

# Small budget — BIG impact!

How we are doing more with less!



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# Unpacking the Starting Line

- A very 'static' webpage with a limited list of benefits
- Lack of knowledge and interest about the benefits we had
- New staff were given little/no information at Induction
- Limited joined up working between departments
- Operating in an environment where benefits were not viewed as a priority.





# What We Were Up Against

- No budget
- Rising expectations of a total reward package
- Challenges of the HE Sector
- Disengaged workforce



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# The Numbers We Needed to See...

Our Workforce:

No of Staff	No of Staff on Permanent Contract	No of Staff on Temporary/Fixed Term Contracts
9824	6477	3347

By Gender:

No of Females (%)	No of Males (%)
54.39%	45.61%



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# Population by Grade:

Grade	Typical Salary (approx.)	Computer Literacy (approx.)
Grade 2	£24K	Low
Grade 3	£26k	Low - Medium
Grade 4	£28k	Low -Medium
Grade 5	£30k	Low-Medium
Grade 6	£34k	Medium
Grade 7	£45k	High
Grade 8	£55k	High
Grade 9	£66k	High
Professor/Grade 10	£87k +	High



# Clearly, we needed a plan!

So, we played to our strengths...



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# Shaping the Path Forward



- Used surveys and informal feedback to discover what matters to employees.
- Worked with staff networks to gather further insights
- Partnered with internal departments to highlight what we actually do
- Leveraged external partnerships to the employee advantage at no cost to us



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# The Vision We Were Chasing



1. Boost staff engagement
2. Enhance accessibility
3. Improve benefits utilisation



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# Unlocking What Matters

- Providing a suite of benefits that matter to our staff
- Weaving in personal wellbeing
- Educating staff as to how to utilise and access the benefits we have



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# A new Platform with Real Impact & Universal Access

- A new look intranet site
- Accessible on multiple platforms
- Staff benefits is now part of all department inductions



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# Communicate with Purpose

- A dedicated Teams channel
- Monthly wrap ups
- Linking in with internal comms – all staff newsletters
- Attending in person events



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# Standing Out Where It Counts

- Constant visibility
- Targeted messaging
- Story telling
- A big annual event



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# Big wins on a budget

Initiatives that cost little but deliver big



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# Creating Magic Without Money

- Wellbeing related webinars and events
- Staff benefits Teams channel
- People friendly policies that cost nothing but mean everything
- Providing more than just a salary
- Making the most of what we have..
- Free resources – staff networks



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# Building on Brilliance

As we are just getting started.....



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# What Comes Next — and Why It Matters



- Maintaining the momentum, whilst adapting when necessary
- Increasing financial wellbeing resources and awareness
- Continually being aware of benefits trends



What we've learnt along the way.....

It's not about how much you spend -  
it's about how well you listen, communicate,  
and connect with your people.



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