

# People Strategy 2025-2028



# Empowering People, Enabling Change

Our People Strategy is designed to build a diverse, inclusive, and future-ready organisation where everyone can thrive.

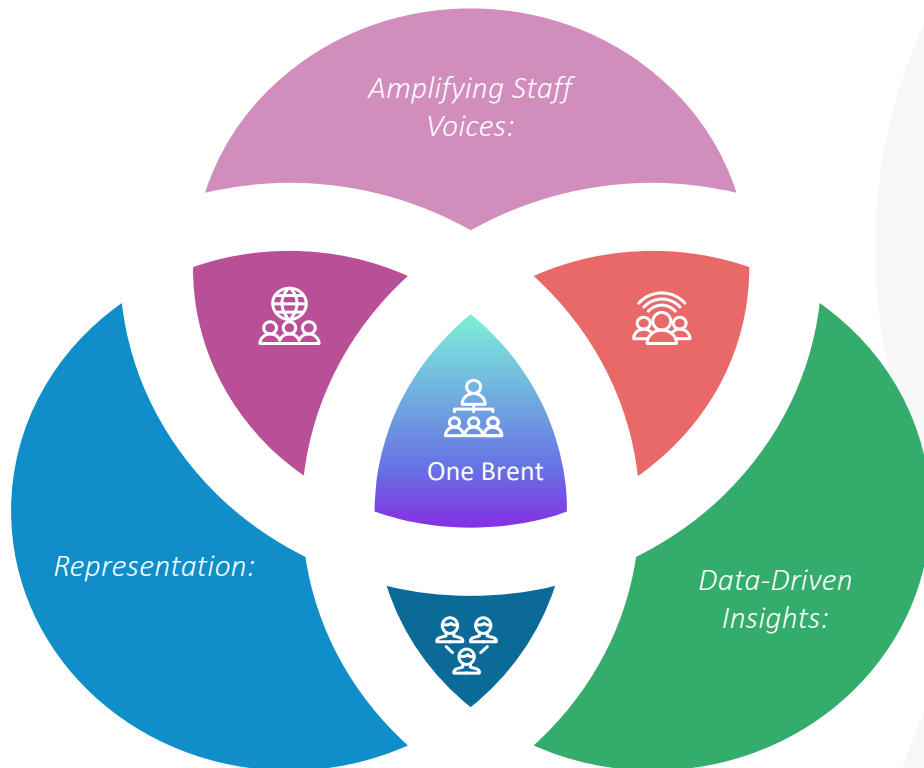


**Our People Strategy aligns with the Change Programme, it aligns with our EDI priorities, uses data, Staff Survey results and Values Workshop outcomes to drive equity, representation, and a future-ready, inclusive workforce.**

- **Fostering a Culture of Empowerment:** Ensuring all individuals, regardless of background or role, feel valued, supported, and respected.
- **Promoting Diversity & Representation:** Prioritising diversity at all levels, including senior leadership, to better reflect our community.
- **Addressing Equity Gaps:** Tackling challenges like ethnicity, disability, and gender pay gaps through a targeted, data-driven approach.
- **Data-Driven Decisions:** Using staff surveys, workshop feedback, and focused discussions to proactively address issues and drive change.
- **Creating Safe Spaces:** Encouraging open dialogue where staff can share their experiences, fostering an inclusive environment.

# Inclusive Culture and Belonging

Our vision is to embed inclusion and equality into everything we do, ensuring Brent becomes a truly inclusive borough where everyone feels represented, celebrated, and valued.



**Representation:** Diversify recruitment, particularly at senior levels, to reflect our community.



**Data-Driven Insights:** Use analytics to address workforce challenges and drive equitable outcomes.



**Amplifying Staff Voices:** Empower employees through equity champions, networks, training, and allyship.



Guided by our EDI strategy and Anti-Racism Plan, the Corporate EDI Board oversees these efforts, tracking progress through a dedicated dashboard to foster accountability and impact.



# Staff Survey insights

The People Strategy is closely aligned with the insights from the staff survey, ensuring that our priorities reflect the needs and aspirations of our workforce – some comments from the survey are detailed below.

## Senior Managers & Communication

- Increase visibility and presence of senior managers.
- Improve engagement between staff and senior managers.
- Facilitate digital suggestion boxes to gather input directly from employees.

## Learning and Development (L&D)

- Enhance council-wide L&D offerings and visibility.
- Improve the Learning Hub to position it as a key CPD tool.
- Promote L&D opportunities actively across teams.
- Empower managers to discuss development opportunities with employees.

## Equity, Diversity, and Inclusion (EDI)

- Ensure equitable opportunities for all staff, regardless of background or identity

## Workplace & Tools for the Job

- Optimise council workspaces to accommodate increased usage from October 2024.
- Improve IT support, equipment maintenance, and network reliability.
- Ensure meeting room equipment and Oracle systems work seamlessly.

## Communication & Engagement

- Improve intranet functionality for better staff communication.
- Enhance staff recognition programs and award systems.
- Increase awareness of teams, services, and initiatives.

