

**Employee Engagement Strategy
21 November 2023**

Report of Organisational Development Officer

PURPOSE OF REPORT

To enable the Committee to consider and provide feedback on the introduction of the Employee Engagement Strategy.

This report is public.

RECOMMENDATIONS

That the new Employee Engagement Strategy is considered by the Committee and feedback is provided. Please note that strategies such as this do not require formal Committee approval but views are welcomed.

1.0 Introduction

- 1.1 From time to time the Council will create new Human Resources strategies
- 1.2 A new Employee Engagement Strategy has been developed, through consultation with employee voice forums, and following research and feedback from employees confirming what the organisation should look to address to further develop employee engagement and experience at the council.
- 1.2 This new strategy is presented to the Committee for their consideration

2.0 Employee Engagement Strategy

- 2.1 The introduction of an Employee Engagement Strategy is being proposed following feedback from the two most recent Investors In People Reports and is something we have promised to deliver as part of our People Plan. There are a range of benefits to be realised by focusing on employee engagement, such as increased feelings of belonging, increased dedication to work, as well as absorption in work activity. The strategy has great potential to contribute towards delivering Our Priorities for 2030 Plan:

- A sustainable district
- An inclusive and prosperous local economy
- Happy and healthy communities
- A co-operative, kind and responsible council

Benefits to employees include wellbeing arising from building connections with the

local community, and giving back to society while working on issues they feel passionate about. Further benefits include the development of skills such as communication, team working, creativity, as well as the development of increased confidence and resilience.

2.2 The Strategy covers areas such as:

- Developing employee voice
- Increasing organisational integrity
- Improving strategic narrative
- Creating engaging managers

3.0 Amendments following JCC on 1 November 2023

3.1 In response to discussion at JCC on 1 November 2023, references to specific survey data in the strategy have been removed and the wording to express our commitment to working with Trade Unions has been strengthened.

4.0 Conclusion

4.1 The Committee is asked to consider the new strategy document, make any relevant comments and make any suggestions on the content.

BACKGROUND PAPERS n/a	Contact Officer: Dawn Bradley Telephone: 01524 582230 Email: dbradley@lancaster.gov.uk
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