

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee
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WARD(S): All

PART I **FOR INFORMATION**

THE SLOUGH ACADEMY - UPDATE

1 Purpose of Report

To provide the half-yearly update on the project and progress made since the last report in June 2020.

2 Recommendation(s)/Proposed Action

The Committee is requested to note and provide any comments on the information outlined in this report.

3 Project Update

3.1 Apprenticeship Update Summary

We are delighted to inform you that since our last report in June 2020, we have had another eight Apprentices successfully achieve their qualifications taking our tally to 11.

1 x Adult Social Care Level 3 (3 Apprentices completed previously)

1 x Leader in Care Level 5

1 x Adult Care Level 2

5 x Early Years Practitioner Level 2

We now have 28 Apprentices in flight, an increase of three undertaking 15 different programmes, spanning five directorates. There are a further 19 Apprenticeships pending start dates, undertaking a further 13 different programmes.

We revisited some of our 'pending' Apprenticeships that were taking longer than normal to transition to 'in flight', with the stakeholders. As a consequence we lost two Apprenticeships. The stakeholders believed that they could no longer provide the additional resource required to support them, with the reduced headcount in the restructure.

The level of uncertainty created by the Transformation and restructure programme has also quite naturally slowed down development of new Apprenticeships.

For a detailed breakdown by directorate please refer to Appendix A.

Programme Activities

Schools & Nurseries – we continue to update information on the schools hub, to encourage them to take on Apprentices and to use their Levy Funding.

We publicise Apprenticeship opportunities at Slough Borough Council through SBC insite and with our partners. Most recently we have started to promote Apprentices using social media, Facebook, Linked In, Twitter and Instagram to reach a wider audience.

Systems Update - Cornerstone

The Cornerstone Talent Management system has been used to support our Transformation and restructure programme delivering the following:–

- Consultation 1:1s
- Leading Through Change webinar (for managers)
- Managing Change webinar (for employees)
- Shaping Your Future webinar (preparing staff to complete the Expression of Interest applications, interviews and external job search and CV applications if necessary)
- Additional Transformation support e-learning modules (e.g interview practice, CV writing etc)

We are continuing to record virtual classroom sessions to support Continuous Professional Development (CPD).

We have successfully rolled out the classroom booking functionality for the webinars mentioned above.

We have recently purchased a professional e-learning catalogue from Cornerstone, containing approximately 800 titles, which will further support the development of colleagues. The professional skills catalogue covers a range of key skills to build stronger communicators, strategic thinkers, and higher functioning teams across the organization with soft skills content focused on the business savvy skills that every employee needs.

3.2 Phase 2 – Continuous Professional Development

We have undertaken the SBC specification of our performance management requirements in Cornerstone and aligned our performance review documentation and process with the system. We will also be recording our Performance Reviews and 1:1s in Cornerstone to ensure these can be corporately managed and reviewed.

Cornerstone will provide the Council with the ability to develop a new approach to Continuous Professional Development which will build on the foundations established through the Apprenticeship rollout. It will provide clearly defined career pathways for all our professions with established organisational support through the integration of Performance Reviews and Personal Development Plans (PDPs).

3.3 Phase 3 – Succession Planning

The implementation of Succession Planning will ensure the Council has a pipeline of talent in place to fill critical roles to support the delivery of our future Service Plans.

Cornerstone's Performance Management module will help managers and leaders in the Council to proactively identify potential emerging talent based on formal performance criteria and map this to key roles within the organisation.

This will ensure staff are continually encouraged to develop and progress their careers within the Council and contribute to retention levels by ensuring our workforce is motivated to support our Service delivery plans.

4. Background Papers

Appendix A: Apprenticeship Statistics

Appendix B: Apprenticeship Demographic Split

Appendix C: Apprenticeship Levy Spend (L& D Budget Savings)