

## People Strategy Update

To: Staffing and Appeals Committee

Meeting Date: 7th November 2024

From: Executive Director of Strategy and Partnerships

Electoral division(s): All

Key decision: No

Forward Plan ref: Not Applicable

Executive Summary: The report provides an update on the progress of the People Strategy Action Plan, as part of a workforce update to the Staffing and Appeals Committee.

Recommendation: The Committee is recommended to note the status of the actions in the People Strategy Action Plan.

Officer contact:

Name: Anna Syson  
Post: Head of Workforce Policy and Wellbeing  
Email: [anna.syson@cambridgeshire.gov.uk](mailto:anna.syson@cambridgeshire.gov.uk)

# 1. Creating a greener, fairer and more caring Cambridgeshire

- 1.1 The Council's People Strategy and the supporting action plan enable the achievement of all seven ambitions. A workforce that is appropriately attracted, supported, appreciated, developed, and included, is integral to the delivery of the Council's vision and ambitions for Cambridgeshire.

## 2. Background

- 2.1 The Council's People Strategy is a key enabling strategy. It outlines how all colleagues will work together to achieve the ambitions of our Strategic Framework, describes the type of employer the Council wants to be in 2028, and sets out, through a series of commitments, a strategic approach to the attraction, retention, reward, development, and engagement, of an inclusive, diverse, valued, and supported workforce.
- 2.2 The supporting action plan was developed through the insight, input, and thoughts from colleagues, including the IDEAL Network and our recognised trade unions, because we can only achieve our ambitions for the county if we work well together. The Council's Corporate Leadership Team approved this plan on 17th June 2024.
- 2.3 The plan is an evolving route by which the Council's strategic people aims are achieved by 2028, setting out first actions to be prioritised or started by the end of 2025. The approach recognises that priorities and workforce needs will, by their nature, require regular review, and as such engagement on these needs and priorities will continue during the life of the Strategy.
- 2.4 The action plan will be updated on a quarterly basis with further commitments added as emerging priorities, considered and agreed by the Council's Corporate Leadership Team. A briefing will be provided to Staffing and Appeals Committee biannually focussing on highlights of progress to date.
- 2.5 This report provides the first of those updates, to appraise the Committee of progress, highlight achievements, and flag any potential barriers to progress.

## 3. Main Issues

- 3.1 The numbered action plan (Appendix 1) is structured in four themes: Attracting you, appreciating you, supporting you, developing you.
- 3.2 The presentation (Appendix 2) provides a consolidated update by theme on progress to date, planned next steps, and highlights any potential barriers or issues for awareness. Numbers related to actions in the numbered action plan. These updates will be provided to the Corporate Change Board, which next meets in December, and who are responsible for monitoring progress.

## 4. Conclusion and reasons for recommendations

4.1 Not applicable.

## 5. Significant Implications

### 5.1 Finance Implications

There are no foreseeable implications in this category.

### 5.2 Legal Implications

There are no significant implications within this category. The action plan aligns to existing employment legislation requirements.

### 5.3 Risk Implications

There are no foreseeable implications in this category.

### 5.4 Equality and Diversity Implications

The action plan complements the workforce elements of the Equality, Diversity and Inclusion Action Plan. No direct or adverse equality implications are expected. Equality Impact Assessments are being carried out for all appropriate projects and programmes of work.

## 6. Source Documents

6.1 [Council 16 May 2023 - Agenda and Minutes](#)