WORKFORCE STRATEGY - PLAN ON A PAGE













Future town future council

Building stronger foundations 09 07 FTFC priorities Place of Housing **Employer** choice development at our of delivery choice peak

People Vision

Our values

Build an empowered and engaged workforce to deliver exceptional service to our residents and community

trategic Themes

New Ways of Working

Attracting and retaining the best people

Communication and Engagement

Inclusion and Wellbeing

Orgsaniational Development

ion plan - areas of

Develop and implement new ways of working taking account of Covid, Coperative

Managmeent approach and longer term Publc Sector Hub

Neighbourhood

Develop and launch a new Remote Working Policy

Agree and create workforce profiles for staff and align with IT kit provision

Develop skills with ustlising remote working platforms i.e. Zoom and MS Teams

Review of employment Terms and Conditions to align with new ways of working

Establish our Employer Brand, linked to FTFC and market Stevenage the place and support our Community Wealth Building aspirations

Procure and launch a new digital Disclosure and Barring process

Scope the provision on an erecruitment platform

Develop a new virtual onboarding and induction process

Raise our profile on social media platforms as an employer

We will continue to

attract the most

capable people to

build an exceptional,

diverse and

culturally safe

workplace

Continue regular staff pulse survey's

Undertake a specific survey of frontline staff to gain insight into their expereince of working at SBC

Establish effective and timely internal communication cascade channels

Develop a new Wellbeing streategy for 2020-2022

Review approach to reward and recognition

Effective

communication is

central to developing

trust, engagement

and productivity

Develop a new Wellbeing streategy for 2020-2022

Review of First Care Sickness Absence provision

Deliver Equality and Diversity Training to staff

Collate a suit iof mental health resources to support staff

Develop an annual calaendar of events to celebrate diversity

Develop our leaders and managers with remote management skills

Develop commercial skills and knowledge

Identify hard to recruit roles across the council and have a succession/talent pipeline

Idnetify and maximise apprenticeship opportunities

Develop skills and knoweldge of our people min line with comptency framework

Establisha programme of virtual learning and coaching

sired Outcome

ΕΙΝΔΝΟΙΔΙ -

We will develop and embed a model of work being a thing we do, rather than a place we go

- Cost of

- Financial

19

TECHNOLOGY

Provision of hardware and kit for hardware for home working staff homeworkers -IT infrastrcuture to support home working impact of Covid**OPERATIONAL**

 Consistency of approach by managers

- Resource imlications

nurturing a progressive. inclusive, safe and healthy working environment

We will be known for

HEALTH & SAFETY

- Impact on health home working - Home workstation set up **Developing a culture** of personal accountability and pride in delivering innovative and excellent customer service

Workforce Strategy approach - Continuous process of 'Plan', 'Do', 'Review'; taking input from the Councils Corporate Plan Priorities and changing and updating to meet service needs and the wider context of changes in the world of work. This enables an agile and dynamic approach to developing and euipping our workforce to deliver now and into the future.