



worldwide
cancer
research

People Plan 2025

Our success starts with **you**...



The keystone of our mission to bring forward breakthroughs is the people who deliver it.

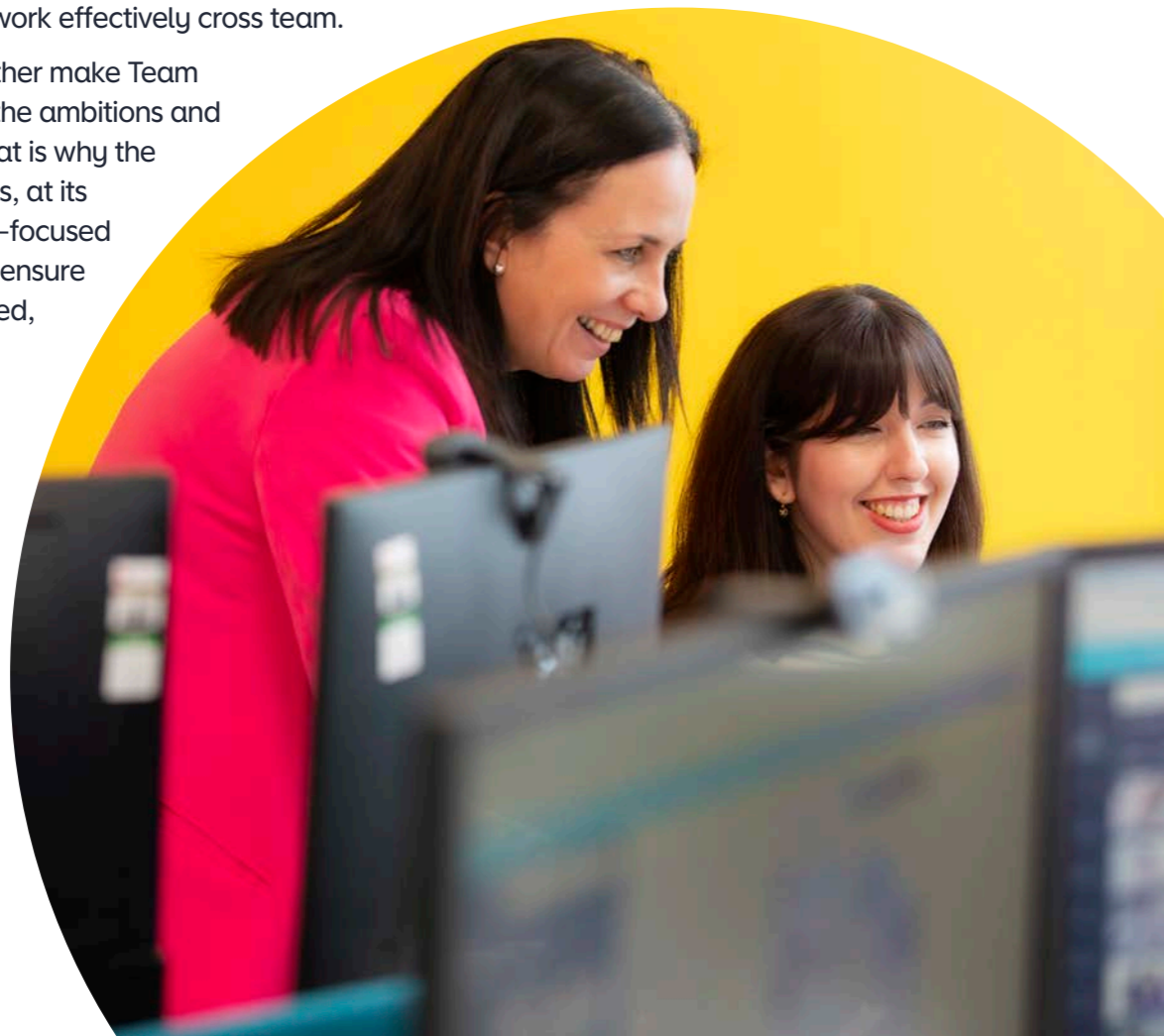
In 2025, we will continue to deliver an ambitious plan for growth, which can only be achieved by a high performing Team Worldwide.

Our people focus in 2024 was to improve the diversity of Team Worldwide, develop a strategic, multi-year approach to learning and development, and to provide an inclusive and supportive working environment for everyone who works with us.

For 2025, the three areas of focus to maximise the impact of Team Worldwide will be to:

- 📍 Provide an inclusive and supportive working environment for everyone who works with us.
- 📍 Implement our Learning and Development (L&D) Strategy.
- 📍 Improve our ability to work effectively cross team.

The individuals who together make Team Worldwide are critical to the ambitions and success of the charity. That is why the 2025 Plan and Budget has, at its core, an inclusive, people-focused strategic aim (Aim 3) – to ensure our team is inspired, trained, equipped, and retained.



Hello from the CEO

Despite a challenging environment in 2024, I am proud of everything Team Worldwide has achieved together. It provides momentum for us to follow into 2025.

