

Edinburgh College of Art

Human Resources Mission Statement

- To provide a fair and secure working environment
- To offer best practice advice and professional HR solutions which enables the College to meet its operational and strategic objectives
- To encourage individual growth which benefits both employee and employer
- To enhance the reputation of the College both internally and externally as a good employer

Edinburgh College of Art HR Strategy

supporting staff to achieve their best

- The College seeks to provide a rich and rewarding student experience through excellence in learning and teaching, support for student needs and supporting achievement and student employability. The College advances its disciplines through research and scholarship. To be successful in these goals we must recruit and retain the very best talent across all disciplines, drawing on local, regional, national and international markets. We will ensure that staff receive appropriate reward and recognition and must ensure that our staff are adequately prepared for, and are able to respond to, future changing demands.

attracting high calibre staff

- To achieve institutional aims, the College must attract high calibre staff. We must develop and enhance our reputation as an “employer of choice” by being recognised for our positive and creative working environment, competitive terms and conditions and reputation for supporting success.

retaining high performing staff

- The College will seek to retain its high performing staff by providing a stimulating and supportive working environment. We will seek to enhance the motivation and job satisfaction of all our employees. We will ensure all staff take part in a career review with managers once a year, in which their development needs can be identified. We will allocate resources to a staff development programme which encourages continued personal development for all staff, provides cost-effective support in fulfilling their roles and responsibilities, and which affords academic staff opportunities to engage in curriculum development and research, thus enhancing the quality of teaching and learning.

equality of opportunity and diversity

- The College will carry out equality assessments on both existing and new policies to ensure the opportunity exists for all staff irrespective of disability, race, religion or gender to achieve the highest possible career goals. We will use a mixture of full-time, part-time and fixed-term contracts as appropriate, restricting the use of fixed-term contracts to where work is genuinely short-term in nature.

dealing with future challenges

- We believe our staff are creative innovators and are a significant key factor in our continued success. Managers must seek out and foster innovation from all staff to secure continuous development and improvement and the College is committed to facilitating this process. We will strive to create a succession planning strategy which will ensure that our staff meet the future needs of the College. We will build on the job evaluation process, ensuring continuity and parity in the reward, recruitment and development of all our staff.