

2021/22



People and Culture Strategy

Ambition 2025



Dumfries and
Galloway College

One step ahead

Our Strategy

Our People and Culture Strategy has been designed to support our workforce to deliver the best possible service to our students and our community.

Our College employs around 340 staff. All our people must be supported to operate effectively as we navigate challenges ranging from emerging local partnership structures to the groundswell of change likely to result from the COVID crisis.

Agility and innovation will be crucial to our success. These talents come from our people.



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Ambition 2025

Our College has established a clear direction for the coming five-year period through our Ambition 2025 strategy.

As part of our Ambition 2025 Strategy, our People and Culture Strategy will comprise 6 clear aims which will enable us to build a productive and resilient workforce that will:

1. Maintain a clear focus on outcomes and goals
2. Be innovative and ambitious
3. Nurture, support and develop our talent
4. Increase ownership and accountability across our workforce
5. Promote an ethos of collegiate working and partnership
6. Work in a healthy, safe and respectful environment



Accountability and Review

The Vice Principal of Strategic Planning and Corporate Services is accountable for the People and Culture Strategy, while the Head of Human Resources and Organisational Development is responsible for activity and progress to achieve its aims. The Human Resources Committee of the Board of Management is the scrutinising body which will receive regular reports on projects and performance indicators to ensure progress is achieved.

The following pages contain a summary of the aims and objectives which support the People and Culture Strategy. Each year, an Operational Plan will be produced to illustrate how planned projects progress the strategy and reports on this plan will be provided to the Human Resources Committee for scrutiny.



Our Strategic Aims



I-Believe

1 **Maintain clear focus on outcomes and goals**

- » Staff will understand the college strategy, know their contribution, have clear objectives and regular feedback on their contribution, and know how the college is performing overall.



2 **Be innovative and ambitious**

- » All our staff will be confident and focussed on improving their contribution. They will seek to make improvements and be encouraged to try new approaches that will improve the student experience. We will value the contribution of all staff, acknowledge excellence and develop career and succession planning processes.

I-Can

3 Nurture support and develop our talent

- » To achieve our goal of excellence in our student experience we need to invest in the learning and continuous development of our staff. Our staff will have personal development plans based on an analysis of the skills they are required to have in order to deliver the college's expanding remit.
- » We will aim to be an employer of choice. Our staff development processes will reflect the standards (technological, digital and interpersonal) that we aim to deliver to our students.



4 Increase ownership and accountability across our workforce

- » All our staff will be proficient in their areas of expertise. They will take personal responsibility for their own contribution, reflect on how they can do better, and display conduct and behaviour at all times consistent with our mission and values.

I-Matter

5 **Promote an ethos of collegiate working and partnership**

- » All our staff will engage and involve colleagues in any of their work activities that impact on other departments or services. Colleagues will aim to support others to deliver services utilising a collaborative approach. Staff working together effectively will be greater than the sum of individual contributions.



6 **Work in a healthy, safe and respectful environment**


- » The organisation of work and working culture, whether on site, remotely or at home will promote health, safety and wellbeing. There will be a culture of respect for others, fair and consistent treatment, promotion of the benefits of a diverse workforce and a workforce reflective of the diversity of the local

People and Culture Strategy KPI – Initiatives

I-Believe						
Initiative Outcome	Measure Description	20/21	21/22	22/23	23/24	24/25
Staff productivity	Staff costs as a percentage of total income	68%	67%	66%	65%	64%
Optimise staff productivity	Staff attendance rate for all	96%	96%	96%	97%	97%
I-Can						
Nurture, support and develop our talent	Staff turnover	20%	19%	18%	17%	16%
Establish effective succession planning systems	Percentage of staff with an annual completed Performance Development Review	60%	65%	75%	85%	95%
I-Matter						
Promote an ethos of collegiate working and partnership	Annual Staff Survey, overall satisfied with their job	60	65	67	70	72
	Staff Survey response rate	35	40	45	50	55
Work in a healthy, safe and respectful environment	Equality ratios of staff in all protected characteristics	Current regional average for each year				

Stay one 
step ahead.

Dumfries and Galloway College

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