

## **STAFFORDSHIRE MOORLANDS DISTRICT COUNCIL**

### **Resources Overview & Scrutiny Panel**

**29th January 2025**

<b>TITLE:</b>	<b>Workforce Development - Training / Development / Apprentices / Graduates</b>
<b>PORTFOLIO HOLDER:</b>	<b>Councillor Chris Wood - Portfolio Holder for Finance</b>
<b>CONTACT OFFICERS:</b>	<b>Tanya Cooper - Head of Organisational Development and Transformation</b>
<b>WARDS INVOLVED:</b>	<b>Non-Specific</b>

### **Appendices Attached**

#### **Appendix A – Strategic Alliance Workforce Report (December 2024)**

#### **1. Reason for the Report**

- 1.1 The purpose of this report is to provide Resources Overview and Scrutiny Panel with summary of the Alliance's Workforce progression.

#### **2. Recommendation**

- 2.1 That the report be noted.

#### **3. Executive Summary**

- 3.1 The Council recognises the importance of workforce progression and commits to supporting with and improving the progression and upskilling of its workforce, in line with the aims of the Corporate Plan as well as the Organisational Development Strategy.
- 3.2 Workforce development is significantly important in the success of the Council and its strategic alliance partner High Peak Borough Council. The Alliance Workforce report attached at Appendix A highlights the efforts and progress made by the strategic alliance in supporting its joint workforce to achieve career progression, upskilling and achieving their personal aims and those of the Councils.
- 3.3 The report focuses on key areas such as training and training spending,

statistics regarding progression, senior leadership and procedures and opportunities in place for continued workforce development.

#### **4. How this report links to Corporate Priorities**

4.1 Corporate Plan (Aim 2) – a high performing and well-motivated workforce.

#### **5. Alternative Options**

5.1 There are no alternative options to consider.

6.1	<u>Community safety, including safeguarding and prevention of terrorism</u> None.
6.2	<u>Workforce</u> Detailed in the report
6.3	<u>Equality and Diversity/Equality Impact Assessment</u> This report has been prepared in accordance with Diversity and Equalities policies.
6.4	<u>Financial Considerations</u> None.
6.5	<u>Legal</u> No arising directly from the report.
6.6	<u>Climate Change and Sustainability</u> None.
6.7	<u>Conservation and Enhancement of Biodiversity</u> None.
6.8	<u>Consultation</u> Not arising directly from the report.
6.9	<u>Risk Assessment</u> Not applicable.

**ANDREW P STOKES**  
**Chief Executive**

**Web Links and**  
**Background Papers**

Organisational Development Strategy

SMDC Corporate Plan 2023-2027

Alliance Pay Grades

Agile Working Policy

Employee Benefits Brochure

**Contact details**

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## **7. Background and Introduction**

- 7.1 The Council has a shared workforce with its strategic alliance partner High Peak Borough Council, In February 2022, Cabinet agreed a Strategic Alliance Organisational Development Strategy which set out a series of action to ensure effective development of the workforce.
- 7.2 The strategy included a commitment to review and refresh the apprenticeship and graduate recruitment arrangements across the Alliance.
- 7.3 Workforce development and progression have a significant impact on all functions within the Alliance. Prioritisation of development and strategies around progression are important for being a dynamic organisation that meets the needs of its consumers.
- 7.4 The purpose of this report is to set out the current arrangement for development and progression throughout the current workforce and the steps being taken to ensure that progress can continue to be made.

## **8. Alliance Workforce Report**

- 8.1 The Alliance Workforce report attached at Appendix A, summarises the current achievement and progress of staff throughout the Alliance, focusing in on the progression made by staff, trainees and apprentices. It also sets out details of training spending.

## **9. Continuation of Development**

- 9.1 Whilst the progress set out in the workforce report continues to be good, there is a need to continue to develop the current workforce and create a talent pipeline. The Organisational Development Strategy is being implemented to support with this progress.