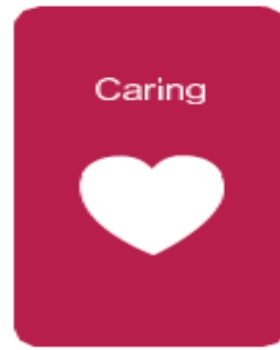


PEOPLE STRATEGY PLAN

OUR VALUES



Making Stevenage Even Better

CORPORATE PLAN PRIORITIES



PEOPLE VISION



'We will have the right people with the right skills, connected to our communities and working together for Stevenage'

STRATEGIC THEMES



Climate change



Balancing the budget



Utilizing technology

New Ways of working

Attracting and retaining the best people

Communication and engagement

Inclusion and Wellbeing

Organizational Development

STRATEGIC AIM



Developing and evolving our ways of working, recognising the diverse nature of services, harnessing technology, and ensuring consistent best practice

Attract, recruit, and retain a diverse, skilled, and committed workforce whose values align with SBC, whilst increasing the diversity of the organisation

Strengthen employee engagement by valuing and listening to staff, empowering them to positively influence change and recognise the contributions that our staff make.

Strengthen a workplace that is inclusive, inspiring, diverse, innovative, ambitious, and fulfilling

Create and maintain a forward-thinking, collaborative workforce where individuals are supported to fulfil their roles.

RISKS



FINANCIAL

- Upskilling the workforce
- Cost efficiencies of reduced office space

TECHNOLOGY

- IT Infrastructure to support home working
- Cybersecurity

OPERATIONAL

- Consistency of approach by managers
- Resource Implications

HEALTH & SAFETY

- Impact on health & wellbeing of home working
- Home workstation set up

People 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 equipping our workforce to deliver now and into the future.