



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
<b>Effective leaders and managers</b> 	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.
			OD	On Track	Year 1	Now BAU.
	Respond to emerging leadership and management development needs.		OD	On Track	Year 1	Now BAU.
<b>Recruit and develop excellent people</b> 	Explore further options for external accreditations.	Director of Finance & Resources/Acting Director of Workforce, Education & Standards	HR & OD	On Track	Year 1	Work will continue into Year 3
	Enhance knowledge exchange and collaboration across the organisation (communities of practice).		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.
			HR	On Track	1/2/23	Now BAU.
<b>A healthy and inclusive organisation</b> 	Review our recruitment reach and impact.	Director of Development & Innovation	HR	Delayed	1/2/23	Work embedded into Year 3
	Consider a wellbeing plan to replace Healthy Working Lives.		OD	On Track	Year 1	Now BAU.
	Identify how we can promote the SSSC as a diverse and inclusive workplace, internally and externally.		HR	Delayed	Not yet started	Work will move into Year 3
	Create and support virtual employee networks.		HR	Delayed	Not yet started	Work will move into Year 3
	Develop a menopause policy and toolkit.		OD	On Track	Year 1	Work will continue into Year 3
	Support our staff to become trauma informed using the national trauma training programme materials.		HR	On Track	Year 1	Now BAU.
	Continue to support and monitor employee wellbeing through our occupational health offering and wellbeing campaigns.		HR	On Track	Year 1	Now BAU.
			Internal Communications	On Track	Year 1	Now BAU.
<b>Informed, involved and engaged employees</b> 	Build 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.
<b>Investing in young people</b> 	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
	Include views of young people in our recruitment campaigns.		HR	On Track	1/9/22	Now BAU.
<b>An agile and innovative workforce</b> 	Review and respond to the impact of agile working on employee wellbeing.	Director of Regulation	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