

**BOLSOVER DISTRICT COUNCIL**

**Meeting of the Executive on 2<sup>nd</sup> March 2026**

**People Strategy**

**Report of the Portfolio Holder for Resources**

<b>Classification</b>	This report is Public
<b>Contact Officer</b>	Peter Wilmot, HR Business Partner

**PURPOSE/SUMMARY OF REPORT**

This report presents the Bolsover District Council People Strategy 2026 – 2028, setting out the Council’s approach to workforce development, wellbeing, inclusion, and readiness for Local Government Reorganisation. The strategy outlines priorities and actions to attract, retain, and develop a skilled, agile, and engaged workforce, supporting the Council’s ambitions for excellent services, economic growth, environmental protection, and housing development.

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**REPORT DETAILS**

**1. Background**

- 1.1 The People Strategy is brought forward to support the Council’s commitment to its workforce and to prepare for anticipated changes from Local Government Reorganisation. The strategy has been previously circulated for consultation purposes via email to the members of the Council’s Union Employment Consultation Committee.
- 1.2 The strategy aligns with the Council’s vision to maximise and deliver excellent services, economic growth, environmental protection, and housing development.
- 1.3 Furthermore, the strategy has been informed by the Council’s Employee Survey conducted in 2024.

**2. Details of Proposal or Information**

- 2.1 The strategy includes a breadth of key priorities to ensure the Council is ideally placed in the lead up to local government reorganisation.

**Key Priorities identified in the strategy:**

- **Career Progression, Renewal, and Recognition:**
  - Continuous learning and training opportunities
  - Leadership development programmes
  - Digital skills enhancement

- Cross-departmental training
- Mentorship programmes
- Succession planning
- Skills audit to identify gaps
- **Wellbeing and Good Health:**
  - Mental, physical, and emotional wellbeing initiatives
  - Flexible working options
  - Employee assistance programmes
  - Positive work-life balance
  - Health and wellbeing policies
- **Learning and Development:**
  - Increased budget for training and apprenticeships
  - Leadership and management development appointments
  - Quality conversations at appraisals
  - Support for professional development
- **Inclusion and Equity:**
  - Commitment to being an inclusive employer
  - Supporting equality objectives
  - Celebrating diversity
  - Consultation with employees and stakeholders

2.2 The HR & Payroll service has been delivering services since its creation in December 2022, actions delivered since 2022:

- Improved and more efficient onboarding arrangements
- The creation of a new Employee Engagement post
- A new and more effective Occupational health service
- Developed a new Apprenticeship Framework to maximise the efficiency of the procurement of Apprenticeships
- Paperless payslips
- A Health and Wellbeing Framework and Action Plan
- Professional membership reimbursement for key officers
- New policies covering Menopause, Neurodiversity and the prevention of Sexual Harassment in the workplace with supporting training.
- Established policies reviewed and updated
- Introduced the Viv-Up Employee benefits platform incorporating the Council's Employee Assistance Programme and Cycle to Work Scheme
- A range of on demand training and Awareness sessions for employees developed and available via Eric
- Introduced Skillgate – Online Learning and Development Platform with over 1000 on demand courses available

### 2.3 **Introducing and Launching the Council's Senior Leadership Team Charter and new Behaviours and Values – T.H.R.I.V.E.**

The Council's Senior Leadership team are committed to leading the Council's services with integrity, purpose, and respect - for their staff, their communities and the future we are building together. This is set out in the People Strategy as

a leadership charter and with the overriding ethos of the message of 'Bolsover Together'.

The Council has updated its Values and Behaviours in consultation with our workforce via its 2024 Employee Survey. It is hoped that these will ensure the ownership of the values and behaviours implemented. The Council's proposed expectation and values are set out below:

- **T** - Trust and Transparency: Built on honesty and openness - we say what we mean and follow through.
- **H** - Humility and Respect: We are respectful of others' views and value everyone's contribution.
- **R** - Resilience and Support: We stay strong in the face of challenge and remain supportive of one another.
- **I** - Inclusive and Adaptive: We embrace inclusion, and we stay flexible and adaptable to change.
- **V** - Values and Voice: We act with integrity, stay true to our values, and create space for everyone's voice to be heard.
- **E** - Empowerment and Growth: We empower others, nurture development, and continuously learn and grow.

