Our People Strategy 2022 - 2025

Introduction

Our Council Plan 2021 – 2024 sets out how we as a council will support the achievement of the vision for the borough through four priorities: Healthy Barnsley, Learning Barnsley, Growing Barnsley and Sustainable Barnsley. Our final priority, Enabling Barnsley, is driven by our ambition to be even better; a modern, inclusive, efficient, productive and high-performing council.

The People Strategy supports the delivery of both the Council Plan 2021-2024 and Barnsley's 2030 ambitions. We know the greatest asset the council has is you, our people, who make such a positive difference to the quality of residents' lives, enabling our communities to be even better connected and to help themselves and each other. The People Strategy demonstrates the value we place on our people, their energy, ideas, and innovation, with many ways of involving and collaborating with colleagues in its implementation and delivery.

How we'll monitor progress

We'll monitor progress and the difference we're making through a variety of ways, such as performance measures, outcomes and findings from assessments and reviews.

In addition, regular progress reports will be provided to the Organisation Development Board who will oversee the delivery of the outcomes outlined within this strategy.



Keeping up to date and getting involved

We'll keep you up to date on progress and key actions will be communicated to you through our engagement processes, including Sarah's blog, our weekly newsletter and the latest news on the intranet.

There are many ways to get involved in providing your feedback, insight, and ideas through the Let's Talk sessions and Talkabouts.



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J Strategies		
	Digital Barnsley	
ategy	Medium Term Financial Strategy	

Developing our digital skills. Using data and intelligence. Embracing Smart Working. Embedding workforce planning.

Communications and Marketing Strategy **Customer Experience**



Our Design Principles

Active and connected communities

Customer focused

New delivery mod

Our Key Enabling

People Strategy Commercial Stra

Response, Recovery and Renewal

We invest in people Gold

INVESTORS IN PEOPLE

Barnsley - the place of possibilities

The People Strategy builds on the progress we have already made to ensure we:

Summary of key themes



Effective leadership, values and culture

We work together towards achieving our vision in line with our values. We have leaders at every level that contribute to delivering our priorities and support and champion our aim for a more diverse organisation and inclusive culture. To achieve this, we will support you to:

- Understand our vision for the future, how you contribute to it and add value.
- Get it right the first time and deliver excellent customer service.
- Be resilient, and innovative, encouraging others to lead the way.
- Develop your commercial skills to ensure the council's financial resources are used efficiently.
- Champion our aim for a more diverse council and inclusive culture.

How **you** can get involved:

- Work towards our new vision, values, priorities, and ways of working.
- Help with the review and refresh of our values and behaviours and promote them.
- Work together to improve services for our customers.
- Use feedback to identify and influence changes and improvements to the way we do things.
- Champion equality and diversity, being compassionate, supporting others and treating them with respect.
- Use council resources efficiently and identify opportunities to make savings or increase income.
- Make sure that you keep up to date through the employee engagement and communications channels available.

- Work together as an inclusive council that is representative of the communities we serve.
- Move to new ways of working through a Smart Working approach, using the principle that 'Barnsley is our office'.
- Continue to support you to improve your health and wellbeing.
- Hear from you about what works well and what doesn't.
- Listen to your ideas and get you involved in improvements that make a difference.

Maximising organisational capacity and capability

We have effective and efficient solutions, plans, frameworks and resources in place to support the delivery of the priorities set out in our Council Plan. To achieve this, we will support you to:

- Have access to clear information and guidance at any time, from any location or device to help you in your role to deliver our priorities.
- Embed an effective approach to workforce and succession planning to help drive performance.
- Identify and effectively manage any risks associated with the work you do.
- Continue to develop and improve your skills, including digital skills, to better connect with our customers, communities and partners.
- Prepare for and respond to emergency situations when they happen.

How **you** can get involved:

- Use your knowledge and skills to support and develop employees undertaking work placements, apprenticeships and graduate schemes.
- Identify risks and report these in line with the relevant procedures.
- Continually develop and improve your digital skills through the Digital Skills site, and share your knowledge and skills with others.
- Be prepared to provide support to respond to emergency situations.

Barnsley - the place of possibilities

• Have effective and compassionate leadership that encourages and enables innovation and creativity.

Theme

Employee Experience

We are an inclusive organisation where wellbeing and a people-centred culture keeps employees healthy, safe, engaged, motivated and productive. To achieve this, we will support you to:

Theme

- Work towards our recovery from the COVID-19 pandemic.
- Know what's going on, what we're working to achieve and how you can get involved, influence changes and improvements being made.
- Understand the employee charter which will set out what you can expect as an employee of the council and what the council expects of you.
- Feel safe, respected and valued.
- Lead healthy and fulfilling lives, with a key focus on mental wellbeing.
- Gain the skills you need for your professional development.
- Understand what employee benefits are available and how to access them.

How you can get involved:

- Embrace the concept of 'Barnsley is our office' and new ways of working.
- Provide your feedback and ideas on how we can make changes and improve the way we do things.
- Get involved in employee networks.
- Recognise and celebrate good performance through Thank You Thursday's, Shout-Outs and long service awards.
- Improve your physical and mental health and wellbeing.
- Take an active role in your learning and development, such as apprenticeship opportunities where these are available.



