



Ayrshire
College ➤

People Strategy

2018-2020

Raising Aspirations
Inspiring Achievement
Increasing Opportunities



This People Strategy sets out the strategic direction that the College will take, with the support of the HR and Organisational Wellbeing (HROW) team, to lead, manage and develop our people to enable the delivery of the strategic goals as set out in the Strategic Plan 2017-2020.

Ayrshire College Strategic Goals 2017-2020

01

To be an ambitious, innovative and inclusive learning organisation in which students and staff thrive

02

To develop people and communities, and support inclusive growth, through high quality learning and skills

03

To be a high-performing, sustainable college recognised for excellence and integrity

Vision

In supporting the strategic goals, our vision is to attract, recruit, develop and retain talented, skilled and diverse people who thrive within the College.

The College values shape the HROW mission

To deliver services of the highest quality through which our people feel valued and career development is enabled within a respectful, supportive, and open and honest culture.

People Strategy Objectives

Three core themes have been identified by the HR and Organisational Wellbeing Team which underpin the delivery of the People Strategy and encompass all of our activities:

- **Embedding and championing inclusion, diversity and wellbeing in all that we do**
- **Making the best use of technologies available to redesign and transform the delivery of our services to the College**
- **Providing robust data and information to support decision making at all levels within the College**

The People Strategy aims to underpin the College strategic goals by:

1: Integrating and aligning workforce planning with business planning processes to support the continued development of the College through having the right people, with the right skills, in the right place, at the right time

To achieve this aim, we will:

- 1** Develop a strategic workforce planning framework to underpin and inform the future review and development of curriculum and service functions taking account of all external and internal factors
- 2** Recruit high calibre, diverse staff to meet the changing requirements and objectives of the College's business to ensure ongoing and future sustainability
- 3** Develop a holistic approach to career development through designing and implementing innovative competency frameworks, talent management and succession planning
- 4** Provide accurate, easily accessible and real time management information through developing the full capacity of the HR Information System



2: Attracting and retaining talented people



To achieve this aim, we will:

- 1** Implement enhanced marketing and e-recruitment technologies to provide a customer-focused service which attracts diverse applicants to the College
- 2** Enable all staff to align their own objectives, values and behaviours with those of the team and the College through the Personal and Professional Development Review (PPDR) process
- 3** Enable staff and teams to lead their own professional development to support communities of learning across the College
- 4** Deliver leadership and management development to support current and future leaders at all levels of the College
- 5** Enable the development of teams through innovative and inclusive programmes of staff and team development working with key partners and stakeholders to support these aims

3: Maintaining and developing our people's knowledge, skills and capacity in relation to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations

To achieve this aim, we will:

- 1** Support the delivery of the Ayrshire regional Equality Outcomes 2017-2021
- 2** Strengthen stakeholder engagement and partnership working both internally and externally to identify and develop opportunities which promote equality and support inclusion
- 3** Provide leadership to the work of the Values, Inclusion, Equality and Wellbeing (VIEW) steering group and its associated sub-groups and short-life projects to support the on-going development of an inclusive, accessible and supportive College culture
- 4** Continue to build capacity across the College to ensure that our people are trained and developed on all protected characteristics and thereby mainstream equality across all College functions, processes, and practices
- 5** Continue to develop tools such as Equality Impact Assessment (EqIAs) to support the development of an inclusive culture



4: Supporting safe working environments and promoting health and wellbeing to encourage our people to focus on healthier life choices and wellness



To achieve this aim, we will:

- 1** Continue to review and improve the College's Health and Safety management arrangements
- 2** Support managers and staff in maintaining and achieving appropriate levels of competency and knowledge in health and safety to enable effective risk management
- 3** Increase staff involvement in health and safety performance to maintain and sustain a strong culture of health and safety
- 4** Work with key partners across our communities who are committed to maintaining, enhancing and supporting health and wellbeing
- 5** Develop a comprehensive wellbeing strategy to support the delivery of health and wellbeing programmes and initiatives
- 6** Encourage and support staff to adopt and maintain a healthy lifestyle through promoting both local and nationwide wellbeing and health initiatives

5: Enabling a working environment and culture where our people are treated fairly and consistently



To achieve this aim, we will:

- 1** Lead HR policy development and review frameworks in conjunction with trade unions to enable the development of best practice policies and procedures
- 2** Support managers across the College in the implementation of College policies and procedures to ensure a consistent and fair approach.
- 3** Facilitate staff surveys in order to gain feedback from staff to inform the ongoing development of the College
- 4** Lead the development of an annual staff conference where all staff have the opportunity to contribute to and influence the future direction of the College
- 5** Foster and enable positive employee relations through supporting and facilitating the work of the local Joint Negotiating Committees (JNCs) and also contributing to the processes of national bargaining as appropriate



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