



People and Culture Strategy

2022 - 2025

INTERNAL



Our People and Culture Strategy sets out how we will put people first - by looking after you, by creating a culture that enables you to be great, and by introducing new and improved ways of working. We will develop and grow our workforce to meet the needs of our communities and to achieve our strategic growth plans.



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In the interests of both you and the service that you deliver, and in line with our values - **Passion, Ambition, Respect, Collaboration and Accountability** – we will Work Together to be successful in the delivery of our overall Purpose, Mission and Vision.

Simone

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Five Themes from Our People and Culture Strategy

Attract, recruit and retain



Attract, recruit and retain competent staff and volunteers to support our growth, impact and success

Train, upskill and progress



Build our performance and skills by encouraging and supporting the development of new knowledge and expertise

Empower, manage and lead



Foster compassion and embed a trust-based management style and culture

Listen, engage and inform



Strengthen staff and volunteer engagement by ensuring positive experiences and a fulfilling working environment

Diversity, inclusion and wellbeing



Promote and embrace staff wellbeing, inclusion and diversity throughout the organisation

Working Together – Review and Monitoring

The progress and delivery of the strategy will be monitored by the HR and Remuneration Committee and will be reported annually to the Trustee Board.

The Staff Wellbeing Committee and Staff Inclusion and Diversity Committee (TBA) will also have responsibility for monitoring progress for the relevant work streams.

All FSM managers, staff and volunteers will have responsibility for informing the work plans to support the strategy and its delivery.

