



# People Strategy



Basingstoke  
and Deane

Going  
Beyond

## Going beyond for our staff and for our borough

Every member of staff has a crucial role to play in enabling the council to go beyond for our customers and communities, to help realise our big ambitions for the borough and to make it an even better place to be.

As an employer we will go the extra mile for our staff and position ourselves as an employer of choice, so that we attract and retain the very best people who will provide excellent, trusted and user-friendly services to our customers and communities. Our services are delivered through our people, and so it is imperative that we demonstrate excellent leadership and recognise the value of our employees by enabling a high performing, happy, motivated and highly skilled workforce.

This strategy sets out the principles under which the council will act as an employer, the expectations on staff, and our people management priorities. The overall aim is:

**“To have the right people, in the right job, with the right skills, at the right time”**

### As an employer the council will:

- Demonstrate our organisational values in all aspects of leadership
- Nurture all staff by treating them fairly and consistently, ensuring a level playing field
- Give clear direction to help staff see how they contribute
- Position itself in the upper quartile level for pay and benefits (through market testing)
- Recognise good performance and celebrate success; manage poor performance and the consequences of it
- Ensure openness and honesty through effective communication and dialogue
- Maintain a healthy, safe working environment
- Encourage staff to contribute ideas and provide challenge without judgement
- Ensure that staff can develop the skills, knowledge and attitudes required to do their job and develop their potential
- Manage workload and capacity to encourage a healthy work life balance
- Enable staff to take managed risks and learn from mistakes, without fear of blame

### In return, the council expects its staff to:

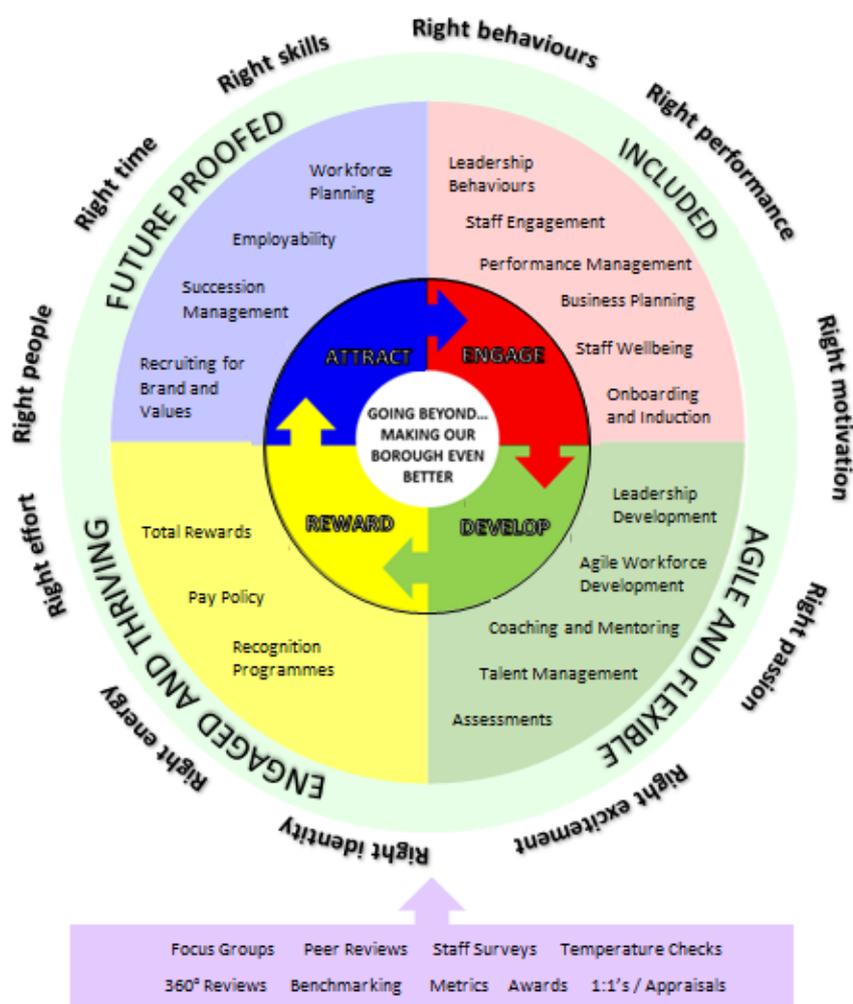
- Demonstrate our organisational values in everything that they do
- Do the job they are paid for in a positive, can-do way and to the best of their abilities
- Maintain the highest levels of customer service
- Be flexible and willing to provide the services needed at the time they are needed
- Work collaboratively, with each other and with our partners
- Show initiative and put forward ideas to help improve delivery and efficiency
- Be bold and prepared to engage with, communicate with, inform and challenge their leaders in a constructive and positive way
- Take ownership, understand the council's aims and priorities, and how their role fits
- Be adaptable to change
- Take responsibility for their own learning and development and for reaching their potential
- Be demanding of their own performance – striving to be even better
- Abide by council policies and guidelines

**Bold | Extra mile | Yes | One council | Nurture | Different**

## Our priorities...

- **Attract** – We will plan for our future workforce requirements and position ourselves as an employer of choice, so that we attract, recruit and retain the best staff who share our values and desire to go beyond for our customers and communities
- **Engage** – We will ensure that staff understand our key priorities and where they fit. We will also provide opportunities for staff to help shape and influence our direction through effective engagement and dialogue. We will nurture our staff's wellbeing and provide a safe and healthy work environment
- **Develop** – We will develop the skills, knowledge, competencies and talent of our workforce so that they fulfil their full potential and make a maximum contribution. We will enhance the quality, skills and styles of leadership, encouraging ambition and collaboration
- **Reward** - We will provide pay and reward systems which help to position the council as an attractive and competitive employer of choice'. We will recognise staff who demonstrate our values and celebrate success

How will we go the extra mile for our staff and deliver these priorities in line with our values? We will work through the framework shown below:



For more information please speak to your own line manager or anyone in the [HR team](#).

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Award Winner

