

# Our People Strategy



# Welcome/Foreword

**In April 2023, North Yorkshire Council was formed, bringing together eight Councils. We want all employees of our new council to feel valued and part of one organisation. The culture we adopt and embed is critical to deliver our council plan. It ensures we are working together as One New Council to deliver our vision.**

We have already achieved so much with the Local Government Reorganisation programme but understand this is only the start of the journey.

Our People Strategy is our workforce plan. It is a key building block to ensure we will be in the best position possible to achieve our ambitions for the new council and set us on strong foundations so we can rise to current and new challenges that face us.

This strategy has been shaped by listening to and engaging with staff from all eight former councils. It sets out how we can deliver our priorities by involving our colleagues to shape our services, providing staff with the right skills, and attracting and retaining talent.



Our People Strategy will be flexible to adapt and change as we transform over the next few years but establishes a framework for the culture of our new council. It will support the delivery of a diverse and inclusive council, where employees are supported and valued whilst ensuring our strategies and policies are inclusive.

North Yorkshire is a great place, to live, work and do business. We are extremely proud of North Yorkshire and the hard work that is seen every day across the county to support our residents and business. We would like to thank all colleagues for their ongoing hard work as we transition into the new council and are confident that we can work together to continue to improve the lives of North Yorkshire residents.

**We are pleased to launch Our People Strategy 2023-2025.**



Councillor Carl Les, Leader of the Council

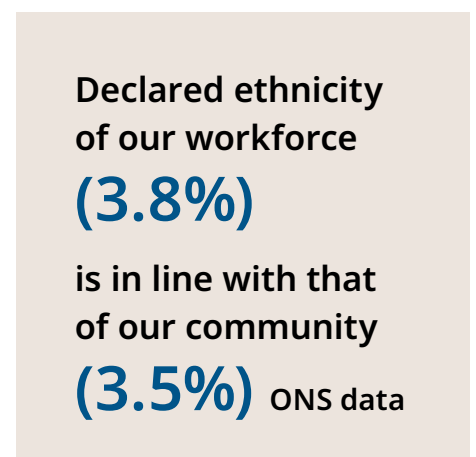
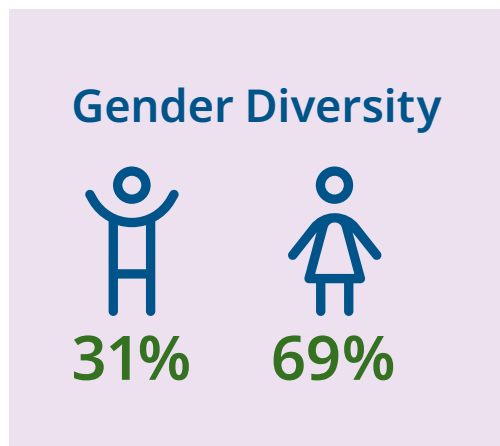
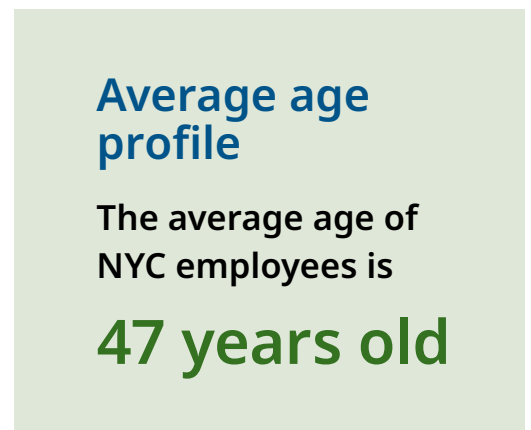


Richard Flinton, Chief Executive

# Workforce Data

Understanding the profile of our workforce helps us plan for the future. We want to ensure we are representative of the community we serve and attract and retain talented people with equality of opportunity.

