

# [16 November 2023] Agenda Pack / People and Culture Committee

MEETING  
16 November 2023 10:30 GMT

PUBLISHED  
9 November 2023

# Agenda

Location		Date	Time	
Hybrid meeting - BTPA Meeting Room, 2nd Floor , 25 Camden Road, London, NW1 9LN		16 Nov 2023	10:30	
	Item	Owner	Time	Page
1	Apologies	Chair	10:30	-
2	Declarations	All		-
3	Minutes	Chair		3
4	Actions	Chair		11
4.1	[Background Pack] Action 6/2023: Wellbeing, Health and Safety Review		10:45	-
4.2	[Background Pack] Action 12-2023: Health and Safety Management System Excerpt		10:50	-
5	Strategic Risk	Chief Executive	10:55	12
6	All People Survey 2023	May Holloway	11:10	21
7	Exit Survey Themes	Clare Conie	11:25	35
8	Cost-of-Living Crisis	Rachael Etebar	11:40	44
9	BTP Intentions for PCSOs	Allan Gregory	11:55	59
10	People Strategy Thematic: Goal 2 / Attracting, Recruiting and Retaining Talent	Clare Conie	12:10	66
11	People Strategy Thematic: Goal 6 / Included	Karen Wiesenekker	12:25	71
12	People Performance Data Q2 2023/24	Rachael Etebar	12:40	78
13	[Background Pack] Note / Pension Working Group / 20 September 2023	Hugh Ind	12:50	-
14	Workplan	Susan Kohler	12:55	88
15	Any Other Business	All		-
16	Meeting Evaluation	All	13:00	-

## PEOPLE AND CULTURE COMMITTEE ACTIONS

Serial	Date	Action	Owner	Update
12/2023	6 September 2023	In response to a request for an assurance assessment for wellbeing, health and safety, the Head of Safety noted he could provide the relevant element of the Force's safety management system	Head of Safety	<b>Closed</b> Excerpt provided in Background Pack.
13/2023	6 September 2023	The Chair welcomed the report on Force response to Casey Review and requested that the Force and BTPA Executive liaise to determine an appropriate reporting tempo to Committee going forward	Head of Governance and People in liaison with Head of Professional Standards	<b>In Progress</b> Decision on reporting tempo to be included in revised workplan. NB synergy with ARAC 10/2022 below and <u>the recommendation an element of independent assurance be secured.</u>
14/2023	6 September 2023	The Chair requested sight of the Chief Officer Group paper on police staff pay reform.	Deputy Director of People and Culture	<b>In Progress</b> Update to be provided at November 2023 meeting.
15/2023	6 September 2023	Members considered the Workplan 2023/24 and noted that the incoming Head of Governance and People would be revising it in consultation with the Chair and Director of People and Culture	Head of Governance and People in liaison with Director of People and Culture	<b>Closed</b> Washup meeting took place on 20 September 2023. Both Director of People and Head of People and Governance will maintain watching brief on workplan for 23/24.

### Actions arising from peer BTPA Committees

ARAC 10/2022	18 November 2022	Members requested that the Force's self-assessment of its performance against measures outlined within Casey Review be scrutinised at a relevant BTPA Committee, and the Force consider ways in which independent assurance of its response to the Casey Review could be obtained.	Head of Governance and People / Project Director	<b>Recommended for Closure</b> BTPA Executive recommend this be folded into Action 13/2023 above.
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**People and Culture Committee  
Committee Workplan**

September 2023	November 2023	March 2024	June 2024
<b>Items for recommendation</b>	<b>Items for recommendation</b>	<b>Items for recommendation</b> <ul style="list-style-type: none"> <li>Gender Pay Gap Report</li> <li>Ethnicity Pay Gap report</li> </ul>	<b>Items for recommendation</b> <ul style="list-style-type: none"> <li>Police officer and staff pay (in principle until announced)</li> </ul>
<b>Items for discussion</b> <ul style="list-style-type: none"> <li>People Strategy Thematic (Goals 5 &amp; 8)</li> <li>Wellbeing, Health and Safety Update (action 6/2023 refers)</li> <li>Casey Review – committee considerations emerging from BTP action plan</li> <li>PDR outcomes for performance year 2022/23</li> </ul>	<b>Items for discussion</b> <ul style="list-style-type: none"> <li>People Strategy Thematic (Goals 6 &amp; 2)</li> <li>Exit interviews – themes and corresponding actions</li> <li>Force response to cost-of-living crisis (action 7/2023 refers)</li> <li>BTP's ambitions for PCSOs (action 6/2023 refers)</li> </ul>	<b>Items for discussion</b> <ul style="list-style-type: none"> <li>People Strategy Thematic (Goals 1 &amp; 4)</li> <li>Career pathway and leadership development programme review</li> <li>Ethics Panel – How is it working and any themes emerging?</li> <li>Annual Wellbeing, Health and Safety Assurance Report</li> <li>Enhanced Medical Support (Action 3/2023 refers)</li> </ul>	<b>Items for discussion</b> <ul style="list-style-type: none"> <li>People Strategy Thematic (Goals 3 &amp; 7)</li> <li>Review of Committee Terms of Reference and effectiveness</li> </ul>
<b>Items for information</b> <ul style="list-style-type: none"> <li>People data report</li> <li>Fatigue Review</li> <li>Committee workplan</li> </ul>	<b>Items for information</b> <ul style="list-style-type: none"> <li>People data report</li> <li>Committee workplan</li> </ul>	<b>Items for information</b> <ul style="list-style-type: none"> <li>People data report</li> <li>Police Covenant - Report</li> <li>Annual report on Complaint Reviews</li> <li>Committee workplan</li> </ul>	<b>Items for information</b> <ul style="list-style-type: none"> <li>People data report</li> </ul>

Items to keep sight of but without a clear timeframe:

- New Staff Reward Framework