



People Strategy Year 2 Draft Delivery Plan: September 2022 - August 2023
Progress Dashboard at 31 January 2023

Strategic Theme	Year 2 Deliverables	Director Sponsor	Theme Lead Department	Progress RAG	Start Date	Target Completion Date or status	Risk Summary Status (Completion)	
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	Work ongoing for the duration of the strategy	Low	
	Assess the impact and development of our "Managing the SSSC Way" programme		OD	On Track	31/12/22	31/3/22	Low	
	Equip our managers and leaders with management information to support people planning, decision making and succession planning		OD	Completed	Year 1	30/4/22	Low	
	Make sure all new and existing managers are assigned to their "Managing the SSSC Way" learning journey.		OD	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Continue to support professional leadership and management qualifications.		OD	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Introduce 360 degree appraisal for senior leaders (OMT/EMT using LMS).		OD	On Track	31/12/22	30/4/23	Low	
			OD					
	Respond to emerging leadership and management development needs.		OD	On Track	Year 1	Work 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	On Track	1/10/22	Work ongoing for the duration of the strategy	Low	
	Enhance knowledge exchange and collaboration across the organisation (communities of practice).		OD	On Track	31/12/22	Work ongoing for the duration of the strategy	Low	
	Automate more of our people processes and continue to embrace technology.		HR & OD	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Continued roll out of our organisational and role design and rewards structure.		HR	Postponed	Year 1	Under review	High	
	Continue to make improvements in our recruitment and selection processes focusing on candidate experience.		HR	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Continue to develop our employer value proposition to attract the best talent.		HR	On Track	Year 1	Work ongoing for the duration of the strategy	Medium	
	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 ongoing for the duration of the strategy	Low	
	Review our recruitment reach and impact.		HR	On Track	1/2/23	Work ongoing for the duration of the strategy	Medium	
A healthy and inclusive organisation 	Consider a wellbeing plan to replace Healthy Working Lives.	Director of Development & Innovation	HR	Postponed	1/2/23	30/4/22	Postponed	
	Identify how we can promote the SSSC as a diverse and inclusive workplace, internally and externally.		OD	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Create and support virtual employee networks.		HR	Not due to start	1/3/23	1/6/23	Low	
	Develop a menopause policy and toolkit.		HR	Delayed	1/9/22	1/5/23	Low	
	Support our staff to become trauma informed using the national trauma training programme materials.		OD	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Continue to support and monitor employee wellbeing through our occupational health offering and wellbeing campaigns.		HR	On Track	Year 1	Work ongoing for the duration of the 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 ongoing for the duration of the 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 ongoing for the duration of the 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	1/4/23	31/8/23	Low	
	Develop online methods for staff to give instant feedback.	Internal Communications	On Track	Year 1	Work ongoing for the duration of the strategy	Low		
	Continue to promote and embed our values in all of our work.	All	On Track	Year 1	Work ongoing for the duration of the strategy	Low		
		Chief Executive	All	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
Investing in young people 	Reestablish our young people mentoring scheme.	Director of Strategy & Performance	HR	Postponed	Year 1	1/6/23	Postponed	
	Make sure an HR member of staff has a dedicated remit for supporting young people working at SSSC.		HR	Completed	3/9/22	Completed	Low	
	Find opportunities to include more apprentices in our organisation.		HR	On Track	1/9/22	1/9/23	Low	
	Progress our Investors in Young People status.		HR	Postponed	1/11/22	Under review	Postponed	
	Participate in school and further education link work including supporting work experience and placements.		HR	On Track	1/9/22	Work ongoing for the duration of the strategy	Low	
	Include views of young people in our recruitment campaigns.		HR	On Track	3/9/22	Work ongoing for the duration of the strategy	Low	
An 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 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 ongoing for the duration of the strategy	Low	
	Continue to embed our learning management system.		OD	On Track	Year 1	Work ongoing for the duration of the strategy	Low	
	Investigate how we can embed, promote and reward innovation.		OD	Not due to start	1/4/23	1/6/23	Low	

Notes and Guidance:

Postponed

Delayed

On Track

Completion

Not due to start

Postponed

Risk RAG

High

Medium

Low

Not yet started

Postponed

Activity cannot proceed due to an issue that needs resolved

Activity is in progress but won't be achieved by the expected due date due to resource issues

Activity is in progress and on track for completion by the expected due date

Activity has no start and date. (Also covered by track if omission for the duration of the strategy)

Activity is completed

Activity has not yet started

Activity has been consciously postponed for other (not resource) reasons

If left unresolved, this risk could impact the target completion date

Risk is not impacting aligned timeline overall, but has impact on some areas of the work

Minimum risk that is not impacting aligned timeline at all

Or activity is completed (RAI's over written)

Activity has not yet started

Activity has been postponed