

CABINET ITEM COVERING SHEET PROFORMA

AGENDA ITEM

REPORT TO CABINET

25 OCTOBER 2007

**REPORT OF CORPORATE
MANAGEMENT TEAM**

CABINET DECISION

Corporate and Social Inclusion – Lead Cabinet Member – Councillor Laing

THE PEOPLE STRATEGY

1. Summary

The purpose of this report is to brief members and seek approval for the People Strategy and accompanying Action Plan.

2. Recommendations

That members approve the People Strategy and Action Plan

3. Reasons for the Recommendations/Decision(s)

This strategy supports Cabinet priorities and its core vision for the Borough of promoting achievement and tackling disadvantage. It sets out how we will develop our people to deliver corporate goals, deliver value to customers and make Stockton an even better place to live and work.

4. Members' Interests

Members (including co-opted Members with voting rights) should consider whether they have a personal interest in the item as defined in the Council's code of conduct (**paragraph 8**) and, if so, declare the existence and nature of that interest in accordance with paragraph 9 of the code.

Where a Member regards him/herself as having a personal interest in the item, he/she must then consider whether that interest is one which a member of the public, with knowledge of the relevant facts, would reasonably regard as so significant that it is likely to prejudice the Member's judgement of the public interest (**paragraphs 10 and 11 of the code of conduct**).

A Member with a prejudicial interest in any matter must withdraw from the room where the meeting considering the business is being held -

- in a case where the Member is attending a meeting (including a meeting of a select committee) but only for the purpose of making representations, answering questions or giving evidence, provided the public are also allowed to attend the meeting for the same purpose whether under statutory right or otherwise, immediately after making representations, answering questions or giving evidence as the case may be;

- in any other case, whenever it becomes apparent that the business is being considered at the meeting;

and must not exercise executive functions in relation to the matter and not seek improperly to influence the decision about the matter (**paragraph 12 of the Code**).

Further to the above, it should be noted that any Member attending a meeting of Cabinet, Select Committee etc; whether or not they are a Member of the Cabinet or Select Committee concerned, must declare any personal interest which they have in the business being considered at the meeting (unless the interest arises solely from the Member's membership of, or position of control or management on any other body to which the Member was appointed or nominated by the Council, or on any other body exercising functions of a public nature, when the interest only needs to be declared if and when the Member speaks on the matter), and if their interest is prejudicial, they must also leave the meeting room, subject to and in accordance with the provisions referred to above.

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CABINET DECISION

THE PEOPLE STRATEGY

SUMMARY

The purpose of this report is to brief members and seek approval for the People Strategy and accompanying Action Plan.

RECOMMENDATIONS

That members approve the People Strategy and Action Plan

DETAIL

1. The Council have had an HR Strategy in place since 2001. The last strategy was developed in 2004 and it is now time to refresh where we are and what we need to do to help The Council deliver its priorities. The changing local government environment, with the growth of partnership working and shared services means we must re consider future skill needs and facilitate different ways of working. Improved workforce information has helped us to focus and prioritise actions in a more strategic way.
2. Workforce information has been gathered and this information will be used to help shape the priorities of the Council and the HR Strategy. The Council currently has processes in train, supported by the HR service to tackle some of these issues, but this will be developed in a more strategic way. Workforce planning information will therefore be a key element of the new HR strategy.
3. In addition, our research into developing this strategy identified the need for a less reactive, more strategic HR service providing clear and consistent advice whilst enabling managers to take responsibility for the performance of their staff.
4. The strategy has been put together with the help of managers, employees and Trade Unions. Five high level goals have been developed from these discussions and from our assessment of current council priorities and the changing environment. These are:
 - **Developing the Organisation**; achieving excellence in leadership and management
 - **Becoming a modern and diverse employer**, supporting flexible working practices, with the ability to recruit and retain a diverse workforce, representative of the community
 - **Developing internal effectiveness and capacity** ensuring that HR has the skills and resources to help Stockton achieve its objectives
 - **Developing workforce skills** and capacity to ensure we have employees with the right skills, qualifications and competencies at all levels of the organisation.

- **Providing a safe and healthy working environment and engaging with our employees** with effective two way communication

6. In order to achieve this transition, the Strategy includes a set of high level actions under each of these key goals, prioritised over the period 2007 – 2010. The next step will be to develop detailed action plans against each of these headings using the Council’s project planning guidance.
7. The broad success criteria are set out against each high level action. In some cases, because benchmark data is in its early stage of development, the initial action will be to develop this data.
8. The detailed Strategy is attached at **Annex A** to this report.

FINANCIAL IMPLICATIONS

9. No financial implications have been identified.

LEGAL IMPLICATIONS

10. No legal implications have been identified.

RISK ASSESSMENT

11. The risk of not having a People Strategy is categorised as a medium risk. Existing management systems and daily routine activities are sufficient to control and reduce risk. However, a detailed risk assessment will be undertaken for each of the projects in the Action Plan as these are developed

COMMUNITY STRATEGY IMPLICATIONS

12. There are no Community Strategy implications associated with this report

EQUALITIES IMPACT ASSESSMENT

13. An impact assessment has been undertaken on the strategy and the overall equality impact is positive. The following actions have been developed:
 1. To investigate ways of reducing discrimination in respect of faith, religion and sexual orientation
 2. To investigate ways of promoting good relations between groups and of promoting positive attitudes and images to different groups
 3. To research a policy on collecting equality data

CONSULTATION INCLUDING WARD/COUNCILLORS

14. The development of the People Strategy has involved CMT, all Heads of Service, service managers, staff and Trade unions

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Background Papers (none)