

# People Plan 2022-25

## What do we want for our workforce?

We want colleagues to be productive, enjoy what they do, support their health and wellbeing recognise the contribution they make and feel valued. Its important Coventry City Council is a place colleagues want to come to work would recommend to others because they have a great a work experience. We want to be that employer that is fair, inclusive, encourages development, progression, and autonomy, all of which are in line with our organisational values.

### Key Achievements from the People Plan 2020-22 | We managed to deliver the following, as well as actively supporting the Covid 19 response during the time

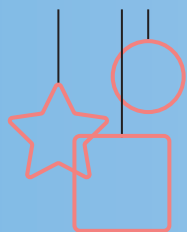
- Design and launch of the organizational values, co-produced with employees
- Introduction of the staff app and employee newsletter
- Improved health and well-being including MSK help, podiatry clinic and mental health support
- New Absence Management Policy and related training
- New - Flexible and Agile Working Toolkit
- Introduced the new recruitment system (Tribepad) including anonymized recruitment
- Induction for all New Starters, Managers as well as a Digital Induction
- Diversity and Inclusion Strategy
- Employee recognition in 'Cheers for Peers'
- Talent Development Initiatives including positive action training
- Relaunch and engaged Employee Networks
- New data reporting tools & HR Data Warehouse
- Development the payroll processes including 'single sign'
- Expansion of the employee benefit package
- Employee pulse surveys with over 25% employee response
- Health and Well-Being – 'Thrive' bronze award
- Revised management development offer
- Increased apprenticeship numbers

Metrics	Target		%
Mandatory training completions	85%	↑	83%
Apprentices in substantive roles	2.3%	↑	2.9%
Completion of leadership training	85%	↑	93%
Appraisals completed	90%	↑	96.30%
Improved EDI recording	75%	↓	65.76%
1 in 4 managers trained in mental health first aid	↑	45%	Exceeded

Metrics		CCC	English Authorities Rate
Sickness absence	↑	12.97	8.8 days per FTE
Turnover rates	↑	13.5	13.40%
Vacancy rate	↑	16%	8.00%



## What are the 5 strategic People priorities for Coventry City Council for 2022-25



- 1 Employee Well-Being
- 2 Diversity and Inclusion
- 3 Employee Experience
- 4 Agile and Flexible Workforce
- 5 Digital HR

We believe these 5 broad themes encompass the One Coventry Plan, reflect the consultation undertaken with key stakeholders and feedback from the wider workforce.

## With the overall aim of the People Plan for the next 3 years progressing the following

- To continue to work towards being a more diverse and inclusive employer
- Support Childrens and Adult Services address their recruitment and retention challenges
- Be more effective at workforce planning, and the delivery of people analytics to support evidence- based decisions
- Take our talent management from strength to strength
- Strong engagement throughout the council
- Continue to improve the mental and physical health of the workforce
- Support engagement with health and safety, increasing incident reporting and risk assessment training
- Grow managers confidence in HR processes and procedures and increase manager self service
- Provide learning opportunities for the future including having a digitally enabled workforce
- Continue to develop an open and fair culture

### How do we plan to do this?

- 1 YEAR**
- Embedding agile and flexible working
  - Introducing local and organisational recognition awards
  - New appraisal and talent management system,
  - Updating recruitment marketing and application to maintain relevancy in the marketplace
  - New management information and Insight reporting
  - Continuing to improve our mental health support

- 2 YEAR**
- Introduction of a mediation pool as part of 'just culture' approach
  - Completing the review of policies and procedures including supporting materials and training
  - A full staff survey.
  - Improvements in Attendance at Work
  - Workforce Planning Tools/Support
  - Introduction of Job Families

- 3 YEAR**
- Delivery of the race code
  - Conclusion of the Diversity and Inclusion Strategy
  - Effective retention and talent management through responsive reward and development
  - Continuation of our investment in the systems and processes to improve user experience and efficiency
  - Gold Thrive Award

### We will be sustaining our work to strive to:

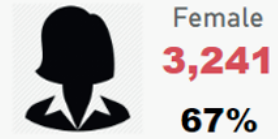
- Continue to work in partnership with trade union colleagues
- Continually developing our learning opportunities to meet organisational need, maintaining our health and safety standards
- Continuing to grow our apprenticeship offer
- Direct and targeted support to Childrens and Adult Social Care services
- Maintaining and improving our statutory and mandatory training figures
- Continue to develop our annual well-being offer



