

CONSTITUTION AND MEMBERS' DEVELOPMENT COMMITTEE

A meeting of the Constitution and Members' Development Committee was held on Thursday 30 November 2023.

PRESENT: Councillors J Rostron (Chair), B Hubbard, J Kabuye, M Saunders, N Walker and G Wilson

OFFICERS: C Benjamin and J McNally

APOLOGIES FOR ABSENCE: Councillors J Walker, J Ewan, L Hurst, M Storey and P Storey

23/25 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

The Chair welcome everyone present to the meeting and explained the Fire Evacuation Procedure.

23/26 **DECLARATIONS OF INTEREST**

There were no Declarations of Interest at this point in the meeting.

23/27 **MINUTES - CONSTITUTION AND MEMBERS' DEVELOPMENT COMMITTEE - 26 OCTOBER 2023**

The minutes of the Constitution and Members Development Committee held on 26 October 2023 were submitted and approved as a true record.

23/28 **PEOPLE STRATEGY**

The Head of Human Resources presented the People Strategy to Members.

Members were advised that the People Strategy had been developed as part of the wider Cultural Transformation Programme which included the Member Development Strategy and the Partnership Strategy.

Members heard that the People Strategy had been developed to ensure that employees and Members had the knowledge and skills needed to maximise our ability to achieve improved outcomes for residents, within the future Target Operating Model.

The People Strategy would ensure that the Council works effectively with partners to maximise its ability to impact positively on the town and its communities, whilst supporting the Mayor's theme that Middlesbrough is a successful and ambitious town.

Members were advised that the People Strategy would have six key themes:

- Recruitment and Retention
- Culture and Communication
- Equality, Diversity and Inclusion
- Learning and Development
- Performance and Recognition
- Health, Safety and Wellbeing

The implementation of the People Strategy would be a combination of existing action plans and programmes such as Equality Diversity and Inclusion, Member Development Strategy and Blended Working and an introduction of new approaches such as Health and Wellbeing Strategy, Succession Planning and Talent Management.

A Member commented that he was involved in work outside of the Council on Equality, Diversity and Inclusion and would welcome the opportunity to be involved in the Equality, Diversity and Inclusion theme.

The Head of Human Resources advised the Committee that the People Strategy and the emerging action plans would be monitored in-line with the approved governance arrangements and the corporate performance management arrangements.

Members heard that delivery plans would either adhere to the Corporate Programme and Project Management Framework and/or have robust milestones. It was stated that progress would be monitored on a monthly basis and reported to the Independent Advisory Board however some objectives and outcomes may take more than a year to achieve. The People Strategy will also be reviewed on an annual basis to ensure it can adapt to organisational needs.

The success of the People Strategy will be measured by:

- Higher rate of candidate attraction
- Successful recruitment
- Reduction in turnover
- Reduced sickness absence
- More diverse workforce
- Positive employee engagement rates
- Staff satisfaction rates
- Reduction in Standards complaints

Following the presentation a discussion ensued regarding understanding the skills of Elected Members it was agreed that a members skills audit would be useful to understand what the skills of our Elected Members are.

ORDERED:

1. That the People Strategy be noted
2. Draft action plans to be shared with the Constitution and Members Development Committee
3. That an update on the action plans and timescales be presented at a future meeting of the Constitution and Members Development Committee
4. That a Members Skills Audit be undertaken

23/29

ANY OTHER URGENT ITEMS WHICH IN THE OPINION OF THE CHAIR, MAY BE CONSIDERED.

None