

MSDP July 2019 University of Worcester
(Wednesday 03 July 2019)

Meeting notes

Universities present: Birmingham, Birmingham City, Harper-Adams, Nottingham College, Oxford Brookes, Wolverhampton. Worcester.

Apologies received: Aston, Cranfield, Derby, Lincoln.

MSDP Updates: Ian Whiting: MSDP Chair

Welcoming new members to their first MSDP meeting

- Andy Allen, Organisational Development Manager from Harper Adams,
- Claire Chalmers, Organisational Development Consultant from Birmingham City,
- Susie Howes, Staff Developer, from Oxford Brookes.
- Andy Tromans, Head of Organisational Development from Wolverhampton

Returning members

- Tracey Laing returns from maternity leave to a new position as Organisational Development Manager at Lincoln.

Saying goodbye

- Linda Bryant left Cranfield (on 01 July)
- Karen Carter leaving Warwick (on 31 July)
- Judy Harris will be retiring from Advance HE in October

We wish you all the very best as turn to a new chapter in your journey.

Maintaining connections

Previous Action: Chair to check-in with those HEIs units experiencing staff turnover and re-engage with a friendly hello.

Follow up: A number of emails have been sent to partners to re-establish connections. This is sometimes proving difficult as some Universities now have closed intranet sites.

It would be good to establish contact with lapsed members.

SDF Updates



staff development
forum

Developing Excellent Practice

The main update from SDF is the

- [SDF Conference Newcastle 21 & 22 Nov 2019](#)
- The conference programme should be out soon.

The Knowledge Bank



AdvanceHE

AdvanceHE

in association with



GoodPractice

a key Advance HE membership benefit

<https://www.advance-he.ac.uk/reports-publications-and-resources>

The Knowledge Bank toolkit is packed with resources you can use to boost performance at work, just when your staff need it. If you are an HR or OD, Staff development professional in an AdvanceHE member institution and you are already registered for **MyLF**, then you can access the knowledge bank. Instructions are provided at the bottom of the link page if you do not have your own MyLF sign in.

- In-Partnership monthly newsletters available [for individuals to sign and receive](#)
- [Advance HE Development Programmes, Conferences and Events Prospectus for 2019-20](#)

Action from previous notes: Regarding the status of the LFHE Consultancy ½ days

Update message from Judy Harris: Head of (Regional) Membership

Consultancy days, like everything else, are changing. Analysis of data relating to their take-up showed that a sizable proportion of members did not access or take advantage of them. Consequently, in the future, we are planning to provide support in more innovative ways to enable a greater number of institutions and people to access benefits on a more frequent basis.

Members will still benefit from a day of consultancy support for each of the accreditation packages that form part of their membership. This will be available once per cycle in line with the re-accreditation requirements relating to the service - T&L, Athena SWAN, REC.

In addition, we will be running scheduled webinars and online workshops covering all the key topics and subjects most commonly requested by institutions.

These will be run on Advance HE Connect, the new online platform to provide an engaging and accessible way for individuals across higher education to come together to share ideas, learning, and resources; connect through groups and networks, and collaborate on projects and research.

ODHE Network

Link to [ODHE Network](#)

ORGANISATIONAL DEVELOPMENT IN HIGHER EDUCATION NETWORK

Over 40 institutions (UK and Eire) are represented on the group. **The network is independent** (established as a not-for-profit limited company in 2018) **and a self-funded community**. It currently costs £800.00 per academic year to join the group which entitles you to attendance at [three residential events](#), usually in October, February and June.

Forthcoming ODHE residential meetings:

- 3 & 4 October 2019 - Belton Woods, Grantham
- 27 & 28 February 2020 - Radisson Blu, Glasgow
- 11 & 12 June 2020 - Stratford Manor, Stratford-on-Avon

Draft standard for Coach Professional Apprenticeship



INSTITUTE FOR
APPRENTICESHIPS



Department
for Education

Update via Kay Tillyer Oxford Brookes, who is part of the Coaching Trailblazer Group

Just to update you on the progress of the proposed Coach Professional Standard:

The **Institute for Apprenticeships** has just accepted the work of our Trailblazer as a viable Standard (at last). [Draft copy of Coaching Professional Apprenticeship Standard](#)

The next stage of the process is to identify all the "training blocks" we would say are necessary to delivery - so that the cost of delivery can be worked out. The Trailblazer alone can't do that: we have to get 3 quotes from likely training providers. This will enable us to agree the all-important funding band.

The Standard is currently described as a 14-month apprenticeship. It is a level 5, non-degree apprenticeship (i.e. a Cert model).

Digital Skills Development for Staff

A discussion prompted by SDF general request.

Natalie Stouph, Head of Organisation & Staff Development, the University of Sunderland

Here at Sunderland we have a Digital First Strategy which aims to develop a culture where digital skills and behaviours underpin everything we do. As part of that, I have been asked to look into what we can offer staff by way of digital skills development.

I've carried out some analysis of where staff are able to use technologies within their day to day work and where there are perceived gaps, using the JISC Building Digital Capability tool which was useful. I am now looking at what we can offer staff to support them in developing skills against themes that have resulted from the survey.

