



Meeting	Service Leadership Team	Agenda Item	4d
	Performance & Resources Board		12
Meeting Date	13 April 2021		
	26 April 2021		
Report Author:	Colette Black, ACEO People Values and Culture		
Presented By:	Colette Black, ACEO People Values and Culture		
Subject:	People Strategy Update		
Type of Report:	Information		

RECOMMENDATIONS

The Service Leadership Team are asked to note the People Strategy update.

BACKGROUND

Our People Strategy 2020-24 has an action plan attached to it. Delivery of the action plan is a key enabler of the strategy. This paper and its appendix note progress against delivery of the action plan.

OPTIONS AND ANALYSIS

See update attached as (appendix 1). Developments of note are:

- Ignite 2020 - Employee Survey - local conversations and action planning are continuing
- Leadership development - Our new leadership development programme now has 6 cohorts filled. 4 cohorts are already underway and have covered two modules so far - self-awareness and culture
- Reverse mentoring - The reverse mentoring pilot has begun with 4 mentor/mentee partnerships signing up for an initial 3 sessions. Feedback will then be reviewed to inform how we proceed
- Neurodiversity - 4 Webinars have taken place - What is Neuro Diversity? Dyslexia & dyspraxia, Autism & AHD - 33 delegates on each. 1 workshop for more in depth Neuro Diversity awareness - 12 delegates
- Positive action - the percentage of applications received from our positive action groups continues to increase

BENEFITS AND RISK IMPLICATIONS

The People Strategy is a key control measure for our people risks.

FINANCIAL IMPLICATIONS

All activity planned for within the People Strategy is included in existing budgets.

EQUALITY AND DIVERSITY IMPLICATIONS

The People Strategy is designed to continuously improve inclusivity.

Is this decision anticipated to have an impact on any of the following protected groups as defined within the Equality Act 2010:

Race	No	Religion or belief	No
Sex	No	Gender reassignment	No
Age	No	Pregnancy & maternity	No
Disability	No	Marriage and Civil Partnership	No
Sexual orientation	No		

(If an impact on one group or more is anticipated, a full People Impact Assessment must be completed).

WORKFORCE ENGAGEMENT

Staff were engaged in creation of the People Strategy. The People Strategy Board scrutinises progress against delivery of the Strategy.

LEGAL IMPLICATIONS

N/a

HEALTH AND SAFETY IMPLICATIONS

N/a