

A Strategic Workforce Plan 2023-2028 sets out the council's current workforce profile, future workforce requirements and how it will manage change and communicate with its workforce

14. The council also has a Strategic Workforce Plan 2023-2028, which aligns with the People Strategy 2023-2028. It provides data on the council's current:

- workforce profile,
- age profile,
- gender profile,
- staff turnover,
- recruitment and attendance management.

15. The Strategic Workforce Plan 2023-2028 highlights that in order for the council to achieve its priorities it must be clear on what type of organisation it needs to become and the type of employee it will need. The Strategic Workforce Plan 2023-2028 sets out its future workforce requirements across each service, how it will manage workforce change and employee communication and engagement. All services have workforce plans that address workforce priorities and future planning requirements and are aligned to the Strategic Workforce Plan 2023-2028.

The council's governance arrangements have been streamlined to better support its corporate strategies

16. The council updated its governance arrangements in May 2024 to take account of changes to the transformation activities being undertaken with its six corporate strategies:

- People Strategy 2023-2028
- Customer Strategy 2023-2028
- Corporate Governance Strategy 2023-2028
- Performance and Transformation Strategy 2023-2028
- Raising Attainment Strategy 2023-2028
- Asset Management Strategy 2023-2028

17. The changes have streamlined the governance process and removed the need to report to an executive board, instead reporting now goes directly to the Corporate Management Team (CMT). The governance framework includes regular consultation with management and elected members.