

Report of:	Director of Legal and Governance
-------------------	----------------------------------

Submitted to:	Constitution and Members Development Committee
----------------------	--

Date:	30 November 2023
--------------	------------------

Title:	People Strategy
---------------	-----------------

Report for:	Discussion
--------------------	------------

Status:	Public
----------------	--------

Strategic priority:	Quality of service
----------------------------	--------------------

Key decision:	No
----------------------	----

Why:	Not applicable
-------------	----------------

Urgent:	No
----------------	----

Why:	N/A
-------------	-----

Executive summary

This report sets out areas for discussion with members of the Constitution and Members Development Committee on the People Strategy to seek views on:

- The draft People Strategy

Purpose

1. The People Strategy is part of the Cultural Transformation Programme sitting alongside the Member Development Strategy, and the Partnership Strategy currently under development. The purpose of the People Strategy is to set out Middlesbrough Council's commitment to ensure employees and members have the knowledge and skills to maximise our ability to achieve improved outcomes for residents and to ensure that we work effectively with partners to maximise our ability to impact positively on the town and its communities.

Background and relevant information

2. The People Strategy recognises that to deliver our ambitions, in a climate of new economic realities, shrinking resources and a reduced workforce, we need to ensure that the future workforce is highly motivated, resilient, and well managed.
3. The vision of the People strategy is to be an employer of choice in order to have the best people to deliver improved outcomes for the communities we serve. It also reinforces the underpinning Values and Principles that apply to all members and employees.
4. The people Strategy has six key themes;
 - Recruitment and Retention
 - Equality, Diversity and Inclusion
 - Performance and recognition
 - Culture and Communication
 - Learning and Development
 - Health, Safety and Wellbeing
5. Under each of the themes action plans are currently being developed and this will include milestones and responsibilities. Once fully developed the action plans will be monitored and reviewed as necessary.

What decision(s) are being recommended?

That the Constitution and Members Development Committee:

- Note the contents of the appendix entitled People Strategy
- Discuss and provide views on the People Strategy

Rationale for the recommended decision(s)

6. This is a new strategy that encompasses the necessary key themes to contribute to the over arching Cultural Transformation Programme and take steps to address the concerns identified.

Other potential decision(s) and why these have not been recommended

7. Not moving forward with this strategy would leave a gap in this area, it would result in ongoing difficulties recruiting and retaining staff, not having a full programme of development will impact on the level of performance across the Council and not having a diverse establishment of members or employees. We would also not be making steps to improve the culture of the organisation and address issues identified previously.

Impact(s) of the recommended decision(s)

Legal

8. Following the s.24 Sch 7.2 Local Audit and Accountability Act 2014 statutory recommendations, the People Strategy aims to go some way to addressing the formal statutory recommendations made by the external auditors.

Strategic priorities and risks

9. The People Strategy aligns closely to the Corporate Plan and Cultural Transformation Programme to ensure all activities contribute to delivery of key commitments to meet the needs of our communities.

Human Rights, Equality and Data Protection

10. N/A

Financial

11. Additional resource is required to facilitate the ongoing delivery of the People Strategy at pace as it introduces elements not currently provided for and builds on other to a level of detail that is not currently resourced. Additional resource has been requested as a growth request and will be considered as part of the budget setting for 2024/25.

Actions to be taken to implement the recommended decision(s)

Action	Responsible Officer	Deadline
Launch and implementation of the People Strategy	Nicola Finnegan	Commences on approval and will be ongoing to be reviewed on an annual basis.

Appendices

1	People Strategy
2	
3	

Background papers

Body	Report title	Date

Contact: Charlotte Benjamin

Email: charlotte_benjamin@middlesbrough.gov.uk