### **Opportunities and Challenges:**

- Preparing for Local Government Reorganisation
- Supporting staff through uncertainty
- Increasing learning and development provision and budgets to put our employees in the best possible position to continue to deliver for the people of Bolsover after reorganisation.
- Aligning pay and conditions with other Derbyshire councils
- Benchmarking policies
- Considering the need to review the Council's Local Conventions that support its Job Evaluation Scheme

### **3. Reasons for Recommendation**

- 3.1 To ensure the Council is equipped to meet future challenges and opportunities, particularly the transition to a Unitary Authority.
- 3.2 To maintain and enhance service delivery through investment in the Council's workforce development, wellbeing, and inclusion.

### **4 Alternative Options and Reasons for Rejection**

- 4.1 Not adopting the strategy would risk workforce disengagement, reduced service quality, and an inability to respond effectively to organisational change.
  - 4.2 Failure to invest in development and wellbeing could impact on recruitment, retention and staff morale, with negative consequences for service delivery
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**RECOMMENDATION(S)**

Formally approve the adoption of the People Strategy 2026–2028 for the Council.

Approved by Councillor Clive Moesby, Portfolio Holder for Resources

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**IMPLICATIONS:**

<p><b><u>Finance and Risk</u></b>      Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/> <b>Details:</b> There are no direct financial implications resulting from this report. Any budget implications from the implementation of the People Strategy will be presented to Members for approval if/as they arise if they can't be found from within existing budgets.</p> <p style="text-align: right;">On behalf of the Section 151 Officer</p>
<p><b><u>Legal (including Data Protection)</u></b>      Yes <input type="checkbox"/>      No <input checked="" type="checkbox"/> <b>Details:</b></p> <p style="text-align: right;">On behalf of the Solicitor to the Council</p>
<p><b><u>Staffing</u></b>      Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/> <b>Details:</b> It is hoped that the aspirations and measures set out in the strategy will help the Council with attracting and retaining talent.</p> <p style="text-align: right;">On behalf of the Head of Paid Service</p>
<p><b><u>Equality and Diversity, and Consultation</u></b>      Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/> <b>Details:</b> An equality impact assessment will be undertaken.</p>
<p><b><u>Environment</u></b>      Yes <input type="checkbox"/>      No <input checked="" type="checkbox"/> Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment. <b>Details:</b></p>

**DECISION INFORMATION:**

<p><input checked="" type="checkbox"/> <i>Please indicate which threshold applies:</i></p> <p><b>Is the decision a Key Decision?</b> A Key Decision is an Executive decision which has a significant impact on two or more wards in the District or which results in</p>	<p>Yes <input type="checkbox"/>      No <input type="checkbox"/></p>
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<p>income or expenditure to the Council above the following thresholds:</p> <p><b>Revenue (a)</b> Results in the Council making Revenue Savings of £75,000 or more or <b>(b)</b> Results in the Council incurring Revenue Expenditure of £75,000 or more.</p> <p><b>Capital (a)</b> Results in the Council making Capital Income of £150,000 or more or <b>(b)</b> Results in the Council incurring Capital Expenditure of £150,000 or more.</p> <p><b>District Wards Significantly Affected:</b>  <i>(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)</i>  Please state below which wards are affected or tick <b>All</b> if all wards are affected:</p>	<p>(a) <input type="checkbox"/>      (b) <input type="checkbox"/></p> <p>(a) <input type="checkbox"/>      (b) <input type="checkbox"/></p> <p><b>All</b> <input type="checkbox"/></p>
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<p><b>Is the decision subject to Call-In?</b>  <i>(Only Key Decisions are subject to Call-In)</i></p> <p>If Yes, is the call-in period to be waived in respect of the decision(s) proposed within this report? <b><i>(decisions may only be classified as exempt from call-in with the agreement of the Monitoring Officer)</i></b></p> <p><b>Consultation carried out:</b>  <i>(this is any consultation carried out prior to the report being presented for approval)</i></p> <p>Leader <input type="checkbox"/> Deputy Leader <input checked="" type="checkbox"/> Executive <input type="checkbox"/> SLT <input type="checkbox"/>  Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/>  Other <input type="checkbox"/></p>	<p>Yes <input type="checkbox"/>      No <input type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/></p>
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<b>Links to Council Ambition: Customers, Economy, Environment, Housing</b>

**DOCUMENT INFORMATION:**

Appendix No	Title
1.	People Strategy

**Background Papers**

*(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive, you must provide copies of the background papers).*