

People Strategy – Scrutiny Meeting

23rd January 2023

One Team

Proud to
Serve

Honest &
Open

Taking
Responsibility

Valuing
Diversity

How the People Strategy has been developed

- Use of **workforce data** to identify key challenges, emergent trends, and strategic improvement actions
- Closely referenced to the **Mayor's Business Plan** and links with **organisational performance** evaluation, to ensure strategic alignment
- **Employee voice** guiding the strategic aims (the seven pillars) derived from Staff Networks, Teas Talks, Guardians' scheme, Trade Unions, staff survey results and a large number of focus groups held by Chief Executive and Assistant Chief Executive

How the People Strategy has been developed

- **Crossing the Threshold**, the Council's culture change programme that has been taking place during April – September 2022. A programme that has allowed space for staff to consider how to shape the Council for the future
- **Human Resource Management assessment** and **SWOT** analysis
- Overview from the **Greater London Provincial Council**
- Learning from the **Equality, Diversity and Inclusion Board** jointly chaired by the Chief Executive and the Head of Organisation and Development

People Strategy - Governance and Evaluation

- The People Strategy is a standing item on the **Workforce Internal Control Board**, co-chaired by the Chief Executive and Chief People Officer
- Development of a detailed delivery and **action plan** with monthly highlight reports that assess progress and impact of the People Strategy, as a standing item, using red/amber/green progress assessment and overseen by the Project Management Office
- Workforce Board Internal Control Board to be accountable to the **Transformation Board and Corporate Management Team** in recognition that this strategy is a high priority for the Council to ensure effective Senior Responsible Officer oversight
- Multi-representative/disciplinary **working groups** for each of the 7 pillars
- Inter-dependencies with the **Equality Diversity and Inclusion Board**

People Strategy – Communications Plan

- A supporting **Communications Plan** is being developed with Internal Communications colleagues to ensure the whole workforce is involved and part of development of bringing the strategy to life
- Regular feedback from the **Workforce Board** to the workforce to engender openness and transparency
- Ongoing engagement and progress updates with **staff network groups**