



South Staffordshire Council

# Workforce Development Strategy 2022-2025

'South Staffordshire: A great place to live and work.'

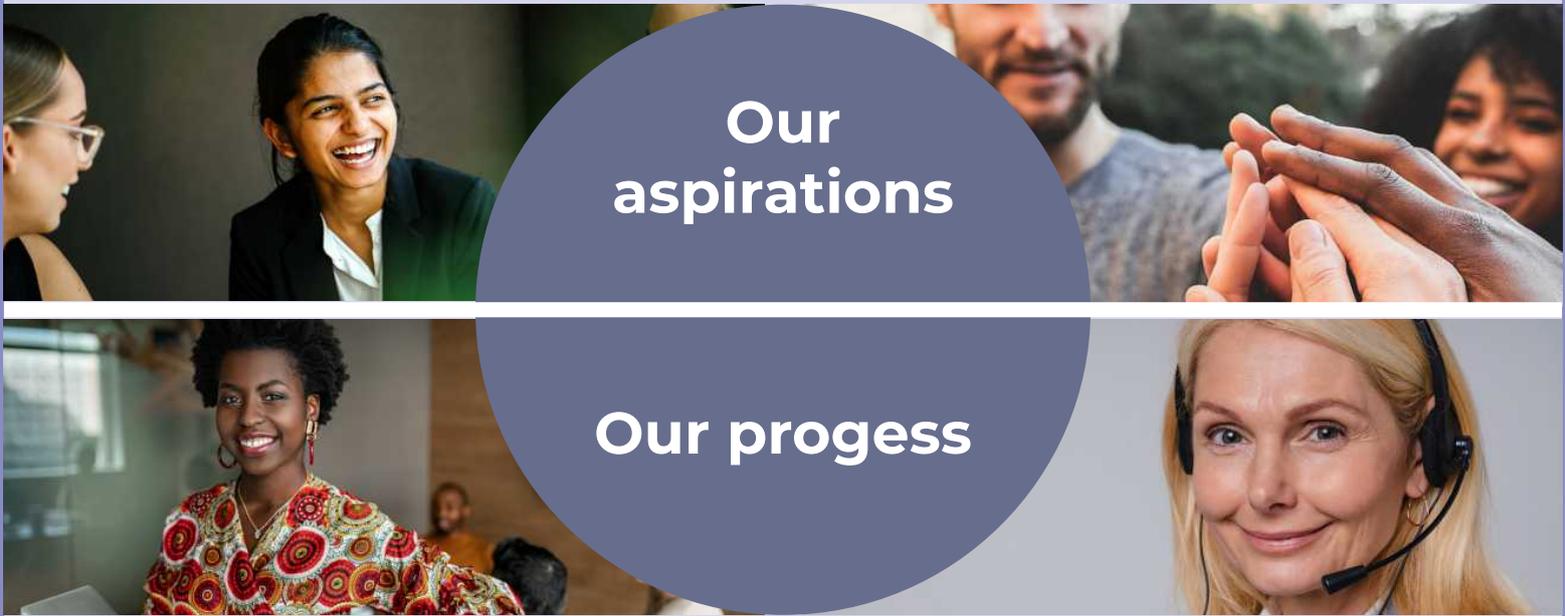


An update on our progress

**October 2023**

# 1. Values-based leadership

Leadership style based on trust. Managers will role model our values, working collaboratively in setting and communicating our vision, developing a culture of inclusion, performance, learning and wellbeing.



