

CCG

Chichester
College
Group

PEOPLE STRATEGY

2023-2026

**A people business,
delivered by people, to people**

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PEOPLE STRATEGY IMPLEMENTATION

To be a great place to work, learn and progress

Our success will be celebrated when:

- 1 At least 90% of our people would recommend CCG as an employer
- 2 At least 90% of our people are proud to be an employee of CCG

1 WORKFORCE PLANNING & ORGANISATIONAL DEVELOPMENT

- We will identify critical roles and future skills needed to ensure we have the workforce of the future
- People will be able to develop their skills, access training and have meaningful careers
- We will use data to inform decision making

Key deliverables:

- We will support organisational design across the Group so that structures meet the needs of the immediate business area but also are coherent and consistent across the group.
- Skills and training requirements are clearly defined (skills and training matrix)
- Plans in place to ensure required skills in place now and in the future (succession planning)

8 BUILDING PERFORMANCE ACROSS THE ORGANISATION

- Continuous focus on developing high performance in individuals and teams
- Performance management framework which supports and enables

Key deliverables:

- Effective Appraisal Process
- Performance management process aligns corporate and individual objectives
- Observation and appraisal processes generates training and development plans
- Coaching and mentoring approach with regular and effective feedback

2 STAFF RECRUITMENT

- We will recruit in line with our values
- We will attract high quality staff
- Our recruitment systems and processes will be streamlined and effective

Key deliverables:

- Attraction of high quality candidates
- Well developed career pathways available for candidates to view and explore
- Recruitment process efficient and clearly defined
- Recruitment process meets best practice safeguarding and compliance requirements

7 STAFF ENGAGEMENT

- We will embed a culture where staff feel they can express their views
- We will create multiple opportunities to share information, listen and engage with our staff
- We will engage with staff at both a local, campus and organisational level
- We recognise that a key element of the work we do at CCG involves giving back to the community and we will look for innovative ways to support and encourage this

Key deliverables:

- Employee engagement strategy
- A range of opportunities for staff to share their views, ask questions and have the opportunity to impact on the direction of the organisation
- Union recognition agreement



3 JOINING THE ORGANISATION

- We will be welcoming and supportive to new staff
- We will quickly equip new staff with the information and skills required to become effective in their role

Key deliverables:

- Welcome and onboarding process efficient, clearly defined and specific to role
- Induction process welcoming and supportive with all elements required to enable employee to deliver maximum effectiveness as quickly as possible
- Effective probation process in place



4 TRAINING AND DEVELOPMENT

- We will provide ongoing training and development to all our staff
- We support staff in their development by the provision of dedicated time to undertake development as well as a range of ongoing developmental activities, both online and in person

Key deliverables:

- High quality mandatory training across the organisation
- Training and development plans linked to organisational need and appraisal process, with ongoing development of all curriculum and support staff
- Training which supports the career pathways
- Management and Leadership Development programmes

5 EQUALITY, DIVERSITY & INCLUSION

- We will foster an inclusive culture, where everyone feels that they belong
- We will ensure that there is training for all staff
- We will monitor our key workforce data to ensure that there is no bias or discriminatory practices

Key deliverables:

- ED&I Strategy and Action Plan
- Commitment to participation and engagement with national standards and framework
- Regular monitoring of key data – such as recruitment and leavers data
- Range of training and development opportunities for all staff



6 REWARD, & RECOGNITION

- Our benefits will be designed to attract and retain high quality staff
- We will look for ways to personalise our benefits and to provide flexibility and choice where we can
- People will be recognised for their positive behaviours and outputs

Key deliverables:

- Reward and recognition strategy
- A range of recognition tools
- Information about the range of benefits to be easy to access and shared with candidates and staff regularly



OUR OBJECTIVE

To be a great place to work, learn and progress



OUR VISION

- 1** Our people feel valued, motivated, recognised and appropriately rewarded for their contribution
- 2** Our people feel there is a consistent culture of trust, teamwork, integrity and sustainability
- 3** Our people recognise that wellness, mental wellbeing and a positive life work balance are integrated into our work environment
- 4** Our people engage in skills and confidence development and have access to careers progression
- 5** Our values are at the heart of all our behaviours
- 6** Our people feel supported due to simple and effective processes across the group



WHO WE ARE

- 1** We are an organisation that values its people and their wellbeing
- 2** We trust and empower our people in delivering an outstanding service
- 3** We recognise and reward our people's achievements and strengths
- 4** We develop, encourage and support our people in their professional journey
- 5** We support our teams and operate a positive, 'no blame' culture
- 6** We treat people with fairness and equity
- 7** We promote kindness, understanding and compassion
- 8** We aspire to consistently exceed expectations
- 9** We deliver excellent performance
- 10** We are creative and innovative