



Learning and Development Policy Statement

Policy Statement

UKRI aspires to be a great place to work, which inspires, engages and learns from its people.

UKRI is committed to the development of all employees so that it can deliver its mission of ensuring that the UK maintains its world-leading position in research and innovation, in collaboration with the global scientific and research community.

It recognises that success in meeting its strategy and objectives is, in a major part, dependent upon the ability to develop and harness the full potential of its employees.

UKRI believes that learning and development are essential for:

- Developing all employees to perform effectively in their jobs.
- Enabling employees to achieve their full potential.
- Supporting employees own career aspirations and development.

The policy will apply to all employees. It will provide a framework within which UKRI will encourage the development of all of its employees. It will use a wide range of learning and development activities to help employees grow.

UKRI:

- Believes that responsibility for learning and career development should be shared between the organisation and its employees.
- Will empower its employees to take ownership of their own development, with support from their managers and the organisation as a whole.
- Will ensure that all requests in relation to study or training made by employees are considered in accordance with its obligations under the Employment Rights Act 1996.
- Will ensure that decisions relating to learning and development will be made fairly and consistently, and equality of opportunity will be provided for all employees.
- Will regularly review its overall level of investment in employee learning and development to ensure that adequate and appropriate resources are provided.
- Considers it appropriate to base learning and development opportunities on the organisation's requirements, and decisions about investment in employee learning and development will be made accordingly.
- Believes that it is critical to the success of both the planning and delivery of learning and development activities that the resources invested are monitored and the outcomes achieved are measured.
- Will ensure that appropriate procedures are in place to plan, deliver and evaluate learning and development activity.

The Learning and Development policy will also lay out:

- The responsibilities of management and employees for the implementation of the provisions within the policy;
- The provisions for reviewing the policy.

This policy statement has been put in place in advance of the introduction of a comprehensive policy covering Learning and Development. The comprehensive policy will be developed and implemented no later than 31 March 2020.