The strengths of our people and our shared values will drive us forward towards our vision – of a day when no life is cut short by cancer. Every person at Worldwide Cancer Research plays a vital role in starting new cures.

Our reasons for being here often mirror the motivations of our Curestarters. Like them, we are people driven to do what we can to support lifesaving research.

To deliver our ambitious plan for the coming year, we must support everyone in Team Worldwide to be their best and work together with success.

The Board and the Senior Management Team (SMT) are committed to ensuring all our people have the right skills, 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.

I believe the most rewarding jobs are those that will change people's lives. This is the opportunity for every one of us at Worldwide Cancer Research. Everyone here has a purpose.

We stand together for the people and families affected by cancer. We stand for supporting diverse thinking, and for the potential of pioneering ideas to save lives.

With the support of our Curestarters, we will succeed in delivering our vision, so no one has to lose a loved one too soon – today, tomorrow, and always.

Helen

Dr Helen Rippon
CEO



Our values



Inspire, train, equip, retain

Employees who have meaningful and rewarding jobs and who are managed well and inclusively, will not only be happier and more fulfilled, but are also more likely drive productivity, services, and innovation.

This win-win view of motivation and people management is at the heart of employee engagement.




The survey carried out in August 2024 achieved an Employee Engagement score of 93%, a score to be proud of. This comes despite the challenging external environment, moving offices and adopting hot desking mid-year.

We aim to inspire our charity values, to keep measuring engagement at Worldwide Cancer Research and continuously work to improve it by facilitating opportunities for employees' voices. We will be Real and Curious and act on feedback, however difficult. We will continue to review the benefits offered which underpin a positive workplace.



Worldwide Cancer Research Employee Value Proposition

We can offer everyone in Team Worldwide:

-  Personal impact in starting new cancer cures: Everybody in Team Worldwide can see the part they play in Curestarting, no matter what their role.
-  The ability to work with breadth, across the organisation. Every person interacts regularly with teams outside their own.
-  An inclusive and flexible workplace, where we value and learn from differences, and everyone is supported to perform at their best.