\*figures based on April 2023 data





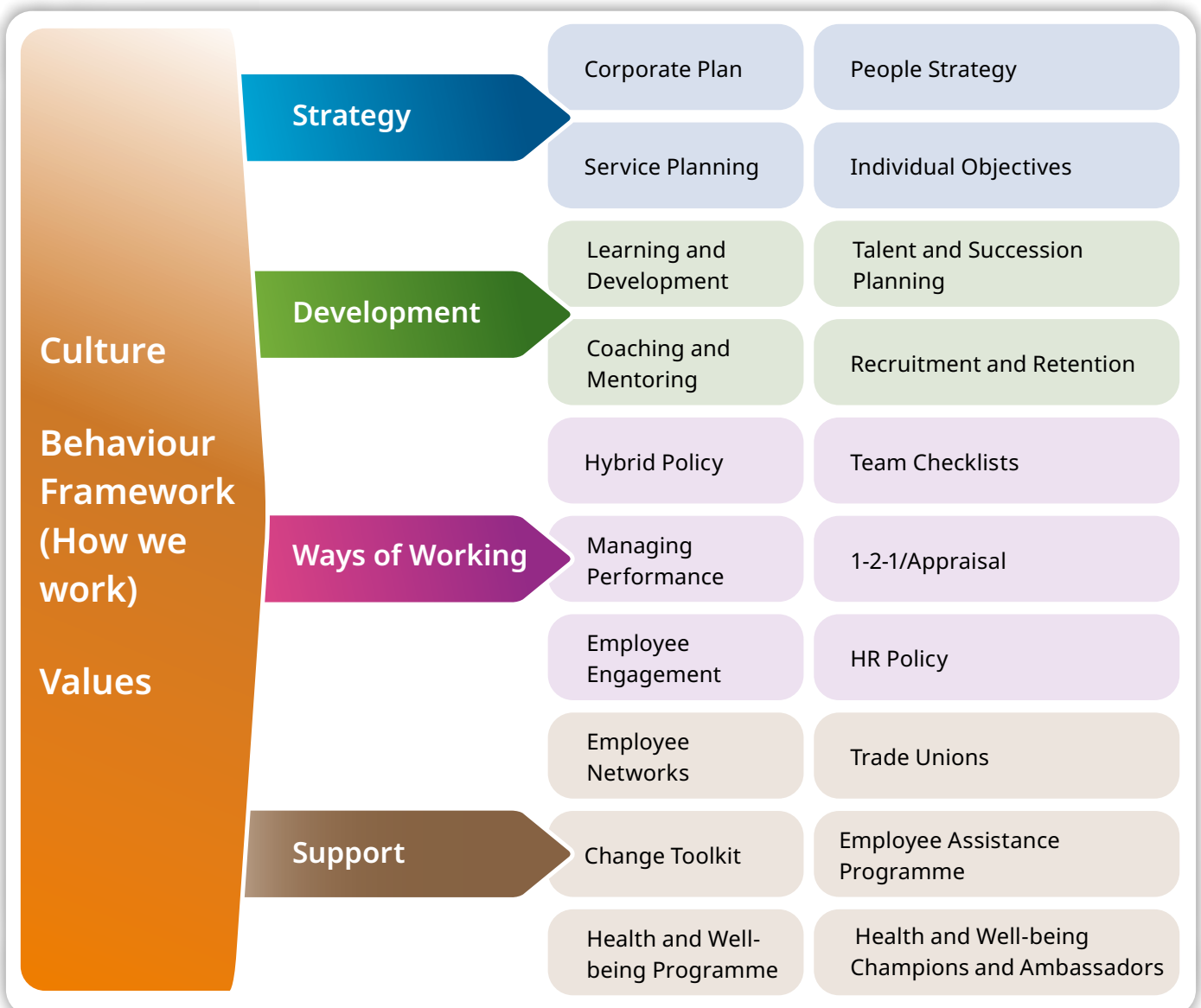
# What does the strategy do?

Having a People Strategy helps us to set out our ambitions as an employer, to transform us to One New Council, supporting the foundations of the new council. Our People Strategy enables us to deliver our Council Vision:

**"We want to build on North Yorkshire's natural capital, strong local economy and resilient communities, to improve the way local services are delivered and support a good quality of life for all."**

Our staff are our ambassadors for North Yorkshire Council and are crucial to successful delivery of the People Strategy and the ambitions for North Yorkshire Council, as laid out in the Council Plan. Council Plan ([sharepoint.com](http://sharepoint.com))

## People Strategy – How it all fits together



# Our Values

Our values and behaviours, which underpin the culture of our new organisation, were developed by colleagues throughout North Yorkshire. These values guide everything that we do – with our customers, partners and each other – as we come together to achieve our new council ambitions.

## Values and Behaviours



# Our Shared Commitment

As a result of input from colleagues across North Yorkshire, Our Shared Commitment puts people at the heart of our transformation. We are a council where our employees are motivated and engaged, everyone feels valued and we are an employer of choice in North Yorkshire.

Our Shared Commitment is a way for us to deliver on the council's vision and priorities.

