

[18 November 2024] Agenda Pack / People and Culture Committee

MEETING
18 November 2024 10:30 GMT

PUBLISHED
11 November 2024

Agenda

Location
Microsoft Teams

Date
18 Nov 2024

Time
10:30 GMT

	Item	Owner	Time	Page
1	Apologies	Chair		-
2	Declarations	All		-
3	Minutes	Chair	10:30	3
3.1	[Circulated Separately] Minutes / Joint Meeting of the Appointments, Remuneration and Appraisal Committee and the People and Culture Committee / 5 September 2024	Chair	10:35	-
4	Actions	Chair		9
5	Strategic Risk	Head of Governance and People	10:40	10
6	People Performance Scorecard Q2 2024/25	Director of People and Culture	10:50	13
7	Temporary Duty Restrictions Update	Director of People and Culture	11:00	18
8	Payment of Backdated London Allowance during Maternity Leave Update	Director of People and Culture	11:10	26
9	Culture of British Transport Police			-
9.1	Culture of British Transport Police / Directorate of People and Culture Perspective	Director of People and Culture	11:20	28
9.2	Culture of British Transport Police / Professional Standards Department Perspective	Deputy Chief Constable	11:35	41
10	All People Survey 2023 / Evaluation and Lessons Learned	Director of People and Culture	11:50	53
11	Workplan	Head of Governance and People	12:05	57
12	Any Other Business	All		-
13	Meeting Evaluation	All		-

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PEOPLE AND CULTURE COMMITTEE ACTIONS

Serial	Date	Action	Owner	Update
6/2024	5 September 2024	The Chief Constable invited the interested Member to sit in on a Strategic Workforce Planning meeting as part of their Member Engagement.	Member Engagement Manager	Completed Incorporated into Member Engagement Opportunities. Any interested Member(s) to contact Member Engagement Manager.

WEBSITE

People and Culture Committee Workplan 2024/25

[November 2024]

March 2025	
Standing / Administrative Items	Suggested Items
<ol style="list-style-type: none"> 1. Apologies 2. Declarations 3. Minutes 4. Actions 5. Strategic Risk 6. People Data 7. 'Issue of the Day' 8. Frontline / External Input 9. Workplan 10. Any Other Business 11. Meeting Evaluation 	<ol style="list-style-type: none"> 12. Annual Gender Pay Gap Report 2024 13. Annual Ethnicity Pay Gap Report 2024 14. Annual Complaint Reviews Report 2024 15. Annual Wellbeing, Health and Safety Report 2024/25

June 2025	
Standing / Administrative Items	Suggested Items
<ol style="list-style-type: none"> 1. Apologies 2. Declarations 3. Minutes 4. Actions 5. Strategic Risk 6. People Data 7. 'Issue of the Day' 8. Frontline / External Input 9. Workplan 10. Any Other Business 11. Meeting Evaluation 	<ol style="list-style-type: none"> 12. Annual Review of Terms of Reference

September 2025	
Standing / Administrative Items	Suggested Items
<ol style="list-style-type: none"> 1. Apologies 2. Declarations 3. Minutes 4. Actions 	<ol style="list-style-type: none"> 12. PDR Outcomes 2024/25

5. Strategic Risk	
6. People Data	
7. 'Issue of the Day'	
8. Frontline / External Input	
9. Workplan	
10. Any Other Business	
11. Meeting Evaluation	

Items for consideration on future iterations of the Workplan

1. Reporting on Force response to cultural and conduct reform (Casey, Angiolini) including independent assurance (as per ARAC Action 10/2022)
2. Recruitment and Retention Strategic Risk Deep Dive
3. Deep dive on Force Training Offer¹
4. Whether workplan is satisfying Committee's terms of reference / oversight map
5. NB current People Strategy expires end 2025
6. BTPA Grievance Policy

¹ Suggested when discussing People Strategy Thematic *Well Trained* at March 2024 meeting