

THE BEST PLACE TO WORK

Our People Strategy 2020 – 2025

Helping deliver the Best Council Plan



BEST ORGANISATION

BEST LEADERSHIP & MANAGEMENT

All our leaders and managers are capable, confident and compassionate

STRENGTHENING OUR CULTURE AND VALUES

Being Open Honest and Trusted

We will:

- Develop and implement a talent management framework
- Support job personalisation
- Enhance our workforce information and analytics to aid decision making

Treating People Fairly

We will:

- Promote diversity, inclusion and difference
- Provide holistic health and wellbeing programmes
- Enable safe and sustainable places of work

Spending Money Wisely

We will:

- Pay the living wage, and have a fair and sustainable pay structure
- Develop long term service led workforce plans
- Support service design and the management of change

Working as a Team for Leeds

We will:

- Identify and deliver the skills needed for the future
- Deliver HR in collaboration with others to provide exceptional support to our services
- Work closely with our city, regional and national partners

Working with All Communities

We will:

- Drive the people changes needed to deliver our city wide strategies for Inclusive Growth, Health and Wellbeing and the Climate Emergency
- Improve employment opportunities for people from priority neighbourhoods and communities
- Promote the public value of all the work we do

BEST EMPLOYEE EXPERIENCE

Join us, and you will get

BEING YOUR BEST

You feel like you count.
You are supported to be well at work.
You are valued for who you are.

Great recruitment and a warm welcome

- A fair and straightforward selection and appointment process
- A quality induction to gain a flying start
- A great pay, benefits and rewards package

Brilliant development

- Clear job goals and expectations
- Exciting opportunities and job variety
- Tailored personal and professional development

Great all round experience

In return for your dedication and commitment, you will get:

- A well designed job and role
- Caring and supportive teams and colleagues
- Modern workplaces and people practices
- A strong voice about your work and workplace
- The opportunity to work in partnership with others, through staff networks, trade unions and more

Flexible career paths and progression

- Support to follow your chosen career path, that matches your ambitions and circumstances
- Opportunities to work in flexible and agile ways
- Development routes for both technical and managerial careers
- Recognition and reward for the great work you do, and the difference you make

Development and opportunities for leaders and managers

Make a difference with one of our Best City partners

• Provide top quality customer service

• Coaching and support

• Quality appraisals

• Can-do attitude and adopting new ways of working

• Plan resources well and stick to budget

• Respect for all and a fair chance

• Great team spirit

• Listen and act

• Embracing new technology and wider change

• Say thank you

• Great communication

• Do things with people and build inclusive teams

• Work well with partners and councillors



OUR SUCCESS MEASURES

How Efficient, Enterprising and Healthy the organisation is, and the overall Employee Experience for staff. Captured in our Best Council Plan KPIs.