

# PEOPLE

Who we employ and how we look after them will be integral to our ability to deliver against our social value ambitions for the coming years. We need a workforce that reflects our community and celebrates diversity. A workforce who can thrive in their careers and in their lives with the help of the positive impact we have on their learning and their health and wellbeing.

Our people have always been at the heart of what we do, and we want to make sure that this continues to be the case



# OUR ACHIEVEMENTS SO FAR:

- ✔ Commitment to continuous learning with ongoing staff and management development programmes
- ✔ Proven track record in providing career progression and development opportunities, with high levels of staff transitioning to higher level roles
- ✔ Comprehensive policies and enhanced benefits to support a happy and engaged workforce
- ✔ Annual health checks for all our staff
- ✔ Monthly health and wellbeing updates and initiatives
- ✔ Living Wage Employer
- ✔ No zero hours contracts
- ✔ Health and wellbeing workplace assessments for staff
- ✔ Employer funded Cash Plan Benefits for all staff
- ✔ Women highly represented at a senior level

# OUR ACTION PLAN COMMITMENTS FOR 2022

- 🎯 Conduct a staff survey on our current inclusivity, with follow up focus groups to create an action plan to ensure everyone can bring their wholeselves to work and feel respected and valued
- 🎯 Introduce a Wellbeing Strategy that sets out our commitments, plans and initiatives for the next 3 years to help promote and support a happy and health workforce
- 🎯 Improve our flexible working options, launching a new Agile Working Policy, extending our core working hours and a proven cultural shift in embracing flexibility
- 🎯 Empower and educate our workforce through specific equality and diversity training
- 🎯 Report on our diversity profile, improve reporting via implementation of a new HR system
- 🎯 Set diversity targets for workforce, including 5 year improvement targets to be set across BAME, disability and LGBTQ+ representation
- 🎯 Review and improve our recruitment reach to ensure that we have the best possible chance to recruit a diverse workforce representative of our local community
- 🎯 Deliver external annual gender pay reporting