

**More for York**

**Delivering through People**

**Workforce Plan**

**2010 - 2012**

HR Transformation



# What is Workforce Planning?

- having the right people with the right skills in the right places at the right time to deliver the right services to our customers
- ensuring our workforce has the skills to deliver what we want it to do now, and planning so that it will be able to deliver what we want it to do in the future.
- using information about our current workforce and considering future trends, workforce planning enables us to identify the future people and skills we will need, and to work towards this now.

# Why do we need a Workforce Plan?

- 2009-12 Corporate Strategy.....‘Effective Organisation’  
....defined as being ‘modern, with high standards in all we do, living up to our values, and being a great place to work’.
- Use of Resources Assessment / Comprehensive Area Assessment
- Clear statement of commitment & priorities to the Workforce
- Sets out a framework for us manage and monitor progress

# What are the priorities?

- Diversity
- Efficiency
- Transformation and Culture change
- Customers
- Partnerships

# Diversity

- Remove barriers to enable our employment opportunities to be accessible to all.
- Increase the number of disabled people and BME people at all levels in CYC, and female Chief Officers.
- Increase the number of young people (under 25) working for the Council. Ensure our organisational culture and practices are fair and inclusive and support the retention of a diverse workforce.
- Develop the skills of staff to better understand diversity issues

# Diversity continued

- Further collaboration with community groups to understand why there are a low numbers of disabled people, BME people and under 25s working for the council.
- Work with disability groups in York to communicate what the Council does to encourage and enable disabled people to work for us and how they can find out about and apply for CYC jobs.
- Work with BME groups in York to communicate what the Council does to encourage and enable BME people to work for us and how they can find out about and apply for CYC jobs.
- Through taking on best practice and consulting with staff and customers, ensure the new Council HQ has excellent accessibility to all.

# Diversity continued

- Encourage wider participation in work placements and employment for those with learning disabilities through Future Prospects.
- Ensure equality needs are built in to job design and job descriptions and reasonable adjustments consider 'job carving'.
- Implement and embed a guaranteed interview scheme for those leaving local authority care (Looked After Children - LAC)
- Develop a package of flexible working options (cross reference with action 1D. 4 and 4C.6)
- Investigate why CYC employs few women at Chief Officer level and propose actions to redress.
- The council meets the 'achieving authority' criteria in the IdeA's Equality Framework.

# Embedding Workforce Planning

- Service Planning
- Management Information
- Role of HR and role of Manager
- Governance and Steering arrangements to be robust

# Role of scrutiny?

Monitoring Diversity objectives in relation to Apprenticeships and Young people