

HR Strategic Approach (Draft)

1. The Board will operate an organisation that is fit for purpose, accountable and effective with the ability to respond quickly to the changing circumstances to fulfil its statutory duties to conserve and enhance the natural beauty of the Chilterns; promote understanding and awareness of its special qualities; to foster social and economic well being of local communities in partnership with local authorities.
2. The scope and size of the organisation will be realistic, reflecting the need to keep core costs low but using its influence through partnership working to achieve maximum impact to achieve the Conservation Board business plan.
3. The members of the Executive Committee of The Board are responsible for establishing the HR strategic direction and goals. All HR policies will be endorsed by the Committee with the Chief Officer responsible for establishing appropriate procedures and practices
4. Common values and behaviours are essential to fulfil our potential. The Chilterns Conservation Board expects all employees, volunteers and board members to act in accordance with the values and behaviours of The Board's Values;
 - Everyone being treated equally, fairly and with respect
 - Listening to and learning from others
 - Training and developing people to perform their job well
 - People being empowered to realise their full potential
 - Commitment and participation in team working to achieve success
 - Working for the public interest
5. The Board strives to ensure that it operates best employment practices;

Quality Recruitment

- Quality processes
- Always recruit the most suitable
- Consistent Induction – through check lists, handbook

Performance Management

- Objectives and performance expectations for everyone
- Regular reviews
- Targets cascade from the business plan
- Spread best practice e.g. environmental and sustainable development

Reward

- Fair and transparent pay system
- Appropriate Benefits package
- Pension Scheme

Employee Development

- Equip people with necessary skills and competencies

- Encourage to develop new skills
- Committed to grow people so that they can reach their potential
- Seeks to achieve “Investors In People” status (IIP)

Up to date and appropriate HR Policies

- Promote fairness, safety and reflect The Board’s commitment of valuing its people e.g. Diversity, Flexible working etc.

Employee Engagement

- Team meetings
- One to one briefings