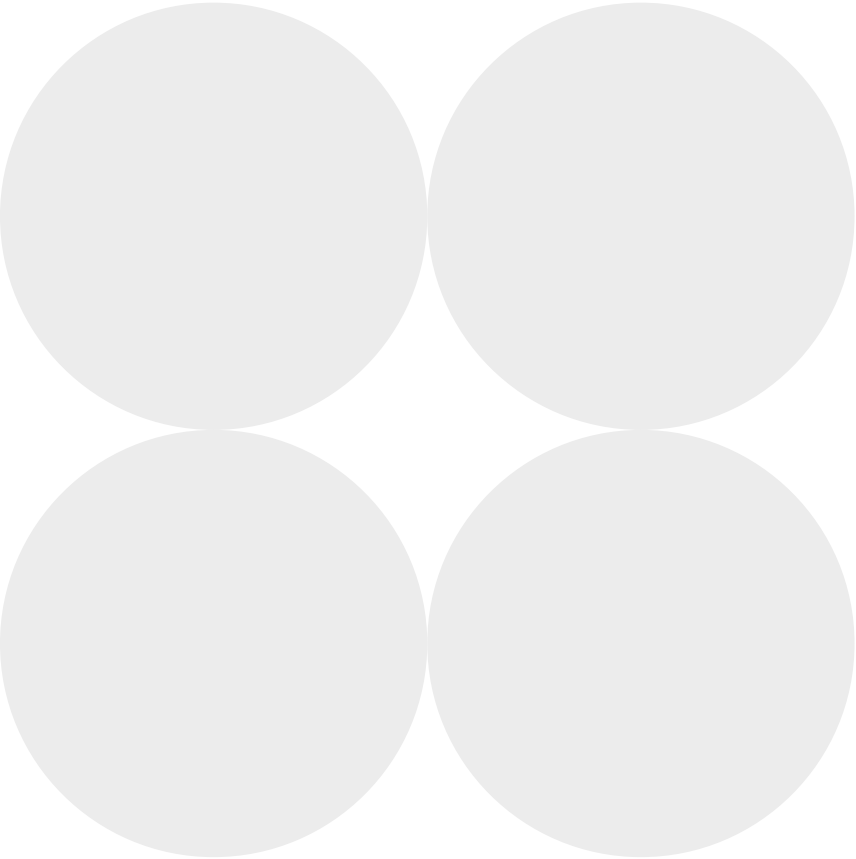


Our People Strategy

2024-2027



✓Professional 7Purposeful +Passionate



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Introduction



Nicole Paterson
Chief Executive

Here at SEPA, we're **Passionately Purposeful**.

We're united by a passion to protect our environment, promote our work, and support our people.

Everyday, our people walk into a workplace that's grounded in respect for their purpose and expertise. Here, they find enriching benefits, meaningful support, and opportunities to learn. So they can be their best and make the biggest impact.



Kirsty Paterson
Chief Officer:
People, Workspaces
& Development

Our People Strategy sets out clear commitments to enhance the support, engagement and career opportunities available to our people. We'll continue to build a safe, welcoming and high performing environment, where our employees belong and feel valued.

We're proud to build a workplace that's **Passionately Purposeful** – for our environment, our people and our careers.



Ro-ràdh



Nicole Paterson

Ceannard



Kirsty Paterson

Àrd-oifigear: Daoine,
Àiteachan-obrach is
Leasachadh

An seo aig SEPA, tha sinn **Dealasach is Dèanadach**.

Tha sinn aonaichte nar dealas airson ar n-àrainneachd a dhìon, ar n-obair a chur air adhart, agus taic a thoirt do ar daoine.

Gach latha, bidh na daoine againn a' tighinn gu àite-obrach a tha bonntaichte ann an spèis don adhbhar agus don eòlas aca. An seo, gheibh iad buannachdan beairteach, taic bhrìoghmhor, agus

Cothroman a bhith ag ionnsachadh. Gus an urrainn dhaibh obair aig àrd an comais agus a' bhuidheas as motha a thoirt gu buil.

Tha an Ro-innleachd Dhaoine againn a' cur an cèill geallaidhean soilleir gus an taic, an com-pàirteachadh agus na cothroman dreuchdail a gheibh na daoine againn a neartachadh. Leanaidh sinn oirnn a' togail àrainneachd shàbhailte, aigheil agus buadhmhor, far am bi an luchd-obrach againn a' faireachdainn gum buin iad agus gu bheil luach ga chur annta.

Tha sinn pròiseil àite-obrach a thogail a tha **Dealasach is Dèanadach** – airson ar n-àrainneachd, ar daoine agus ar dreuchdan.

Our values

Being **Purposeful, Professional** and **Passionate** are a core part of our DNA. An organisation with strong shared values, united by our purpose and supported by our culture creating a positive place to work. Our values underpin the People Strategy.