Does anyone have any form of digital skills programme that they run that they are happy to share? It's not just things like how to use programmes and software, though that is part of it, it's also looking at things like Digital Leadership and creating leaders who can lead their teams to become more digitally able, how people collaborate and work using technology, increasing the level of digital creativity...the list goes on. Bit of a minefield to be honest!

This request resonated with some members present who have been co-opted onto to task groups to examine similar digital leadership strategys.

During the discussion, a number of point of reference were offered these included

1



University of Leicester: Digital Strategy: Building the Digital Campus

<https://www2.le.ac.uk/institution/digital-campus>

We would highly recommend colleagues take a look at this comprehensive overview of the University's digital transformation, to support their teaching, learning and research ambitions.

There is a

- A short 6-minute video which explains the digital campus concept
- A compelling easy to read 12 page strategic plan
- Further link pages which provide insights into the efforts of Leicester to develop digital skills and capabilities which include leadership development

Contribution provided by Andy Allen (Harper Adams)

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Beyond the Horizon

New Horizon Reports

Is part of a collaborative international HEI research effort to support choices that institutions were making about technology to improve, support, or extend teaching, learning, and creative inquiry.

If you delve into each of the most recent reports you will start to build a comprehensive picture of the changing digital landscape.

Reports

- [New Horizon Report 2019](#)
- [New Horizon Report 2018](#)
- [New Horizon Report 2017](#)
- [New Horizon Report 2016](#)
- [New Horizon Report 2015](#)

Contribution provided by Ian Whiting (Oxford Brookes)

3



[Understanding new accessibility requirements for public sector bodies - GOV.UK](#)

New websites. If you create a new public sector website on or after 23 September 2018, you need to meet accessibility standards and publish an accessibility statement by 23 September 2019.

The link from the Government Digital Service provides information in supporting accessibility.

Contribution provided by Andy Allen (Harper Adams)

4



Corporate information systems used by universities.

The results of the 2018 UCISA CIS survey are now available. It is a very useful collation of information about what corporate information systems other universities use.

There is a summary word doc which has the results illustrated by each business area - HR, Payroll, IT Service Desk, CRM, Finance, Business Intelligence, etc.

Examples

HR systems: 1. 36 HEIs use Midland HR/iTrent 2. 21 HEIs use Northgate Arinso 3. 14 HEIs use Unit 4 Agresso 4. 12 HEIs use HR Core	VLE systems 1. 47 HEIs use Blackboard 2. 44 HEIs use Moodle 3. 12 HEIs Use Canvas 4. 6 HEIs use Desire2Learn
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There is also a spreadsheet which lists individual systems for each University.

You can find all of the information here: <https://www.ucisa.ac.uk/bestpractice/surveys/cis>

Contribution provided by Ian Whiting (Oxford Brookes) who in turn received this via colleague Catherine Pyke (Oxford Brookes).

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Alistair McNaught

Alistair worked at JISC until May 2019. Former subject specialist (accessibility and inclusion). His role was to advise on how organisations can use technology to maximise accessibility.

Alistair now works as an independent consultant delivering training sessions on

Element 1	Small changes, big impacts. How technology tweaks support inclusion.
Element 2	The accessibility ecosystem – digital dependencies.
Element 3	Joined up, transparent, dispersed and driven – policies supporting practice
Element 4	Making the most of the mainstream

I can forward on further information about these elements and contact details for Alistair on email request (Ian).

Contribution provided by Andy Allen (Harper Adams)

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Jisc digital capabilities service – helping staff and students develop digital skills and confidence
<https://digitalcapability.jisc.ac.uk/>

Jisc guides to

JISC provide a wide variety of guides linked to Digital Skills Development <https://www.jisc.ac.uk/guides>

[Deepening digital know-how: building digital talent \(pdf\)](#) identifies key issues and future requirements for the digital capabilities of staff in UK HE and FE.

The Jisc Digital leaders programme

Is about enabling leaders and managers to become digitally-informed and empowered leaders and so respond more effectively to technology-driven change.

<https://www.jisc.ac.uk/training/digital-leaders-programme>

Contribution provided by Ian Whiting (Oxford Brookes)

7	<p>Re-Imagining Work https://www.youtube.com/watch?v=G11t6XAlce0 Published on Sep 25, 2013</p> <p>Finally, I have shared this with the SDF before but it is a great video where Dave Coplin, Chief Envisioning Officer at Microsoft, imagines what might be possible if more organisations embraced the full, empowering potential of technology & encouraged an open, collaborative & flexible working culture.</p> <p>Contribution provided by Ian Whiting (Oxford Brookes)</p>
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Afternoon session

Staff Mental Health

Professor Jo Smith
 Suicide Safer Project Lead
 Professor of Clinical Psychology
 University of Worcester



Professor Jo Smith provided us with an uplifting presentation which told the story of how the University of Worcester embarked on a social movement (grassroots up) approach to supporting staff with mental health (as opposed to a top-down initiative approach).

Here are the links to the following slides and posters containing a wealth of information and inspiration.

- [Staff Mental Health slides \(Worcester\)](#)
- [Staff Mental Health Network posters \(Worcester\)](#)

A big thank you goes to Gillian Slater for hosting assisted by Aimee Longbottom.