



**Service Delivery
Committee**

**Tuesday, 11 March
2025**

**Matter for
Information**

Report Title:

People Strategy Update

Report Author(s):

Sarah Driscoll (HR Manager)

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| Purpose of Report: | To provide an update on progress |
| Report Summary: | To provide an update on the actions from the People Strategy. |
| Recommendation(s): | That the progress of the People Strategy actions and the new revised action plan for 2025/26 be noted. |
| Senior Leadership, Head of Service, Manager, Officer and Other Contact(s): | <p>Sarah Driscoll (HR Manager) 0116 257 2790 sarah.driscoll@oadby-wigston.gov.uk</p> <p>Trish Hatton (Head of Customer Service & Transformation) (0116) 257 2700 trish.hatton@oadby-wigston.gov.uk</p> |
| Strategic Objectives: | <p>Our Council (SO1) Our Communities (SO2) Our Communities (SO2) Our Environment (SO4) Our Partners (SO5)</p> |
| Vision and Values: | <p>"Our Borough - The Place To Be" (Vision) Customer & Community Focused (V1) Proud of Everything We Do (V2) Collaborative & Creative (V3) Resourceful & Resilient (V4)</p> |
| Report Implications:- | |
| Legal: | There are no implications arising from this report. |
| Financial: | There are no implications arising from this report. |
| Corporate Risk Management: | No corporate risk(s) identified |
| Equalities and Equalities Assessment (EA): | There are no implications arising from this report. EA not applicable |
| Human Rights: | There are no implications arising from this report. |
| Health and Safety: | There are no implications arising from this report. |
| Statutory Officers' Comments:- | |

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| Head of Paid Service: | The report is satisfactory. |
| Chief Finance Officer: | The report is satisfactory. |
| Monitoring Officer: | The report is satisfactory. |
| Consultees: | None. |
| Background Papers: | People Strategy (2023 -2026) |
| Appendices: | Appendix 1 – People Strategy Action Plan Update Appendix 2 – Revised People Strategy Action Plan |

1. Introduction

- 1.1 The Council’s People Strategy was developed in 2023 to cover the period 2023 – 2026.
- 1.2 The People Strategy covers 7 key areas:
 - Employer of Choice
 - Developing our People
 - Engaging our People
 - Rewarding and Recognising Performance
 - Equality, Diversity & Inclusion
 - Mental and Physical Wellbeing
 - Values and Culture
- 1.3 The current People Strategy Action Plan is regularly reviewed and the People Strategy Action Plan Update (see Appendix 1) provides updates on the actions that have taken place in each of these areas.
- 1.4 A revised People Strategy Action Plan (see Appendix 2) has been developed which highlights the outputs we will be working on during the next 12 months.