Edinburgh College
People Strategy 2023-2026

We will support and invest in our people to help drive our ambition of fundamentally improving the educational, social, economic and environmental wellbeing of our students and communities. This ambition can only be achieved through our people being given opportunities to thrive and reach their full potential.

Vision

UNLOCKING POTENTIAL   TRANSFORMING LIVES   SUPPORTING COMMUNITIES

Values

RESPONSIBLE   RESPECTFUL   STUDENT-CENTRED   TRUSTWORTHY   WORKING TOGETHER

Strategic Pillars

Commercial   Curriculum   Digital   Finance   **PEOPLE**

ENSURING EVERYONE'S EFFORTS COUNT

collectively delivering the College's vision.

- Future-focused workforce planning and simplified processes to attract and retain highly-skilled people.
- Transparent reporting on delivery of strategic aims and contribution of our people.
- Innovative ways for staff to contribute ideas and have their say.
- Establish an employer brand linked to values.

INSPIRING AND EFFECTIVE LEADERS

supportive, empathetic, inclusive and collegiate management culture.

- Leaders and managers supported to champion innovation, positivity and inclusiveness.
- Cross-college initiatives to build collective awareness of contributions of all teams.
- Efficient and effective management practice at all levels.

SUPPORTING THE DEVELOPMENT AND WELLBEING OF STAFF

opportunities for staff to develop personally and professionally.

- Refreshed workplace health and wellbeing action plan.
- Development Academy to promote knowledge, skills and career progression.
- Investing in digital skills development for all staff.
- EC Cares health and wellbeing campaign.

RETAINING AND ATTRACTING TALENT

talented, versatile and highly skilled people across the College.

- Engaging onboarding process from the point of recruitment.
- Job roles for the future attracting the best people.
- Development activities to improve performance.
- Employer-led, work-integrated learning and teaching focused on project-based, industry-relevant activity.

CREATING A THRIVING ENVIRONMENT

clear expectations, opportunities and appropriate workloads.

- Using technology as an enabler for enhancing work-life balance.
- Union collaboration on people-oriented policies.
- A learner journey which secures positive destinations for students supported by customer-focused services.

ACKNOWLEDGING REWARD AND RECOGNITION

showing appreciation in ways that people value most.

- Engaging with our people to understand the ways in which they want to be recognised.
- Range of non-pay reward and recognition options.

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