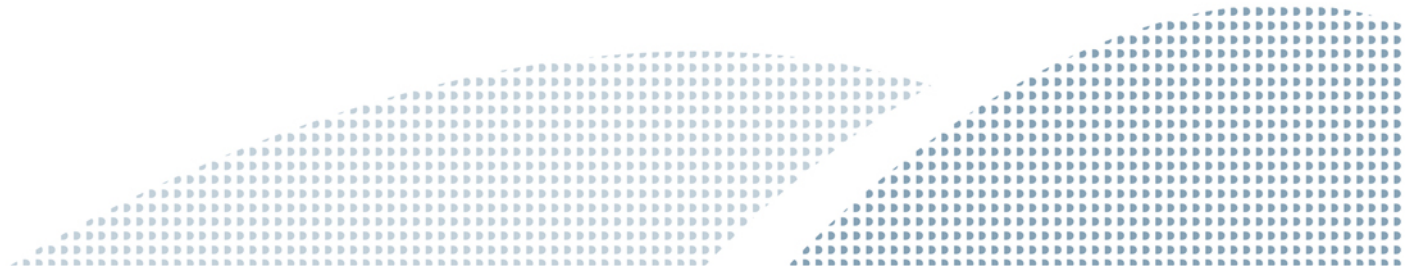
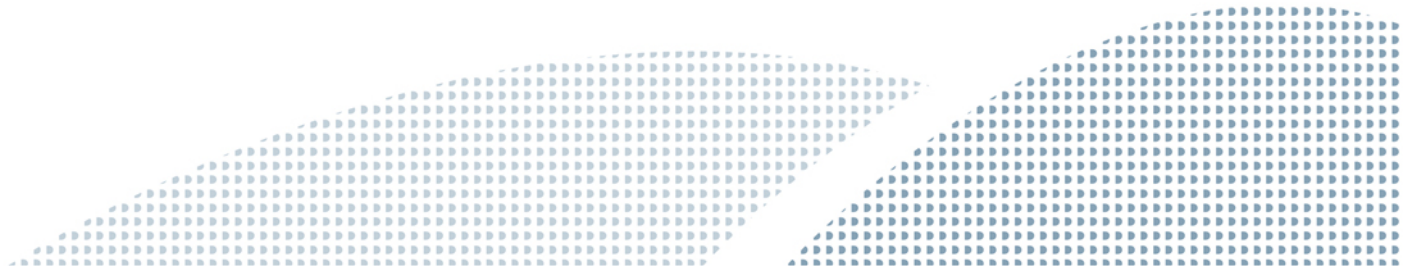


# Developing Our People Strategy



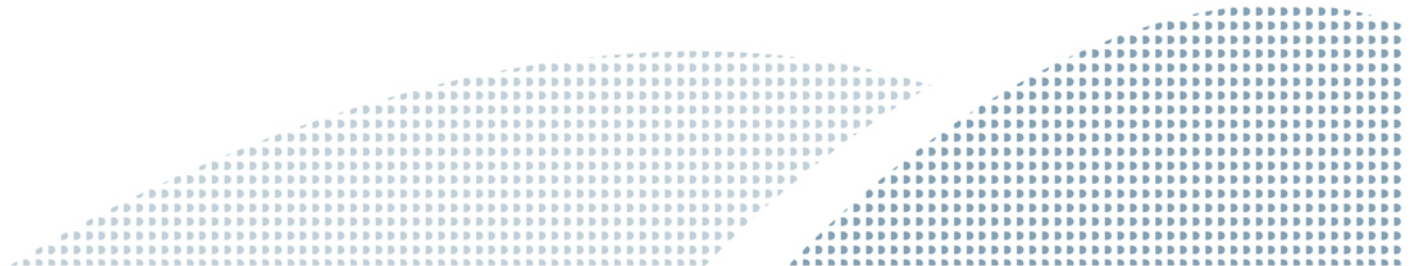
# Developing the strategy

- Employee engagement sessions
- Meetings with Heads of Service and Directors
- Trade unions
- Portfolio holder engagement
- Peer Review process
- Attending Audit and Scrutiny Committee 7<sup>th</sup> November



# What we are doing

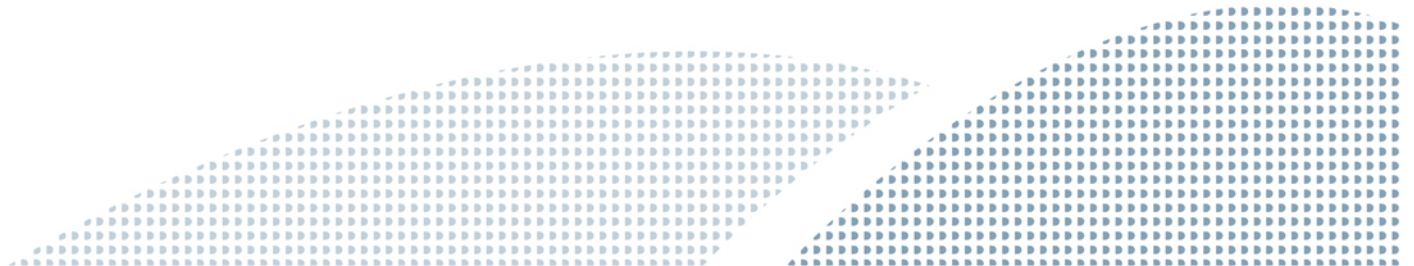
- People strategy
- Five year action plan
- Workforce profile
- Internal communications strategy