Our  
aspirations

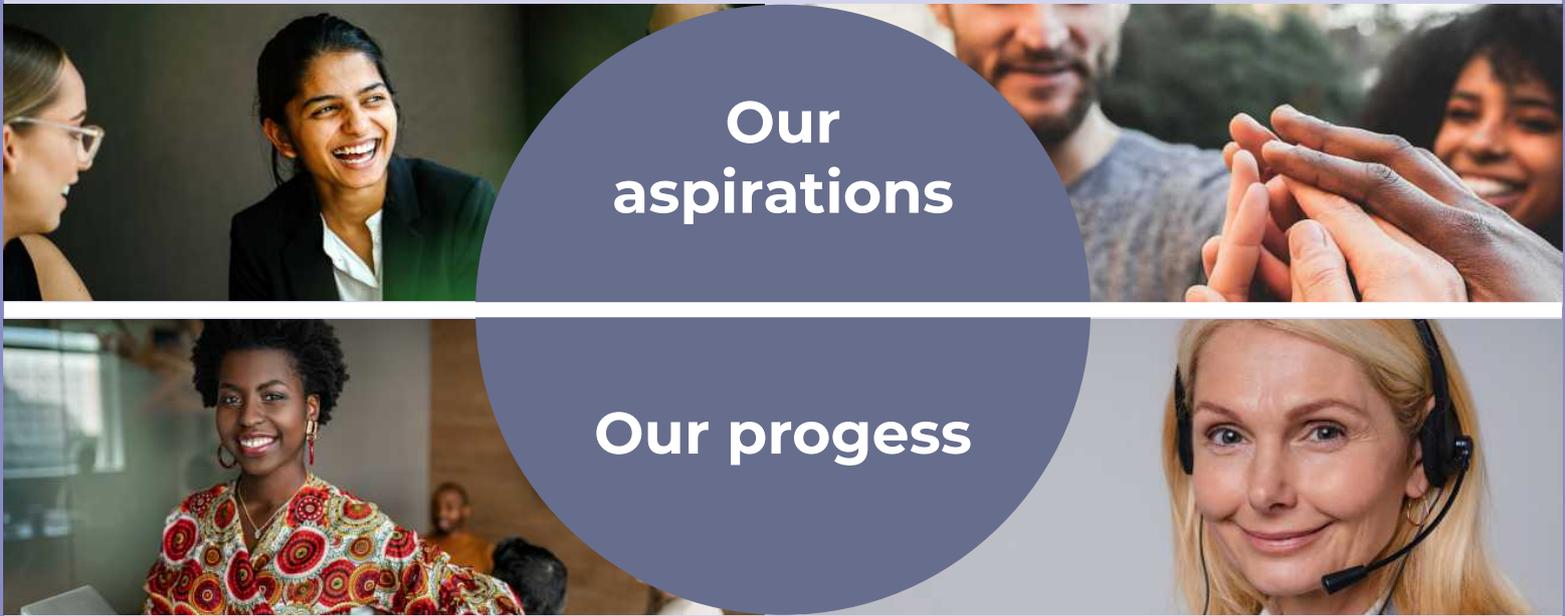
Our progress

- ✓ Delivered a leadership & coaching programme to further strengthen our inclusive leadership style and enhance how we continue to role model our vision, values, and develop a high-performance culture.
- ✓ Implemented a new recruitment toolkit and inclusive recruitment workshop for managers to ensure we recruit leaders with the right skillset, mindset, and values.
- ✓ Reenergised our leadership arrangements for equality, to make sure we get better at identifying need and embedding equality in our service and business activities. Supported by a number of leadership and staff events on equality, diversity, equity, and inclusion.
- ✓ Measured employee engagement and wellbeing through employee surveys and external accreditation during 2022 and 2023.



## 2. Attracting and retaining the best talent

To attract and keep the best talent, providing us with a bright, skilled, motivated, and diverse workforce that shares our values.