Purposeful



Our priorities are at the core of our purpose. We work proactively at pace to do the right thing for our environment, communities and colleagues. That means we're adaptable, resilient and transparent with each other.

We look at the best way to get things done and deliver our environmental priorities, with sustainable solutions being our only practical option.

Professional



Being transparent, evidence based and totally accountable for everything we do is a fundamental part of our role.

We are considered and considerate, respectful of each other and of different perspectives and priorities.

We understand, to get things done, we need to provide clarity and direction to everyone involved. Above all, we need to inspire excellence and be a trusted partner in our communities.

Passionate



We embrace the opportunities we have to make a positive environmental impact across Scotland and care deeply about reflecting the needs and concerns of our communities.

We're just as passionate about supporting and learning from each other. Empowering one another to challenge our thinking and influence meaningful change.

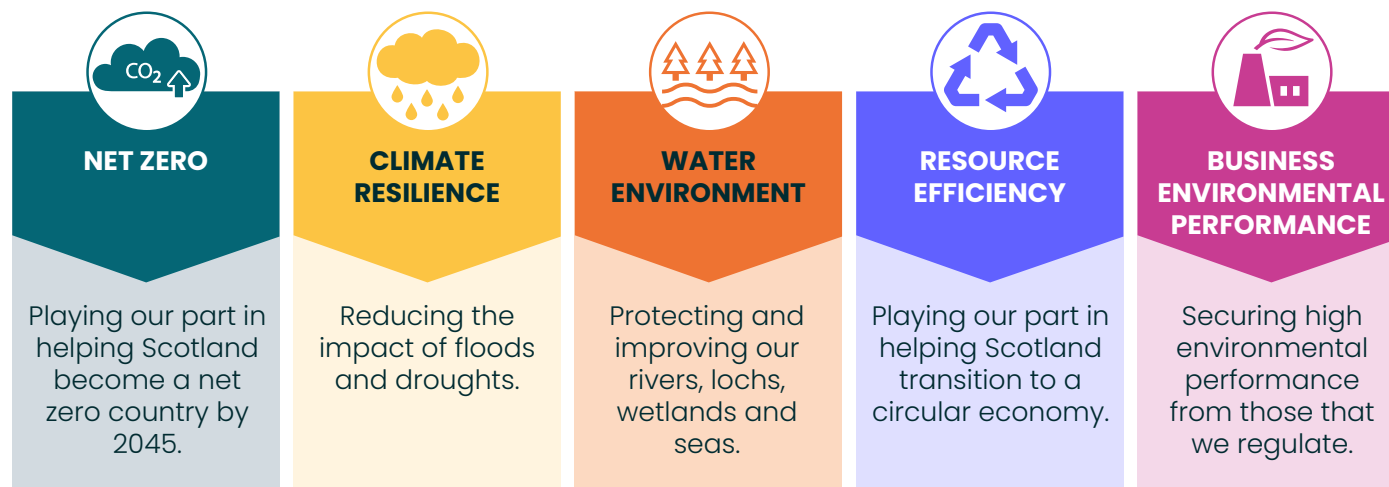
Our People Strategy in context

We've developed an ambitious **Corporate Plan** which delivers against our statutory purpose.

Our **Annual Operating Plan** details our priorities for each year of our corporate plan and how we will measure our success.

Our **People Strategy** details how we will support our people to deliver against this plan.

Our Corporate Plan objectives:



How our People Strategy will help deliver on these:

How we work: Providing the tools to deliver on our statutory purpose in flexible ways which sustain flooding and regulatory services response and support our goal to be a net-zero organisation.

Employee Support Framework: Developing the tools, support and guidance required to enable safe, productive, capable and efficient teams.

Personal and Organisational Development: Supporting the organisation, leaders and individuals to fulfil their potential creating opportunity for progression and innovation.

Engaging and Empowering Teams: Empowering employees and teams to work Purposefully, Professionally and Passionately.

How we work

Our working environment is important for the **organisation** and **all employees**.

As the environment agency, reducing our **carbon footprint** is essential to our work. We will reduce our emissions and create workspace solutions which include hubs, support centres and centres of excellence. Our employees will enjoy the flexibility to adopt hybrid working, and to choose the best workspace option for productivity.

Our workspaces will be **safe, accessible** and **fit for purpose**. We will work with partner agencies to explore sharing opportunities which provide the best value and reduce environmental impact. We will have **the tools** we need to do our jobs.

We will create a range of workspaces to enable effective and productive delivery.

We will increase the number of safety observations and hazard reports submitted fostering a culture of safety and vigilance.

Our estate and fleet reviews will support our net zero ambitions.

Our workspaces

Hybrid working

Flexibility

Our fleet and travel

Health and Safety



Employee Support Framework

Supporting employees is our organisational commitment. We will provide the frameworks and tools our people need to ensure **safety and wellbeing**, whilst encouraging **continuous feedback**.

