



People Strategy Year 2 Operational Delivery Plan Update
Progress Dashboard as at July 2023

Strategic Theme	Year 2 Deliverables	Director Sponsor(s)	Theme Lead Department	Progress RAG	Start Date	Target Completion Date or status
<p>Effective leaders and managers</p>	Explore the possibility of managers to have or work towards a leadership or management qualification.	Director of Finance & Resources/Acting Director of Workforce, Education & Standards	OD	On Track	Year 1	Now BAU
	Assess the impact and development of our "Managing the SSSC Way" programme.		OD	On Track	1/12/22	Now BAU
	Equip our managers and leaders with management information to support people planning, decision making and succession planning.		OD	On Track	Year 1	Now BAU
	Make sure all new and existing managers are assigned to their "Managing the SSSC Way" learning journey.		OD	On Track	Year 1	Now BAU
	Continue to support professional leadership and management qualifications.		OD	On Track	Year 1	Now BAU
	Introduce 360 degree appraisal for senior leaders (OMT/EMT using LMS).		OD	Delayed	1/12/22	Pilot complete. Full roll out will be completed in year 3.
	Respond to emerging leadership and management development needs.		OD	On Track	Year 1	Now BAU
	Explore further options for external accreditations.		HR & OD	On Track	Year 1	Work will continue into Year 3
<p>Recruit and develop excellent people</p>	Enhance knowledge exchange and collaboration across the organisation (communities of practice).	Director of Finance & Resources/Acting Director of Workforce, Education & Standards	OD	Delayed	1/12/22	Work will continue into Year 3
	Automate more of our people processes and continue to embrace technology.		HR & OD	On Track	Year 1	Now BAU
	Continued roll out of our organisational and role design and rewards structure.		HR	Postponed	Year 1	Under review
	Continue to make improvements in our recruitment and selection processes focussing on candidate experience.		HR	On Track	Year 1	Now BAU
	Continue to develop our employer value proposition to attract the best talent.		HR	On Track	Year 1	Now BAU
	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	Now BAU
	Review our recruitment reach and impact.		HR	On Track	1/2/23	Now BAU
	Consider a wellbeing plan to replace Healthy Working Lives.		Director of Development & Innovation	HR	Delayed	1/2/23
Identify how we can promote the SSSC as a diverse and inclusive workplace, internally and externally.	OD	On Track		Year 1	Now BAU	
Create and support virtual employee networks.	HR	Delayed		Not yet started	Work will move into Year 3	
Develop a menopause policy and toolkit.	HR	Delayed		Not yet started	Work will move into Year 3	
Support our staff to become trauma informed using the national trauma training programme materials.	OD	On Track		Year 1	Work will continue into Year 3	
Continue to support and monitor employee wellbeing through our occupational health offering and wellbeing campaigns.	HR	On Track		Year 1	Now BAU	
<p>Informed, involved and engaged employees</p>	Built on the new communication approaches we have developed during the pandemic.	Director of Strategy & Performance	Internal Communications	On Track	Year 1	Now BAU
	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	Now BAU
	Review how we can improve our Corporate Social Responsibility within the context of our statutory public protection role.		All	Delayed	Not yet started	Work will move into Year 3
	Develop online methods for staff to give instant feedback.	Internal Communications	On Track	Year 1	Now BAU	
	Continue to promote and embed our values in all of our work.	Chief Executive	All	On Track	Year 1	Now BAU
	Reestablish our young people mentoring scheme.	Director of Strategy & Performance	HR	Delayed	Not yet started	Work will move into Year 3
Make sure an HR member of staff has a dedicated remit for supporting young people working at SSSC.	HR		Completed	1/9/22	Completed	
Find opportunities to include more apprentices in our organisation.	HR		On Track	1/9/22	Work will continue into Year 3	
Progress our Investors in Young People status.	HR		Delayed	1/11/22	Work will move into Year 3	
Participate in school and further education link work including supporting work experience and placements.	HR		On Track	1/9/22	Work will move into Year 3	
<p>An agile and innovative workforce</p>	Include views of young people in our recruitment campaigns.	Director of Regulation	HR	On Track	1/9/22	Now BAU
	Review and respond to the impact of agile working on employee wellbeing.		OD and HR	On Track	Year 1	Now BAU
	Continually review our new ways of working to support our staff and organisational performance.		OD and HR	On Track	Year 1	Now BAU
	Continue to embed our learning management system.		OD	On Track	Year 1	Now BAU
Investigate how we can embed, promote and reward innovation.	OD	Delayed	Not yet started	Work will move into Year 3		