



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

LSE 2030 - Developing LSE for everyone

HR Strategic Plan – Employee Relations and Engagement

“...strategic project work relating to employee engagement, employee wellbeing and general employee relations.”

HR Policy team webpage

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HR



A greater focus on employee relations & engagement

Promote effective working relationships with trade unions

Including:

- Contributing and shaping the ongoing development of national pay bargaining in HE
- Developing local solutions on employment matters, including where appropriate pay and benefits
- Arrangements for accommodating outcomes of ballots (with minimum impact on students)
- Supporting trade unions in effectively representing their members and being a voice on behalf of their members

Help to shape and embed an engagement culture

- Leading on delivery of ways to engage with, and respond to, the staff experience (especially ongoing cycle of staff and pulse surveys)
- Working with LSE leaders to promote a variety of feedback mechanisms so that staff have both structured and informal ways to raise issues and contribute to improvements

A greater focus on employee relations & engagement

Support ongoing EDI initiatives as set out in Athena SWAN, School plans and HR annual plans

- Working with other teams within the School, staff networks and manager groups, and external organisations (including membership bodies) to achieve objectives/targets
- Regularly carry out gender pay gap and equal pay analysis, ensuring consistent and fair pay practices
- Ensuring the School is an employer of choice on family friendly policies
- Increase representation and employee experience of disabled staff

Develop ‘LSE Offer’ and improve LSE’s employer brand

- Continuously develop and promote ‘academic offer’
- Review and develop LSE benefits to make LSE employer of choice
- Engage in ongoing and creative means to improve staff attraction and retention

A greater focus on employee relations & engagement

Review advertising and recruitment practices

Develop and implement short-, medium- and longer-term measures to address potential recruitment challenges, including:

- Explore broader reach of recruitment campaigns & use of specialist agencies
- Explore additional measures for PSS vacancies, including visa sponsorships and market supplements
- Review use of job families
- Consider potential graduate scheme for hard to fill roles
- Provide recruitment tools alongside good interview practice to support better selection decisions