

## Workforce Strategic Ambition

**We will have a culture and environment where people thrive and achieving success through our people**

We will aim to be a local employer of choice and will seek to attract and retain a diverse and skilled workforce to include the development of pay and remuneration strategies that fairly reward whilst continually identifying cost efficiencies to effectively manage our overall wage bill.

We will continue to focus upon workforce wellbeing and engage with our workforce to listen to their priorities and to ensure appropriate support is available to help people thrive at work.

We will develop our staff through training and development to help achieve greater levels of performance and productivity including the launch of a training programme to support leadership and line management competencies.

We will seek to continue to strengthen our volunteer workforce building new relationships with organisations to attract and retain volunteers and ensure their contribution is acknowledged and celebrated.

We will continue to develop our information systems in order to more effectively analyse workforce data and help inform management decision making.

We will continue to embed our organisational values to create a positive, inclusive and productive culture, ensuring behavioural expectations are shared and owned.