

NCFE

VISION
FOR OUR
PEOPLE

Providing rich and rewarding
career experiences for all

Introduction

At the heart of our **vision for our people** is the desire to provide rich and rewarding career experiences for all. We are building a culture of high standards and expectations, combined with high levels of trust and empowerment, enabled with the right resources to deliver excellence.

We want an agile, dynamic, and connected workforce that is able to adapt, develop and grow with our organisation, as it continues to perform, transform and respond to our continuously changing context and opportunities.

We want all of our people to connect deeply with our purpose, to feel inspired by our vision for the future and to be fulfilled by, and valued for, their contribution to achieving our organisational goals and objectives.

Our vision for our people sets out what will characterise NCFE when we have achieved our objectives for them and for our culture.



Values and behaviours

We truly live our organisational values throughout NCFE.

We recognise, endorse and reinforce positive behaviours, and respectfully and consistently challenge negative behaviours.

We place a high value on creating opportunities for colleagues to develop a strong understanding of each other, focused on improving trust, collaboration and engagement.



Attraction and recruitment

We proactively attract and retain a diverse range of talent to the organisation through building and sustaining a reputation for providing excellent career opportunities and experiences for all our people.

We are fair, equitable, efficient and effective in all of our recruitment practices, upholding the highest ethical and professional standards for both internal and external candidates.

We recruit for competence, organisational and cultural fit (e.g. values and behaviours), as well as potential, focusing on current and future business needs.



Fairness, equality and diversity

We ensure that fairness is carefully considered and implemented in all our policies, procedures and ways of working.

We build rich diversity into our workforce, at all levels, to ensure that we best understand and are representative of the communities and customers that we serve.

We create the environment and mechanisms to ensure that all colleagues have the opportunity to have their say and be heard.



Development and performance



We ensure that all colleagues have clarity regarding accountabilities and expectations, and how their contribution links to organisational goals, objectives and successes.

We have a supportive and developmentally focused performance culture that is enabled through a clear focus on outcomes and impact, performance transparency and collegiate and interdependent ways of working.

We have an "always learning" culture, where there are regular and wide-ranging formal and informal development opportunities available to everyone.

We expect all colleagues to take ownership and accountability for their own development, whilst instilling a developmentally focused culture through our leadership and management approach.

We support all colleagues to create personalised development plans and provide the space and time for investment in development. We have clear succession paths through the organisation, providing clarity to colleagues seeking to progress in their career with us.

We provide high quality, fit for purpose learning and development activities, ensuring that the business and our colleagues are well-protected regarding legislative requirements.

Social engagement

We place importance on, and provide resource to, engage colleagues in a diverse range of social activities, in order to strengthen relationships and our culture.



People Services

We utilise high quality data to underpin our decisions, whilst ensuring that our people are empowered to use their discernment and judgement, as appropriate.

We provide clarity, simplicity and consistency for all people-related policies and procedures.

We have a People Services function that is dedicated to enabling organisational excellence through the provision of high quality, consistent and reliable people support services, including elements of self-service, as appropriate.



SHAPE REAL

CHANGE