

REPORT FROM: DIRECTOR OF RESOURCES

TO: EXECUTIVE

DATE: 19TH SEPTEMBER 2024

Report Author: Sarah Astin-Wood

Tel. No:

E-mail: Sarah.astin-wood@pendle.gov.uk

WORKFORCE STRATEGY 2024-27

PURPOSE OF REPORT

To present the Workforce Strategy 2024-27 for approval by Executive.

RECOMMENDATIONS

- (1) To approve the Workforce Strategy 2024-27

REASONS FOR RECOMMENDATIONS

- (1) To ensure that a current Workforce Strategy is adopted and delivered

ISSUE

1. This Workforce Strategy sets out an overarching framework which provides strategic direction on employee matters.
2. The previous Workforce Strategy ran from 2021 to 2023 and delivered these key outcomes:
 - Improved employee benefits
 - Strengthened the council's approach to mental health support
 - Digitised internal HR processes to increase efficiency
 - Supported young people in developing careers in local government
 - Developed a culture of Agile Working
3. Following a series of engagement sessions with Extended Management Team (EMT) and Corporate Management Team (CMT) and the results of the staff survey, alongside consideration of existing Workforce Strategies and good practice, this Workforce Strategy for Pendle Borough Council has been developed.

4. The Strategy has a new look and feel and includes the five key themes:
 - Innovative and Adaptable
 - High Performing and Valued
 - Healthy and Productive
 - Respectful and Inclusive
 - Shaping up for the Future
5. The themes reflect the priorities identified in EMT and CMT and those considered to be good practice.
6. Following approval of the Workforce Strategy, an action plan will be developed to identify how the strategy will be delivered. This will be a fluid document that will be monitored and enhanced over the three-year lifespan of the strategy.
7. The Strategy is presented here for endorsement.

IMPLICATIONS

Policy: This strategy is key to HR and Learning and Organisational Development policy

Financial: None arising directly from the report

Legal: None arising directly from the report

Risk Management: None arising directly from the report

Health and Safety: None arising directly from the report

Sustainability: None arising directly from the report

Community Safety: None arising directly from the report

Equality and Diversity: Equitable, inclusive practice in the recruitment, retention and development of staff is a key theme in the strategy.

APPENDICES

Pendle Borough Council Workforce Strategy 2024-27

LIST OF BACKGROUND PAPERS

N/A