People Strategy

Q3 2025/26 Highlights

- **Health and Wellbeing** White Ribbon Day was marked with a flag raising at the Town Hall. A number of community partners joined us as the Mayor and Chair of the Council gave speeches in support. During the following 16 days of action, a number of activities took place within the community as well as a charity bake sale at the Town Hall. Watford Council also gained the White Ribbon re-accreditation, which demonstrates our continuing support for the cause over the next three years
- **Change Readiness:** We continue to build relationships across councils and collaborate where the opportunity arises. In terms of L&D, the new shared service arrangement with St Albans has been particularly useful. Plans within LGR workstreams are underway to ensure resilience training is joined up across a number of different councils across Hertfordshire.
- **Mandatory Training:** Focus has been placed on ensuring compliance across the modules with a particular focus on cyber security. The compliance rate has raised and will continue to be of focus. We also focused on content with modules being updated to reflect changes both within the council and external updates
- **Corporate Induction:** The induction took place for new employees, and each section was reviewed to ensure all content was up to date and relevant.

Q4 2025/26 Priorities

- **Resilience training:** This remains a priority area to develop, given the changes ahead in 2026. Collaboration with other councils across Hertfordshire will be key in this area, starting with those we already have relationships with through shared service arrangements (St Albans City Council & Three Rivers District Council
- **Health and Wellbeing:** We will continue to develop health and wellbeing initiatives for employees, linking in with equality, diversity and inclusion and in line with the Employment Rights Act coming into force in April
- **Early Careers:** We will continue to support West Herts College during National Careers Week and Apprenticeship week with attendance at careers fairs and other events. In addition, we will open up applications for work experience for 2026
- **Planning for Our Future:** A number of initiatives are planned to ensure our employees have the right knowledge and skills to take them through the next few years of change. In particular, there is focus on safeguarding to ensure we have the right procedures on place and to ensure every officer knows what to do. In addition, there is a customer service programme to upskill our frontline customer service colleagues so they have the confidence to best serve our residents, reflecting the diversity of people and queries they deal with on a day to day basis