

# 2025

# Active Gloucestershire People Plan

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**we  
can  
move** **Active**  
Gloucestershire

# Our commitment to our people

Our people are at the heart of everything we do. Our team at Active Gloucestershire is our most valuable asset. This plan is our promise to create a workplace where everyone feels valued, supported, inspired and enabled to succeed. It's not just about policies or procedures – it's about building a culture of care, inclusivity, and belonging.

Through this plan, we aim to attract diverse, talented individuals and build a team that represents the communities we serve, help them settle in with confidence, and support their personal and professional growth every step of the way. We're dedicated to creating an environment where health and wellbeing are prioritised, achievements are celebrated, and everyone has a fair chance to progress.

This isn't just a workplace; it's a place where people can truly thrive. Together, we'll build an organisation that not only achieves great things but does so by empowering every single person who's part of our journey.



# Our Aims

## Understanding well

We understand our team by actively seeking feedback, engaging in open dialogue, and using insights to create an inclusive and supportive workplace

## Recruiting well

We attract diverse talent through job descriptions focusing on skills, unconscious bias training, broad outreach, and fair recruitment processes

## Onboarding well

We provide a positive onboarding experience by offering support and equipping new staff with the tools they need to succeed from day one

## Retaining well

We retain our team by listening to them, offering flexibility, celebrating achievements, and supporting ongoing growth and development.

## Developing well

We prioritise development by providing learning opportunities, personalised development plans, and leadership training to help every team member reach their potential

## Supporting well

We support our team by promoting wellbeing, offering tailored benefits, and creating a workplace that values work-life balance and individual needs.

# Recruiting well

Here's how we're taking action to create a more inclusive and welcoming hiring process.

These steps are about moving toward a diverse, representative, skilled team at Active Gloucestershire where everyone feels they belong and can thrive.



1

## Broadening our reach

By advertising roles through diverse networks – such as underrepresented communities, local and national partners and other sectors – we'll balance targeted recruitment, expanding our talent pool and seeking new perspectives.

## Inclusive and clear communication

We'll write job descriptions that focus on what truly matters for each role, avoiding jargon and highlighting our commitment to equality, diversity, and inclusion (EDI).

2

3

## Making recruitment fairer

From training hiring teams on unconscious bias to anonymising CVs, we'll focus on skills and potential to give everyone a fair chance.

# Onboarding well

Welcoming new starters with open arms.

We believe that starting a new job should feel exciting, not overwhelming. Here's how we'll continue to make sure new team members feel supported and valued.



1

## A friendly start

Line managers are one thing, but we'll also support new team members by pairing them with a buddy or mentor to guide them through their first few days and weeks and offer ongoing support.

2

## Building connections

Introducing new team members to internal working groups and our partner organisations to help them feel part of a wider network. We'll learn about new starters and provide an individualised approach to supporting them.

3

## Simple on-boarding

Simplifying our onboarding process to make it less overwhelming. We provide essential business training including on our culture, values, and EDI practices. We gather feedback formally after three months to improve how we on-board.

# Retaining well

Building a workplace people love to be part of.

We want everyone to feel valued, supported, and excited to stay with us. By focusing on listening, connection, flexibility, and growth, we'll create an environment where we celebrate success together and where people can thrive.



1

## Listening and acting

During 1:1's and via surveys we will understand how people feel, and we'll share updates on the changes we're making in response. We'll also celebrate cultural holidays, work milestones, and personal achievements to recognise what matters to everyone.

2

## Flexibility and balance

From remote working to flexible hours, we'll offer options that support different lifestyles and needs, making work fit around life – not the other way around.

3

## Supporting growth

We'll provide mentorship and coaching opportunities and tailored development programmes to help employees navigate their careers, unlock their potential, and access new opportunities.

# Developing well

We believe everyone should have the chance to learn, develop, and achieve their potential. Our approach to growth is all about making learning accessible, meaningful, and empowering for everyone.

Together, we'll make growth a natural and exciting part of every career.



1

## Learning that connects and develop us

We'll offer personalised and whole team training and development plans and leadership programmes, including lived experience training that builds understanding, connection and empathy across our teams.

## Supporting our managers

Managers will build skills to create safe, supportive and enabling environments where every team member can feel confident and do their best work.

## Growing together

We'll make space for our team to share knowledge and learn from each other, helping everyone connect, collaborate, develop and try out new skills.

2

3

# Supporting well

Putting people first is just what we do here.

We pride ourselves on building a workplace that supports a tailored work life balance, health, and happiness because supporting health and wellbeing is at the heart of our culture.



1

## A healthy work culture

We'll encourage regular breaks, provide ergonomic resources, and run wellbeing initiatives like mindfulness sessions, group activity sessions and offer our Wellbeing Wednesday hour.

## Tailored support

From workshops on financial wellbeing support, psychological safety charters to overnight team away days, we'll ensure our support continues to take reasonable adjustments to meet the diverse needs of our team.

2

## Prioritising mental health

We'll offer confidential counselling, mental health champions, and workshops to help manage stress and build resilience.

3



# Understanding well

Understanding our team is the foundation to creating a workplace where our people feel valued, included, and supported. It helps us to make better decisions, improve retention, support team and organisational growth and development, and creates a healthier, collaborative, and positive culture where everyone can thrive



## Understanding how we all work

We use tools like DISC profiles to understand personality styles and board reviews to improve teamwork and leadership. DISC profiles on team and trustees help improve communication, and our board reviews ensure effective decision-making.

## Knowing how to help people

1:1s and appraisals: regular check-ins and annual reviews to provide feedback, set goals, and support development. Staff 1:1s are used to offer tailored support or appraisals more formally to guide personal growth.

## Listening to our team

Surveys: we use diversity, wellbeing, skills gap, and staff surveys to gather insights on inclusion, satisfaction, and development needs. We use these surveys to identify needs and produce support plans for individuals or the whole team.

# Our 2025 people plan timeline

**Jan - March**

**April - September**

**Sept - Dec**



## **Project planning**

During January to March we will produce five project plans, each tailored for each of the themes of the people plan, with key deliverables and milestones



## **Delivery of people project plans**

During the bulk of the year we will deliver against the project plans that this people plan informs. Alongside this, we will ensure we apply learning from our Diversity Inclusion Action Plan and our Code for Sports Governance, ensuring compliance at all levels of the plan



## **Review**

Towards the end of the year we will produce a report on our progress against the plan, including staff survey results and recommendations for the 2026 people plan

# Creating a workplace where everyone can thrive

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## Our plan is simple.

We want everyone to feel valued, supported, and excited to grow here. From warm welcomes and fair opportunities to celebrating achievements and looking after wellbeing, we're building a workplace where people can truly be themselves and succeed.

Together, we're creating a workplace where everyone feels they belong and can do their best, every day.

## Further information and links

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[LINK: Why equality, diversity and inclusion is at our core](#)



[LINK: How we convene and support external people and partners](#)



**Active**  
Gloucestershire

