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Indi
Youth

Early
Years

Out of
School Care

People Plan 2021 - 2024



WHY ARE WE HERE?

Indigo exists to empower families to overcome poverty and its challenges through the provision of innovative, family informed, learning and childcare solutions from birth to 16yrs.



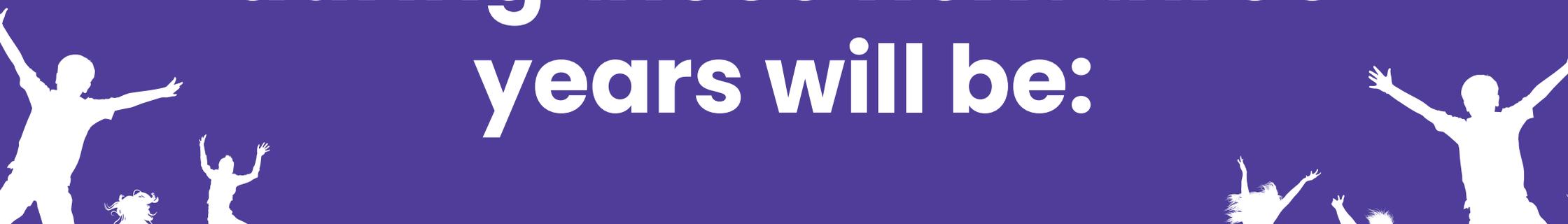
WHAT ARE WE DOING TO HELP US GET THERE?

We want our organisation and our people to continue to thrive and develop; our services to continue to be great places to work, places where we can attract, develop, reward and retain the best talent.

Themes of our People Strategy



Our key areas of focus during these next three years will be:



1 To attract, recruit and retain the best people using secure and innovative practices

2 To be recognised as a learning organisation internally and externally

3 Developing a Wellbeing Strategy that recognises the importance of taking a proactive approach to the wellbeing of our team, for our people, our families and the communities we serve.

WHERE ARE WE GOING AND HOW? OUR VISION

All children and young people can experience outstanding quality learning and childcare experiences, that inspire and nurture, wherever they live, whatever their background.



FAMILY-CENTRED

Children, young people and their families will be at the heart of every decision we make.



NURTURING

We will nurture every child, family, team member and community to help achieve their fullest potential.



FUN

Our team's happiness is infectious and will create a welcoming and fun experience for every Indigo stakeholder in an honest and trustworthy environment.



INSPIRING

Inspiring our children, young people, families and Team Indigo, to be ambitious, curious in learning and to always wonder just what might be possible.



INNOVATIVE

We will always ask our families and communities what they want and use this with our professional expertise to create transformational solutions.



Our values drive our decisions and our behaviours, and in turn create and develop the culture we want to see. In our day to day work, and in striving towards our vision, our decisions and work will be underpinned by these values. If our work, behaviours and decisions do not support these values, then we need to call this out for each other and refocus. The success of our organisation relies on each and every one of us contributing to our vision and consistently demonstrating the expected behaviours and standards that contribute to our unique culture.

OUR ACTION PLAN

1

It's really hard to find the best people with the right values so we will review and refresh our recruitment practices to make sure your future colleagues fit well in your team and bring a little something extra!

2

We want to make sure everyone achieves their fullest potential, understands their ambitions and aspirations and has a plan to achieve them so we will review and develop our Performance Review process. This will include a review of Development Plans for key team members, making sure everybody understands and has a fair and equal opportunity to access appropriate training and that we have an inspiring system to communicate, evaluate and share learning.

3

We want to make sure everyone understands what leadership at every level looks like at Indigo so we will continue to build on this work that we started. We will launch the Leadership@Indigo document to make it easier for everyone to see it in their own roles and we will commit to continuing our delivery of Lead Officer – A Leadership Role for the Future Action Plan.

4

We need your ideas and help to work with Indigo Sparks to design and develop our Wellbeing strategy, covering all aspects of wellbeing. It's your health, we need to understand better how to protect and strengthen it.

5

We value the diversity we currently have across Indigo but we do need to do better to ensure we reflect the families we serve and continue to offer the vibrant and creative environment for our children that a diverse team brings. This is why we will be trying to understand better, how we can make Indigo a more diverse organisation.

6

Learning and development will be critical in developing and delivering the "Indigo Experience" of outstanding quality and making families and staff experiences of their involvement with the organisation, special and unique.

YEAR 1



OUR ACTION PLAN

7

To truly have ownership of Indigo, we need to make sure everyone feels able to share their thoughts and views and provide helpful supportive feedback that drives our work forward and always seeks to push the boundaries of outstanding quality higher. We will explore what is needed to support and improve constructive feedback across the organisation.

8

We will help you understand better what Indigo, The Learning Organisation looks like in more practical ways.

9

We will provide more support to help reset Indigo Sparks and make it easier for TeamIndigo to lead employee engagement and influence and support key projects across the organisation.

10

We will still hear your voice through our annual employee survey and use the information gathered to influence years 2 and 3 of the plans moving forward.

YEAR 1



OUR ACTION PLAN

We will listen to your thoughts over and contributions over year 1 in a variety of ways to develop year 2 and year 3 action plans more fully. The actions below outline some initial thinking to help us focus on delivering our key themes in the plan.

YEAR 2

- Develop external partnerships with future recruitment and development sources.
- Develop the diversity across our organisation.
- Formal succession planning put in place, with appropriate support and development plans for key positions.
- Continue with the development of the culture of Leadership at Every Level, focussing on the leadership opportunities for practice level team members
- Deliver on ideas that support constructive feedback across the organisation.
- Provide mentoring and coaching opportunities across Indigo, support our managers to be as effective as possible.
- Review and assess the impact of our Wellbeing strategy, making appropriate adjustments as necessary.
- Evaluate the learning and development activities happening across the organisation.
- Complete annual employee survey and develop our plans accordingly.

YEAR 3

- Develop our recruitment and retention strategy further, build a potential pipeline of candidates for growth and minimal employee turnover.
- Work towards an advanced Wellbeing strategy, ensuring consistency and best practice across all elements of the organisation.
- Learning and development opportunities are provided consistently in line with business strategy, ensure they are evaluated and developed for their positive impact on the organisation.
- Complete annual employee survey and develop our plans accordingly.





EXPECTATIONS

You can expect from Indigo



- A great place to work
- A place where you can work in a great team, supported by hard working colleagues
- To be supported and respected by all you work with
- A manager who supports and develops you, and who cares for your wellbeing
- A job that gives you responsibility and opportunities to learn and grow
- Leaders and colleagues who will demonstrate our values

In return, Indigo expects you



- To work hard and take responsibility
- To pro-actively make suggestions for improvement
- To provide feedback on what it's like to work here
- To participate in the wider work of the organisation
- Demonstrate our values and behaviours
- Continually develop your skills, knowledge and talents and share those with others



ONE HUNDRED YEARS FROM NOW
IT WON'T MATTER
WHAT KIND OF CAR I DROVE
WHAT KIND OF HOUSE I LIVED IN
HOW MUCH MONEY I HAD IN THE BANK
NOR WHAT MY CLOTHES LOOKED LIKE
BUT
THE WORLD MAY BE A LITTLE BETTER
BECAUSE, I WAS IMPORTANT
IN THE LIFE OF A CHILD.

FOREST WITCRAFT

the
indigo
group

