

Our People Plan 2019-2023

Aims of our People Plan

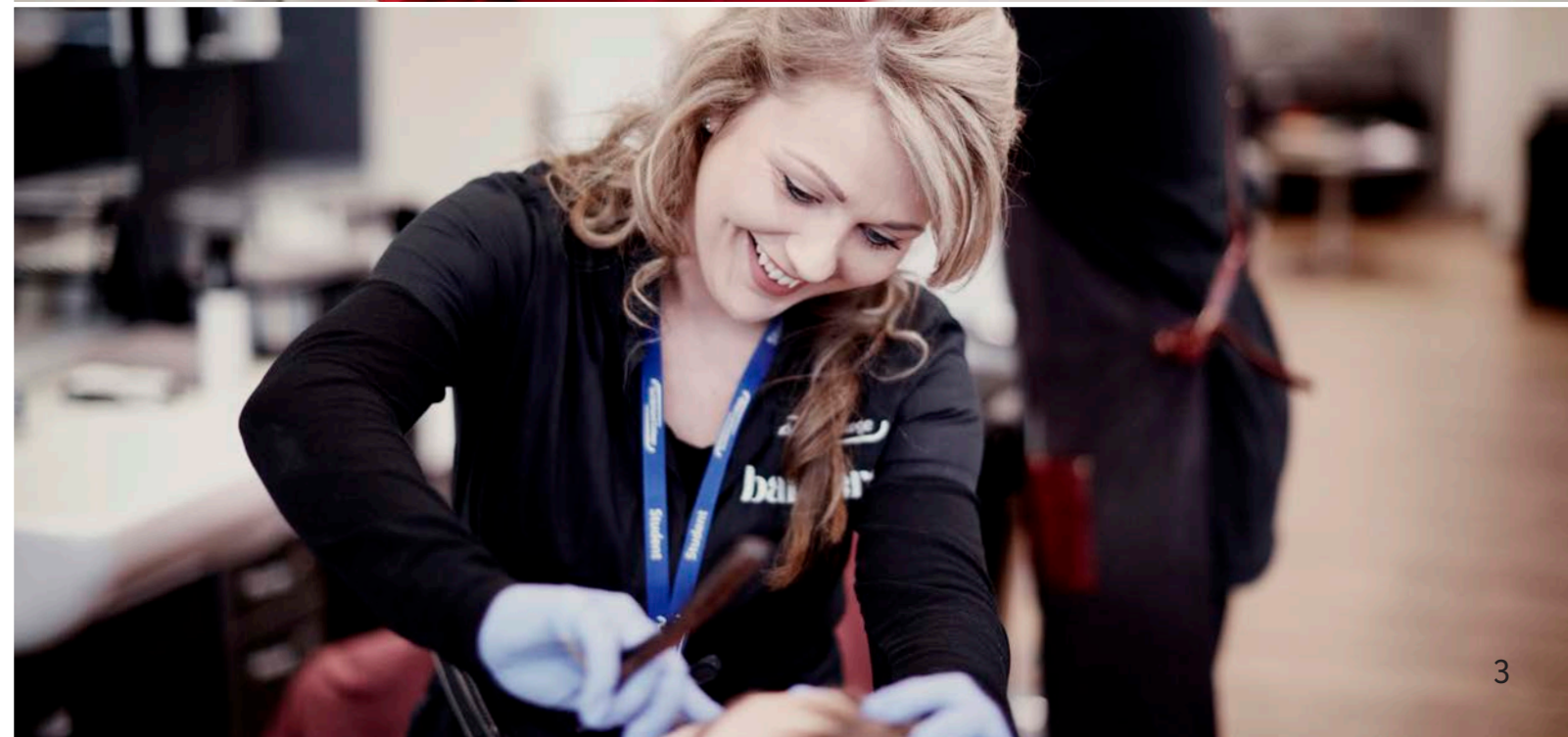
- ATTRACT

- DEVELOP

- RETAIN

Our People Plan plays a key role in creating our Colleges individual culture and ensuring a vibrant and healthy working environment for our employees and students.

Our People Plan sets out our 3 inter-related aims. These will support the delivery of our overall strategic plan and will further embed our values. The table overleaf sets out our aims, objectives and outcomes.





Introduction

Our strategic vision is

Excellence at the heart of everything we do

To realise our vision we have a strong focus on our People. Through our People Plan we will build our culture and develop high performing people, empowered to lead, innovate and take ownership.

This People Plan builds on the **vision** and **values** of our College. To continue to succeed we must live and breathe our professional values.



Authentic

We are who we say we are, we do what we say we will do.

Respectful

We value the opinion of others and the contribution they make.



Innovative

We work hard to create a dynamic, forward-looking culture.



Ambitious

We are determined to achieve our vision and goals.

We aspire to be the best in all that we do and to enable our employees and students to reach their full potential. This is why our professional values are fundamental to our pursuit for excellence and why they must underpin all of the aims in our People Plan.



"We aspire to be the best in all that we do and to enable our employees and students to reach their full potential."

Aim - Attract

To reach our aspiration of becoming one of the top 10 Colleges nationally for student achievement we need to attract and recruit outstanding staff to drive our College forward.

Recruiting outstanding staff is a key driver for the future of our College. To achieve this we must continue to attract talented and capable people into leadership, curriculum, student support and corporate areas.

We will:

- > Develop our employer brand and reputation as a College of choice nationally.
- > Develop induction approaches to accelerate the integration of new staff into our College and our values.
- > Work together to develop and deliver workforce plans to meet our future needs.
- > Implement creative approaches to attract a diverse range of applicants with the skills and experience to succeed.
- > Foster an inviting and inclusive, diverse community for the benefit of all.

Outcome

The outcomes will be:

- > New and vacant posts are filled first time with high calibre staff.
- > The right skills and expertise in the right roles at the right time, first time.
- > Improved performance at probation with high levels of retention.
- > An increased diversity profile in our workforce with exceptional people drawn from leading organisations.

Aim - Develop

Our people are passionate and enthusiastic, they are our strength and key to our success. We invest in, support and develop our employees to ensure excellence is at the heart of everything we do.

We will:

- > Invest in individual development where career aspirations are supported and aligned to organisational goals.
- > Develop career pathways to enable long-term development, progression and succession planning.
- > Foster our transformational leadership capability and a culture of accountability and collaborative working.
- > Nurture a values based culture centred on positive behaviours and engagement.
- > Develop a coaching culture supportive of real time performance management and increased engagement.

Outcome

The outcomes will be:

- > Staff are clear on what is expected of them and their role in our college.
- > Staff feel empowered and have the autonomy, flexibility and accountability to make a positive difference.
- > A workforce with the right skills and capabilities to take us forward strategically.
- > A proactive, solution based and high performance culture across the College.



"Our people are passionate and enthusiastic, they are our strength and key to our success"



Aim - Retain

We will create a vibrant and healthy environment in which our staff can grow and succeed and where they are recognised and are rewarded for the contributions they make.

We will:

- Develop a reward and recognition programme that is aligned with our values.
- Shape our wellbeing strategy to engage staff and have a positive impact for the organisation.
- Implement effective internal communication strategies to support multi-directional dialogue and build trust.
- Support effective staff retention through inclusive approaches to career development, promotion and progression.

Outcome

The outcomes will be:

- The College is seen as an exceptional place to work that listens and acts.
- A vibrant, healthy and safe workplace and a healthy work-life balance.
- Better employee engagement at all levels of the College with reduced levels of attrition.

