



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 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/ENT 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 the duration of the strategy. | Low |
|  Recruit and develop excellent people | Explore further options for external accreditations. | Director of Finance & Resources | HR & OD | Not due to start | 1/10/22 | Work will be ongoing for the duration of strategy. | Low |
| | Enhance knowledge exchange and collaboration across the organisation (communities of practice). | | 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 the 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 focussing on candidate experience. | | HR | On Track | Year 1 | Work will be ongoing for the 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 the 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 the duration of strategy. | Low |
|  A healthy and inclusive organisation | Establish a matrix to review our recruitment reach and impact. | Director of Development & Innovation | 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 |
| | Identify how we can promote the SSSC as a diverse and inclusive workplace, internally and externally. | | OD | Not due to start | 1/9/22 | Work will be ongoing for the duration of strategy. | Low |
| | Create and support virtual employee networks. | | HR | Not due to start | 1/9/22 | 1/12/22 | Low |
| | Develop a menopause 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 the duration of strategy. | Low |
|  Informed, involved and engaged employees | 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 the 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 the 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 the 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. |
|  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 |
|  An agile and innovative workforce | Include views of young people in our recruitment campaigns. | Director of Regulation | HR | Not due to start | 1/9/22 | Work will be ongoing for duration of the strategy. | Low |
| | Review and respond to the impact of agile working on employee wellbeing. | | OD and HR | On Track | Year 1 | Work will be ongoing for the 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 the duration of the strategy. | Low |
| | Continue to embed our learning management system. | | OD | On Track | Year 1 | Work will be ongoing for the duration of the strategy. | Low |
| | Investigate how we can embed, promote and reward innovation. | OD | Not due to start | 1/1/23 | 1/6/23 | Low | |

Notes and Guidance:

Progress:

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|------------------|--|
| Not started | 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 |
| On track | Activity is in progress and on track for completion by the expected due date |
| Completed | Activity has been completed |
| Not due to start | Activity is completed before expected due date |
| Not yet started | Activity has not yet started |
| Postponed | Activity has been postponed |

Risk RAG

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|-----------------|---|
| 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. |
| Completed | Or activity is completed before expected due date |
| Not yet started | Activity has not yet started |
| Postponed | Activity has been postponed |