We will ensure that all policies, guidance and support routes are clear and helpful.

We will continue to build a diverse and inclusive workplace where everyone feels confident to contribute. Our engagement routes will encourage honesty and transparency and build a culture of trust and respect.

We will use a partnership model where support and meaningful data is provided to enable managers and employees to make good decisions for people, teams and the organisation.

We will develop an employee engagement framework and actively seek feedback.

We will reduce levels of absence due to workplace stress.

All employees will have access to a Mental Health First Aider.

We will promote and continually review the rewards and benefits available to employees.

Health, Safety & Wellbeing
Reward & Recognition
Equality, Diversity & Inclusion
Data & Metrics



Personal and Organisational Development

We are committed to **attracting and retaining talent** and optimising performance through continuous personal development.

By providing continual opportunities for development including e-learning, workshops, learning plans and career frameworks, our people will achieve their personal objectives while they deliver for our strategic objectives.

We will encourage and promote opportunities to gain understanding of other roles in different parts of the organisation which will drive shared ownership and cross functional collaboration.

We will develop our leaders to equip them to help support employees in their development, be strong and effective role models, managing and motivating their

teams and to pursue their development goals. We will build expertise and skills for the future through continuous learning routes and paths to progression.

We will have clearly defined career pathways.

All mandatory training will be completed on time and learning plans created for all functional areas.

We will create an engaging candidate experience, monitoring time to hire and enhancing our selection techniques.

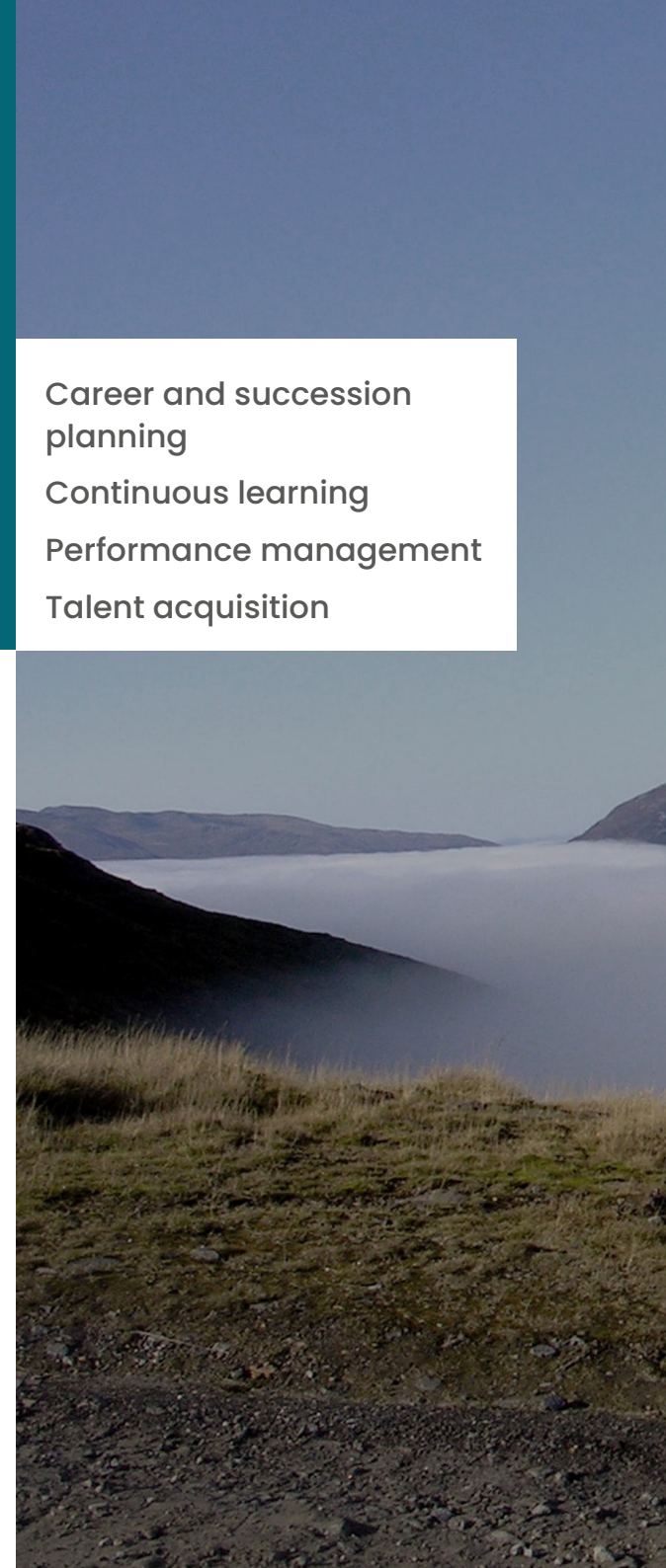
We will drive performance and innovation by resetting our team structures and outputs.

