



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	1/12/22	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	20/2/22	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/ENT using LMS).		OD	On Track	1/12/22	30/4/23	Low
	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	1/12/22	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	Resuspended	Year 1	Under review	High
	Continue to make improvements in our recruitment and selection processes focussing 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
A healthy and inclusive organisation 	Review our recruitment reach and impact.	Director of Development & Innovation	HR	On Track	1/2/23	Work ongoing for the duration of the strategy.	Medium
	Consider a wellbeing plan to replace Healthy Working Lives.		HR	Resuspended	1/2/23	30/4/22	Resuspended
	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 survey 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.		AI	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.	Chief Executive	AI	On Track	Year 1	Work ongoing for the duration of the strategy.	Low
	Reestablish our young people mentoring scheme.	Director of Strategy & Performance	HR	Resuspended	Year 1	1/6/23	Resuspended
	Make sure an HR member of staff has a dedicated remit for supporting young people working at SSSC.		HR	Completed	1/9/22	Completed	Low
Investing in young people 	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	Resuspended	1/11/22	Under review	Resuspended
	Participate in school and further education link work including supporting work experience and placements.	Director of Regulation	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	1/9/22	Work ongoing for the 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 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.	Director of Regulation	OD	On Track	Year 1	Work ongoing for the duration of the strategy.	Low
As agile and innovative workforce 	Investigate how we can embed, promote and reward innovation.		OD	Not due to start	1/4/23	1/6/23	Low

Notes and Guidance:

Progress:

Completed	Activity cannot proceed due to an issue that needs resolved
Delayed	Activity is in progress but won't be delivered by the expected due date due to resource issues.
On Track	Activity is in progress and on track for completion by the expected due date.
Cancelled	Activity has no fixed end date. (Also covered by "work in progress for the duration of the strategy")
Completed	Activity is completed
Not due to start	Activity has not yet started
Resuspended	Activity has been consciously postponed for other (non resource) reasons.

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 timeline at all.
Completed	Or activity is completed (RAG over written)
Not yet started	Activity has not yet started
Resuspended	Activity has been postponed