## Workplace & Wellbeing

- Provide opportunities for exercise, yoga, and other wellbeing activities.
- Improve access and facilities in the Staff Wellbeing Lounge.
- Explore reinstating the staff canteen/coffee shop.

## Technology

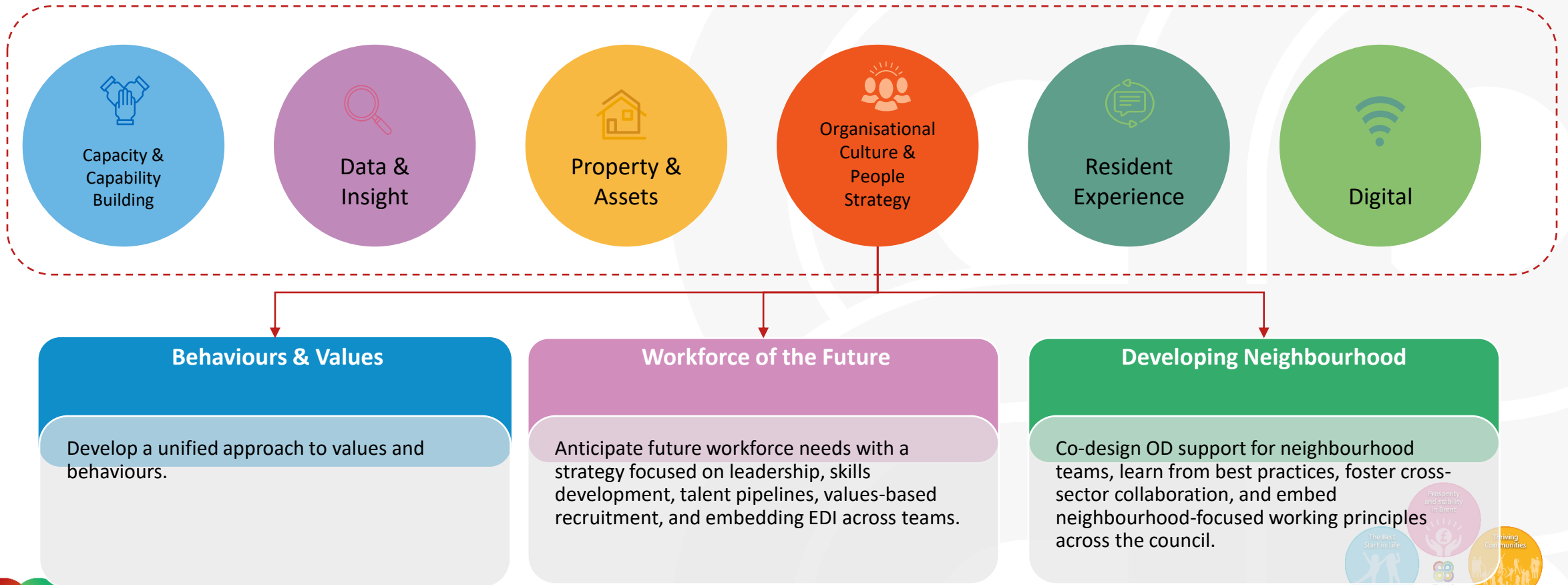
- Maintain a user-focused approach to IT and equipment upgrades.

