

2022-2024



WEST NOTTINGHAMSHIRE COLLEGE
PEOPLE STRATEGY





INTRODUCTION

The purpose of the People Strategy is to set out the college's aims with regard to our people in support of the achievement of the college's mission and vision, where motivated, high-performing staff encourage students to stretch the boundaries of their potential and, in partnership with employers, develop the workforce of the future.

We will achieve this by being an employer of choice, where a highly-skilled workforce of motivated people demonstrate our core values of **Respect, Integrity, Collaboration, High Expectations,** and **Responsibility.**

Our aims set out the quantifiable ways in which we will achieve this.







STRATEGIC AIMS

AIM 1: **RECRUITMENT, SELECTION, INDUCTION AND RETENTION**

We will be an employer of choice, wherein we recruit, induct and retain staff who believe in the potential of our students, are committed to delivering our mission and are excited by our vision and values.

Our staff body will be representative of the diverse community we service and will become role models for our students and members of the community.

In order to achieve this aim we will:

- increase creativity within our staffing recruitment campaigns, including more use of social media platforms, other digital media, recruitment fairs, and links with local industry employers and other colleges, and develop positive branding to encourage quality applicants and become an employer of choice
- implement a mentor/buddy programme for new starters to ensure staff are supported, especially those who are new to teaching
- conduct a review of exit questionnaires to highlight positives and negatives and feed into further recruitment and retention strategies
- increase the flexibility of our workforce to meet employer and student needs and encourage growth and skills diversity, cross-college teamwork, and flexible working
- continue to improve our HR and payroll systems and processes, embracing digital capabilities, to deliver an excellent customer experience in the full cycle of employment
- support the college to become an exemplar of inclusive employment practices through an employment pledge, working with networks to attract candidates further from the market and identify opportunities for supported internships.

AIM 2: **REWARD AND RECOGNITION**

We will support staff to continuously develop their skills and knowledge to be experts in their own fields. We will actively review succession planning opportunities and individual development needs in line with organisational priorities.

Our students will be supported by staff who are able to access, and collaborate with, local employer partners and engage with development opportunities to ensure up to date knowledge and experience of their sector/subject.

We will support and encourage all staff to embrace and utilise technology into their work by understanding their own digital capabilities and identify development needs. We will support teaching staff to embrace technology into the learning experience to provide engagement and flexibility and prepare students for their working lives.

In order to achieve this aim we will:

- implement annual workforce development meetings with all heads of department to review and identify future staffing and development needs
- launch a new performance development review (PDR) process that adheres to the college's strategic aims and objectives annual cycle
- support the college's Technology Enhanced Learning and Digital (TELD) Strategy by ensuring that all staff complete the JISC self-assessment tool and supporting the development of digital capabilities of staff across all roles
- encourage staff to partake in industry placements
- continue offering opportunities for staff to develop their skills, eg. Rising Stars; leadership development programme; Business Improvement Projects; coaching mentoring programmes; teacher training programmes; and additional responsibilities.





AIM 3: **REWARD AND RECOGNITION**

We will have a fair (transparent) and affordable pay and reward framework to ensure that our staff feel valued, motivated and rewarded for the work they do. We will continue to strive to improve our reward and recognition offer to become an employer of choice.

We will celebrate successes and thank our staff for their efforts and achievements.

In order to achieve this aim we will:

- hold an annual staff recognition awards event at the end of the academic year
- introduce long service awards and recognition at shorter intervals
- continually review our reward and recognition offer for both financial and non-financial reward and introduce initiatives where possible, eg. become a carer-friendly employer, introduce an electric car scheme, high street discounts, and an employee assistance programme.

AIM 4: **LEADERSHIP**

We will ensure that our staff are well-led, that they are appraised and aware of their performance, and that they are supported to improve and develop. We will ensure that our leaders and potential future leaders are supported and developed through a development training programme.

We will ensure that the executive and board members are accessible and have means to engage with all staff to ensure excellent communications.

In order to achieve this aim we will:

- continue with the college's leadership development programme
- offer management essentials training for all new and existing managers
- lead the termly leadership conference to train update/share knowledge
- implement termly executive breakfast drop-ins and weekly recorded executive briefings and increase executive presence on site.





AIM 5: **CULTURE AND ENGAGEMENT**

We will actively promote and embed our values and behaviours so they become the daily experience right across the college at all levels from day one. We will promote awareness of inclusivity, equality and diversity, and fairness in approach in the way our organisational policies and procedures are written and how our systems and processes are designed.

We will promote a culture of embracing change and grasping potential opportunities.

In order to achieve this aim we will:

- conduct the annual staff survey and results analysis
- ensure that accessibility training has been completed by all staff
- take a lead role in promoting and engaging in the equality and diversity college steering group, trade union JCNP, and employee council.

AIM 6: **HEALTH AND WELLBEING**

We will support our staff by providing access to effective health and wellbeing advice, guidance and resources.

We will provide an environment where physical and mental wellbeing are actively promoted, monitored and supported.

In order to achieve this aim we will:

- work towards becoming a recognised carer friendly employer, including implementing a 'carer champion' to offer support and signpost staff who have caring responsibilities
- implement a menopause support group and policy
- promote and support wellbeing campaigns and work with our external partners for occupational health and wellbeing to support and promote physical and mental wellbeing of all staff.






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