



# Corporate Performance, Delivery & Scrutiny Board



Priority 6: People First  
December 2015



**BE SAFE**  
**FEEL SAFE**



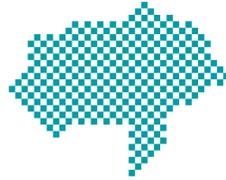
## Aim

- The economic environment will continue to challenge all public services. In response, North Yorkshire Police must look at how it delivers policing for local communities, with an emphasis on productivity, efficiency and cost-savings. This will mean changes to what we do, and how we do it. This in turn will place demands on officers and staff to be more flexible, and adopt new operational models where technology and “working smarter” play a key role.
- If our workforce is to remain motivated and maintain resilience during these changes, we need to ensure that our leaders convey a clear direction of travel that enables engagement, empowerment and innovation within their teams.



## Strategic Context

- Austerity and affordability
- Delivering an effective police service
- Meeting the priorities of the Police and Crime Plan
- Making best use of resources
- Exploiting new technologies
- Aspiration to be a great police service
- Communities are safer due to effective use of policing resources to reflect need
- Communities are safer by having a productive policing workforce
- Communities feel safer by having an accessible and engaged policing workforce



## 6 – People First

### Deliverables

- **Development of leadership skills and behaviours that promote engagement, empowerment and innovation to deliver improvements on the well-being of the force**
- **Deliver and maintain a strategic workforce plan in line with budgetary requirements**
- **Deliver a costed training plan aligned to organisational and role-based need that supports individuals in their roles**



## Supporting Projects

### Valuing our People

- Well-being programme
- Leadership programme
- Upbeat benefits and rewards
- Awards and recognition

### Managing our People

- Workforce planning – Establishment Plan
- ORIGIN
- Police Professional Framework
- Reviewing Performance
- Agile Working

### Developing our People

- Costed Training Plan
- Upskilling Managers