

Council of Governors: Wednesday 18 July 2018

CoG2018.20

Title	Our People Strategy
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Status	For note
History	The strategy has been developed through an iterative process, including workshops; an online survey; 2017 staff survey results, and the 'Changing Things for the Better' listening events held in response to the staff survey.

Board Lead(s)	John Drew, Director of Improvement and Culture			
Key purpose	Strategy	Assurance	Policy	Performance

Our People Strategy

1. Introduction and background

- 1.1 This paper presents Our People Strategy which has been developed through an iterative process since January 2018, during which a series of workshops were held with around 100 staff. The views of nearly 1,000 staff who completed an online survey have also been taken into account, as well as the 2017 staff survey results and the views of around 300 staff who attended the 'Changing Things for the Better' listening events held in response to the staff survey.
- 1.2 The strategy is structured around six themes, with actions set out under each theme over three time horizons; strengthen (year 1), build (years 2-3) and consolidate (beyond year 3). Each theme also includes examples of potential measures of impact.

2. Recommendation

- 2.1 The Council of Governors is asked to note Our People Strategy.

Appendix 1: Our People Strategy

John Drew
Director of Improvement and Culture

July 2018