



**People Plan 2022**

## County Durham Sport People Plan

“It’s people who make the organisation work, grow, develop and function effectively. We all have a part to play and a responsibility to learn and improve, develop and support others. By having the right people with the right skills in the right partnerships working with trusted support to challenge each other, the system and the inequalities that are perpetuated therein, we can (as a small organisation) make a big difference.”

Maxine Rhodes, Managing Director

### Context:

We are funded by public money and we serve the public- we take this responsibility seriously and aim to show our value for money through our impact reporting, learning culture and behaviours. We are required to publish this plan under the new Code for Sports Governance 2021. This People Plan brings together our approach to staff management, HR operations and working practices and sets out our ambition.

Our Strategy Removing the Barriers to Moving sets out our Vision, Mission and Values and we use this as the basis of our People Plan.

**Vision:** A healthy lifestyle is an easy choice for everyone.

**Mission:** Challenging inequalities and changing lives through sport and physical activity.


### Our Values ► Our Objectives

<p><b>Ambitious</b></p>  <p>Setting our standards high and being an employer of choice with high levels of staff satisfaction</p>	<p><b>Collaborative</b></p>  <p>Working in effective partnerships to challenge barriers to an active lifestyle</p>	<p><b>Curious</b></p>  <p>Creating a learning organisation that is responsive to local need and works with local communities</p>	<p><b>Equality</b></p>  <p>Promoting equality through high performing staff and an effective Board</p>	<p><b>Passionate</b></p>  <p>Sharing our passion for change, our knowledge and skills</p>
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**Recruitment, Retention, Development and Support**

It's important, as a small, systems influencing organisation with a focus on partnership working that we are a happy, agile and self-supporting team. We employ the best staff to do their best work and we set our expectations high. We offer a flexible, friendly and collegiate working environment where staff perform well and are trusted to meet the expectations of their role. We offer a personalised system of support and development and encourage staff to reflect on their development needs regularly through the line management system. This operates via a formal system (see below) and through informal dialogue.

**First Steps**




- Introduction to role and County Durham Sport
- Probation and work and learning objectives

**Day to Day**



- Formal One-to-ones and structured learning
- Informal catch-ups, support and coaching

**Annually**



- Annual performance and development review
- Working and learning objectives, competence assessment

**Working Culture, Learning and Wellbeing**

We value our staff (and operate through a system of trust that values high performance and gives regular feedback). We learn from each other and we respect each other's expertise, different styles of learning and working and perspectives. We might not always agree but we know how to listen, reflect and learn from each other. We like to get the best out of people. We offer a number of benefits: competitive pay rates, attractive annual leave entitlement, gym membership, cycle to work scheme, flexibility in the working day. We want staff to be healthy and active and support their endeavours to do so.

**As a result of our People Plan, we expect high levels of staff satisfaction.**

It's important to us that staff feel supported to take on their individual responsibilities to the work, to our partners and to each other.

## How do we assess our People Plan?

As a learning organisation with an emerging learning culture, we expect staff to reflect and engage in dialogue which considers the following (formally and informally with line managers, with partners, with the team and the Board) and reflects our values:

### **Are you ambitious?**

Are you doing a good job? How do you know?

### **Are you curious?**

What have you learnt and how have you developed?

### **Are you collaborative?**

How do you know your partnerships are working? What are you doing to improve connections?

**Are you promoting equality?** What's your impact on CDS culture?  
What are you doing to create a positive work culture for your colleagues?

### **Are you mindful of the Climate Emergency?**

What are you doing to ensure a reduction in our environmental impact and carbon footprint?

### **Are you still passionate?**

How do you take care of the work life balance? What's great about working at CDS?

**We use the responses to these questions to assess the Plan's effectiveness.**



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