Policy
People Development

Issue Control Sheet

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Purpose

Our vision is to become the best company within our sector to do business with, as well as be the most desirable to work for. Underpinning this is our commitment to keep our people and customers safe, and to create an empowered culture.

This policy applies to everyone employed by Speedy and sets out our aim to provide each and every individual with the opportunity to grow and develop their careers.

Our Leadership Team have overall responsibility for ensuring the effectiveness of this policy, with the support from Learning & Development and our Training Academy.

Personal Development

Through regular 121s, performance development reviews (PDR) and mandatory compliance training, we will encourage all our colleagues to enhance and develop their capabilities in line with a structured training plan. This will allow everyone to fulfil their duties to the best of their ability, whilst also planning and preparing for future career aspirations.

We are committed to developing the careers of our colleagues, ensuring they achieve the best of their abilities. We are a member of the 5% Club – this means that we have committed to having 5% of our total workforce in 'earn and learn' positions by 2025.

We will increase the number of current colleagues in accredited training programmes as well as continue our commitment to invest in more apprentices, graduates and sponsored students. This commitment will help ensure that our business has a sustainable future, creating opportunities for an increased number of colleagues from a diverse background, with new skills who can become the leaders of tomorrow.

Our Promise

To ensure we have the ability to achieve these goals. We will:

- Ensure learning and development opportunities are created based on colleague roles, current and future business requirements, as well as personal aspirations.
- Make decisions about investment in colleague learning and development, in line with business requirements.
- Ensure that the responsibility for technical training and general learning and development is shared between the organisation and its colleagues, and that managers play a key part in all people development.

- Put in place talent and succession plans for key roles, to ensure Speedy develops and retains future leaders of our business.

- Ensure that appropriate procedures are in place to plan, deliver and evaluate learning and development activity that delivers a return on investment.

- Regularly review our overall level of investment in colleague learning and development to ensure that adequate and appropriate resource is provided.

- Plan training and development activities in line with industry standards and best practice.

- Maintain and develop relationships with any relevant bodies and education institutes which will support our overall goals.

We will provide a range of learning and development opportunities to all colleagues. These fall into three categories:

1) Technical Training – to meet mandatory legal requirements and industry best practice to ensure competence in current roles.

2) Learning & Development – to develop the skills of managers and professional colleagues to enhance their ability to meet the current and future needs of the business.

3) Health & Safety Training – to ensure we maintain a safe environment for all our colleagues, customers and suppliers.