

Scrutiny Management Board



Date of meeting:	12 November 2025
Title of Report:	Plymouth City Council People Strategy
Lead Member:	Councillor Sue Dann (Cabinet Member for Customer Experience, Sport, Leisure and HR and OD)
Lead Strategic Director:	Si Bellamy (Chief Operating Officer)
Author:	Chris Squire, Service Director HR & Organisational Development
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Your Reference:	Click here to enter text.
Key Decision:	Yes
Confidentiality:	Part I - Official

Purpose of Report

To present the new People Strategy for Plymouth City Council

Recommendations and Reasons

1. For Scrutiny Management Board to note that the strategy is still in draft form, pending comments from scrutiny and cabinet.
2. Support the new People Strategy for Plymouth City Council
The strategy presents the risks and opportunities facing Plymouth City Council, in terms of the recruitment, retention and development of staff. The new strategy recognises the economic and social development of the city, and connects the development of the workforce to these influences.

Alternative options considered and rejected

1. Not having a People Strategy
 This was rejected. There are very real risks facing recruitment & retention of staff, and it is paramount that we have a strategy that focuses on workforce planning, the wellbeing of staff, and the connection of the workforce to the economic and social development of the city.

Relevance to the Corporate Plan and/or the Plymouth Plan

The People Strategy links directly to and supports the Plymouth Plan and the four principles of Democracy, Responsibility, Fairness and Co-Operation in the Corporate Plan. The strategy also underpins how we will deliver our priorities in Plymouth and how we connect the workforce to these priorities.

Implications for the Medium Term Financial Plan and Resource Implications:

There are no adverse MTFP or resource implications arising from the strategy. Programmes of work arising from the strategy will be subject to business cases, and will lead to improved people services, efficiencies across the organisation, and reduced cost.

Financial Risks

'This document represents a revised strategy and does not raise any direct financial risks. The application of this strategy to develop organisational change will be undertaken on a case-by-case basis, with risks raised and considered on that basis.

Legal Implications

The Council has wide powers to employ officers to deliver its responsibilities and objectives. The People Strategy is an integral part of the long-term workforce planning to ensure the Council meets its statutory duties and responsibilities to residents and to its workforce. There are no specific legal implications raised by the strategy.

Carbon Footprint (Environmental) Implications:

There are no direct carbon/environmental implications for the decision.

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

Health & Safety

The People Strategy aims to enhance Plymouth City Council's already good H&S practices and support the wellbeing of staff.

Equality Duty

The People Strategy has been developed following extensive engagement with staff. It directly supports the development of an ambitious and inclusive workforce, connected to Plymouth's communities.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Plymouth City Council People Strategy							
B	Equalities Impact Assessment (if applicable)							

Background papers:

**Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>

Sign off:

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<p>Originating Senior Leadership Team member: Chris Squire</p> <p>Please confirm the Strategic Director(s) has agreed the report? Yes</p> <p>Date agreed: 23/10/2025</p> <p>Cabinet Member approval: <i>Approved by Cllr Sue Dann</i></p> <p>Date approved: 27/10/2025</p>											