



FORWARD TOGETHER

Appendix 1: Updates to Recruitment and L&D

SBC recruitment webpages updates



What we offer
Our benefits include flexible working, 26 - 33 days annual leave, option to purchase up to 5 days annual leave, generous pension scheme and **family-friendly policies** that support **work-life balance**.

[Find our benefits here](#)

Apply for jobs
We offer a range of opportunities across a variety of specialism. [Find job opportunities here](#) that match your skills and future career aspirations.

[Find our jobs here](#)

Apprenticeships
Looking to start your career in local Government? We offer a range of apprenticeships across various areas, from Finance to Social Workers and everything in between. [Find our apprenticeship opportunities here](#).

[Find opportunities here](#)


Our Directorates & Departments
Slough Borough Council encompasses diverse directorates and departments, offering staff abundant opportunities to positively impact residents' lives across all aspects of community well-being.

[Find out more here](#)


Diversity, Equity & Inclusion
We actively cultivate a diverse workforce reflecting Slough's vibrant multicultural community, where employees from all backgrounds are empowered through inclusive policies, supportive networks, and meaningful opportunities for professional growth and community impact.

[Find more DEI info here](#)


Hints & Tips for finding your next job
Supporting our residents in finding their next job is a key priority for us. Click the button below to access tools ranging from how to prepare a CV to creating a LinkedIn profile designed to help you successfully secure your next role.

[Click here for free tools](#)

Enhancing the recruitment process with key skills/domains

SBC's 8 core domains

1. Seeing the Bigger Picture

Understanding how your work connects to SBC's business goals and improves life for Slough residents

2. Delivering Excellence

Providing high-quality services that meet public expectations while ensuring value for money

3. Living Our Values

Living SBC's values in everything you do to build resident trust and business success

4. Driving Innovation

Finding better ways to make SBC more effective and efficient

5. Leadership

Inspiring others to deliver great results for residents and achieve SBC's business objectives

6. Building Capability

Developing skills to help SBC succeed as an organisation

7. Communicating & Influencing

Conveys information to others in a clear, honest and enthusiastic way in order to build trust.

8. Working Together

Collaborating across teams and with partners to deliver for SBC's success

Introducing the Career Framework

	Seeing the Bigger Picture	Managing a Quality Service	Displays the Values	Changing and Improving	Leadership	Learning and Growth	Communicating and Influencing	Working Together
Induction, Mandatory training, EDI training								
6 months 	<ul style="list-style-type: none"> Engages in relevant e Learning to widen knowledge. Actively participates in job shadowing and responds to feedback effectively. 	<ul style="list-style-type: none"> Computer skills training –(basic IT training relating to CSM systems) – Via Cornerstone. 	<ul style="list-style-type: none"> Completion of Mandatory Induction Completion of Mandatory Modules: <ul style="list-style-type: none"> Equality in the Workplace Information Security including GDPR Introduction to Health and Safety Joint Safeguarding Awareness Prevent Whistleblowing with Confidence Agresso Training (requesting annual leave etc) 	<ul style="list-style-type: none"> Reflection of probation with line manager – identifying skills gaps and further training needed. 	<ul style="list-style-type: none"> Quarterly personal effectiveness workshop – led by L&D 	<ul style="list-style-type: none"> Learning from achievements Complete learning styles quiz to understand learning preferences (VARK) 	<ul style="list-style-type: none"> Communication workshop – led by L&D 	<ul style="list-style-type: none"> Regularly participates in team meetings and shares knowledge
12 months 	<ul style="list-style-type: none"> Cornerstone training – completing 1:1 & Appraisal objectives Functional Skills & IT proficiency (Astro Allies) 	<ul style="list-style-type: none"> Frontline workshop – led by Environment & Highway services & Customer services 	<ul style="list-style-type: none"> Staff Survey working group for their area; coming together with others to embed actions 	<ul style="list-style-type: none"> Job rotation/ shadowing – Depending on role and opportunity within team (could be started earlier with line manager approval) 	<ul style="list-style-type: none"> LGIU Understanding strategic thinking course Begin working towards role specific qualification: 1st stage of an accreditation eg associate CIPD 	<ul style="list-style-type: none"> Frontline workshop – led by Customer services (include listening to example calls). 	<ul style="list-style-type: none"> Complete Influencing Action Plan 	<ul style="list-style-type: none"> HR policy training Be a Buddy for new starters Support with arranging Directorate away day (or other events). Actively participate in workplace events and activities.
18 months 	<ul style="list-style-type: none"> Seeks out social learning to widen knowledge in areas of interest for career progression. 	<ul style="list-style-type: none"> Prioritise attending 2 “Talkabouts” per year. 	<ul style="list-style-type: none"> Annual review of Mandatory Training 	<ul style="list-style-type: none"> Complete 360 feedback and create development plan based on findings 	<ul style="list-style-type: none"> Take on projects to gain experience – e.g. writing papers, leading projects etc. 	<ul style="list-style-type: none"> Apprenticeship opportunities (could be started earlier with line manager discussion) Secondment & acting up opportunities (if vacant position available) 	<ul style="list-style-type: none"> LGIU Chairing skills for staff and managers 	<ul style="list-style-type: none"> Mentor new team members Embraces peer learning, through collaboration and other social learning opportunities.