute to the changing needs of our customers and our environment.

We Will

- Focus on how we provide financial management information, recognising the changing technological nature of how people access and view information.
- Continually develop our financial system together with implementing new technology to improve access to and manipulation of financial management information and create fit for purpose business processes.
- Define the services that we need to provide, matching this to the skills and resource that we need for effective delivery and operations.
- Evolve the talent and skills of our workforce to develop a flexible and agile pool of resource.

Our Vision
To recognise, respect and value our differences to realise people’s full potential and promote an inclusive culture for staff.

We Will

- Encourage a diverse community within our department where everyone’s skills and contributions are valued and supported and where we all consistently perform to a high standard.
- Build inclusive teams, maximising the benefits of difference and drawing on the skill and potential of the widest possible range of colleagues.
Our Vision

To support the University in its sustainability efforts and in protecting its longer term ambitions.

We Will

- Promote the achievement of value for money through aspects such as effective procurement programmes, active budgetary control and conducting investment appraisals.
- Promote environmental sustainability by taking action within our department to reduce our environmental impact and to continue to operate in a sustainable manner.
- Promote excellent procurement behaviours to ensure the University purchases the most sustainable products and supports our local economy.
- Support the management of resources by reducing complexity and waste and by simplifying financial business processes.

Examples of how we deliver these Guiding Principles are contained within a series of focused departmental objectives, which are complementary to our day to day service activity.

Our departmental objectives are developed from the priorities expressed as part of the University’s annual planning round and anticipation of changes in our internal and external environment.

We refresh and review them each year and report progress on a regular basis. In addition we capture our performance as a department through various means such as encouraging feedback from customers, our response to the University staff survey, through our management structure, against internally set benchmarks and best practice either in the HE sector or beyond.