



A world where
everyone matters

People Strategy 2023-26

Introduction

The aims of the People Strategy 2023-2026 are:

- To commit to developing all our team in the knowledge and skills required now and for the future, aligning people resources, and to stimulating a culture where team collaboration and engagement can thrive.
- To demonstrate our commitment to achieving our ambition and to reinforce the value we place in our people. To continue to succeed we will support and recognise effort and excellence and encourage creativity and imagination.
- The health and wellbeing of all our team colleagues is fundamental to the success of NDTi and we will continue to invest and prioritise initiatives and activities that support this.
- We will continue to build a workforce that is diverse and sustainable to enable greater inclusivity.
- To set out the actions we will take to further embed our welcoming and inclusive culture and foster ways of working that enable NDTi to celebrate, attract, retain, and develop our talented people.



Our values

Our working culture and commitment to our team members is cultivated around our shared values:

Act with humanity:

People are at the heart of everything we do and we work to support and protect human rights.



Inclusive: We believe all people have the right to be fully included in our communities and society.



Curious pioneers: We don't accept the way things are, we look at how they can be better, testing ideas and trying new things.



Collaborative:

We create strong partnerships in our thinking, approach and delivery.



Open and honest:

We are open and honest about what needs to change and how.



Reliable:

We keep our word and act in a clear and genuine way.



Create impact:

Our work contributes towards better lives in our communities.



Four key areas

1

Staff engagement

- We will listen to what's important to our team members and take action to create an organisation that is welcoming for everyone.
- We will create opportunities and structures that enhance collaboration, engagement, and support the needs and aspirations of all our team members.
- We will continue to ensure our recruitment procedures remain robust, that our application process encourages applications from people from diverse backgrounds, and that all new colleagues receive a welcoming and effective on-boarding programme.
- We will ensure that pay and rewards offered to our team members remain not only fair and competitive within the sector but continue to be sustainable for NDTi.
- We will ensure our internal communication platforms and methods are fit for purpose for all team members to share updates and news across NDTi.

2

Value driven culture

- We will seek out and explore how our culture and ways of working support people to have and maintain a strong sense of purpose, belonging, and feel their wellbeing is valued at work.
- We will ensure we are a welcoming and inclusive place to work.
- We will value the human rights of all our people.
- We will create a culture where our team members are appropriately rewarded and motivated.
- We will continue to invest in our digital infrastructure, ensuring we have reliable, safe and up to date systems, equipment and tools that NDTi and the teams need to do their job.



3

Learning and development

- We will explore routes to progression, and how we can enable our team colleagues to learn, grow, thrive at NDTi.
- We will provide our team members with opportunities to learn new skills and build on existing ones, ensuring that we have the talent to deliver our work and grow our impact.
- We encourage all staff to undertake professional and/or appropriate development opportunities.



4

Health, wellbeing and safety

- We will provide support and opportunities for team members to maintain their health and wellbeing.
- We will provide and maintain a safe and healthy working environment.
- We are committed to providing family friendly policies that enhance our working environment and the lives of all our team members.
- We will ensure our communication and engagement plans encourage a wide range of views and perspectives.



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