

People Strategy 2018-21



Blaby District Council is a great place to work.



Introduction

Blaby District Council is a great place to work and our people are our most valuable asset. The only way we can continue to deliver high quality services to our residents is by making sure that our workforce has the right skills and support to succeed. We have high expectations for our Council and we need talented, engaged, happy and diverse people to meet these and contribute to our success.

This strategy sets out our direction for the next three years, the vision for our workforce and behaviours that we need to embed into our work. It supports the Council's strategic priorities and values as set out in The Blaby Plan 2018-2021 and also links to the Medium Term Financial Strategy which details how we can plan our resources effectively to deliver our services.

It is vitally important that this is not just a strategic document, but actually delivers what is needed.

A detailed action plan will be in place to monitor progress on the necessary tasks and to ensure its success. The annual action plan will remain a 'living' document so progress can be tracked and updated. It will be refreshed every year to ensure that Blaby District Council remains a great place to work.

Our Values

- Put the customer at the heart of everything that we do
- Listen, learn and make a positive difference
- Build and maintain strong partnerships to meet the needs of the District
- Be ambitious, creative and resourceful



A great place to work..... and be developed

We will:

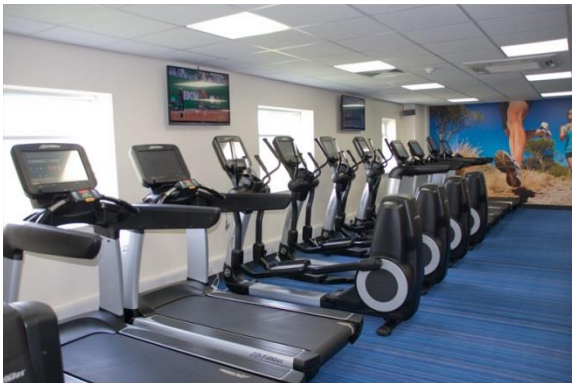
- Ensure that our people are developed to the very best of their ability
- Identify any skill gaps as services are delivered differently in the future
- Develop our leaders so that we can look forwards with confidence
- Successfully recruit the right people into the right posts
- Ensure that our apprentices have the opportunity to develop their skills and gain the necessary qualifications to progress in their careers
- Provide our people with opportunities to volunteer in the community



A great place to work..... and be healthy

We will:

- Ensure that our people are fit and healthy, and that they can cope with the demands that are placed on them
- Have happy and energised people who are productive in their work with high levels of attendance, resilience and engagement
- Positively address any mental health issues so that the appropriate assistance and support can be provided
- Encourage our people to be positively valued and be supported in looking after themselves and others
- Improve the lives of our people both inside and where practicable, outside of work too



A great place to work.....and be valued

We will:

- Allow our people to thrive and be creative at work
- Recognise people who deliver great results, ensuring they are valued for going the extra mile
- Put the right procedures in place so that the methods and expectations of management are clear and understood
- Continue to embrace the differences and variety in our people. Our culture is one where people of all backgrounds and experience are appreciated and valued
- Ensure the performance management process provides constructive feedback and supports our people to meet expectations



Contact Us:

This document can be made available on request in other languages and formats (large print, Braille or audio tape) by contacting:

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The document is also available on our website : www.blaby.gov.uk