

# 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.

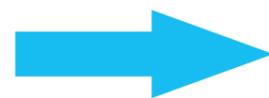


### Our Values



### Our Design Principles

- Active and connected communities
- Customer focused
- New delivery models



**We can achieve these principles by...**

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

### Our Key Enabling Strategies

- |                     |                                |                                       |
|---------------------|--------------------------------|---------------------------------------|
| People Strategy     | Digital Barnsley               | Communications and Marketing Strategy |
| Commercial Strategy | Medium Term Financial Strategy | Customer Experience                   |
|                     | Response, Recovery and Renewal |                                       |



### 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.



