

# Our Values



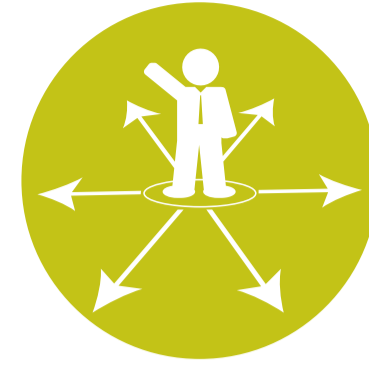
## Excellence

in TU Dublin is about potential. We strive to do our best and bring the best out in others, aiming for high standards of service, good practice and commitment to continuous growth and improvement.



## Inclusion

in TU Dublin is about difference and diversity. We strive to foster an environment that encourages and celebrates this for individuals and groups, creating a safe space where people feel a sense of belonging and connection.



## Impact

in TU Dublin is about positive change. We strive to invest our collective efforts into creating meaningful and lasting change in lives and actively seek opportunities to address the challenges facing the world.



## Respect

in TU Dublin is about the intrinsic value of each person. We have deep regard for the feelings, needs and rights of others and we act with integrity.

# Our Staff Charter:



I demonstrate **Excellence** when I...

1. Strive to do my best, supporting colleagues and learners to do the same
2. Listen to and recognise new ideas and opportunities for ongoing improvement
3. Am responsive, replying to or acknowledging messages from colleagues and stakeholders in a timely manner
4. Approach my work with a can-do attitude, proactively seeing solutions to problems
5. Foster effective communication, collaboration and connections
6. Share information with others and seek assistance when needed
7. Seek and offer constructive feedback



I demonstrate **Inclusion** when I...

1. Embrace different culture, identities, genders, abilities, diversity of thought, knowledge and experiences
2. Acknowledge and value the contributions of all colleagues
3. Willingly engage with and learn from colleagues
4. Nurture a sense of collective belonging and achievement
5. Listen in an active way without judgement
6. Give consideration to the well-being of others, offering support when needed
7. Use respectful and inclusive language



I demonstrate **Impact** when I...

1. Show a commitment to preserving the heritage and ensuring the future success of TU Dublin
2. Recognise our learners are at the heart of our work, regardless of my role in the University
3. Consider the bigger picture and align my actions with our strategic goals
4. Engage with internal and external stakeholders to remove obstacles to progress
5. Take ownership, understanding my role supports the wider university mission
6. Embrace change and the opportunities it provides
7. Incorporate and advocate responsible sustainable practices



I demonstrate **Respect** when I...

1. Treat everyone equally and with dignity regardless of grade, title or characteristic
2. Demonstrate confidence in my colleagues to perform their duties
3. Exhibit a courteous demeanour in my conversations about others and the University
4. Make decisions with integrity and transparency
5. Hold myself accountable for my actions and their impact
6. Encourage conflict de-escalation
7. Speak out when I observe behaviours that contradict our core values

## Our Mission:

Building on our histories and heritage, our mission is the pursuit of: **Excellence in student-centred learning; Practice-led impact-focused research and deep discipline engagement; and Co-creation of teaching, learning and research**

## Our Vision:

**Our ambitious vision is to create a better world together**