Curious



We question, learn, and improve

United



We collaborate, support, and include

Real



We are self-aware, honest, and open

Entrepreneurial



We create, pioneer, and persevere

Spirited

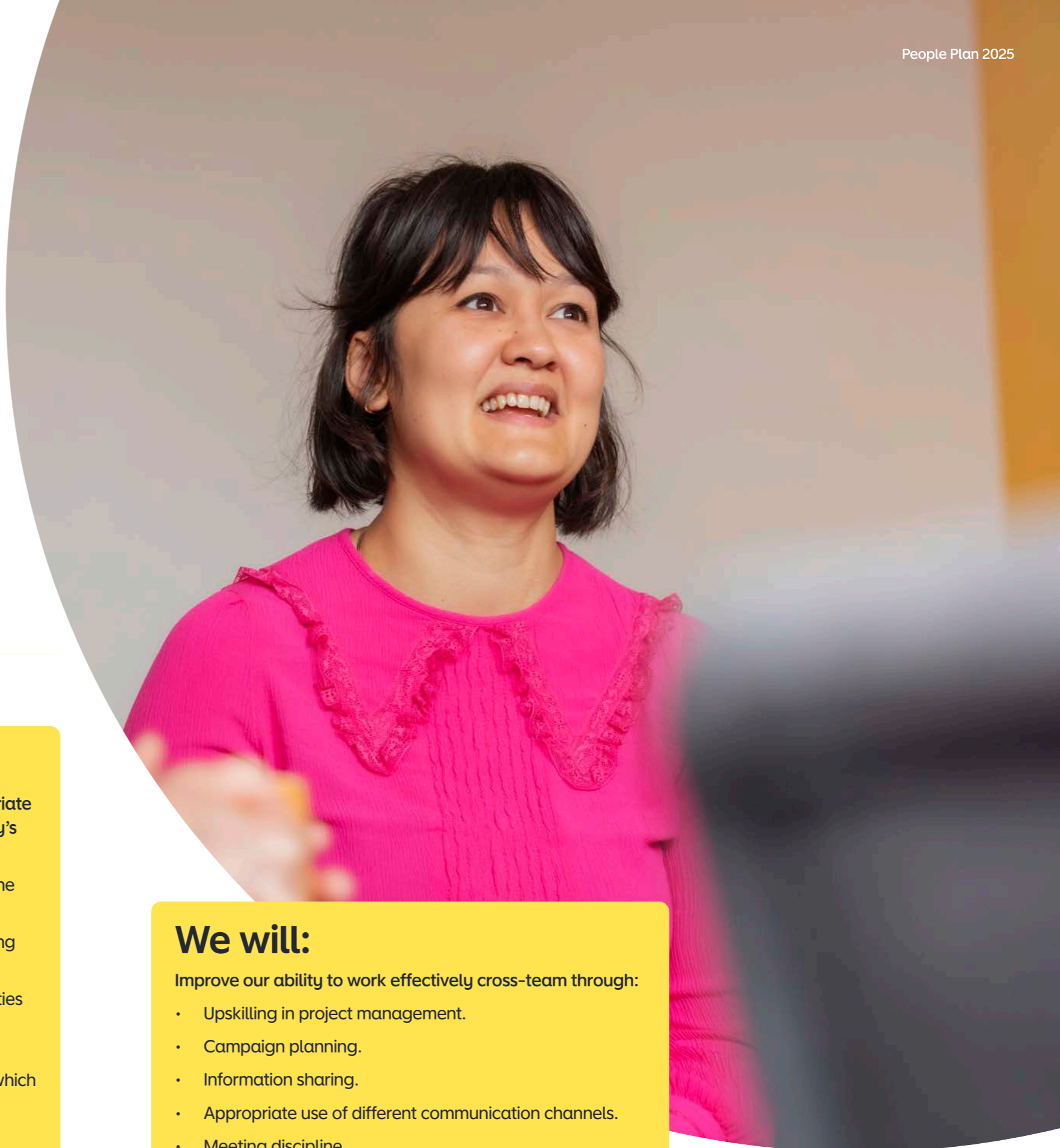


We are driven, ambitious, and optimistic

New for 2025

Based on the results of the 2024 Employee Engagement Survey, your feedback in the subsequent focus groups, and the implementation of the Learning and Development Strategy, we have identified three key areas of activity for 2025.

These will help ensure the team meets its collective goals and demonstrates our cultural values; maintain the health and wellbeing of individuals; work on attracting underrepresented groups; continue to develop our Employer Brand through HR/Brand collaboration; maintain our overall employee engagement; and deliver the L&D Strategy.



We will:

Provide an inclusive and supportive working environment for everyone who works with us by:

- Acting on the results of the Employee Engagement survey.
- Reviewing our benefits annually.
- Sharing our employee benefits and comparison to peers with Team Worldwide.
- Evaluating the 9-day fortnight policy annually.
- Arranging support, coaching, occupational health referrals, and consider reasonable adjustments where needed.

We will:

Ensure Team Worldwide have the appropriate expertise to support delivery of the charity's aims and objectives in 2025 and beyond.

- Set our organisation's commitment to the professional development of its team.
- Encourage a self-driven, curious learning culture to drive innovation.
- Establish an annual cycle of L&D activities supporting delivery of the charity's strategy.
- Identify procedures for all employees which ensure equal access to professional development.
- Reflect our charity values and support our Employee Value Proposition.

We will:

Improve our ability to work effectively cross-team through:

- Upskilling in project management.
- Campaign planning.
- Information sharing.
- Appropriate use of different communication channels.
- Meeting discipline.
- The interpersonal aspects of good collaboration.



To be continued...



Recruitment

- Recruit new team members incorporating our values and commitment to equity, diversity and inclusion, considering transferable skills.
- Continually review the HR Recruitment Toolkit to share with hiring managers, demonstrating our commitment to fairness.
- Deliver a pre- and onboarding induction programme, monitor inductions through feedback, and evaluate by star rating.
- Compare applicant demographics to Scottish census results.



Retention

- Demonstrate fair, reasonable and inclusive treatment of employees.
- Support wellbeing.
- Offer channels for employees' voices.
- Run monthly all staff meetings.
- Maintain up to date, clear and robust HR processes and guidance and ensure they are applied consistently.
- Evidence that values are embedded into organisational culture – what we say is what we do.
- Monitor exits and respond to flags.



Training

- Focus on people in the annual planning cycle.
- Promote a curious, learning culture.
- Offer appropriate and varied learning channels.
- Support leadership development.
- Encourage coaching and mentoring opportunities.
- Facilitate succession planning and professional development.
- Deliver statutory training to meet the charity's duty of care.



Performance management

- Ensure the aims and ambitions of the charity are well understood across Team Worldwide.
- Conduct Performance Development Reviews at monthly 121s – giving an opportunity for everyone to understand their role in the charity, professionally develop and be motivated – from day one.
- Facilitate and support good people management skills, for example, by identifying and supporting development areas.

What success looks like



Our people are at the centre of everything we do – our ambition, our culture, our research, our campaigns, and our supporter experience.

That is why Team Worldwide is a key focus of our mission to bring forward breakthroughs. We want to inspire, train, equip and retain the team created to achieve the charity's ambitions, making Team Worldwide 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 that measure the effectiveness of our 2025 People Plan.

Employee engagement

- 📍 2025 Employee Engagement Survey score that exceeds the sector average.

Employer brand

- 📍 More than one appointable candidate when recruiting, for at least 75% of roles.

Equity, Diversity and Inclusion

- 📍 2025 collective D&I Employee Engagement Survey score of 90% or greater.
- 📍 An improvement in diversity among Team Worldwide.
- 📍 100% completion and overall positive evaluation of D&I training.

Retention

- 📍 Staff retention rate of 90% or greater.
- 📍 Less than six average sick days per person/per annum, current and reporting year employees.

Training

- 📍 100% completion of mandatory probation and annual team training.
- 📍 100% listening to mandatory Lunch & Learns.
- 📍 100% attendance at other mandatory training deemed of value to Team Worldwide.