

PEOPLE STRATEGY ON A PAGE

Our vision is to be a high performing, agile, forward thinking, and dynamic Council, and an employer of choice in the UK. We want to attract, retain, and sustain the right talent, and engage and empower our people to be the best that they can be. This is so that we can deliver the highest quality services to our customers, facilitated through effective leadership and a nurturing, learning and vibrant culture.

To enable us to achieve our vision, we have identified four strategic objectives to be achieved by 2023:

1. EMBED A ONE COUNCIL MINDSET THROUGH CULTURAL TRANSFORMATION

- We role model our values and behaviours in all that we do.
- We do what we say we will when we say we will.
- We value, support, and challenge each other.
- We think and act like a business.
- We are creative and innovative.
- We work together to be better.



2. BECOME A COACHING AND LEARNING ORGANISATION

- We are all leaders and take responsibility for our actions.
- We embrace a coaching approach.
- We embed a culture of learning and innovation.
- We continually review the way we work.
- We seek to learn from others.



3. TRUST AND EMPOWER OUR STAFF AND CELEBRATE EXCELLENCE

- We value and challenge each other.
- We give and receive constructive feedback.
- We empower each other to fulfil our roles.
- We recognise and celebrate success.



4. BE THE EMPLOYER OF CHOICE

- We recruit, retain and sustain our talent by investing in them.
- We are recognised for making a positive difference within our local communities.
- We celebrate and value our diverse workforce.
- We are known as an attractive employer across the country.
- We value the health and wellbeing of our staff.



Each of these objectives have an action plan and measurable outcomes we are delivering against