



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.

