

JOB TITLE: Inclusion, Wellbeing and Engagement Lead

REPORTS TO: Head of Organisational Development
Department: Organisational Development
Strand: People Services



1. JOB SUMMARY

JOB PURPOSE:			
To lead the inclusion, wellbeing and engagement agenda, constantly focusing on making the Force a 'Great Place to Work'.			
KEY ACCOUNTABILITIES:			
<p>Diversity and Inclusion: Lead the internal DEI programme, working with the People Services Operations & Service Delivery Team, People Partners and Line managers to create a bespoke experience tailored to ensuring all protected characteristics/differences are identified and respected and have bespoke experiences tailored to engage diverse groups of people and address any variations in needs.</p> <p>Inclusive Culture: Create a culture of inclusivity, personal responsibility and a learning mindset across the organisation to maximise employee engagement.</p> <p>Onboarding: Create and deploy an onboarding experience that encourages a "Learner mindset": ensure that people are given clarity about their role and organisational objectives which then links seamlessly to the ongoing employee experience.</p> <p>Recognition: Develop recognition strategies that support the Great Place to Work culture and maximise employee performance and commitment.</p> <p>Embed Wellbeing: Deploy strategies to maximise employee wellbeing and ensure that the appropriate leadership communication and development is deployed to embed support and development of employee wellbeing as a core element of people leadership.</p> <p>Community Engagement: Co-ordinates a programme of activities, collaborating with the Community Engagement teams within Local Policing and Strategic Resourcing and Attraction Lead, within the local communities to promote the reputation and brand of the Force as a great place to work and to encourage recruitment from within the local community.</p> <p>Analytics & Insight: Analyse data and produce regular reports, statistical monitoring and progress against KPI's targets to inform decision making and prioritisation of activities.</p> <p>Evidence Based People Service: Design Inclusion, Wellbeing and Engagement analytics for both managers and the people services team and provide developmental support to ensure that the Force uses evidence to create a culture of objective decision making.</p> <p>Technology Enablement: Continuously review and monitor Inclusion, Wellbeing and Engagement processes to identify and deploy technology and emerging and future digital/modern practices which maximise service effectiveness, cost efficiency and recognition from the other Strands that People Services is delivering a credible and valuable service.</p> <p>Collaboration to build an integrated People Strategy: Operate as a member of the Organisational Development team ensuring full integration of thinking and actions to deliver and integrated People Strategy and delivery of the annual budgeted business plan.</p> <p>Team Leadership: Ensure that direct reports and project team are led and supported to perform in role and deliver to their potential.</p>			
SCALE & SCOPE:			
Influence:	Force wide responsibility		
Key Relationships:	OD Team, People Partners, Community Engagement, Local Policing, Head of performance & analytics (CSD), Schools, FE Colleges, Community Groups.		
Financial:	Force salary circa £300m	Direct Reports:	2
		Team Size:	6
Job description for	Inclusion, Wellbeing and Engagement Lead	Created on	03082021

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2. PERSON SPECIFICATION (Capability equivalent to CIPD Fellow)

Knowledge	Skills	Experience
<p>Contemporary People Practice: Describes people practices across a range of specialisms and how to integrate these to create a holistic people offering.</p> <p>Business acumen; How to represent the value of people in different ways (e.g. skills, profit, capability, cost)</p> <p>Evidence Based Practice Standards: How to build organisational capability and systems to enable evidence-based practice,</p> <p>Digital working: Emerging technologies which make organisations more agile (e.g. Intelligent automation such as robotic process automation, extended reality, intelligent chat bots) and how to use these to enhance the people proposition.</p> <p>Diversity and Inclusion: Identifies the key issues and nuances around I&D in the organisation, and how to ensure they are challenged and addressed.</p> <p>Employee Experience: How to evaluate and improve management practices and behaviours to create a better worker experience</p>	<p>Professional Courage and Influence: Create a culture of accountability ensuring ownership for improvement and learning.</p> <p>Valuing People: Strive to create an organisation culture that gives people a voice and puts them at the centre.</p> <p>Commercial Drive: Evidence the strategic value of investment in people to a wide range of stakeholders</p> <p>Insights focused; Build capability to develop new ideas and move organisational thinking forward.</p> <p>Situational Decision Making: Promote a culture that recognises the value of measuring outcomes and evaluating the impact of decisions</p>	<p>A recognised authority in EDI; best practice, knowledge and application Evidence of successfully embedding inclusion, wellbeing and engagement within a large organisation.</p> <p>Project management experience; leader of inclusion, wellbeing and engagement projects.</p>
<p>Does this job require PACE powers?</p>		<p>No</p>

JUST LEADERSHIP FRAMEWORK



CVF Level: 3 (Link back to national standards)

FOCUS OF ACTIVITY

■ Thinking Strategically/Developing Excellence	40%
■ Collaboration & Partnership (Internal and External)	30%
■ Leading people (Including without formal authority)	20%
■ Operational Delivery	10%