

Our HR Strategy, briefly introduced here, sets out how we will support and develop our staff in the context of strategic challenges and growth.

We value well-being, fairness and professional development.

The strategy is supported by regularly reviewed policies.



# Our Human Resources Strategy - an overview

## Key aim



## We want to retain our employees and increase their well-being

The college is careful to recruit high quality staff and to meet expectations. However, turnover increased in the period to 2023 (to 22%), including as a result of teachers leaving the profession or UK and greater demands among support staff for flexible/hybrid working. Our HR Strategy seeks to address this challenge.

**Target: turnover to be < 18%**

## Our focus

### A key focus on well-being

- A safe a fit for purpose work environment
- Consultation with staff on strategic changes so that staff trust in those decisions that need to be made quickly
- A well-planned pay policy and review process
- Good communication through focus groups, trade unions etc
- Fair and best practice policies
- Flexibility in working practices (e.g. schedules and working from home policy)
- Successful recruitment into team vacancies

## Our focus

### A key focus on training and development

- A qualifications plan to ensure that employees can gain specialist training where needed
- Mandatory training on essentials such as safeguarding and cyber-security
- A culture which promotes participation in networking groups
- Leadership training for professional development and succession planning
- Coaching opportunities and the chance to train as a coach
- An effective induction programme

## Our focus

### A key focus on equality and diversity

At present our workforce is reasonably diverse across Asian, Black and White ethnicities with an average age across all employees of 42. The average length of service of current employees is 4.5 years. We believe that we must seek to:

- Promote ourselves as a positive workplace for LGBTQ+ staff
- Actively support a talent pool of staff in order to secure greater diversity in leadership positions
- Through training and policies ensure that we are well-respected by our employees for our cultural understanding and for making supportive adaptations