## Our Shared Commitment

### Employees Commitment

#### Be supportive of those around you

Be understanding and **Inclusive**, treat everyone with kindness and support each other at work, as well as with life's up and downs



#### Be willing to learn

Be **Ambitious**, adapt to change and look for improvements, provide excellent service and take opportunities for learning and growth



#### Be connected

Be engaged and willing to share your professional and local knowledge and be **Creative** in thinking to look for best ways of doing things



#### Be the best you can be

Be accountable for doing your job well to the best of your ability. Be an ambassador for the Council and **Together** positively promote the work that we do



### Employers Commitment

#### We retain staff

We will provide the opportunities for you to **support each other** and **recognise and reward** the contribution and hard work you do. We are committed to having an **inclusive workplace culture** in which everyone can thrive and reach their full potential

#### Attraction for all

We will enable you to do your best work everyday with the right **resources, tools and technology** and **celebrate** what we do well and share that learning. With **career pathways and progression** to suit you we can offer a great variety of jobs and **ways of working** throughout our council, for existing and new colleagues

#### Engage and listen to staff

We will listen to each other, partners and communities **and act on what we say**, provide the opportunities for you to get involved, keep informed, make suggestions and **share your ideas**. We will be transparent, inclusive and open in communications

#### Establish one council

We will establish our **values and behaviours** in everything we do, have visible, respectful and accountable **leaders** and support strong **performance** and **innovation**. Our council will be a **welcoming environment**

# How do we do it?

The People Strategy sets out key priorities for the next 18 months, to help the whole organisation manage change effectively.

Our four priorities will provide the foundations to support our Council Plan and to continue to provide excellent services to our residents and community.

## Our People Strategy priorities



## To deliver our priorities four key areas for action have been identified

Our People Strategy actions were co-created with staff. They reflect Our Shared Commitment and the IACT values we have developed for our new organisation and underpin the action plan we need to undertake to support our staff as we manage change.





# Our priorities

The Strategy is supported by an action plan that sets out these priorities in detail, those responsible for delivery, our key performance indicators and associated timeframes for implementation.



## We retain staff

**Priority: retain staff because we have the right people with the right skills**

We will provide the opportunities for you to support each other and recognise and reward the contribution and hard work you do. We are committed to having an inclusive workplace culture in which everyone can thrive and reach their full potential.

We will:

- Provide the opportunities for you to support each other.
- Recognise and reward the contribution and hard work you do.
- Have an inclusive workplace culture in which everyone can thrive and reach their full potential.



## Attraction for all

**Priority: attract and retain talent by investing in them**

We will enable you to do your best work every day with the right resources, tools and technology and celebrate what we do well and share that learning. With career pathways and progression to suit you we can offer a great variety of jobs and ways of working throughout our council, for existing and new colleagues

We will:

- Enable you to do your best work every day with the right resources, tools and technology.
- Celebrate what we do well and share that learning.
- Provide career pathways, progression and a great variety of jobs.
- Offer ways of working throughout our council.



## Engage and listen to staff

**Priority: enabling a culture of engaging and listening throughout the organisation**

We will listen to each other, partners and communities and act on what we say, provide the opportunities for you to get involved, keep informed, make suggestions and share your ideas. We will be transparent, inclusive and open in communications.

We will:

- Listen to each other, partners and communities and act on what we say.
- Provide the opportunities for you to get involved, keep informed, make suggestions and share your ideas.
- Be transparent, inclusive and open in communications.



## Establish one Council

**Priority: establish a one council culture**

We will establish our values and behaviours in everything we do, have visible, respectful and accountable leaders and support strong performance and innovation. Our council will be a welcoming environment.

We will:

- Establish our values and behaviours in everything we do.
- Have visible, respectful and accountable leaders.
- Support strong performance and innovation.
- Provide a welcoming environment.

# Monitoring and measuring our success

We will monitor progress and the difference we are making through a variety of ways, such as performance measures, outcomes and through regular progress reports which we will provide to leadership teams and management board. This is how we can measure our success in achieving our people strategy outcome to transform us to One New Council.

We will regularly review our data to measure our success. As well as feedback from colleagues through surveys and engagement, we will look at indicators such as staff turnover, vacancy rates/unfilled vacancies, staff absence levels, annual leave balances, etc.

We will communicate progress via internal engagement channels including written updates, video, online and in-person events – making sure colleagues can access information in ways that are most appropriate for them.



## Contact us

Online: [northyorks.gov.uk/contact-us](https://northyorks.gov.uk/contact-us)

By telephone: **0300 131 2 131**

North Yorkshire Council, County Hall, Northallerton, North Yorkshire, DL7 8AD

You can request this information in another language or format at  
[northyorks.gov.uk/accessibility](https://northyorks.gov.uk/accessibility)