

People Strategy

Q1 2024/25 Highlights

- **Values Communication and Engagement Plan Reviewed:** Successfully revamped our strategy for communicating and engaging with our employees. This enhances how we embed our core values into daily operations and bring them to life across the organisation.
- **Staff Behaviour Framework Delivered:** Implemented a comprehensive framework that clearly defines expected staff behaviours. This is aligned with our core values and directly linked to our performance management processes, ensuring a cohesive approach to managing success.
- **Equality Statement Integration:** Proactively included an equality statement in all recruitment advertisements, reinforcing our commitment to diversity and inclusion at every level of hiring.
- **Leadership Development Program Refreshed:** Thoroughly reviewed and updated our leadership development offerings to better reflect our evolving priorities. This ensures our leadership training incorporates best practices from both the public and private sectors and focuses on equipping leaders to effectively deliver on these priorities.
- **Values Embedded in Leadership through CMT and SDL Collaboration:** Collaborated with the Corporate Management Team (CMT) and Service Delivery Leads (SDLs) to seamlessly integrate our values into their leadership behaviours and decision-making processes. This effort closes the gap between what our leaders say and what they do, fostering integrity and consistency at the top levels of our organisation.

Q2 2024/25 Priorities

- **HR Tools and Policies Update Project Plan Development:** We are set to develop a comprehensive project plan aimed at updating all relevant HR tools, policies, training, and support systems. This initiative will integrate our core values and expected behaviours into every aspect of our interactions with line managers and employees, enhancing the overall organisational culture.
- **Performance Appraisal Best Practices Review:** We will conduct a thorough review and assessment of the current best practices in performance appraisal systems. This evaluation aims to ensure that our methods remain effective and are aligned with industry standards, thereby enhancing our ability to accurately measure and support employee performance.
- **Health and Wellbeing Program Development and Testing:** We plan to develop a new program focusing on staff wellbeing, which will be initially tested with our Staff Ambassadors' Group and the Health and Wellbeing Group. This initiative underscores our commitment to enhancing employee health and wellbeing through targeted, supportive interventions.



