

Scrutiny Report



Overview and Scrutiny Management Committee

Part 1

Date: November 2023

Subject **People Plan 2023-2028**

Author **Scrutiny Advisor**

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject
Rhys Cornwall	Strategic Director for Transformation and Corporate
Tracy McKim	Head of People, Policy and Transformation
Kevin Howells	HR and OD Manager

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked:

1. To consider the People Plan 2023-2028 and assess whether the information contained within is adequate to develop an understanding of the aims, priorities, and actions of the Plan.
2. To determine whether it wishes to make any comments and recommendations to Cabinet.

2 Context

Background

- 2.1 Following the creation and agreement of the new Corporate Plan 2022-2027, several critical plans have been developed and the People Plan 2023-2028 is the latest Plan to be received by the Overview and Scrutiny Management Committee.
- 2.2 The People Plan 2023-2028 sets out the people practice focus for the immediate period and subsequent years to ensure that priorities are clearly set. It is a piece of work which deliberately

attempts the coordination of plans, actions and initiatives aimed at effectively managing Newport City Council’s workforce.

Summary




- 2.3 The People Plan 2023-2028 sets out and defines four Strategic Themes:
- Representation and Transformation
 - Employee Wellbeing
 - Employee Engagement
 - Employee Experience
- 2.4 The Plan sets out objectives and measures of success (also known as actions) for each theme.
- 2.5 Measures of success are a current outline of the types of activity that will be considered and will develop within the Plan as the years progress.
- 2.6 Following Committee’s review and any feedback, this Plan will be presented to Cabinet.



Previous Consideration of this item

- 2.6 This item has not been brought to Committee previously.

3 Information Submitted to the Committee

- 3.1 Attached at **Appendix 1** is a supporting note for the People Plan 2023-2028.
- 3.2 Attached at **Appendix 2** is the People Plan 2023-2028.
- 3.3 The Plan contains:
- An explanation of the purpose of the Plan
 - The four Strategic Themes
 - The objectives and current Measures of Success for each theme
 - An explanation of how the Plan intends to measure progress and invite review and
 - (For information) the four employee values and behaviours.
- 3.4 The 5 Ways of Working have been considering in the creation of the Plan in accordance with the Well-being of Future Generations (Wales) Act 2015:

Long term		The development of the People Plan and next steps thereafter will support longer-term aspirations and ensure a sustainable workforce for the future
Prevention		The work described and recommended in this paper will contribute to building and mobilising workforce capacity to contribute to the prevention of mitigating workforce concerns
Integration		The integrated approach to developing the plan with a variety of stakeholders will help support integration and partnerships working with colleagues and interested parties.

Collaboration		Collaboration with partners throughout the organisation (and externally) will support the achievement of the Strategic Aims and allow a number of diverse perspectives to be explored and represented in the People Plan.
Involvement		As above, stakeholders have been involved and will continue to be involved in the development of the People Plan.

3.5 Attached at **Appendix 3** is the accompanying Fairness and Equality Impact Assessment (FEIA).

4. Suggested Areas of Focus

4.1

<p>The role of the Committee in considering the report is to:</p> <ul style="list-style-type: none"> • Consider: <ul style="list-style-type: none"> ○ The four Strategic Themes, their objectives and measures of success. ○ The information provided for each theme, objective and measure of success. ○ Any ways in which to improve or enhance the content of the Plan. • Determine whether the Committee wish to make any comments and recommendations on the People Plan 2023-2028 to Cabinet. • Conclusions: <ul style="list-style-type: none"> ○ What was the overall conclusion on the information contained within the report? ○ Is the Committee satisfied that it has had all of the relevant information to base a conclusion on the quality of the People Plan 2023-2028? ○ Do any areas require a more in-depth review by the Committee? ○ Do the Committee wish to make any Comments / Recommendations to the Cabinet?
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4.2 Wellbeing of Future Generation (Wales) Act

5 Ways of Working	Types of Questions to consider:
<p>Long-term</p> <p>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</p>	What consideration have you given to the long term trends that could affect your proposal or; how could your proposal impact these trends?
	How will the needs of your service users potentially change in the future?
<p>Prevention</p> <p>Prevent problems occurring or getting worse.</p>	What is the objective (or the desired outcome) of this proposal?
	How are you addressing these issues to prevent a future problem?
	How have the decisions, so far, come about? What alternatives were considered?
<p>Integration</p>	Are there any other organisations providing similar / complementary services?

Considering how public bodies' wellbeing objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	Have you consulted with the health board, third sector, emergency services, businesses and anyone else you think might be impacted?
	What practical steps will you take to integrate your project with existing plans and strategies of other public organisations to help us all contribute fully to the seven national well-being goals?
<p style="text-align: center;">Collaboration</p> Acting in collaboration with any other person (or different parts of the organisation itself).	Who have you been working with? Why? Who have you collaborated with in finding out more about this problem and potential solutions?
	How are you co-working with other sectors?
	How are you using the knowledge / information / good practice of others to inform / influence the Council's work?
<p style="text-align: center;">Involvement</p> The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.	How have you involved the people who are being impacted by this decision?
	How have you taken into account the diverse communities in your decision making?
	How have you used different / alternative methods to reach people and involve them?
	How will you communicate the outcome of your decision?

4.3 Suggested Lines of Enquiry

The Committee may wish to consider:

- How are staff voices incorporated into the Plan?
- How will the Plan monitor progress in its annual reports to Committee – will the RAG system be used for Measures of Success?
- How will we engage with partners to best achieve objectives?
- How will awareness be raised for objectives requiring staff involvement such as networks, social groups, upskilling opportunities etc?
- What new approaches can be taken to increase diversity within Newport City Council?

Section B – Supporting Information

5 Links to Council Policies and Priorities

Well-being Objective	1 – Economy, Education and Skills	2 – Newport's Environment and Infrastructure	3 – Preventative and Equitable Community and Social Care	4 – An Inclusive, Fair and Sustainable Council
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Aims:	Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.	A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.	Newport is a supportive city where communities and care are at the heart of what we do.	Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.
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5.1 This Plan has strong links to Objectives 1 and 4.

6 Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2022-27](#)
- [Digital Strategy 2023-27](#)
- [Strategic Equality Plan 2020-24](#)
- [People and Culture Strategy 2017-22](#)

Report Completed: November 2023