



EMPLOYMENT COMMITTEE – 22 MAY 2025

PEOPLE STRATEGY 2024 – 2028 OVERVIEW

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to update the Employment Committee on how the agreed People Strategy 2024-2028 is being reviewed and confirm the cycle of quarterly updates to the committee. The Strategy is appended to this report.

Policy Framework and Previous Decisions

2. The People Strategy 2024-2028 was reviewed and ratified in May 2024.
3. The previous People Strategy 2020-2024 was presented to the Employment Committee on 3 December 2020 and ratified on 4 February 2021.
4. The purpose of the Strategy is to set out how the organisation intends to manage and develop its workforce over a four-year period. It is essentially a work plan, to ensure the appropriate support and focus is given to providing learning and development opportunities, managing performance and productivity effectively and supporting the wellbeing and mental health of employees at work.
5. The Strategy aims to ensure that Leicestershire County Council can attract and retain a committed workforce, who work to the organisational values and behaviours in order to support Leicestershire's communities.

Background

People Strategy for 2024-2028

6. The People Strategy for 2024-2028 is a high-level plan that looks across the whole of the workforce and has been developed following an evaluation exercise of the previous People Strategy, as well as an assessment of known and anticipated workforce priorities and trends over the next four years.

Delivery of the People Strategy 2024 - 2028

7. The People Strategy is a live document on the intranet and internet. The intranet also has a short video to guide people through what it sets out.
8. The People Strategy is split into four themes. The plan is, that on a quarterly basis, reports are presented to the Committee outlining work undertaken and planned:
 - a. **Leadership, management and workforce development** - Paper to be received by Employment Committee May 2025;
 - b. **Performance Management** - Paper to be received by Employment Committee December 2025;
 - c. **Recruitment, Retention and workforce planning** - Paper received by Employment Committee February 2025;
 - d. **Organisational Culture** - Paper to be received by Employment Committee September 2025.
9. It is important that the Strategy and associated plans are used as a basis to communicate with the workforce on the measures that are in place to support staff in all aspects of their employment with the Council. The implementation and socialisation of the strategy contribute to ensuring that individuals feel informed on its focus.
10. The Strategy is reviewed on an annual basis to ensure that the themes, focus and activities remain relevant to the operating context. The Corporate Management Team and Employment Committee are consulted on suggested updates.

Resource Implications

11. The projects which sit behind the strategy are planned and scoped based on existing resource within People Services.

Timetable for Decisions

12. Decisions required will be communicated within quarterly themed updates, and as part of drafting of the next strategy in 2027.

Our People Strategy roadmap

Engagement and governance



Recommendations

- It is recommended that Employment committee note the roadmap of the current people strategy People Strategy 2024 – 2028.

Background Papers

Update on the People Strategy – 23 May 2024:

<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7424&Ver=4>

Circulation under the Local Issues Alert Procedure

- None.

Equality Implications/Other Impact Assessments

- An Equality Impact Assessment has been undertaken on the Strategy and considerations are included within People Strategy 2024-2028. Subsequent Impact assessments will also be undertaken where the need arises to comply with the legislation in this area.

Human Right Implications

- A Human Rights Impact Assessment has been undertaken on the Strategy and considerations are included within People Strategy 2024-2028. Subsequent Impact assessments will also be undertaken where the need arises to comply with the legislation in this area.

Other Implications and Impact Assessments

17. Workplace Health and Wellbeing considerations have been included within considerations are included within People Strategy 2024-2028.

Appendix

People Strategy 2024-2028

Officer to Contact

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