

Report of the Portfolio Holder for Resources and Personnel Policy

People Strategy1. Purpose of Report

For Members to consider the draft People Strategy for adoption and approve accordingly.

2. Recommendation

The Working Group RECOMMENDS to Cabinet to RESOLVE that the People Strategy 2025 – 2029 at Appendix 1 be approved.

3. Detail

The Working Group has previously considered and agreed the themes of the new People Strategy. Following this more consultation with employees has taken place – both Managers and front line employees, including manual workers, and with Trades Union officials. The Working Group considered a further draft of the people Strategy and recommended it to Cabinet for approval. Key Decision

Not applicable.

4. Updates from Scrutiny

Not applicable.

5. Financial Implications

The comments from the Head of Finance Services were as follows:

Any specific budget matters are considered within the appendices to this report. There are no additional financial implications to consider at this stage with costs being contained within existing budgets. Any significant budget implications going forward would require approval by Cabinet.

6. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows: To follow

7. Human Resources Implications

These are included within the report.

8. Union Comments

The Union has been consulted and are supportive of the draft strategy.

9. Climate Change Implications

The climate change implications are contained within the report.

10. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

11. Equality Impact Assessment

As this is a change to policy / a new policy an equality impact assessment is included in **Appendix 2** to this report.

12. Background Papers

Nil.