

# LONDON BOROUGH OF CROYDON

<b>REPORT:</b>	<b>CABINET</b> <b>EXECUTIVE MAYOR DECISION</b>	
<b>DATE OF DECISION</b>	<b>25<sup>th</sup> January 2023</b>	
<b>REPORT TITLE:</b>	<b>People Strategy 2022-2026</b>	
<b>CORPORATE DIRECTOR</b>	<b>Elaine Jackson, Assistant Chief Executive</b>	
<b>LEAD OFFICER:</b>	<b>Dean Shoesmith, Chief People Officer</b> <b>Email: dean.shoesmith@croydon.gov.uk</b>	
<b>LEAD MEMBER:</b>	<b>Cllr Jason Cummings, Cabinet Member for Finance</b>	
<b>AUTHORITY TO TAKE DECISION:</b>		
<b>KEY DECISION?</b>	<b>No</b>	
<b>CONTAINS EXEMPT INFORMATION?</b>  <i>(* See guidance)</i>	<b>No</b>	Public
<b>WARDS AFFECTED:</b>	<b>All</b>	

## 1 SUMMARY OF REPORT

- 1.1** The paper appended to this cover report sets out the Council's People Strategy for the next four years, seeking to improve culture, diversity and inclusion, and people management across the workforce, enabling better services to residents.

## 2 RECOMMENDATIONS

- 2.1** For the reasons set out in the report and its appendix, the Executive Mayor in Cabinet, is recommended: -
- 2.2** To agree the People Strategy 2026-2026 and its implementation, as set out in the appendix to this report.

## 3 REASONS FOR RECOMMENDATIONS

- 3.1** To enable the delivery of the Mayor's Business Plan 2022-2026, we are committed to providing good quality services by developing our workforce to ensure they are equipped with the right skills, knowledge, and behaviours to serve our residents, as well and as fully as possible. Through the approval and implementation of the People strategy we will develop a culture of putting our residents first, embodying the council's values.

## **4 BACKGROUND AND DETAILS**

- 4.1** The Council had previously adopted a workforce strategy for 2018-2022 however, this needs to be replaced with strategic actions that meet current and future context, with particular emphasis on making the council a sustainable organisation, and developing a workforce that listens and responds well to our residents. This is set out more fully in the People Strategy appended to this report.

## **5 ALTERNATIVE OPTIONS CONSIDERED**

- 5.1** For the council to make improvement across the workforce, the People Strategy is essential to delivery to ensure there is clear vision, strategic objectives and associated plans and actions for the next four years.

## **6 CONSULTATION**

- 6.1** There has been consultation across directorate management and with Corporate management Team in the development of the initial seven strategic pillars, as well as in the development of the detailed strategy.
- 6.2** Once approved by Cabinet there will be further consultation with the trade unions and staff network groups regarding the implementation of the People Strategy.

## **7. CONTRIBUTION TO COUNCIL PRIORITIES**

- 7.1** The People Strategy 2022-2026 directly contributes to the Mayor's Business Plan and specifically, 'A transformed council listens to residents and delivers good services', through priority four to 'Develop a workforce which respects and delivers for our diverse communities'.

## **8. IMPLICATIONS**

### **8.1 FINANCIAL IMPLICATIONS**

- 8.1.1** There are no direct financial implications arising from the People strategy and all costs will be met from within existing budgets.

**8.1.2** Comments approved by Nish Popat, Head of Corporate Finance on behalf of the Director of Finance. (14/12/2022)

## **8.2 LEGAL IMPLICATIONS**

**8.2.1** There are no direct legal implications arising from this report.

**8.2.2** Insert at the end of the legal section: Comments approved by Mark Turnbull Corporate Solicitor on behalf of the Director of Legal Services and Monitoring Officer. (14/12/2022)

## **8.3 EQUALITIES IMPLICATIONS**

**8.3.1** As a public body, the Council is required to comply with the Public Sector Equality Duty [PSED], as set out in the Equality Act 2010. The PSED requires the Council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. Failure to meet these requirements may result in the Council being exposed to costly, time consuming and reputation-damaging legal challenges.

**8.3.2** The People Strategy is entwined with the principles of equality and fairness and seeks cultural change in the workplace to embed these principles. Equality initiatives delivered by the people team include: diverse recruitment panels, development of an EDI Dashboard, positive action initiatives, the Guaranteed interview scheme and Tea Breaks. During November 2022, the Council were awarded a Bronze Trailblazer Award for their work delivering Tea Breaks and other equality initiatives.

**8.3.3** The People team also have responsibility for the delivery of several initiatives in Croydon's Equality Pledge and George Floyd Race Matters Pledge, thus contributing to the vision of Croydon being a place where everyone feels valued and has a voice and is free from racism and all forms of discrimination.

**8.3.4** The People Strategy and the associated seven pillars will all require an equality impact assessment to measure the impact of the associated actions on the workforce. In accordance with best practice equality impact assessments should be made before and after the implementation of each initiative.

**8.3.5** Approved By: Denise McCausland Equalities Programme Manager 14/12/2022

## **9 APPENDICES**

**9.1** *Draft People Strategy 2022-2026*

## **BACKGROUND DOCUMENT**

None

