

<b>MEETING</b>	SIX TOWN HOUSING BOARD
<b>DATE</b>	19 AUGUST 2009
<b>SUBJECT</b>	LEARNING AND DEVELOPMENT STRATEGY
<b>STATUS</b>	FOR PUBLICATION
<b>CONTACT OFFICER</b>	COLIN EDDY <a href="mailto:c.eddy@sixtownhousing.org">c.eddy@sixtownhousing.org</a>

**1. INTRODUCTION**

This report introduces the proposed “Learning and Development Strategy” for Six Town Housing.

**2. IMPACT ON CUSTOMERS**

2.1 The Equality Impact Assessment (EIA) carried out shows this strategy will have a positive impact on our Board, employees and customers. The aim of the strategy is to enable Board members and staff to achieve their full potential through various development methods and opportunities enabling them to contribute to achieving the organisational aims and objectives.

**2.2 RISK MANAGEMENT**

2.2.1 See Below.

<b>Statement from Director of Corporate Services</b>	The risks of failing to develop our staff are significant. We need the right staff with the right skills and experience to continuously improve service delivery and to ensure the organisation is viable in the future.
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**2.3 FINANCIAL IMPLICATIONS**

2.3.1 It is anticipated that any costs for the introduction and delivery of the Learning & Development Strategy can be met from within the existing Learning & Development and Human Resource Budgets.

<b>Statement from Finance and Business Development Manager</b>	There are no additional budget implications arising from this report
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**2.4 EQUALITY AND DIVERSITY IMPLICATIONS (should include Equality Impact Assessment)**

2.4.1 See EIA.

**2.5 STRATEGIC OBJECTIVES**

2.5.1 See below

<b>Statement from Chief Executive</b>	The development of a fit for purpose organisation and one that is viable in the future is clearly expressed in our organisational strategic objectives. This strategy supports delivery of these objectives.
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**3 RECOMMENDATIONS**

3.1 It is recommended that the Board approves the new Learning & Development Strategy.

**4 BACKGROUND**

4.1 Six Town Housing delivers a variety of learning interventions aimed at developing Board members, staff and customers achieve their full potential. This will help the organisation deliver on its strategic priorities and to provide an efficient value for money service to meet the needs of our customers now and in the future. In addition ongoing investment in learning provision provides personal and career development for staff leading to increased staff morale and commitment and in turn contributes to our aim of delivering excellent services and inspiring people.

4.2 The Learning and Development Officer has reviewed how Learning & Development delivery can significantly contribute to Organisational strategy and captured the key elements in the Learning and Development Strategy for 2009 - 2012.

4.3 The introduction of this Learning & Development Strategy and its alignment to strategic priorities will provide a focal point for all current and future learning activities in line with Six Town Housing Learning & Development and directly support the achievement of Organisational goals and objectives.

**5 OPTIONS/ISSUES**

5.1 To agree the adoption of the Learning & Development Strategy.

5.2 To reject the adoption of the Learning & Development Strategy.

5.3 The action plan attached to the strategy sets out how we will deliver the Learning Goals Identified (Annex B)

## **6. Consultation**

- 6.1 The new Learning & Development Strategy was approved subject to amendments at EMT on the 10<sup>th</sup> of August 2009.
- 6.2 The Learning and Development Officer has consulted with managers and staff on the development of the L & D Strategy and has considered the organisations strategic priorities in developing the long term strategy. The strategy has been circulated to our Trade unions for information.

### **TRACKING/PROCESS**

<b>EMT</b>	<b>UNIONS/SCC</b>	<b>WORKING GROUP</b>	<b>COMMITTEE</b>
<b>10.08.09</b>	<b>12.08.09</b>	<b>N/A</b>	
<b>BOARD</b>	<b>COUNCIL</b>	<b>OTHER</b>	
<b>19.08.09</b>	<b>N/A</b>		