

People Strategy Highlight Report: Hilary 2026

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Outcome 1: A great place to work for all

Updates from last term

Pay and conditions

- New joiners' Life in Oxford website and academic onboarding event
- Wave 2 volunteering pilot

EveryDaySafe

- November 2025 biannual release completed
- H&S IT system project mobilised

Oxford Values

- Wrapped into ER and Policy work

Childcare Services

- Purpose-built nursery purchased and University College nursery complete.

EDI Strategic Plan

- 45% staff completed Harassment training.
- Updated policy to align to legislative changes.

Thriving at Oxford

- New work-related stress policy published. service, Spectrum.Life

Priorities for this term

Pay and conditions

- Business case for phase 2 initiatives.

EveryDaySafe

- May 2026 biannual release
- H&S IT system requirements definition
- Assurance framework planning starting

Childcare Services

- Complete lease agreement with University College.

EDI Strategic Plan

- Deliver EDI report and gender pay gap report .
- SSD pilot of workplace adjustment guidance .

Thriving at Oxford

- Evaluating utility of current interventions and prioritising budget

Outcome 2: Enabling talent to thrive

Updates from last term

Talent Acquisition

- TA Workstream Lead appointed – starts in Feb

Strategic Workforce Planning (SWP)

- The SWP methodology was tested.

Internal mobility (IM)

- The IM Principles pilot commenced. Career Pathways Hub launched.

Priorities for this term

Talent Acquisition

- Roll out PFST working groups across departments

Strategic Workforce Planning (SWP)

- A toolkit will begin to be released for use.

Internal mobility

- Complete initial release of IM Dashboard.
- Additional career pathways.
- Evaluation commences for IM Principles.

Learning & Development

- Launched the redesigned Collegiate University Leaders Induction programme (CULIP)

Leadership, management and OD

- Continued offering The Confident Manager series with 19 modules delivered and 458 attendees in Michaelmas 2025

Leadership, management and OD

- The line manager communications pilot is being prepared.
- New Collegiate University Leaders Induction programme (CULIP) cohort commencing in November

Outcome 3: High-quality people services

Updates from last term

Strategic Review

- The People Shared Leadership Group formed with representation from divisions and UAS.

People and Finance Service Transformation

- PFST took on more design and change resources to document and analyse the current model.
- The programme business case was completed

Priorities for this term

Strategic Review

- The People SLG will identify the priority areas for review.

People and Finance Service Transformation

- A workstream lead for Talent Acquisition will commence Feb 2026.
- Work with Shared Leadership Group on the overall service model.

Employment relations

- ER Workshop pilot is underway and receiving great feedback
- People Committee have agreed to policy changes required and that this should be given priority

Growing HR capabilities

- CIPD partnership opportunities were explored

Employment relations

- Updates will be made to bullying and harassment and grievance policies.

Growing HR capabilities

- Career pathways hub continues to grow
- Continue to explore CIPD partnership