

# LINCOLN COLLEGE PEOPLE PLAN 2022-25

## OUR PURPOSE:

To be an extraordinary  
employer-led organisation;  
producing a highly skilled and  
productive local  
workforce.

## People Plan Vision:

To support the achievement of our intended future state where by 2025:

- Our staff are passionate and innovative in their focus on the quality of our Education and Training to unlock an extraordinary learning experience resulting in highly skilled and motivated students with sector leading outcomes.
- Leaders enable and liberate our people by being exceptional communicators, inspiring others and having an extraordinary approach to people management and development.

*'The capacity, recognition and wellbeing of our people.'*

## People Challenges:

- **Attract and Retain Talent:** the collective talents and potential of our staff is key to achieving our purpose. Our Colleges are populated by talented people who care deeply about improving the lives of others through education and training. Ensuring that we can attract and retain talent with the right values and mindset is essential to be able to achieve our purpose.
- **Effective Leadership and Management:** supporting our leaders and managers to ensure that they have the right tools to improve recruitment and retention is essential. We want to ensure that our staff are well-led and motivated by ensuring that our leaders and managers are developed through effective 'Determined to Lead' programmes.
- **Exceptional Communication / Information:** we want the College to be an Extraordinary place to work and for people to be happy because they are well-informed, feel genuinely cared about and supported to perform to the best of their ability.
- **Reward and Recognition:** we want staff to be rewarded and recognised for their efforts and feel invested in with targeted and timely professional development opportunities.
- **Health and Wellbeing:** we want our staff to be healthy and happy at work.
- **Equality, Diversity and Inclusion:** we want our staff to be reflective of the local communities we serve. We want to recognise and celebrate diversity ensuring that the needs and expectations of our staff are met.

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