



OUR CORPORATE PEOPLE STRATEGY

Our Corporate People Strategy 2023 – 2027 sets out how the organisation will support our people to achieve the vision for the district and its three pillars: Stronger Council, Stronger Communities and Stronger Place.

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2023-2027



Foreword from our CEO

Georgina Blakemore

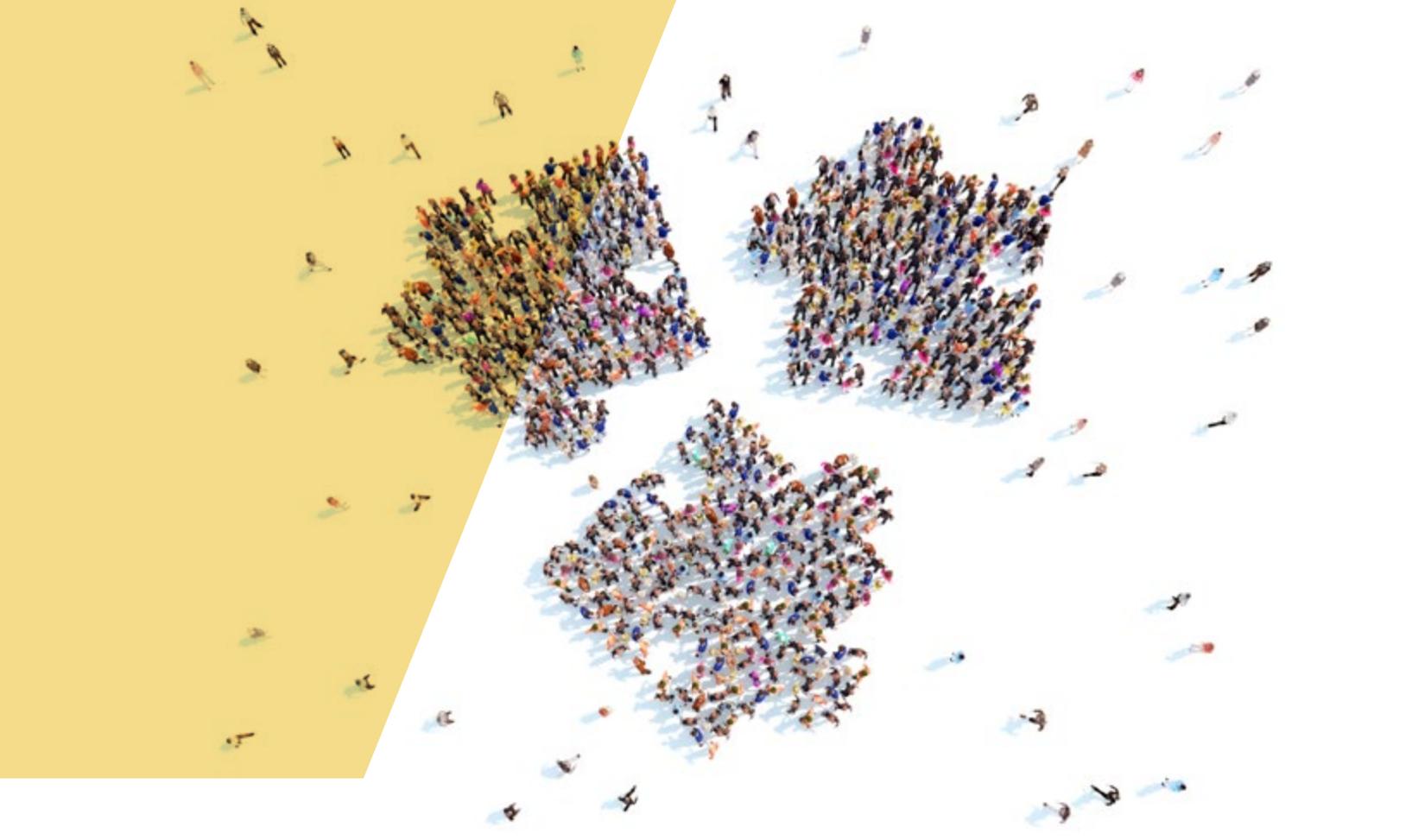
The greatest asset EFDC has, is our people.

You make such a positive difference to the quality of our residents lives, enabling communities to grow and individuals to thrive.

This Corporate People Strategy demonstrates the value EFDC places on our people, their ideas, their energy, innovation and the organisation recognises the importance of identifying and developing their potential.

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Our Corporate People Strategy enables and supports the delivery of our Corporate Plan

What the strategy will do

The Corporate People Strategy enables and supports the delivery of EFDC's Corporate Plan 2023-2027.

Our key pillar, Stronger Council, is driven by our ambition to be a more modern, digital, efficient, and inclusive, high-performing, digitally smart organisation.

It provides a framework for how we will involve and collaborate with our colleagues to implement and deliver our ambitions as an organisation.