# People Strategy: Themes

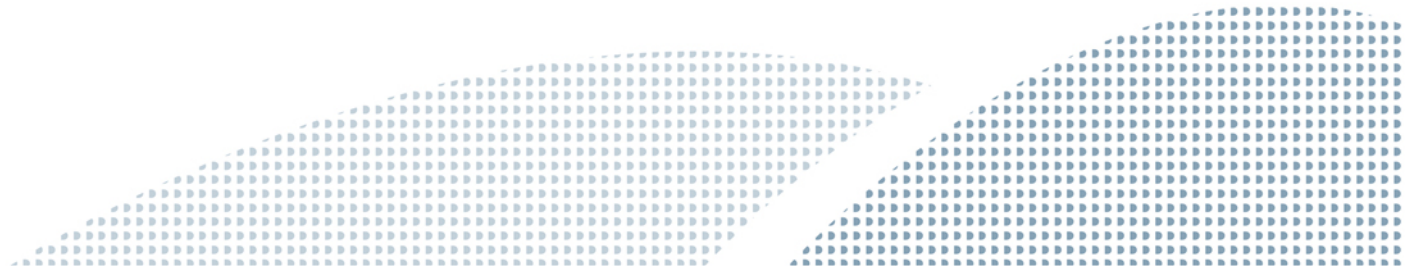
Key themes:

- Becoming an employer of choice
- Developing our people
- Engaging our people
- Supporting our people
- Rewarding and recognising performance
- Creating a positive workplace culture



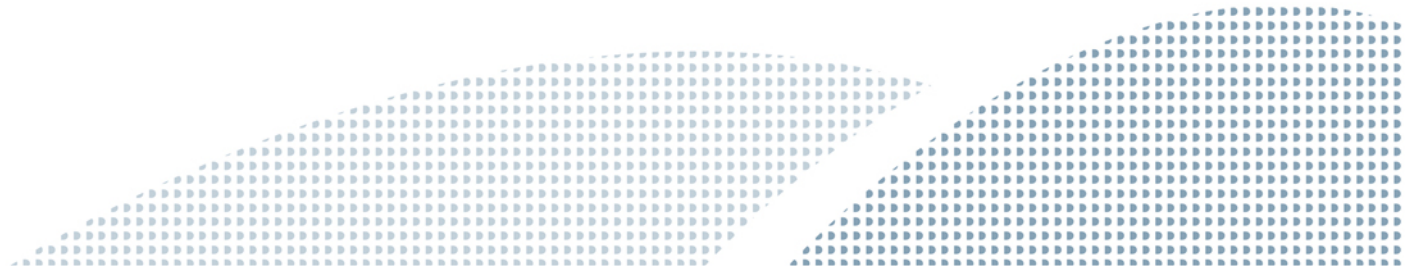
# Becoming an employer of choice

- Promote and proactively work towards enabling a diverse and healthy workforce
- Develop an employer brand
- Review our processes to improve the 'employee journey'



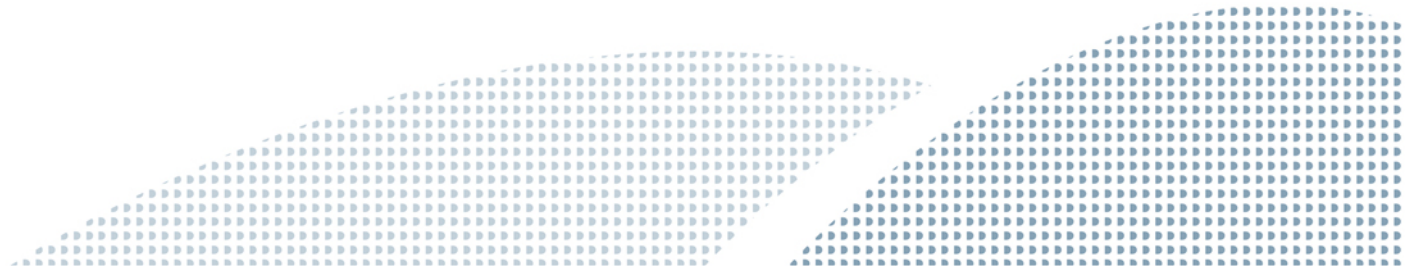
## Developing our people

- Maximise the apprenticeship levy to develop our existing employees and attract our employees of the future
- Develop a coaching and mentoring culture
- Learning and development roadshows and masterclasses



