

People Strategy
Action Plan Update
September 2023

People Strategy

We launched the People Strategy 2022 – 2025 in January 2022.

The strategy is key to supporting our aim to 'Be Even Better' and work towards the 'Enabling Barnsley' priority as part of our 2030 vision.

The strategy is divided into three key themes:

1. Effective leadership, values and culture
2. Maximising organisational capacity and capability
3. Employee engagement

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Achievements to date include:

- Awarded council of the year at the LGC awards and LA of the year at MJ Awards
- Achieved gold standard accreditation for well-being through Be well @ Work
- Launched Employee Experience Group to share and implement ideas, demonstrating a 'you said, we did' ethos
- Agreed and implementing longer notice periods for middle managers
- Launched a successful 'Learning at Work Week', hosting over 40 events with nearly 400 bookings demonstrating our commitment to enabling a learning culture
- Established Menopause Café, PROUD (LGBTQ+), and Young Employee networking groups
- Workforce planned implemented in Place Health and Adult Social Care and Children's Services
- Commenced roll out of 'Management Essentials' training, starting with absence management
- Recruited a cohort of commercially skilled business partners and rolling out a toolkit to support our services in becoming more commercially aware
- Committed to enabling a digitally skilled workforce by working with Microsoft over the next twelve months
- Commenced a rolling programme for placements on National Graduate Development Programme
- Development of Carers' Charter
- Provided HR wrap around support to attract, recruit and retain our Children's Services workforce
- Supporting services with development sessions on improving relationships and collaborative ways of working.

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Our next steps will be to:

- Audit review of action plan and implementation of findings
- Commence roll out of innovation and culture workshops
- Review and roll out workforce development planning toolkit
- Continue reviewing HR policies and rolling out more 'Management Essentials' training (managing attendance), building on current and new manager and leadership skills
- Commission interim leadership and management training programme
- Design and implement a coaching and mentoring scheme
- Roll out political acumen and digital skills training and utilise Microsoft software to ensure delivery of efficient ways of working
- Enhance our health and well-being offer and ensure we maintain gold standard accreditation
- Commission Best Companies for our employee engagement survey
- Continue to embed engagement activities with our workforce, empowering our people to be innovative
- Support OD events with services to continuously improve our workforce.