

Board Meeting in Public Tuesday, 26 November 2024

Title of Paper	People Plan Progress Report Q2 '24/'25	Agenda No.	3.6
Nature of Paper (tick one)	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
Author(s)	Matt Kay, Strategy Manager		
Lead Executive	Julie Pinder, Chief People Officer		
Non-Executive Director Sponsor			
Presented for (tick all that applies)	<input type="checkbox"/> Approval <input type="checkbox"/> Assurance	<input type="checkbox"/> Information* <input checked="" type="checkbox"/> Update	* See Note i
Executive Summary (max 300 word count)			
<p>This paper marks the first quarterly progress report since the launch of the People Plan: this initial report summarises activity for the first half of '24/'25. Across our teams, we have focused on implementing the intent set out in the plan, whilst building our planning and delivery capabilities. Following positive feedback from People Committee in September, the Roadmap is continuing to evolve as we scope further actions and initiatives, set out responsible owners for our commitments, and enter into the Business Planning cycle for 2025/26 (corresponding to "Year 2" in the Roadmap). Metrics, targets and KPIs are concurrently being set against our objectives to track delivery and impact: where data are available this has been included in the report, however this will continue to develop as we build our data capability.</p>			
Previously Considered by			
<p>Executive Team (Reporting Framework, 10th September) People Committee (Reporting Framework, 20th September) Executive Team (Draft Report, 22nd October)</p>			
Recommendation <i>Complying with Notes i and ii</i>	The Board is asked to note the developing quarterly report format, and highlight areas where further detail is required to provide assurance around delivery of the People Plan.		
Risk(s) identified (Link to Board Assurance Framework Risks)			
<p>BAF-07 (Staff Capacity / Capability / Recruitment / Retention) BAF-08 (Staff [Leaders & Managers] Skills / Capability)</p>			
Strategic Objective(s) this paper relates to:			
<p><input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input type="checkbox"/> Grow and diversify our donor base</p>			
Appendices:			