# Engaging our People

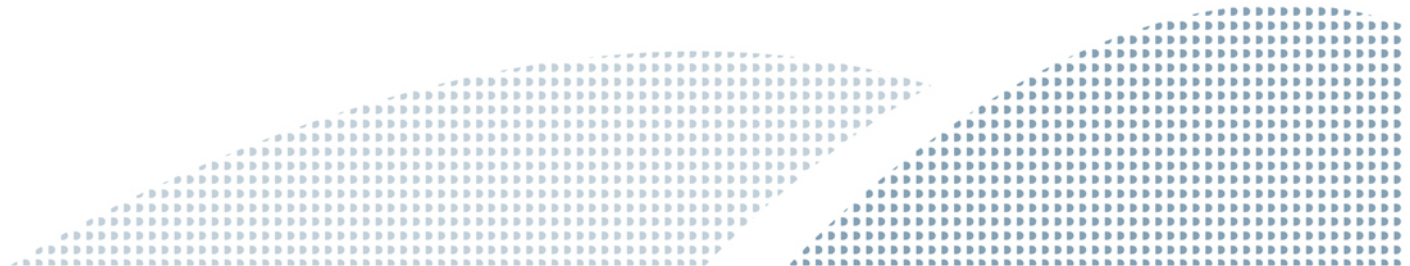
- Introduce tools to help us with regular, two way engagement
- Establish a leadership forum to bring together our people leaders on a regular basis
- Internal communications strategy





# Supporting our People

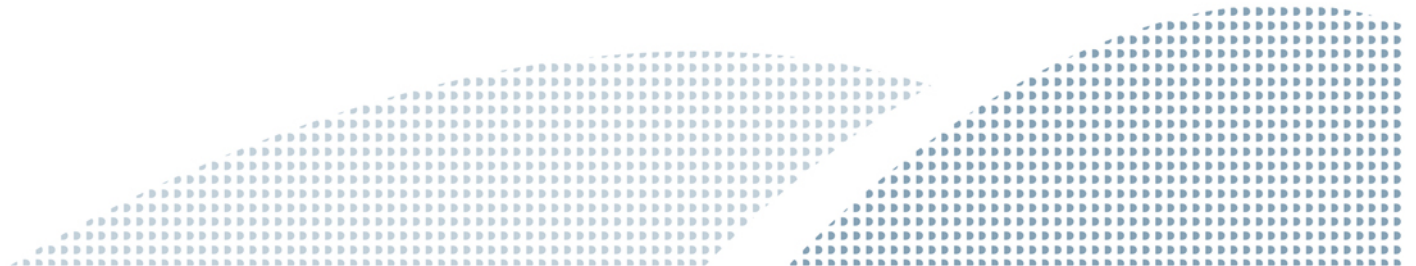
- Create a strategic employee wellbeing programme
- Make sure our employees are aware of risks, and these are managed well
- Build understanding and reduce stigma of mental health conditions





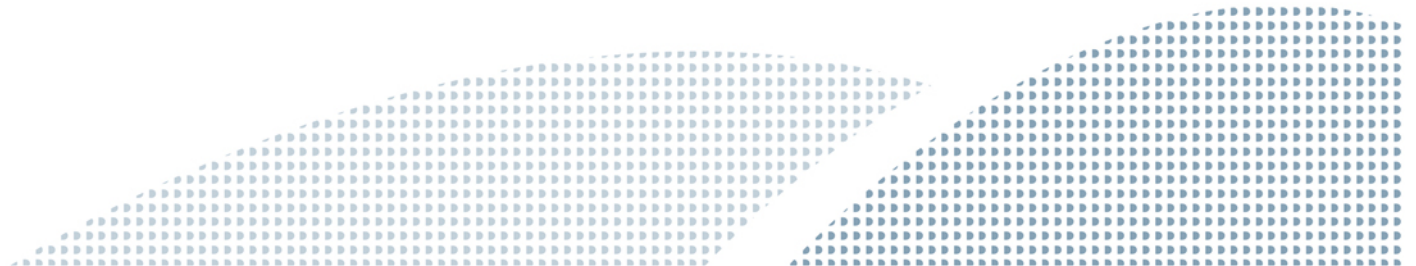
# Rewarding and Recognising Performance

- Succession planning and talent management
- Launch and develop an employee offer
- Review our approach to performance management, moving towards regular developmental and performance conversations



# Creating a Positive Workplace Culture

- Create a culture shaping programme
- Work with managers and employees to help build successful teams
- Develop an organisational approach to how we work, to make the best use of our office accommodation



## Recommendations for today:

- That Cabinet reviews the People Strategy and accompanying documentation and agrees its adoption
- That the EqlA be noted and Cabinet members suggest any additional activity required to ensure that our approach is as inclusive as possible
- That in consultation with the Executive Director, the Portfolio Holder for Corporate Development is delegated authority to make changes to the strategy which might occur as a result of the scrutiny process