Career and succession planning

Continuous learning

Performance management

Talent acquisition



Engaging and empowering teams

Our goal is to **empower** our people and teams. We will set clear expectations through our performance measures and drive a culture of collaboration. Through our values, we will ensure we celebrate success, whilst constructively challenging one another to strive for continuous improvement.

We will **embed our values** and ensure these influence how we perform through our behaviours framework.

We will promote our unique employer brand, attracting and retaining the best talent, and encouraging all employees to become SEPA **brand ambassadors**.

Our employee engagement tools will encourage constructive

feedback which is focussed on solutions and driving transformation.

We will embed our values throughout the employee lifecycle.

We will create a unique employer brand which supports attraction and retention.

We will increase our employee engagement participation to obtain feedback from all employees.

Our values

Behaviours Framework

Employer brand

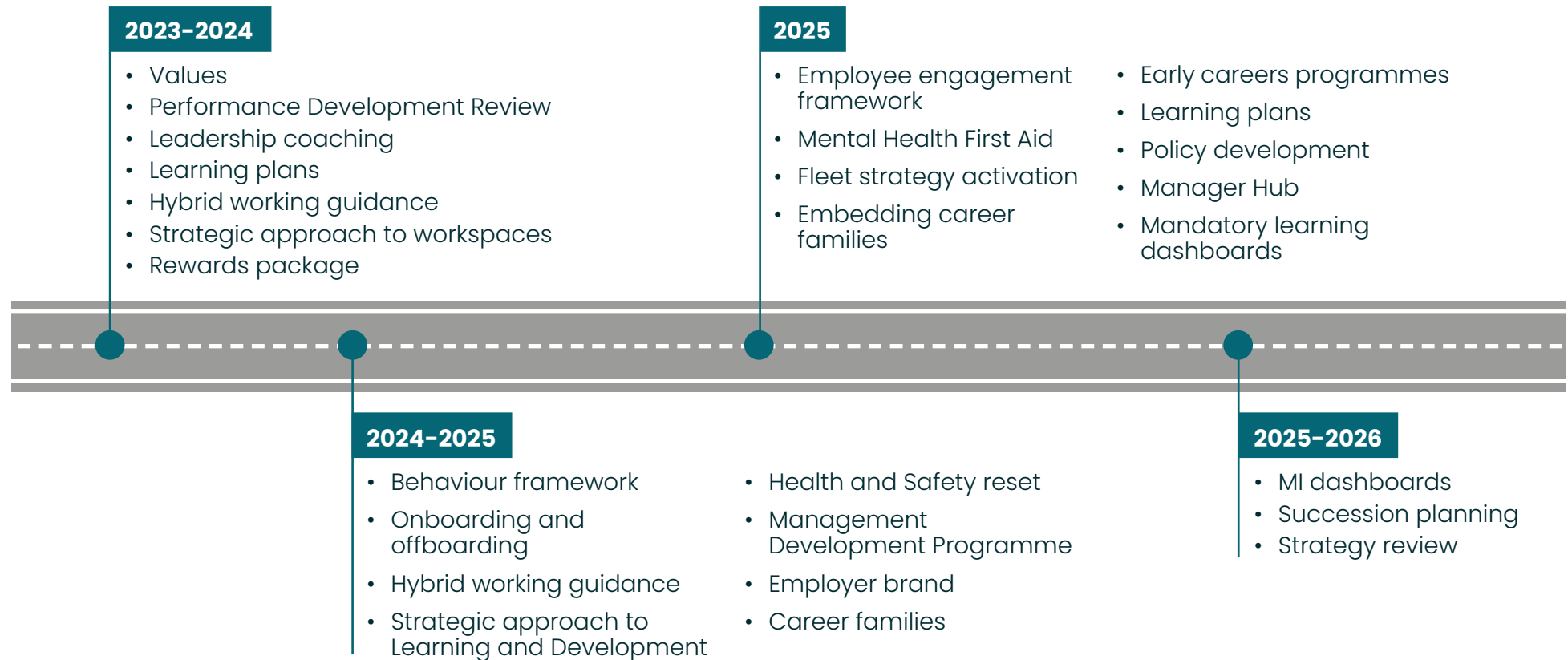
Employee engagement



People Strategy Roadmap

We're **Passionately Purposeful** about delivering on the outcomes of the People Strategy.

Our roadmap highlights the key work packages and frameworks we will put in place to support, engage and empower our teams. We will work with employees, the trade union and partner organisations to deliver against our strategy outcomes.





Passionately
Purposeful

If you would like this document in an accessible format, such as large print, audio recording or braille, please contact SEPA by emailing: equalities@sepa.org.uk



For the future of our environment

sepa.org.uk