



Policy, Finance and Development Committee	Tuesday, 12 September 2023	Matter for Information
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Report Title: **People Strategy 2023 – 2026**

Report Author(s): **Philippa Fisher (Strategic Director)**

Purpose of Report:	This report recommends for information to Members a new People Strategy for 2023 - 2026, which is applicable to all Council staff.
Report Summary:	The Council's People Strategy recognises the critical role that a motivated, skilled and capable workforce plays in every aspect of service delivery and continuous improvement. This sets out a framework of key activities and actions over the next three years.
Recommendation(s):	That Members note: A. The content of the report B. The People Strategy 2023-2026 C. The action plan 2023-2026
Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):	Philippa Fisher (Strategic Director) (0116) 257 2677 philippa.fisher@oadby-wigston.gov.uk Trish Hatton (Head of Customer Service & Transformation) (0116) 257 2700 Trish.Hatton@oadby-wigston.gov.uk Sarah Driscoll (HR Manager) (0116) 257 2790 sarah.driscoll@oadby-wigston.gov.uk
Strategic Objectives:	Our Council (SO1) Our Communities (SO2) Our Economy (SO3) Our Environment (SO4) Our Partners (SO5)
Vision and Values:	"Our Borough - The Place To Be" (Vision) Customer & Community Focused (V1) Proud of Everything We Do (V2) Collaborative & Creative (V3) Resourceful & Resilient (V4)
Report Implications:-	
Legal:	There are no implications arising from this report.
Financial:	There are no implications directly arising from this report.
Corporate Risk Management:	Organisational / Transformational Change (CR8) Reputation Damage (CR4)

Equalities Assessment (EA):	Initial EA Screening (See Appendices)
Human Rights:	There are no implications arising from this report.
Health and Safety:	There are no implications arising from this report.
Statutory Officers' Comments:-	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
Consultees:	<ul style="list-style-type: none"> • All Staff • Unions – GMB & Unison • People Committee when established for confirmation of approach and framework
Background Papers:	None.
Appendices:	<ol style="list-style-type: none"> 1. People Strategy 2023 - 2026 2. Action Plan – People Strategy 2023 – 2026 3. Equality Impact Assessment

1. Background

The objective of this strategy is to create a living document that shares and supports the experience of our staff and speaks to the times we are living in. The Council want to provide quality support to our staff, ensuring we create a culture to support their wellbeing, create opportunities to fulfil their potential and that they feel valued throughout their time at the Council.

The approach, framework and key strategic objectives for the People Strategy were agreed at the People Committee on 6 July 2022 when this still formed part of the committee structure with Members.

Since then, extensive work has been undertaken to develop the framework and the strategy and action plan.

The People Strategy sets out the Council's ambitions and strategic direction for transforming our workforce and is aligned with our new vision and corporate strategy when launched to ensure a consistent and integrated approach.

It is built around four key strategies:

- Employer of Choice
- Developing our people
- Engaging our people
- Rewarding and recognising performance

These key strategies will enable our staff to be productive and make the most of their skills and experience. These are underpinned by two vitally important themes for supporting our people; Equality, diversity and inclusion and the mental and physical wellbeing of our staff.

The Council is committed to this new People Strategy and to working together to make Oadby and Wigston Borough Council an Employer of Choice, provide a positive working environment where staff can do their jobs well and make a difference to the residents, partners and key stakeholders of the borough.

This People Strategy is for all the Council's staff and sets out what the Council will do over the next three years to ensure it can deliver the priorities and actions set out in the Action Plan.

2. Consultation Process

A robust consultation took place. Regular updates were given on the progress of the strategy through presentations to our Corporate Management Team and also through our staff briefings since July 2022.

The Council undertook a formal consultation with staff from 16 June 2023 to 7 July 2023. The feedback was reported back to the Senior Leadership Team and appropriate amendments incorporated before the formal publication of the People Strategy.

Both the GMB and Unison Union representatives were consulted throughout the process. Firstly, with our approach and sharing of the first draft and then through the consultation period for any feedback. None was received.

3. Measuring and Monitoring the Strategy

The Council is committed to delivering everything that is set out in the People Strategy and Action Plan. The strategy contains a robust roadmap to show how we will achieve our staff priorities.

This strategy will be monitored and measured and the Council will be held accountable to Members, Trade Unions and our staff. It will be reviewed annually and reported back to Policy, Finance & Development Committee on the progress of initiatives and actions taken.

4. Recommendation

Members are asked to note the People Strategy and Action Plan.