

People Strategy 2016-2020

1.0 EXECUTIVE SUMMARY

1.1 The purpose of this report is to present to the Policy and Resources Committee for consideration and approval the Council's People Strategy 2016-2020. The strategy sets out the Council's approach to people and improvement, recognising that organisational success is rooted in the motivated and hardworking employees who deliver and continue to improve our services.

1.2 The strategy supports the delivery of the following corporate priorities:

- Our culture, structure and systems make our Council high performing and improving organisation the people choose to work for
- We grow excellent leaders in our managers and elected members
- We continually look at how we can improve and deliver quality services

1.3 The people Strategy pulls together and replaces themes and actions from the following existing strategies:

- Employee Engagement Strategy
- HR and OD Strategy
- Corporate Improvement Strategy

1.4 Recommendations

It is recommended that the Policy and Resources Committee recommend this Strategy to the Council for approval.

People Strategy 2016-2020

2.0 INTRODUCTION

2.1 The purpose of this report is to present the Council's draft People Strategy 2016-2020 for consideration and approval by the Policy and Resources Committee.

3.0 RECOMMENDATIONS

3.1 It is recommended the Policy and Resources Committee recommend the People Strategy 2016-2020 to the Council for approval.

4.0 DETAIL

3.1 In October 2015 the Policy and Resources committee took the decision to combine the HR and Improvement teams into one single service which will be best placed to deliver the strategic HR and OD support the Council requires. This means that our people and improvement agendas are even more closely aligned. The draft People Strategy 2016-2020 pulls together objectives from the existing corporate strategies listed below and demonstrates how our people will drive forward improvement going forward.

- HR and OD Strategy
- Employee Engagement Strategy
- Corporate Improvement Strategy

3.2 The People Strategy sets out what we will do to ensure our employees and services have objectives which are aligned to our overall corporate plan and are best placed to deliver these. The People Strategy supports delivery of the following Corporate Priorities which are outlined in the Council's Corporate Plan:

- Our culture, structure and systems make our Council high

performing and improving organisation the people choose to work for

- We grow excellent leaders in our managers and elected members
- We continually look at how we can improve and deliver quality services

4.0 CONCLUSION

In conclusion this report has outlined the draft People Strategy for consideration and approval by the Council's Policy and Resources Committee.

5.0 IMPLICATIONS

5.1 Policy	Sets out the Council's approach to People and Improvement
5.2 Financial	There are no additional financial implications from this report
5.3 Legal	Supports the Council to demonstrate Best Value
5.4 HR	None
5.5 Equalities	This complies with the Council's Equalities policy. Equality Impact Assessment has been completed.
5.6 Risk	The Council fails to demonstrate best value
5.7 Customer Service	An engaged workforce will support positive customer service.

Executive Director of Customer Services
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For further information contact: Jane Fowler, Head of Improvement and HR,
01546 604466

Policy Lead Dick Walsh

APPENDICES

Appendix 1 Draft People Strategy