## Workplace Culture

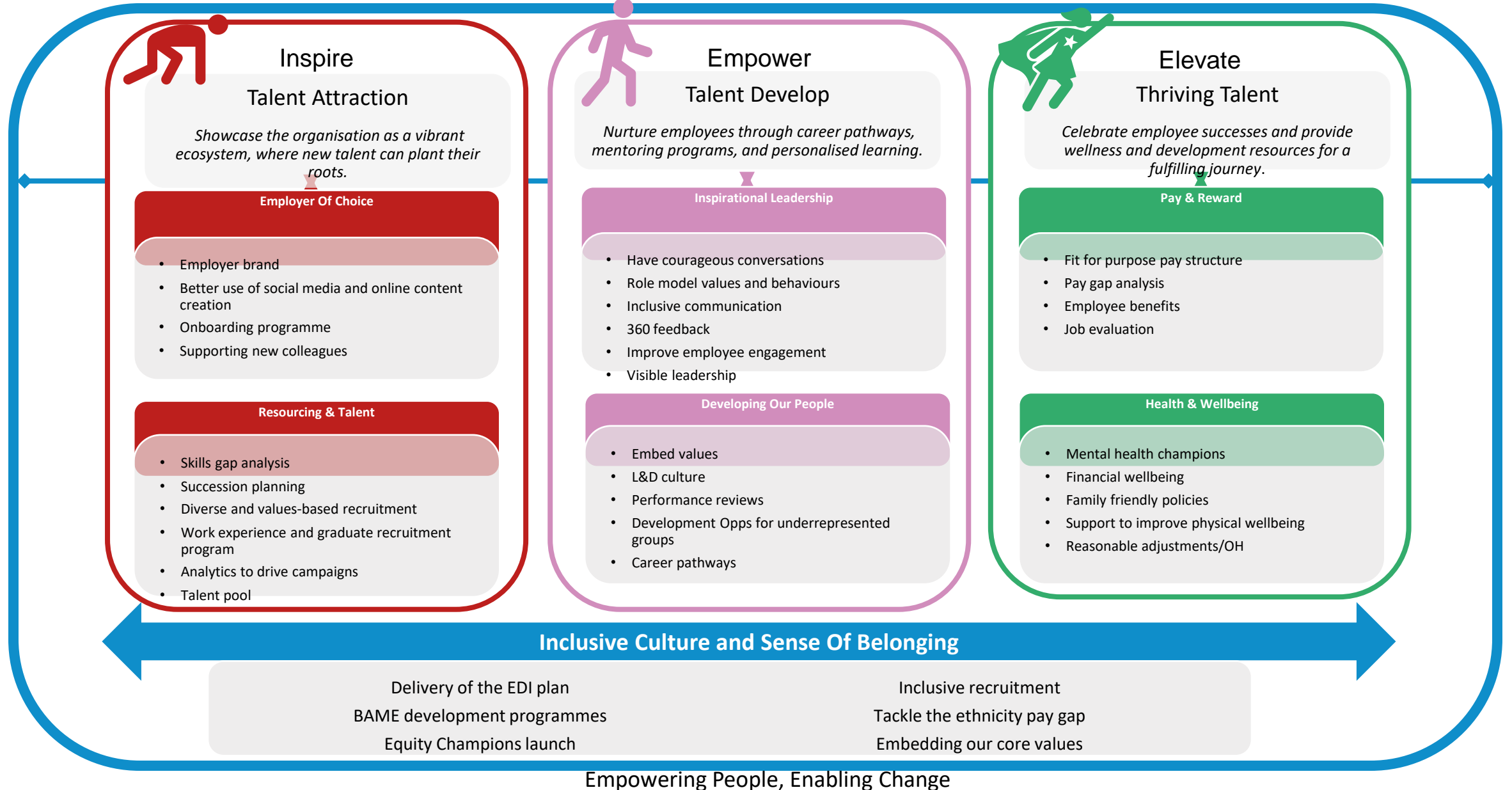
- Foster collaboration, inclusion, and wellbeing across all initiatives.

# Strategic alignment

Through the Change Programme, we'll deliver the Borough Plan by putting people first and building a future-ready, inclusive culture for lasting impact

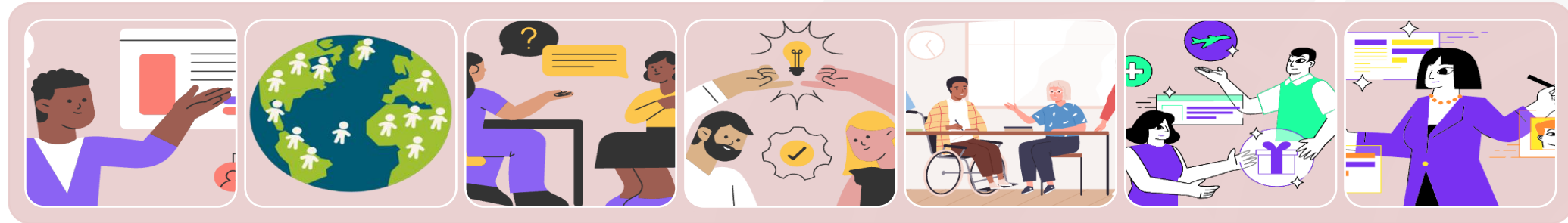


# Our Strategy on a Page



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Empowering People, Enabling Change



Resourcing & Talent	Inclusive Culture And Sense Of Belonging	Developing Our People	Inspirational Leadership	Employer Of Choice	Health & Wellbeing	Pay & Reward
<ul style="list-style-type: none"> <li>• Skills gap analysis</li> <li>• Succession planning</li> <li>• Diverse and values-based recruitment</li> <li>• Work experience and graduate recruitment program</li> <li>• Analytics to drive campaigns</li> <li>• Talent pool</li> </ul>	<ul style="list-style-type: none"> <li>• Delivery of the EDI plan</li> <li>• BAME development programmes</li> <li>• Equity Champions launch</li> <li>• Inclusive recruitment</li> <li>• Tackle the ethnicity pay gap</li> </ul>	<ul style="list-style-type: none"> <li>• Embed values</li> <li>• L&amp;D culture</li> <li>• Performance reviews</li> <li>• Development Opps for underrepresented groups</li> <li>• Career pathways</li> </ul>	<ul style="list-style-type: none"> <li>• Have courageous conversations</li> <li>• Role model values and behaviours</li> <li>• Inclusive communication</li> <li>• 360 feedback</li> <li>• Improve employee engagement</li> <li>• Visible leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Employer brand</li> <li>• Better use of social media and online content creation</li> <li>• Onboarding programme</li> <li>• Supporting new colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Mental health champions</li> <li>• Financial wellbeing</li> <li>• Family friendly policies</li> <li>• Support to improve physical wellbeing</li> <li>• Reasonable adjustments/OH</li> </ul>	<ul style="list-style-type: none"> <li>• Fit for purpose pay structure</li> <li>• Pay gap analysis</li> <li>• Employee benefits</li> <li>• Job evaluation</li> </ul>

Thank You

