

Overview and Scrutiny - 9 September 2015

Citizens at the Heart Update & Summer of Engagement 2015

In November 2014 O&S received a presentation on the Council's journey from Good to Great and its Citizens at the Heart Programme.

The presentation was an opportunity for colleagues to introduce the new message map to councillors, and outline the ambitions for NCC to become a great council, supported by a great workforce providing great services to its citizens and contributing to Nottingham being a great city.

The message map and subsequent work programmes were largely informed by the involvement and contribution of colleagues during the Summer of Engagement in 2014.

The focus for the Summer of Engagement for 2015 has been the Council's Future Workforce. Colleagues were asked to discuss "how do we create a workforce that's right for our citizens?"

Aims of the engagement

- Engage with over 800 colleagues
- Involve CLT and Directors in discussions
- Ensure Employee Networks (BME, disability, LGBT) are included

Outcomes

- Help shape the Council's approach to creating the workforce of the future
- Provide feedback to senior managers to improve their understanding of how it feels to work for the Council
- Influence review of Equality Objectives
- Support the Strategic Resourcing Plan
- Feedback from colleagues on how we make the council more diverse

Activities

The spread of activities has been aimed at reaching colleagues who may not previously have been able to participate in engagement sessions.

Colleagues were invited to attend sessions at a range of locations including both depots, Mary Potter, Bulwell Riverside, central library as well as Directors and Heads of Service attending team meetings, employee network meetings, and of course via email and an intranet form.