People plan
2022
Hello from the CEO

Being a small charity with a team of around 50 employees allows us to be open, honest and personal with our supporters. Everyone who works for this charity plays a significant role – without them, we wouldn’t exist. If you want to speak to me, the CEO, you can. If you want to speak to the research team, you can. If you want to share your story, there will always be someone to listen.

To enable the successful roll-out of our ambitious organisational strategy, 10 years 100 new discoveries every year by 2031, we must be clear about not only what we will do but also how we will do it.

The Board and the Senior Management Team (SMT) are committed to ensuring all our people have the right skills, expertise and that communication is always effective and open.

We aim to treat you fairly, promote a healthy workplace and credit you for your achievements and efforts. In return, we expect you to work collaboratively, to always treat our supporters with respect and to spend their hard-earned donations wisely.

Finally, I believe that the most rewarding jobs are those that will change people’s lives. Worldwide Cancer Research funded science carries with it the optimism and potential to change the way the world sees cancer. This is the opportunity for every one of us at Worldwide Cancer Research. Everyone here has a purpose.

Dr Helen Rippon
CEO

Our success starts with you…

The keystone of the 20 by 30 strategy is the people who will deliver it. In 2022 we have ambitious plans for growth which can only be delivered by a high performing #Teamworldwide.

Our people focus in 2021 was maintaining the team’s health and wellbeing, introducing diversity and inclusion monitoring and maintaining our overall employee engagement.

For 2022, by ensuring we are living our cultural values and prioritising team wellbeing and development, we will be focusing on fully embedding a hybrid model combining office and home working. Alongside this, we will invest in strengthening the charity’s infrastructure and operational efficiency, equipping the team with the necessary tools to deliver our aims.

Our people are important to us – and are critical to the success of the charity. That’s why the first phase 20 by 30 has, at its core, a people-focused strategic aim – to ensure that our team is inspired, trained, equipped, and retained.
#teamworldwide values...

Curious
We question, learn & improve

United
We collaborate, support & include

Real
We’re self-aware, honest & open

Entrepreneurial
We create, pioneer & persevere

Spirited
We’re driven, ambitious & optimistic

Inspire, train, equip and retain...

Employee engagement

Employees who have meaningful and rewarding jobs and who are managed well will not only be happier and more fulfilled but are also more likely to drive productivity, services, and innovation. This mutual-gain view of motivation and people management lies at the heart of employee engagement.

The survey carried out in July 2021, following yet another unsettled year working from home, still managed to achieve an Employee Engagement score of 91%. As a result, we were delighted to announce that we had won an Employee Engagement Award 2021 from Agenda Consulting.

We aim to not only measure engagement at Worldwide Cancer Research but to continuously improve it by acting on team feedback.
New for 2022

Based on the results of the employee engagement survey, your feedback in the subsequent focus groups, and a trial of a hybrid working model, we have identified two key areas of activity for 2022. These will help ensure we support the team meet its collective goal, maintain the health and wellbeing of individuals, continue diversity and inclusion monitoring, develop our Employer Brand, maintain our overall employee engagement.

We Will
Develop the charity’s Employer Brand to help attract and retain great people

- Establish our Employer Brand externally through our website and social media
- Review our benefits’ package to ensure we remain a competitive employer
- Establish a baseline and implement a measurement framework to evaluate our Employer Brand

We Will
Promote Team Worldwide cultural values and good HR practice

- Continue to embed diversity and inclusion into key BAU activities, including recruitment, e.g., establishing a baseline and target in demographic data collection
- Maintain awareness among HR and hiring managers of unconscious bias and language around recruitment, specifically language used in job descriptions, advertisements and interviews
- Continue to refine a hybrid model of office and home working, including potential for contractual changes in due course

Recruitment

- Recruitment of new team members incorporating our values and commitment to diversity and equity
- Delivery of a pre- and onboarding programme for new hires, including induction and probation support, with opportunities for development
- Demonstrating our commitment to fairness and equity, in 2021, we signed the Show the Salary Pledge - In 2022, we will continue to make our organisation a supportive and inclusive environment for employees going through the menopause by signing the Menopause Workplace Pledge

Retention

- Run monthly all-staff meetings and quarterly all-staff days (virtual if necessary)
- Monitor exit interviews and respond to flags
- Develop Employer Brand
- Maintain robust processes and procedures
- Evidence values embedded into organisational culture - what we say is what we do
- Demonstrate fair treatment of employees and support for wellbeing
- Offer channels for employee voice (anonymised annual and pulse surveys) and respond to flags
- Run quarterly focus groups facilitated by HR to ensure positive or negative feedback from the team is heard

Performance management

- Conduct Performance Development Reviews (PDRs) and monthly 1:1s from probation onwards - an opportunity for all team members to understand their role in the charity, professionally develop and be motivated
- Facilitate and support good people management skills, e.g., by upskilling team members who are new to line management

Training

- Promote a self-driven learning culture
- Deliver a programme of pre-boarding and induction training
- Support training and development through the Charity Learning Consortium e-learning platform and internal learning labs
- Support specific training requirements for individual roles as identified via PDR process
- Upskill our employees with the Flexible Workforce Development Fund grant of £5k
What success looks like….

Our people are at the centre of everything we do – our culture, our research, our campaigns – and our supporter experience. That’s why #TeamWorldwide is a key focus of our 20 by 30 strategy. We want to inspire, train, equip and retain the team created to achieve the charity’s ambitions, making #TeamWorldwide the critical factor in the charity’s future achievements.

Put simply, success for us is an engaged, happy and healthy workforce, which is why we have identified KPIs to measure the effectiveness of our People Plan 2022.

**Employee engagement**

- 2022 Employee engagement score that exceeds the sector average

**Employer Brand**

- Pulse survey results for measurement framework (TBC)
- More than one appointable candidate when recruiting for new roles

**Retention**

- Staff retention rate of 80% or greater
- <6 average sick days/per person/per annum, current and reporting year employees