

# Huddersfield New College

## People Strategy



The People Strategy has been developed to support the Vision, Mission and Values of the College.

The Strategy makes a clear statement about how the College values and treats its people and the culture it wishes to foster to sustain excellence in all areas of teaching and support.

The Strategy supports the College's key values.

It aims to ensure the College is an employer of choice with a culture, policies and procedures that set high expectations, whilst providing a stimulating and rewarding environment for its people, and a competitive advantage to the College.

Our Vision:

To remain an outstanding sixth form college, providing high quality sixth form education for all our students, enabling them to fully realise their potential, develop as responsible young adults, and progress successfully, and with confidence, to further learning and their future career.

Our Mission:

To provide a high quality sixth form education, in a friendly, supportive and diverse learning environment

Our Core Values are:

Ambitious Supportive Passionate Inspiring Respectful Encouraging

### **STRATEGIC CONTEXT**

Our Vision is to remain an outstanding sixth form college. In an increasingly competitive post 16 education sector, attracting the best people to the College, and harnessing the talent and ideas of these people, is the only way we can do this.

### **PEOPLE STRATEGY GOALS**

1. Attract and retain the best people by providing a high quality working environment, which is welcoming to and accessible for all
2. Recruit people using rigorous, fair and professional selection methods, advertising vacancies across a wide range of accessible media.
3. Provide induction support to give people the best possible start
4. Manage people in role fairly using a rigorous and transparent probation or performance management framework, as appropriate
5. Develop people's personal and professional skills and knowledge to help them to achieve their full potential in the College environment and to be competitive for any development opportunities which arise, both internally or externally, and ensure that all have equality of opportunity in relation to this development

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6. Spot, nurture and develop our own talent, to support the retention of talent and to ensure that our people are in a strong position to apply, both internally and externally, for promoted posts, as they become available
7. Recognise people's achievements
8. Reward people fairly within transparent and open pay and remuneration frameworks
9. Embed a culture which is supportive, positive and fair
10. Provide an environment where health and well-being are actively promoted, where people feel engaged with the wider College, and valued for their contribution

### **SUPPORTING STRATEGIES et al**

Under the umbrella of the overarching People Strategy there needs to be:

- A costed Staff Development Plan
- HR Policies and Procedures which aim to deliver fair working practices for all
- An affordable Staff Reward and Recognition Strategy
- An Estates Planned Maintenance Plan, predicated on the need to provide an environment which will attract the best staff and students, and in which all can work positively and productively

Across all of these strategic areas, any work plans must be conscious of costs and adhere to the College's financial planning framework

And finally, this People Strategy must remain agile, with room for the goals to be adapted at any point, as internal and external drivers change, and influence strategic priorities.

### **PEOPLE STRATEGY OBJECTIVES: specific to 2019-20 ( these are all included in relevant action plans for 2019-20)**

#### **Goals 1 & 10**

1. To develop a long term Estates Planned Maintenance Plan and Accommodation Plan to sit alongside the College's Strategic Plan (as part of the College's Covid 19 response Governors agreed at a meeting on 30<sup>th</sup> April 2020 to extend the life of the current Strategic Plan to September 2021).

#### **Goal 2:**

1. To further review the recruitment process to ensure it is accessible at each stage to people with a disclosed disability or a health condition, for which a reasonable adjustment is necessary, and to ensure effective processes are in place to ensure reasonable adjustments are made, if needed, if the successful applicant has a disclosed disability or health condition (for example, OCD).
2. To review interview questions to ensure they are competency based, as and where appropriate.
3. To initiate refresher Safer Recruitment Training for SLT and middle managers
4. To update the College's Accessibility Audit

### Goal 3

1. To develop an induction pack for in year starters

### Goal 4

1. To ensure all Managers are knowledgeable and confident about managing people with a disclosed disability or health condition or ill health issues which lead to absence from work.

### Goal 5:

1. To develop a costed and targeted CPD Plan to enable this goal

### Goal 6

1. To participate in the SFCA new Middle Leaders Development Programme

### Goal 8

1. To review the HOF/HOD/CL remuneration criteria to ensure it reflects the increase in average class size to 18 and the permanent introduction of a HOF level and to ensure it continues to be affordable
2. To review the vocational course leader management structure in the light of the move to Linear RQF qualifications from September 2020 to ensure it is fit for purpose

### Goals 7 & 10

1. To review with staff the current Staff Reward and Recognition Strategies to ensure they are inclusive and valued by staff and are affordable

### Goal 9:

1. To bring all staff facing HR policies and procedures up to date to support this goal