Equally, it responds to our internal drivers, strategic ambition, and our competitive external recruitment environment.

This strategy is LIVE and agile, and is a blueprint that is open to adaptation to respond to changes, legislation and best practice

Most importantly, it will respond to EFDC's future needs and is a key enabler to maximise the potential of our people.

Our direction

Our mission is to recruit, develop and retain individuals whose work advances the vision, mission and strategy of EFDC, making EFDC an employer of choice

Our vision is to empower people to have a voice, embrace change and to continually develop and grow. Employees will take pride in everything they do and aspire to make EFDC a great place to work

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In order to build a rewarding and positive employee experience, we need to understand what really matters most to our people.

People want to come to work, do a good job, feel they have made a difference and be recognised for their contribution.

Investing in our people is key to organisational success.

Our People Strategy remains a journey, not a destination.

Joanne Budden, Service Manager, People, Culture, Wellbeing and Internal Communications

Our organisational commitments to you

Alongside the commitment to our Corporate Values and Behaviours, the organisation will commit to deliver services adhering to the following values...



Professional

EFDC will provide a supportive, collaborative and cohesive service.



Proactive

EFDC will be forward-thinking to ensure our services, advice and support is solution-led.



Enabling

Empowering confident people leaders through ongoing coaching, and feedback.

Business-focused

EFDC will provide pragmatic, ethical and compliant support, driven by the needs of the organisation, backed by data.



Monitoring progress

Progress will be regularly assessed to ensure it remains future-focussed and deliver against our corporate objectives.

This will be reported through the Portfolio Holder via Stronger Council Committees.



The organisation will attract diverse, high-quality, and high-performing individuals, who embody our corporate vision and values and behaviours

Maximising organisational capacity and capability



Our objectives are...

- To achieve our organisational goals through a high-performing, motivated workforce
- To attract, develop, and retain great people

The organisation will...

- Create a strong EFDC employer brand
- Attract and build a strong and diverse workforce, through creative and innovative use of digital and social platforms
- Develop our employees' skills and behaviours, building the capability needed to deliver the council's strategic priorities
- Continue to embed effective and efficient solutions, frameworks, and resources to support the delivery of the priorities set out in our Corporate Plan
- Encourage our employees to grow personally and professionally so they are well positioned in the future for their careers

How you can help...

- **Use your knowledge and skills** to support and develop employees undertaking work placements, apprenticeships and graduate schemes via your service area workforce plan.
- **Continually develop and improve your skills** through all channels and opportunities and share your knowledge and skills with others.
- **Know your colleagues** and support them to achieve their full potential.
- **Be prepared to provide wider support**, we are all in this together.

The organisation will support the development of our people's skills, and values and behaviours and encourage inspirational and effective leadership

Effective and inspirational leadership, values and culture



Our objectives are...

- To develop our leadership team so they are equipped to develop and inspire their employees
- To develop our people's skills and behaviours and strive to make EFDC an employer of choice

The organisation will...

- Support a learning culture, prioritising development for all, continuing to invest in key skills and behavioural development
- The organisation will introduce a digital performance management and feedback process, allowing employees to achieve their full potential
- Nurture our leaders so that they can be authentic, resilient, collaborative and lead us effectively through change
- Demonstrate EFDC's values
- Champion a diverse and inclusive culture providing a workplace where every employee can bring their true and whole selves to work

How you can help...

- **Help promote our values and behaviours** in everything you do.
- **Champion equality, inclusivity and diversity**, be compassionate, support others and treat them with respect.
- **Use Council resources efficiently and identify opportunities** to make savings or increase income.
- **Make sure you keep up-to-date** through the employee engagement and communications channels available.

The organisation will strive to be inclusive and provide an environment where well-being and a people-centric culture keeps employees healthy, engaged and motivated.

Employee experience



Our objectives are...

- To embrace change to support EFDC's cultural and digital transformation
- To nurture a culture of engagement and well-being

The organisation will...

- Continue to review the council's people management policies and frameworks to remove and reduce bureaucracy, making them people centric, simple, business-focused, and compliant
- Empower our people to ensure consistent application of policies, promoting self-service
- Nurture an environment where engagement, self-development culture and well-being are considered integral and impact on well-being is considered in all organisational decision making
- Encourage a workplace culture that supports receiving and responding to feedback, working with colleagues to turn areas of development, into areas of strength
- Provide evidence based health and well-being programs to raise awareness, and improve the physical and mental health of our employees

How you can help...

- Embrace new ways of working.
- Use the opportunities to feedback through our employee surveys.
- Continue to recognise and celebrate one another using the Perkbox Celebration platform.
- Get involved in any employee networks.
- Take an active role in supporting and seeking new ways to improve your physical, mental health, and wellbeing.
- Take accountability for your learning and development, look out for opportunities when they are available.