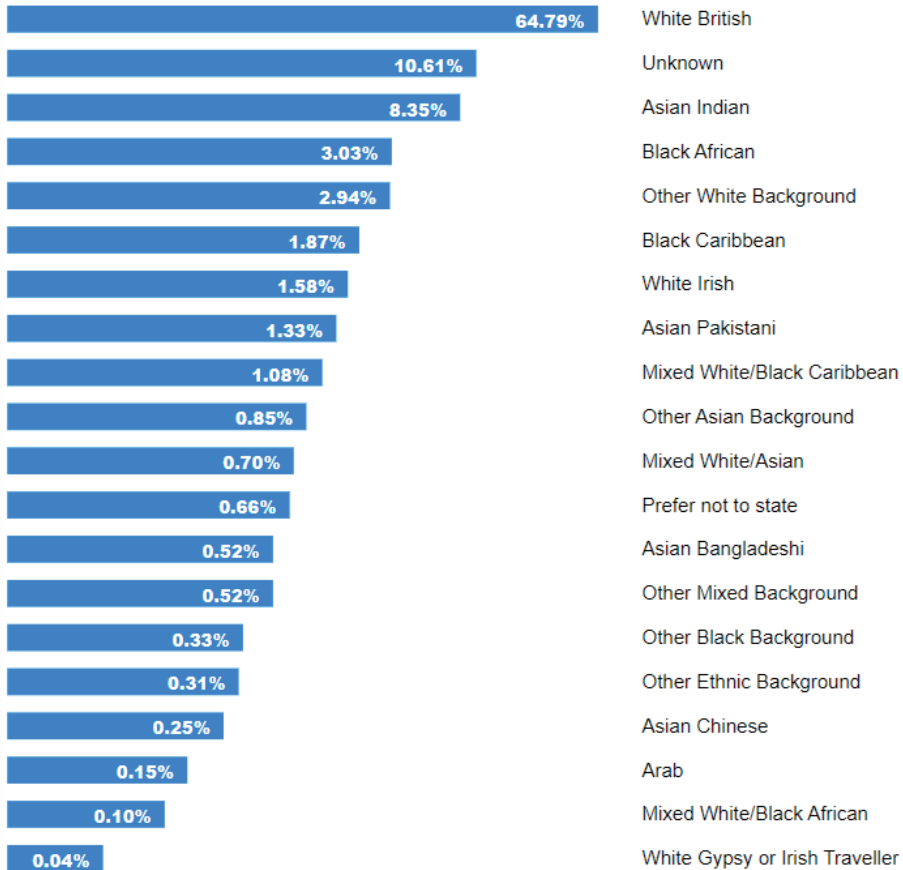
# Diversity and Inclusion Report

Report run as at  
**01 August 2022**

Total Employees  
**4825**



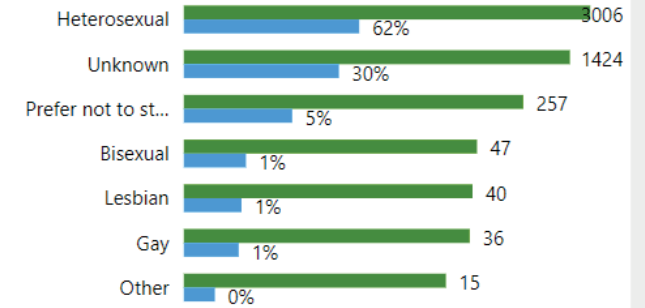
## Ethnicity



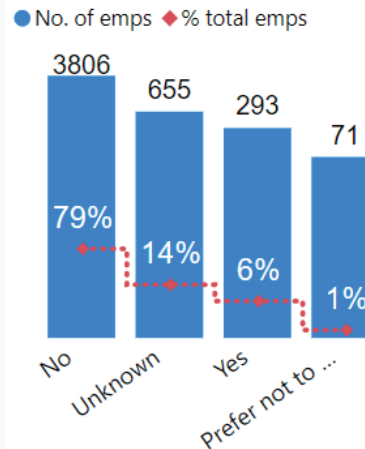
## Age

Age Band	No. of emps	% total emps
16-24	175	3.63%
25-34	777	16.10%
35-44	1025	21.24%
45-54	1285	26.63%
55-64	1337	27.71%
65+	226	4.68%
<b>Total</b>	<b>4825</b>	<b>100.00%</b>

## Sexual Orientation



## Disability Status



## Religion/Belief

