

**North East Derbyshire District Council**

**Cabinet**

**23 May 2024**

**People Strategy 2024**

**Report of Councillor N Barker, Leader of the Council and Portfolio Holder for Strategic Leadership and Finance.**

Classification: This report is public

Report By: Lee Hickin – Managing Director

Contact Officer: Lee Hickin – Managing Director

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**PURPOSE / SUMMARY**

To update Cabinet on, and to seek adoption of, the People Strategy 2024.

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**RECOMMENDATIONS**

1. That Cabinet approves the adoption of the People Strategy 2024.

Approved by the Portfolio Holder – Cllr Nigel Barker

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**IMPLICATIONS**

**Finance and Risk:** Yes  No

**Details:**

There are no specific additional financial implications arising directly out of this report. Existing budgets will be utilised to deliver this strategy. If, or when programmes emerge in greater detail, should these require additional funding, then funding sources will be identified, a business case will be made, and Member approval sought where applicable.

The key risks that are inherent to the People Strategy relate to the importance of recruiting, supporting, developing, and retaining a talented, engaged, and high performing workforce in a positive organisational culture that forefronts inclusion, belonging and wellbeing. This strategy aims to address those risks.

On Behalf of the Section 151 Officer

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**Legal (including Data Protection):**

Yes

No

**Details:**

There are no legal implications identified. Nevertheless, and as always, the Council is proactive in anticipating and addressing all regulatory and legal changes and issues impacting employees – should such changes arise during the lifecycle of this strategy, an appropriate review of the strategy to accommodate such change will take place.

On Behalf of the Solicitor to the Council

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**Staffing:** Yes

No

**Details:**

There are no negative direct additional HR implications arising from the proposals. This strategy aims to positively impact upon all existing and future employees of the Council. Wide engagement with employees from various levels and service areas across the Council (including Trade Unions) has taken place over the course of this strategies development – this will continue through its implementation.

On behalf of the Head of Paid Service

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## DECISION INFORMATION

Decision Information	
<b>Is the decision a Key Decision?</b> A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:  <b>NEDDC:</b> <b>Revenue - £100,000 <input type="checkbox"/> Capital - £250,000 <input type="checkbox"/></b> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
<b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)	No
<b>District Wards Significantly Affected</b>	All
<b>Consultation:</b> <b>Leader / Deputy Leader <input checked="" type="checkbox"/> Cabinet <input type="checkbox"/></b> <b>SMT <input checked="" type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/></b> <b>Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/></b>	Yes

<b>Links to Council Plan priorities:</b>
<b>Council Plan Objective: A great place to access good public services</b>

## REPORT DETAILS

### 1 Background

- 1.1 The 'ONE TEAM' People Strategy 2024 provides a framework to guide our approach to our single most important asset – our people. It will play a key role in realising the overarching objectives of the Council Plan and alongside other existing and new emerging strategies, the People Strategy will significantly contribute to achieving the Council's vision – ***Together we will create a great place***. The strategy sets out the importance of our people and recognises that our future success very much relies upon them.
- 1.2 Leading our workforce to be innovative, creative, inclusive, enthusiastic, and empowered, so that we can collectively make a positive difference to each other's lives and those of our communities, is at the heart of our ONE TEAM ethos and culture. We aim to encourage our people to shine, achieve and develop in an organisation that values, trusts, and supports them – engendering a belief in leadership at all levels and the power of team. This strategy aims to capture what we experience and feel when we think of our organisation, set out the things we do already, and the things that we plan do to improve in this regard.
- 1.3 The development of this strategy has been an inclusive one. A steering group has been established to bring this strategy forward and help oversee its implementation. The group includes senior management, service managers, and more junior staff from across the organisation, along with Trade Unions and elected Members.

### 2. Details of Proposal or Information

- 2.1 The strategy is intended to be both inward and outward facing, a document that whether the reader is an existing staff member, elected Member, future employee or indeed an interested member of the community...the essence of 'what we are about' is on display. The strategy provides an insight into our workforce, how it is made up, and what they have to say...much of this influencing the strategy itself.

The strategy is built upon four objectives or 'cornerstones':

- 2.1.1 To nurture a great CULTURE
- 2.1.2 To ensure WELLBEING
- 2.1.3 To always IMPROVE
- 2.1.4 To effectively COMMUNICATE and ENGAGE

These 'cornerstones' will help ensure that we can effectively: **recruit; grow; and retain;** our people and together help us all deliver success.

- 2.2 The strategy is segmented around the four key objectives or 'cornerstones' – these are linked to a colour theme, so the sections are easier to recognise throughout. At the end of each of the four sections, there is a '**what we do already**' section, so the

reader understands the raft of stuff we do now, along with a ‘**what we plan to do**’ section – these will form the eventual action plan that we pull together to ensure effective implementation.

**3 Reasons for Recommendation**

3.1 Developing our people and our organisation is integral to the successful delivery of our Council plan and strategic ambitions. We aim to provide an environment that produces a positive employee experience and through this helping us to further attract, develop and retain more people, talented and loyal people, at all levels throughout the organisation.

**4 Alternative Options and Reasons for Rejection**

4.1 The alternative would be to not have such a strategy – this is ruled out. This strategy makes a clear statement about how the Council values and treats its people, and the culture it adopts, nurtures, and promotes, to enable everyone to achieve – this strategy represents a commitment to our existing employees, potential employees, and the organisations future – this must be a worthwhile endeavour.

**DOCUMENT INFORMATION**

Appendix No	Title
1	People Strategy 2024