Excellent research is conducted in environments with a supportive and inclusive research culture where staff can flourish

Environment and Culture

• Respect in the workplace
  • Equality and Diversity (and Inclusion)
  • Dignity at Work
  • Flexible working policies

• Wellbeing in the workplace
  • Occupational Health
  • Staff Counselling Service
  • Networks and local wellbeing initiatives

• Additional benefits / programmes for staff
  • CAMbens
  • Career Support Fund
Research staff are recruited, employed and managed under conditions that recognise and value their vital contributions.

**Employment**

- **Arrival**
  - Immigration
  - Welcome events (PdA, University)
  - Local induction

- **While you are here**
  - Staff Review and Development
  - Personal and Professional Development (PPD)
  - Career progression / promotion

- **End of contract**
  - Supported contract closure
  - Redeployment?

For Guidance, please contact
Department / Institute Administrator, Local HR team or Central HR
## Useful Links

### University Information
- **HR Induction Link**
- **Induction Checklist**
- **HR Team**
- **University Policies**
- **Information for new starters**
- **Overseas Working**

### University Services
- **Equality and Diversity**
- **Wellbeing Services**
- **Support Services**
- **Personal and Professional Development**
- **Employee Benefits**
Any Questions/ Comments