Positive Culture Champions

Roles and Responsibilities

Thank you for your interest in applying to be a Positive Culture Champion within The University of Cambridge Clinical School of Medicine.

The University of Cambridge expects all members of the University community to treat each other with respect, courtesy and consideration at all times. All members of the University community have the right to expect professional behaviour from others, and there is a corresponding responsibility to behave professionally towards others.

We also recognise and value the contributions made by all of our employees as set out in the Respect at Work Policy and are committed to protecting the dignity of staff, students, visitors to the University, and all members of the University community in their work and their interactions with others.

The role holders will be responsible for promoting the programme and signposting employees to the various services provided for support (but will not be responsible for providing support themselves). They will feedback to us what is going well across their departments regarding Respect at Work, and ways we can improve the programme.

Further information on the University's Respect at Work Policy and Procedures can be found here: https://www.medschl.cam.ac.uk/human-resources/respect-at-work/

As a Positive Culture Champion, you would be expected to:
- Signpost individuals to the appropriate services (but not advise)
- Represent the Respect at Work programme positively.

You will be required to undertake ongoing training and development, including attending termly champion meetings and reflective practice sessions. You will also be expected contribute to the development of the Respect at Work programme.

Specialist knowledge and skills:
- An awareness of Respect at Work issues and the problems that might arise in the work place
- An awareness of the University of Cambridge Respect at Work policy.

Interpersonal skills:
- Excellent interpersonal skills
- Empathy for people struggling with Respect at Work issues
- Open minded and non-judgemental
- Ability to contribute to learning in a group environment.

Key requirements:
- Current University of Cambridge employee
- Commitment to the principles of equality, dignity and fairness at work
- The ability to manage workload and time.

If you would like this information in a different format, contact csrespectatwork@admin.cam.ac.uk

To apply to be a Positive Culture Champion, visit: https://bit.ly/3wcEmgq

The closing date for applications is Friday 21st May 2021.