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| Agenda item: | 12 |
| Attachment: | A |

HRA Board Cover sheet

20 July 2022

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| Title of paper: | People Strategy |
| Summary of paper: | <p>The People Strategy has been developed by our Head of People, Michele Ekins working collaboratively with our Head of Learning & Knowledge Management, Claire Pettitt and EDI Manager, Lou Silver.</p> <p>This is the first People Strategy for the HRA focussing on our role as an employer to help us attract, retain and grow our employees to enable them to give of their best. It recognises their vital role in delivering our strategy to the ultimate benefit of patients and the public.</p> <p>The People Strategy provides the key themes which give the framework for our People work for the next three years. Whilst its ambitious for a small ALB such as the HRA the team believe it should be achievable within the resources we have and the intention of the strategy is to give focus to the initiatives and activities likely to have the most impact for us that align with the HRA's overall strategy.</p> <p>It was informed by the NHS People plan, draws on best practice informed by the Chartered Institute for Personnel Development and professional HR networks such as the Arm's Length Bodies HR network.</p> <p>The development of the strategy has involved significant engagement with staff groups including the staff forum, EDI steering group and JNC, as well as other key internal stakeholders.</p> <p>It is shared with the Board for information and also provides relevant context of our medium to longer term plans which align with the staff survey action plan.</p> |
| Reason for submission: | For information |
| Further information: | n/a |

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| Budget / cost implication: | n/a |
| Dissemination: | Publish publicly |
| Time required: | 15 |