

**Committee: FINANCE AND RESOURCES**

**Date: 25 MAY 2021**

**Report: PEOPLE STRATEGY**

### **Purpose of the report**

1. For Members to review and approve the People Strategy 2021-2026.

### **Recommendation**

2. Members are asked to review and confirm their approval of the People Strategy 2021-2026, as appended to this report.

### **Strategic Planning Framework**

3. The information and recommendation contained in this report are consistent with the Authority's statutory purposes and its approved strategic planning framework, and specifically Corporate Action Plan Objective 34, to "Plan and manage all aspects of the Authority's business so as to make the most effective use of our resources".

### **Background**

4. 'Review the People Management Strategy in line with the IIP Action Plan' is an action from the 2020-2021 Corporate Action Plan, which has resulted in the development of the attached version of the People Strategy 2021-2026.
5. The People Strategy outlines the strategic approach to people management across the Authority and the role of the Senior Management Team (SMT), other managers and our Human Resources policies, practices and processes, for managing our people resources to best deliver the Authority's priorities and objectives as set out in the Corporate Plan.
6. It aims to create a cost effective, resourceful, talented and productive workforce delivering positive outcomes for the Yorkshire Dales and its communities.
7. It links with the Authority's Core Values and has four clear aims:
  1. Attract, develop and retain a skilled and diverse workforce;
  2. Align workforce behaviours with the Authority's vision, core values, objectives and targets;
  3. Improve individual performance and workforce effectiveness; and
  4. Improve the health, safety and wellbeing of the workforce.

8. Earlier draft versions have been shared with the Member Champion for Corporate Management, SMT and Unison, with amendments made following that feedback now incorporated in the Strategy presented here.

**Vikki Thomas**  
**Head of HR**

28 April 2021