



Agenda Item 6

Meeting	People Committee
Date	29 August 2024
Location	Webex
Title of Paper	People Committee Priorities and Outcomes
Presented By	Fiona McQueen, Committee Chair
Recommendation to Members	For Discussion
Appendix Attached	Appendix A – Committee Priorities and Outcomes Report

PURPOSE

This paper provides reflections on areas of Committee focus over 2023/24 and outlines priority area of focus and target outcomes for the period 2024/25.

1. Background and Context

- 1.1. A summary of key business is reported to the Authority board after each committee meeting, ensuring that key areas of assurance and any issues of concern are highlighted for awareness across the Authority membership, and that achievements are noted and celebrated.
- 1.2. In line with the Authority's approach to continuous improvement in committee effectiveness and governance the Authority chair, Martyn Evans, requested that each committee chair identify priority areas of focus and target outcomes that they would take responsibility for driving progress on through governance and committee oversight.

2. Policing Performance Committee Priorities and Outcomes

- 2.1. Appended to this report is a summary document which outlines reflections of the work of the committee over the last year as well as detailing the three main areas of focus I feel are critical to the success of the committee along with three target outcomes which will be key to delivery of these main areas of focus going forward.

3. FINANCIAL IMPLICATIONS

- 3.1. There are no direct financial implications in this report.

4. PERSONNEL IMPLICATIONS

- 4.1. There are no direct personnel implications in this report.

5. LEGAL IMPLICATIONS

- 5.1. There are no direct legal implications in this report.

6. REPUTATIONAL IMPLICATIONS

- 6.1. This report provides evidence of committee scrutiny, challenge and support with a focus on driving continuous improvement.

7. SOCIAL IMPLICATIONS

- 7.1. There are no direct social implications in this report.

8. COMMUNITY IMPACT

8.1. There are no direct community implications in this report.

9. EQUALITIES IMPLICATIONS

9.1. There are no direct equalities implications in this report.

10. ENVIRONMENT IMPLICATIONS

10.1. There are no direct environment implications in this report.

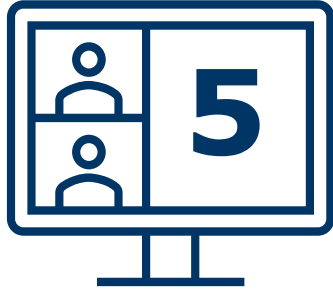
RECOMMENDATIONS

Members are invited to discuss the content of this report.

People Committee

2023-24 Reflections

Committee activity

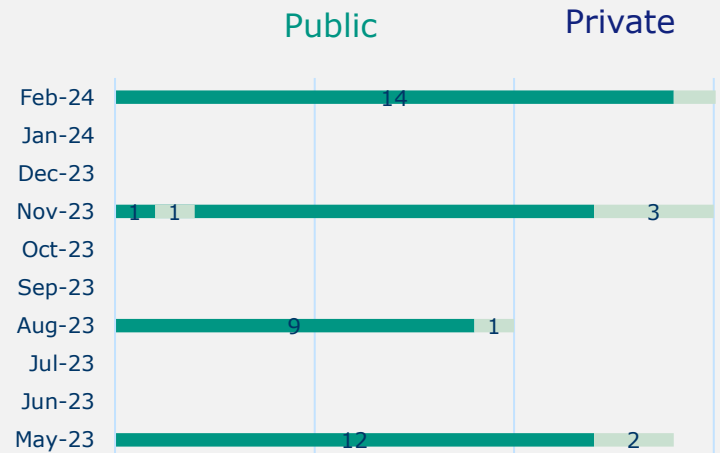


meetings held during the year

Standing invite for Staff Association and Trade Union representation at all meetings – insights and context

Forensic Services People assurance reporting now a standing item at meetings.

Papers presented



Main areas of focus and assurance sought



Health, Safety & Wellbeing

- IHR/IoD review and ongoing improvements.
- Sickness absence and psychological absence
- Health & Safety 3 year strategic action plan
- Hearing protection



Equality, Diversity & Inclusion

- HMICS Review of Culture
- SETM progress, Implementation Plan and measurement of impact
- Deep dive into Recruitment and protected characteristics
- Part time and flexible working



People Strategy/Strategic Workforce Planning

- People Strategy / Strategic Workforce Plan
- Oversight of development of both People Strategy & SWP
- Implementation Plan – delivery timelines & outcome measures
- Fair Work Annual Assessment



Workforce Reports

- Requirement for report development resulting in dashboards that will focus on outcomes and measures
- Deep dive into RRRD and Modified duties
- Absence



Learning & Development

- Introduced broader reporting on learning and development and wider leadership development
- Evaluation of MyCareer / PMDP/YLM
- Mandatory training compliance including completion of Officer Safety Training and Driver Training



People Committee

Current & future priorities

Priority areas of focus
(2024 – 2026)

01

Strategic Workforce Planning

An effective approach to identifying (& addressing) future workforce capacity & capability requirements is in place, as part of an aligned strategic planning process

02

Wellbeing

Organisational wellbeing risk factors are identified, & effective proactive & reactive support interventions are in place and progress is measured

03

Leadership & Culture

Change of existing culture, not limited to EDI, is being owned at a senior level, implemented and progress is measured

Employee Relations Case Management Assurance

Reporting will evidence fair and effective case management of the workforce

01

Assaults on Officers

Reporting to evidence progress to reduce assaults on police officers

02

Minoritised Groups

Reporting that highlights the position and progress to improve the recruitment, retention, and promotion of minoritised groups within policing

03

Target Outcomes
2025