

barod

gwneud gwahaniaeth | making a difference

PEOPLE STRATEGY 2019- 2020

www.barod.cymru

@WeAreBarod

#WeAreBarod

Introduction

The Barod People Strategy is how we outline our approach and commitment to our staff, both paid and voluntary.

The strategy will cover all aspects of Barod's relationship with our People and will outline key principles and priorities that will allow employees and managers to make consistent, safe and fair decisions in their working life.

This strategy is based on, and interlinked with, the organisational Strategic, Business Plan, vision, values, ethos and mission statement.



Strategic Vision

To create and nurture a culture where staff are supported to be the best they can be; upheld by our organisational values and ethos, and delivered in a safe, inclusive environment

THEMES

There are four key themes that underpin this strategy:

The organisational commitment to:

1. Recruit and retain the best talent
2. Provide a welcoming, safe, inclusive and healthy workplace
3. Foster positive skills, attributes and behaviours
4. Promote a culture of learning and growth

HOW WILL WE ACHIEVE THIS?

Barod has designed a set of priorities under each of the four themes which will be implemented and monitored via relevant policies, procedures, guidance documents and action plans.

We will work in partnership with staff, volunteers and external stakeholders to meet the priorities in the more effective and meaningful ways possible.

HOW WILL WE MONITOR THIS?

Staff Survey
External assessments and standards
Exit interviews
HR reports
Working Groups
CEO roadshows and development days
Supervision and appraisal
Key Performance Indicators

Our Priorities

Barod will:

- Promote our organisation and sector as a positive, viable career option in the wider community
- Make use of opportunities, such as apprenticeships and volunteering to grow our current and future workforce
- Work to promote Barod in a way that appeals to a diverse population
- Provide a positive and engaging recruitment process that is based on our values, vision and ethos
- Create a culture of appreciation that recognises staff contributions in an informal and formal way

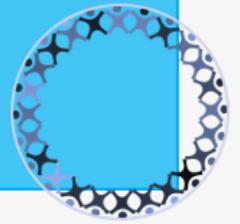
Recruit and retain the best talent



Barod will:

- Ensure all staff are properly inducted into the organisation and given the tools and training they need to complete their role
- Promote the benefits of equality, diversity and inclusion
- Ensure all staff activities are designed and risk assessed to ensure the safety of staff
- Provide opportunities for staff to talk about and improve their own health and wellbeing
- Create an environment that fosters positivity, communication and resilience
- Promote Welsh Language and Culture
- Promote a positive work/life balance

Provide a welcoming, safe, inclusive and healthy workplace



Barod will:

- Provide clear guidance on professional conduct and appropriate behaviours
- Promote the organisational values and ensure that staff understand how they link to their roles and the work they do
- Create a culture of leading by positive examples
- Ensure all leaders are working in an adaptive and inspirational way
- Monitor and manage issues around performance, behaviours or conduct in a fair and effective manner supported

Foster positive skills, attributes and behaviours



Barod will:

- Provide opportunities for learning and development that meet the needs and wants of future and current staff
- Provide formal and informal opportunities for all to grow and progress
- Embrace change as an opportunity to learn and grow
- Evaluate our impact and take action to improve
- Recognise and nurture future leaders
- Provide opportunities for feedback so that the organisation can learn and develop

Promote a culture of learning and growth



KEY ACTIONS FOR 2019



CREATE A LINK WITH HIGHER EDUCATION PROVIDERS TO PROMOTE CAREER OPPORTUNITIES

SUCCESSFULLY IMPLEMENT THE PEOPLE HR SYSTEM

DESIGN AND IMPLEMENT A LEADERSHIP DEVELOPMENT PLAN

IDENTIFY AND OFFER NEW INTERNAL AND EXTERNAL DEVELOPMENT OPPORTUNITIES

DEVELOP A PLAN FOR USE OF THE APPRENTICESHIP LEVY

REVIEW INDUCTION PROCEDURES TO ENSURE THEY ARE PREPARING STAFF FOR WORKING FOR BAROD

REVIEW THE VALUES AND WHAT THEY MEAN TO US ALL

DESIGN AND PILOT A STAFF PROGRESSION SCHEME