

Bath & North East Somerset Council

MEETING	Policy Development & Scrutiny Panel	
MEETING	11 January 2021	
TITLE:	People Strategy 2020-2024 Update	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report: People Strategy 2020-2024 Preparing for the Future update report		

1 THE ISSUE

- 1.1 This covering report is to provide an update to the Corporate Policy Development & Scrutiny Panel on progress made on the Council's People Strategy 2020-2024.

2 RECOMMENDATION

Panel is asked to;

- 2.1 Note the enclosed documents as background information for the presentation to be made to the panel on 11 January 2021.

3 THE REPORT

- 3.1 Corporate PDS considered and discussed the People Strategy at its meeting on 24 September 2019. The Strategy was signed off by the Senior Leadership Team in March 2020.

- 3.2 Covid-19 has significantly impacted upon every aspect of the work of the Council; our delivery of critical frontline services, our community response, the health and wellbeing of our staff and the way many of our office-based staff work, connect and interact with each other and with clients.

- 3.3 It is within this context that we have delivered some key actions within the first year of People Strategy 2020-2024 under the five key themes; attraction, retention and workforce planning, employee engagement and performance, talent and development, preparing for the future and health, safety and wellbeing. These will be covered in detail in the presentation.
- 3.4 The Preparing for the Future Programme is one theme within the People Strategy that has been accelerated as a result of Covid-19. A separate briefing note is included to cover the details of the programme.

4 STATUTORY CONSIDERATIONS

- 4.1 The People Strategy helps to ensure that the Council delivers against its statutory obligations in all areas.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1 The majority of the People Strategy work is being developed within the existing HR&OD resources. The work to review the Council's pay and grading structure has been delayed for one year as part of the budget planning process.
- 5.2 The Preparing for the Future Programme is managed and funded separately as the Council's key transformation programme.

6 RISK MANAGEMENT

- 6.1 There are a number of continuing risks that need to be managed. Staff capacity remains a significant risk that Covid-19 has exacerbated. Staff resilience, health and wellbeing is a further significant risk that Covid-19 and pro-longed lockdown/isolation is bringing to the fore. These are both recorded and monitored on the Council's Corporate Risk Register and will be discussed further as part of the presentation.

7 EQUALITIES

- 7.1 There are key pieces of work as part of the People Strategy to promote equality, diversity and inclusion within the Council. This includes refreshing our employee equality groups, establishing the Council's Equality and Diversity Steering Group and rolling out new online Equality, Diversity and Inclusion training for staff and members.
- 7.2 A full Equality Impact Assessment of the Preparing for the Future Programme can be found [here](#).

8 CLIMATE CHANGE

- 8.1 There are key pieces of work as part of the People Strategy which contribute to addressing the climate emergency. This includes work to review the Corporate Travel Policy, continuing to embed and expand the Pool Car Scheme and staff benefits that promoting walking and cycling to work.
- 8.2 The Preparing for the Future Programme is supporting this further with changes to our offices and promoting the principle that "work is what you do, not a place where you go", using technology to enable many office-based staff to work from anywhere without the need to travel.

9 CONSULTATION

9.1 The three corporate trade unions, UNISON, UNITE and the GMB are regularly consulted on a monthly basis on all aspects of the People Strategy work and the Preparing for the Future Programme. There is also regular staff engagement on much of the work of the HR, OD and Health, Safety and Wellbeing service (eg: through the staff survey, training and development, health and digital champions etc)

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Background papers	
Please contact the report author if you need to access this report in an alternative format	