

Surrey Heath Borough Council
Employment Committee
12th October 2023

People Strategy

Strategic Director/Head of Service	Sally Kipping
Report Author:	Sally Kipping
Key Decision:	no
Wards Affected:	n/a

Summary and purpose

This report provides the Employment Committee with details of a new People Strategy covering attraction, performance and workforce resilience for staff for the coming years 2023-2027.

Recommendation

The Employment Committee is advised to RESOLVE that the People Strategy, as attached at Annex A to this report be adopted.

1. Background and Supporting Information

1.1 The purpose of this document is to address these key challenges to create a workforce and working environment that is:

- Attractive and welcoming to all with an organisational brand that enables Surrey Heath to stand out in a highly competitive employment market
- Delivers high performance through clear priorities, effective empowerment and positive performance management, and by successfully aligning the needs of the employee with the needs of the organisation
- Builds workforce resilience in terms of skills, innovation, succession planning, health and wellbeing, retention and change agility.

1.2 The proposed policy was considered by the Joint Staff Consultative Group at its meeting on 14 September 2023. There were no recommended changes to the proposed policy.

2. Reasons for Recommendation

- 2.1 The People Strategy is to help the Council to be clear on how it's overall employment offer sets it apart from other local authorities and other public sector and private sector organisations.

3. Proposal and Alternative Options

- 3.1 Adoption of this People Strategy.

4. Contribution to the Council's Five-Year Strategy

- 4.1 No matters arising.

5. Resource Implications

- 5.1 No increase of resources required.

6. Section 151 Officer Comments:

- 6.1 This People Strategy has been to CMT for review and comments.

7. Legal and Governance Issues

N/A

8. Monitoring Officer Comments:

- 8.1 This People Strategy has been to CMT for review and comments.

9. Other Considerations and Impacts

Environment and Climate Change

- 9.1 Supports the Council's pledge.

Equalities and Human Rights

- 9.2 Equalities Impact Assessment will be completed.

Risk Management

- 9.3 n/a

Community Engagement

- 9.4 Not applicable.

Annexes

Annex A – Proposed People Strategy.