



People Strategy Year 2 Draft Delivery Plan: September 2022 - August 2023: Progress Dashboard

Strategic Theme	Year 2 Deliverables	Director Sponsor	Theme Lead Department	Progress RAG	Start Date	Target Completion Date or status	Risk Summary Status (Completion risk)	
Effective leaders and managers 	Explore the possibility of managers to have or work towards a leadership or management qualification...	Director of Finance & Resources	OD	On Track	Year 1	1/1/23	Low	
	Assess the impact and development of our "Managing the SSSC Way" programme.		OD	Not due to start	1/12/22	1/3/23	Low	
	Equip our managers and leaders with management information to support people planning, decision making and succession planning.		OD	On Track	Year 1	Work will be ongoing for duration of the duration of the strategy.	Low	
	Make sure all new and existing managers are assigned to their "Managing the SSSC Way" learning journey.		OD	On Track	Year 1	Work will be ongoing for duration of the strategy.	Low	
	Continue to support professional leadership and management qualifications.		OD	On Track	Year 1	Work will be ongoing for duration of the strategy.	Low	
	Introduce 360 degree appraisal for senior leaders (OMT/EMT using LMS).		OD	Not due to start	1/10/22	1/3/23	Low	
	Respond to emerging leadership and management development needs.		OD	On Track	Year 1	Work will be ongoing for duration of the strategy.	Low	
	Explore further options for external accreditations.		HR & OD	Not due to start	1/10/22	Work will be ongoing for duration of strategy.	Low	
Recruit and develop excellent people 	Enhance knowledge exchange and collaboration across the organisation (communities of practice).	Director of Finance & Resources	OD	Not due to start	1/12/22	1/3/23	Low	
	Automate more of our people processes and continue to embrace technology.		HR & OD	On Track	Year 1	Work will be ongoing for duration of strategy.	Low	
	Continued roll out of our organisational and role design and rewards structure.		HR	Delayed	Under review	Under review	High	
	Continue to make improvements in our recruitment and selection processes focusing on candidate experience.		HR	On Track	Year 1	Work will be ongoing for duration of strategy.	Low	
	Continue to develop our employer value proposition to attract the best talent.		HR	On Track	Year 1	Work will be ongoing for duration of strategy.	Low	
	Continue to focus our learning and development activities and investment on the things that support the delivery of our strategic outcome and priorities.		OD	On Track	Year 1	Work will be ongoing for duration of strategy.	Low	
	Establish a matrix to review our recruitment reach and impact.		HR	Not due to start	1/9/22	1/3/23	Low	
	Work towards the We Invest in Wellbeing award to replace Healthy Working Lives.		HR	Not due to start	1/11/22	1/12/22	Low	
A healthy and inclusive organisation 	Identify how we can promote the SSSC as a diverse and inclusive workplace, internally and externally.	Director of Development & Innovation	OD	Not due to start	1/9/22	Work will be ongoing for duration of strategy.	Low	
	Create and support virtual employee networks.		HR	Not due to start	1/9/22	1/12/22	Low	
	Develop a management policy and toolkit.		HR	Not due to start	1/9/22	1/1/23	Low	
	Support our staff to become trauma informed using the national trauma training programme materials.		OD	On Track	Year 1	1/11/22	Low	
	Continue to support and monitor employee wellbeing through our occupational health offering and wellbeing campaigns.		HR	On Track	Year 1	Work will be ongoing for duration of strategy.	Low	
	Build on the new communication approaches we have developed during the pandemic.		Director of Strategy & Performance	Internal Communications	On Track	Year 1	Work will be ongoing for duration of strategy.	Low
	Make sure clear and well communicated updates are developed and shared in relation to staff surveys and Investors in People activities.			Internal Communications	On Track	Year 1	Work will be ongoing for duration of strategy.	Low
	Review how we can improve our Corporate Social Responsibility within the context of our statutory public protection role.		All	Not due to start	1/10/22	1/6/23	Low	
Develop online methods for staff to give instant feedback.	Internal Communications	On Track	Year 1	Work will be ongoing for duration of strategy.	Low			
Continue to promote and embed our values in all of our work.	Chief Executive	All	On Track	1/9/22	Work will be ongoing for duration of the strategy.	Low		
Investing in young people 	Reestablish our young people mentoring scheme.	Director of Strategy & Performance	HR	On Track	1/9/22	1/12/22	Low	
	Make sure an HR member of staff has a dedicated remit for supporting young people working at SSSC.		HR	On Track	1/9/22	Work will be ongoing for duration of the strategy.	Low	
	Find opportunities to include more apprentices in our organisation.		HR	Not due to start	1/9/22	1/9/23	Low	
	Progress our Investors in Young People status.		HR	Not due to start	1/11/22	1/12/22	Low	
	Participate in school and further education link work including supporting work experience and placements.		HR	Not due to start	1/9/22	Work will be ongoing for duration of the strategy.	Low	
	Include voices of young people in our recruitment campaigns.		HR	Not due to start	1/9/22	Work will be ongoing for duration of the strategy.	Low	
Be agile and innovative workforce 	Review and respond to the impact of agile working on employee wellbeing.	Director of Regulation	OD and HR	On Track	Year 1	Work will be ongoing for duration of the strategy.	Low	
	Continually review our new ways of working to support our staff and organisational performance.		OD and HR	On Track	Year 1	Work will be ongoing for duration of the strategy.	Low	
	Continue to embed our learning management system.		OD	On Track	Year 1	Work will be ongoing for duration of the strategy.	Low	
	Investigate how we can embed, promote and reward innovation.		OD	Not due to start	1/1/22	1/6/23	Low	

Notes and Guidance:	
Progress	
Delayed	Activity cannot proceed due to an issue that needs resolution.
Delayed	Activity is in progress but won't be delivered by the expected due date.
In Progress	Activity is in progress and on track for completion by the expected due date.
Complete	Activity has been completed.
Complete	Or activity is completed before expected due date.
Not due to start	Activity has not yet started.
Postponed	Activity has been postponed.
Risk RAG	
High	If left unresolved, this risk could impact the target completion date.
Medium	Risk is not impacting planned timeline overall, but has impact on some areas of the work.
Low	Minimal risk that is not impacting project timelines at all.
Complete	Or activity is completed before expected due date.
Not yet started	Activity has not yet started.
Postponed	Activity has been postponed.