

**People and Culture Committee
Forward Look**

10 September 2021	17 November 2021	March 2022	June 2022
<p>Items for recommendation</p> <ul style="list-style-type: none"> • Terms of reference • Police Officer Pay • Smarter working/working from home allowance 	<p>Items for recommendation</p> <ul style="list-style-type: none"> • Superintendent’s Association Recognition Agreement • Family Friendly Policies 	<p>Items for recommendation</p> <ul style="list-style-type: none"> • Police Staff Pay Framework Business Case* • People Strategy (refreshed to support Strategy) • Gender Pay Gap report approval • Race Pay Gap Report approval** 	<p>Items for recommendation</p> <ul style="list-style-type: none"> • Police officer and staff pay claims/awards • Annual W,H &S Assurance Report
<p>Items for discussion</p> <ul style="list-style-type: none"> • Employee Voice • Coaching Culture • Equality, Diversity and Inclusion • Sexualised behaviour 	<p>Items for discussion</p> <ul style="list-style-type: none"> • Police Staff Pay Framework Update • Psychological Framework • EDI/Professionalism: Discussion of Sarah Everard case – to cover internal culture, female representation and conduct regs 	<p>Items for discussion</p> <ul style="list-style-type: none"> • Apprenticeships • Staff/officer assaults 	<p>Items for discussion</p> <ul style="list-style-type: none"> • PDR outcomes for performance year 2021/22 • Senior Talent Outcomes
<p>Items for information</p> <ul style="list-style-type: none"> • Senior Leadership Development Programme • People report 	<p>Items for information</p> <ul style="list-style-type: none"> • BTP Values (outcome of the consultation and next steps) • Senior Leadership Development Plan • People report • Committee workplan 	<p>Items for information</p> <ul style="list-style-type: none"> • VAWG delivery plan • Annual report on Complaint Reviews • Smarter working (following move to Baskerville) • People report • Committee workplan 	<p>Items for information</p> <ul style="list-style-type: none"> • VAWG delivery plan • People report • Committee workplan

Notes:

*The Police Staff Pay Framework business case will then need to progress to DfT and then on to Cabinet Office/HMT. To be submitted c May 2022 in line with Pay Remit Guidance publication

** This is not yet legally required but we want to be bold and be the first police force to publish this.

Proposed agenda sections

- People and internal communications (e.g. employee voice, values work, coaching, talent etc)
- Reward/Ts and Cs (e.g. reward project, regs, pay awards)
- Internal legitimacy (e.g. current issues, EDI, Professionalism including Complaints, Conduct, Complaint Reviews, ET, Legal Services, grievances)
- W,H&S
- Context (management data) – KPI/exception reporting/dashboard performance i.e. Recruitment, retention, progression, training, management of attendance, professionalism data around complaints, conduct matters, suspensions, hearings and outcomes