



Integrity

Showing trust, honesty and respect to build strong relationships where people feel heard and valued.

We aim to:

- Consistently demonstrate our values
- Challenge constructively
- Show respect at all times and treat people fairly, equitably and consistently
- Do what we say we will and take responsibility for our contribution
- Act in a transparent and trustworthy way
- Create a safe environment, where people can be open and honest
- Take personal responsibility for our own actions
- Respect diversity and difference

We avoid:

- Blaming others
- Saying one thing and doing another
- Forcing our views on others
- Discrimination
- Taking all the credit
- Not sharing key information
- Hiding mistakes



Internationalism

Be a truly global university, known and respected for our internationalism.

We aim to:

- Value and promote our global perspective
- Welcome, respect and value our diverse community
- Continue to build a global community and look for opportunities to do so
- Celebrate cultural diversity

We avoid:

- Narrow focus based on our own unconscious bias
- Discrimination



Our Values





Caring

Work together in cooperative, open, friendly and caring way.

We aim to:

- Be supportive, helpful and show concern for each other
- Share, listen and discuss ideas, value the opinions of others
- Know when support is needed, and give it
- Celebrate success for everyone
- Celebrate and care for our environment, and contribute to a sustainable future

We avoid:

- Using authoritative tones and behaviours
- Intimidation
- Raising our voice
- Personal attacks
- Rudeness – direct and indirect
- Self-interest



Collaboration

Work together to ensure that problems are solved, and students and customers (including internal) are served well to achieve our purpose.

We aim to:

- Demonstrate integrity by showing trust, honesty and respect to build strong relationships where people feel heard and valued
- Consistently demonstrate our values
- Challenge constructively
- Show respect at all times and treat people fairly, equitably and consistently
- Do what we say we will and take responsibility for our contribution
- Act in a transparent and trustworthy way
- Create a safe environment, where people can be open and honest
- Take personal responsibility for our own actions
- Respect diversity and difference

We avoid:

- Working in silence/silos
- Working only to our own agendas
- Disregarding others' needs
- Continuing to do something when we know it is not the best option without questioning it
- Agreeing, then not working to what was agreed



Excellence

Achieve a high level of excellence in all that we do to enhance the University's reputation and achieve our goals organisationally and individually.

We aim to:

- Develop ourselves and others to be the best we can
- Be proud to work at Regent's
- Work towards achievement of excellence in standards that enhance our reputation
- Showcase our excellence whenever we can
- Aspire to create opportunities for continued achievement and improvement of our performance
- Strive to build our knowledge and skills and adapt effectively to a changing environment
- Recognise mistakes as a learning opportunity

We avoid:

- Not updating our knowledge and skills
- Unconstructive discussion regarding the University, departments or people
- Disregarding key standards