

People Services Report – Workforce Strategy

1.0 PURPOSE OF PAPER **For discussion**

- 1.1 This paper is to provide the Finance and Resources Committee with an update and progress on the Workforce Strategy 2020-2025.

2.0 EXECUTIVE SUMMARY

- 2.1 This paper includes an update on work undertaken with regards to the Workforce Strategy to date.

3.0 RECOMMENDATION(S)/ACTION(S) REQUIRED

- 3.1 I recommend that the Finance and Resources Committee: -
3.1.1 discuss the paper.

4.0 BACKGROUND

- 4.1 This is an annual update in line with the Finance and Resources Committee ToR 2.6/2 and 16/2.7

5.0

5.1

Workforce Strategy Update

Priority Action	Progress at May 2024
Listen and respond to our staff	<p>We are in our third year of working with Great Places to Work. Survey results have been shared with managers of departments and will continue to be monitored throughout 2024/25. Actions will be taken with the aim of maintaining and improving engagement.</p> <p>The Principal and the Director of People Services meet regularly with EIS-FELA representatives locally on an informal basis and a schedule of formal Local Joint Consultation and Negotiation Committees take place at least four times during the academic year.</p> <p>Changes as a result of these meetings, where appropriate, can be implemented quickly.</p> <p>A Staff Engagement Group has been created to enable an equal voice to those staff who are not represented by Unions. This group is working well and is representative across academic and professional services departments. This is in its early stages and support is being given to the group in order for them to establish themselves.</p>
Enhance the digital skills of all staff	<p>Staff continue to advance their digital skills and make use of the technology available on campus. Canvas (the College VLE) is now well embedded and used well in learning and teaching.</p> <p>Our new facilities in our E-Sports, Cyber and Immersive Classrooms are engaging staff in new technologies. Staff are sharing their knowledge and experience through drop in and short bite sessions with their peers.</p> <p>AI is emerging within learning and teaching and we have engaged with JISC and others to develop knowledge in this area as well as prepare us for the future, using this technology in the right ways to support and develop staff and students.</p>
Deliver engaging and thought-provoking equalities training	<p>We have embarked on a programme of staff development embedding trauma informed practice into all that we do. We have two trained Trauma practitioners and are working with CDN to progress a culture change to truly embrace this working practice.</p>

Further embed values and behaviours	We have run workshops with our Wider Leadership Team which has been cascaded to teams to capture information and inform where we are now and where we seek to be in the next iteration of the Strategic Plan. These sessions have opened up conversations about both good and bad behaviours and have allowed teams to call out bad behaviour when it is witnessed.
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6.0 IMPLICATIONS AND CONSIDERATIONS

6.1 Financial Implications

No implications identified.

6.2 Learner Implications

Ensuring that we have a well-trained, engaged workforce will have a positive impact on our student's learning experience

6.3 Staff Implications

Staff will be asked to be part of focus groups to take forward the next Workforce Strategy 2025 and beyond.

6.4 Equality and Diversity Implications/Equality Impact Assessment

Our Workforce Strategy embeds the elements of Fair Work and provides an inclusive and supportive environment for staff and students.

6.5 Sustainability/Environmental Implications

None identified

7.0 RISK COMMENTARY

7.1 N/A

8.0 CONCLUSION

8.1 The People Services department are delivering a service and providing data to the Board Committee which gives them confidence in the People aspects of the College.

.Deborah M Kerr

Director of People Services

6th June 2024

Previous Board or College Committee Approvals:

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