

[16 November 2022] Agenda Pack - People and Culture Committee

MEETING
16 November 2022 10:30

PUBLISHED
11 November 2022

Agenda

<i>Location</i>	<i>Date</i>	<i>Owner</i>	<i>Time</i>
Microsoft Teams	16/11/22		10:30
1. Apologies		Chair	
2. Declarations of Interest		All	
3. Minutes		Chair	
4. Actions		Chair	10:30
5. Risk Profile		Chief Executive	10:35
5.1. Risk Scoring: People Risk			
5.2. Note of Joint Risk Deep Dive [12 September 2022]		Chair	
6. Health and Safety			
6.1. Health and Safety Annual Assurance Statement		Ken Slack	
6.2. Risk Deep Dive: Wellbeing, Health and Safety		Mel Morton	10:55
7. Exit payments - Comparison to Civil Service Compensation Scheme		Rachael Etebar	11:15
8. Strategic Workforce Plan		Rachael Etebar	11:25
8.1. [Background Pack] Strategic Workforce Plan			
9. Talent and Succession Planning		Carole Thatcher	11:40
10. Learning & Development Transformation		Chris Horton	11:50
11. Layers and Spans Strategic Recommendations		Matt Allingham	12:00
12. Delivering Well Cared For Pillar		Rachael Etebar	12:10

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Microsoft Teams	16/11/22		10:30
13. People Performance Q2 Update		Kasia Filipek	12:20
14. Committee Workplan 2022/23		Stephanie Calvert/Lucy Yasin	12:25
15. Any Other Business		All	
15.1. [Background Pack] Psychological Counselling Q3			
16. Meeting Evaluation		Nick Hawkins	12:30

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ITEM 4 – ACTIONS

OFFICIAL

PEOPLE AND CULTURE COMMITTEE

No.	Date	Topic	Action/Paper	Owner	Outcome
5/2022	6 September 2022	Accelerated Recruitment	The Director of People and Culture agreed to provide a note on the Force's approach to providing a modern, localised training environment	Director of People and Culture/Chris Horton	In Progress An update to be provided at the November 2022 meeting.
6/2022	6 September 2022	People Strategy	Finalised People Strategy to be shared with Committee prior to publication.	Director of People and Culture	In Progress Substantive progress is expected pre-Christmas 2022 once new Deputy Director(s) are in post.
7/2022	6 September 2022	Inclusion and Diversity Strategy	Dashboard reporting format, in line with peer committee reporting, to be developed to assist the Committee in monitoring People Strategy, Inclusion and Diversity Strategy, and Race Action Plan. To be informed by any recommendations from the Executive regarding enhancing the effectiveness of Authority oversight of inclusion and diversity	Analyst	In Progress It is anticipated a proposal will be ready for consideration at the February 2023 meeting.

**People and Culture Committee
Committee Workplan**

March 2023	June 2023	September 2023	November 2023
Items for approval - Gender Pay Gap Report - Race Pay Gap report - B/C Enhanced Medical Support Offer	Items for recommendation Police officer and staff pay (in principle until announced)	Items for recommendation	Items for recommendation
Items for discussion - People Strategy Thematic x2 - L&D Strategy - EVP and Recruitment Strategy	Items for discussion - People Strategy Thematic x2 - HMICFRS PEEL Report – anything delegated by ARAC (reports in March) - Career pathway and leadership development programme review - Ethics Panel – How working and any themes emerging - Review of Committee Terms of Reference and effectiveness	Items for discussion - People Strategy Thematic x2 - PDR outcomes for performance year 2022/23 - Exit interviews – themes and corresponding actions	Items for discussion - People Strategy Thematic x2 - Annual Wellbeing, Health and Safety Assurance Report
Items for information - People data report - Police Covenant - Report Input and progress - Annual report on Complaint Reviews - Committee workplan	Items for information - People data report - Fatigue Review - Committee workplan	Items for information - People data report - Committee workplan	Items for information - People data report - Committee workplan

Items to keep sight of but without a clear timeframe

- PEQF
- New Staff Reward Framework