

GLL EMPLOYMENT & SKILLS PLAN

Palmer Park & Rivermead, Reading

GLL Employment and Skills Plan

As a charitable social enterprise, investing in and developing our staff is core to our philosophy. Our motto is 'Better people achieve more'. If you work hard, you will find a return on your investment in the form of high levels of motivation, job satisfaction, training, career opportunities, teamwork and potentially also gain some life-long friends.

We believe that investing in learning and development is a fundamental part of the Better People pillar and is vital for our continued business success. We want our people to have access to training and resources and enable them to progress their careers. The Learning and Development Team and the GLL College provide support to help you achieve your current and future career goals with GLL.

Learning and development forms an important part of a successful rebuilding of our business following the pandemic. GLL has a full prospectus which contains information about learning and development to support managers and increase awareness amongst our people about learning and development opportunities available to them. It will be regularly updated and communicated by the learning and development team who are here to develop our people in line with business needs and our people with purpose mantra.

As part of the Employment and Skills plan for the two new leisure centres at Palmer Park and Rivermead, GLL will aim to achieve the following

Target Indicator	Performance Measures
Implementation of a comprehensive apprenticeship and training programme	Implementation of a comprehensive apprenticeship and training programme with a minimum of one per facility.
Support training and development of existing and new staff	Implementation of a comprehensive CPD/ training programme and data collection of number of qualifications achieved
Increase number of school leavers in employment	Developing links with schools, special schools, further and higher education establishments and offer a minimum of 5 apprenticeships each year Providing a minimum of 20 work experience places per annum for local school children.
Help local people develop the skills to access new job opportunities	Actively promoting training courses such as lifeguarding and coaching qualifications to the local community to encourage the up-skilling and potential employment of local residents.
Invest in training and skills development for the workforce	Development and implementation of an annual Training and Development plan, including ensuring all staff can work across all groups.
Ensure that strong partnerships exist with National Governing Bodies of sport to create opportunities for local residents	Development and implementation of an annual Community (Activity) Development Programme that utilises specific products developed in partnership with NGBs.