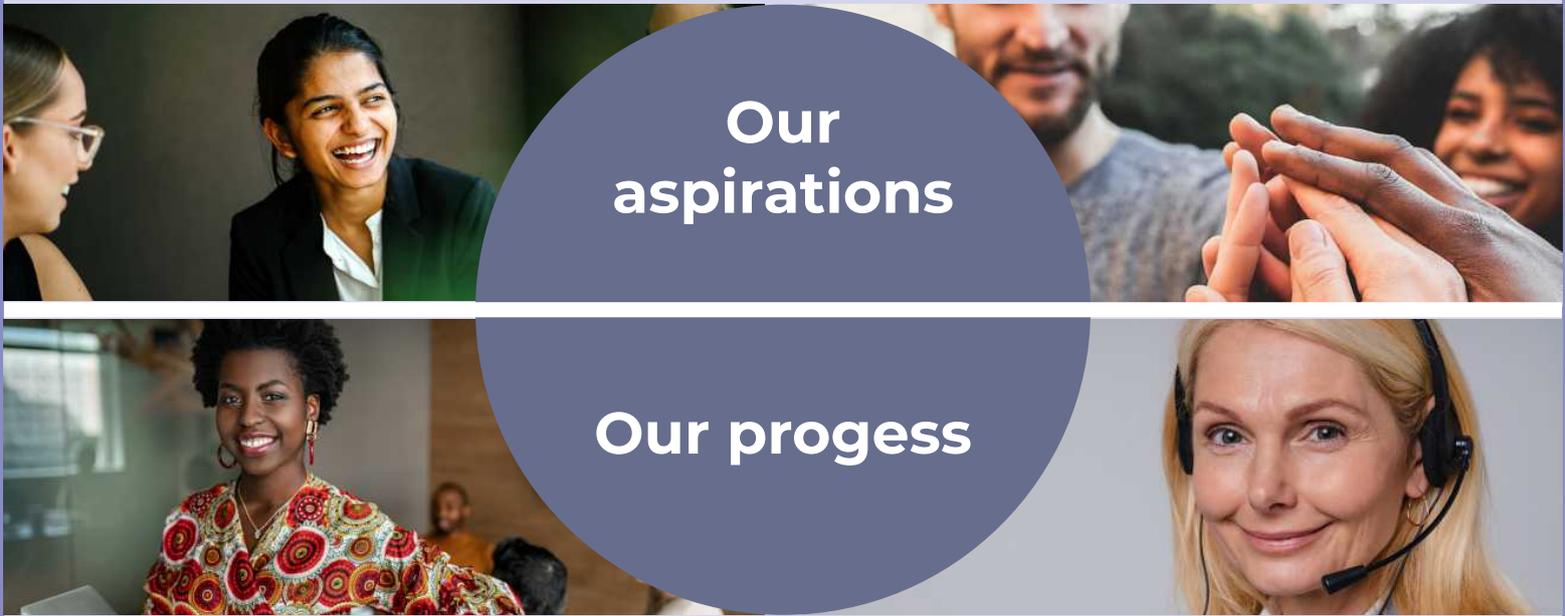
Our  
aspirations

Our progress

- ✓ Conducted pay modelling and worked with our regional and national partners to prepare for the increases to the National Living Wage.
- ✓ Commissioned a senior pay review to ensure we remain competitive in recruiting and retaining senior leaders.
- ✓ Conducted pay benchmarking to support our market supplement policy to ensure we can recruit in a challenging market.
- ✓ Undertaken a wider market pay review across a range of posts to support workforce planning/ future proofing.
- ✓ Developed a range of pilots to support recruitment and retention.
- ✓ Developed a new dynamic recruitment web landing page to promote the Council as an Employer of Choice
- ✓ Implemented a new online recruitment and onboarding system that that has modernised the candidate experience and streamlined recruitment, so we can select candidates and fill posts more quickly.
- ✓ Developed a new corporate induction course.
- ✓ Enhanced our work experience scheme and promoted careers through job fairs, schools in collaboration with the Stoke-on-Trent & Staffordshire careers hub and local school engagement partnerships.
- ✓ Implemented a new employee benefits scheme (Vivup) that supports financial wellbeing for staff.
- ✓ Implemented a new volunteer scheme.

### 3. Continuing our ways of working journey

To ensure we have a workforce that is adaptable and resilient to change, enabling us to embrace opportunities at pace.



Our aspirations

Our progress

- ✓ Produced a new training programme for 2022/23 to support the Council's Evolution Programme
- ✓ Provided a range of training interventions relating to wellbeing and resilience.
- ✓ Continued to provide virtual webinars wherever possible to provide flexibility and efficiency.
- ✓ Piloted alternative ways of managing time and attendance for a hybrid workforce and developed a new approach and set of guidance to support our ways of working and Community Hub
- ✓ Refreshed ASPIRE, the Council's talent management programme to support succession planning.

