



Hinckley & Bosworth Borough Council

Forward timetable of consultation and decision making

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|-----------------------------------------------|------------------|
| Scrutiny Commission | 31 October 2024 |
| Ethical Governance and Personnel Committee | 12 November 2024 |
| Wards affected: | All |

People Strategy 2024 - 2028

Report of Director Corporate and Streetscene Services

1. Purpose of report

1.1 To present the updated People Strategy 2024 - 2028

2. Recommendation

2.1 That the updated People Strategy is approved.

3. Background to the report

3.1 As a large local public sector employer, employing over 450 staff and delivering a diverse range of services, it is important that the council has an up-to-date People Strategy and action plan. This is to ensure that we have skilled and motivated staff to deliver services to our communities, and that the council is fit for the future in a highly competitive market. Further to this, we want all staff to feel supported and to be able to work effectively with their colleagues in line with our staff values, to ensure better outcomes for the borough of Hinckley and Bosworth.

3.2 Our corporate plan for 2024 to 2028 sets out our vision in creating great places to live, work and enjoy and has three strategic aims:

People: Helping people to stay safe, healthy, active, and in employment

Places: Creating clean, sustainable and attractive places to live, visit and work in

Prosperity: Encouraging sustainable commercial economic and housing growth, as well as attracting businesses, improving skills and supporting regeneration

This People Strategy aligns to the council's corporate plan supporting all three aims, and directly supporting the aim 'People'.

3.3 The strategy was developed after considering the national and local context, feedback from staff surveys, pulse surveys and workforce data. The action plan, contained within the strategy provides a clear framework as to how each theme will be delivered to support improved performance and employee wellbeing across our workforce.

3.4 To deliver this vision, the People Strategy has three distinct themes set out below:

1) Attract and retain a skilled, motivated and diverse workforce

We recognise and understand that it is important to promote what local government has to offer and once attracted, continue to invest in our staff so they stay.

2) Encourage a positive working environment so that wellbeing is supported, and staff feel 'psychologically safe'

Positive and effective leadership based on trust creates a shared purpose and helps people to become engaged, perform their best and be happy in the job that they do.

3) Have a workforce that is adaptable and resilient to change

Change is inevitable. We need to ensure we keep pace with ongoing change by adapting and improving our corporate and HR processes, culture and policies to further embed our effective new way of working.

3.5 This is an evolving strategy that will be reviewed during the next four years to adapt to any strategic changes, including any challenges and opportunities. Updates on the action plan will be reported to SLT on a regular basis. We also have general staff survey planned for early 2025. This will allow us to track and monitor employee feedback in key areas such as management, wellbeing and the way we work.

4. Exemptions in accordance with the Access to Information procedure rules

4.1 Open session.

5. Financial implications [IB]

- 5.1 None currently identified. If additional resource requirements arise because of this strategy, these will need approval in accordance with the Council's financial procedure rules.

6. Legal implications [ST]

- 6.1 None.

7. Corporate Plan implications

- 7.1 The strategy directly aligns to the Corporate Plan and the aim 'People' . .

8. Consultation

- 8.1 The strategy is out to consultation with the recognised trade unions and this will conclude on 30 October. Initial feedback from UNISON and GMB has been positive.

9. Risk implications

- 9.1 It is the council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.
- 9.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.
- 9.3 The following significant risks associated with this report / decisions were identified from this assessment:

None

10. Knowing your community – equality and rural implications

- 10.1 All projects as identified with the action plan will be impact assessed at the time of delivery of the project, if relevant.

11. Climate implications

- 11.1 Theme 3 within the action plan "Review our Travel Policy to support the climate change strategy and the promotion of active travel" directly contributes to the delivery of the council's Climate Change Action Plan.
- 11.2 It is envisaged that the new policy review will deliver reduced co2 emissions.

12. Corporate implications

12.1 By submitting this report, the report author has taken the following into account:

- Community safety implications
- Environmental implications
- ICT implications
- Asset management implications
- Procurement implications
- Human resources implications
- Planning implications
- Data protection implications
- Voluntary sector

Background papers: none.

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