



**Oadby & Wigston Borough Council**  
**People Strategy Action Plan**  
**2025-2026**

**Developed, February 2025**

**People Strategy 2025-2026 Action Plan**

Below is a table of the planned actions to achieve the objectives and overall aim, including targets

**1. Employer of Choice**

	Activity	Date	Responsibility	Output
1.1	We will promote and proactively work towards enabling a diverse agile workforce across all levels of our organisation	December 2025	HR Manager SLT CMT	Publish revised Agile Working Policy and Flexi-time guidelines
1.2	Review our HR policies and processes to make sure that we are enabling, driving forward and facilitating our aspiration to be an employer of choice	March 2026	HR Manager	Complete policy review including publishing new policies on: <ul style="list-style-type: none"> <li>• Agile Working</li> <li>• Pay &amp; Reward</li> <li>• Recruitment</li> <li>• Family Leave</li> <li>• Equality &amp; Dignity at Work</li> </ul>
1.3	Develop work placement opportunities with universities	March 2026	East Midlands Council  HR Team	To have created at least one work placement opportunity within the Council.

**2. Developing our People**

	<b>Activity</b>	<b>Date</b>	<b>Responsibility</b>	<b>Output</b>
2.1	Maximise the use of the apprenticeship levy to develop our existing employees and attract our employees of the future	March 2026	HR Manager	To utilise the Apprenticeship Levy with 2 further apprenticeships (either new roles or for existing staff).
2.2	Create a Leadership and Management Development Programme to ensure it drives our service areas and individual performance forward	March 2026	HR Manager Head of Customer Service & Transformation	Review progress of Learning and Management Development Programme

### 3. Engaging Our People

	Activity	Date	Responsibility	Output
3.1	Develop stronger working relationships with recognised trade unions to ensure that we work together and are compliant with negotiated agreements	March 2026	HR Manager Strategic Director Employee Trade Union Rep's	Establish regular meetings with recognised trade unions.
3.2	Undertake regular two-way communication with all employees	March 2026	HR Manager Marketing & Communications Manager	Continue with regular staff briefings  Annual Staff survey carried out with results shared with all staff and action plans developed to drive improvements.  Embed the Staff Engagement Group and use this group to discuss issues, concerns and embed new initiatives.

**4. Rewarding and Recognising Performance**

	Activity	Date	Responsibility	Output
4.1	Develop a strategic approach to identify, attract and develop talent	March 2026	HR Manager SLT	<p>Sponsoring a place on the Employee Development Programme run by the District council Network</p> <p>Explore sponsorship of some places on the ILM development programmes across the organisation</p> <p>Using the national 'Make a difference' campaign toolkit to attract people working in other sectors to move to local government.</p> <p>Work with other Councils on a local senior leadership development programme.</p>
4.2	Review and modernise our approaches to retention to make sure that we attract and retain valued staff	March 2026	Head of Customer Service & Transformation HR Team	<p>Analyse staff turnover rates at department level.</p> <p>Analyse staff survey feedback</p>
4.3	Develop a strategic approach to succession planning so that we identify and develop our future leaders and grow 'our own' in house where possible	March 2026	HR Manager Strategic Director	<p>Implement Training &amp; Development Programme across the organisation including running essential training for all line managers.</p> <p>Identification of business critical roles/gap analysis to identify where to develop our succession planning activities.</p> <p>Work with other Councils on a local senior leadership development programme.</p>

**5. Equality, Diversity and Inclusion**

	Activity	Date	Responsibility	Output
5.1	The Council will promote and actively work towards enabling a diverse workforce across all levels of the organisation	March 2026	HR Manager  Head of Customer Services & Transformation  Community Safety & Youth Officer	Embed Disability awareness and support across the organisation through analysis of the Disability Confident accreditation.  Undertake Gender/Ethnicity Pay Gap Analysis  Undertake EDI Analysis of recruitment applicants.  Undertake Equality Impact Assessment Training  Review Equality & Dignity at Work Policy  Implement mandatory Dignity & Respect Training and Bullying and Harassment training across the organisation.  Ensure that the Dignity & Respect is included in review of staff values

**6. Mental and Physical Wellbeing**

	Activity	Date	Responsibility	Output
6.1	Ensure safety is prioritised in the workplace, risks to staff are managed effectively and all relevant information is shared	March 2026	HR Manager  Health and Safety Officer	Identify Health Surveillance requirements and implement necessary checks across the organisation.
6.2	Build an understanding and reduce stigma of mental health conditions through awareness programmes and initiatives	March 2026	HR Manager  Senior  Leadership Team  Corporate Management Team	Undertake Mental Health First Aider Refresher Training for Mental Health First Aiders who were trained more than 3 years ago.  Train a further Mental Health First Aider based at Brocks Hill  Develop guidance on supporting employees with Mental Health conditions.

**7. Values and Culture**

	Activity	Date	Responsibility	Output
7.1	Embed our core values and behaviours into our policies, processes and how we approach the way we work	March 2026	HR Manager Marketing & Communications Manager Staff Engagement Group	Review of Values & Behaviours in consultation staff engagement group.
7.2	Undertake regular two way engagement with all employees	March 2026	Communications & Marketing Manager HR Manager	Continue with staff engagement group on a range of organisational issues. Continue with regular staff briefings. Continue with regular 121 meetings. Update staff on People Strategy Communicating with and supporting staff regarding Local Government Reorganisation and Devolution.