

Indicative Delivery Plan/Summary of new initiatives. People Strategy Year 1 Sept 2024-2025

Strategic Theme	Pillar	Aims	Senior Sponsors	New Initiatives/actions to support aims	Starting status June 2024 (note: for all new initiatives the baseline is zero unless we have measurable data available)	Progress measure	Target completion date
A great place to lead and inspire	Leadership and Management Development	<ul style="list-style-type: none"> To have clearly defined and embedded expectations for our leaders and managers. To support and develop visionary and inspirational leaders and managers. To develop our current and future leaders, including our young people. 	Head of FP, Head of LCO & Head of P&I, Head of WPP	1. Explore mentoring approaches for leaders and managers.	No approach internally.	Establishment of a mentoring initiative if there is demand.	Dec-24
				2. Review our leadership expectations across both management and leadership roles to ensure clear and relevant skills and knowledge needed for each level management are clear.	Current competency framework from 2017	A refreshed 2024/25 framework developed and launched and associated changes to supporting processes such as recruitment and selection, development discussions/360 feedback tool updated to reflect them.	Apr-25
				3. Develop a core offering of leadership and management development resources and courses for current and future managers and leaders.	No standard core offering or programme (currently themed approach).	Full core offering or programme established and delivered on recurring basis. This will include a refresh of our Managing the SSSC way approach.	Apr-25
A great place to develop	Career Development and Talent Management	<ul style="list-style-type: none"> To ensure our learning and development investments support our current and future needs. To ensure the knowledge and skills that we need now and in the future are fully considered in our planning and decision making processes. To explore where we can support modern apprenticeships and other development opportunities for young people across the organisation. To ensure our recruitment approaches do not create barriers to work, particularly for care experienced people. To promote and measure the impact of our diverse career journeys and opportunities for our current and future workforce. 	Head of Education and Standards, Head of Registration, Head of FTP	1. Develop a corporate approach to support how we work with education establishments to support students on placements or in their early careers.	No consistent corporate approach.	Implementation of a corporate approach.	Jan-25
				2. Develop resources and support managers to explain and promote access to our diverse range of career journeys, development opportunities and opportunities for cross organisational working.	No current resources.	Creation and promotion of resources. Dedicated space on intranet	Mar-25
				3. Review our approach to person specifications and recruitment policies and procedures to ensure they are inclusive and remove barriers to work.	Early stages of policy review starting with guaranteed interview for care experienced applicants.	Updated policies and procedures in place. Development sessions/ training for recruitment managers as part of implementation of revised policies.	Dec-24
				4. Improve how we measure the impact and value of internal secondments.	No current measure. Currently we only have quantitative reporting.	Creating and implementation of end of secondment surveys.	Nov-24
				5. Ensure we consider our people plans, including future skills needs, in our business planning and decision making process	Currently people planning and business planning process run separately.	Establishment of an integrated and aligned approach to people and business plans.	Sep-24
A great place to be yourself	Equality, Diversity, Inclusion and Wellbeing	<ul style="list-style-type: none"> To support our people to better understand equality, diversity and inclusion at work. To support and develop a culture of feedback, openness and challenge. To respond to emerging national policies, legislation and initiatives in this area of our work. To enable employee networks or communities of practice that support our people to connect on topics that matter to them. 	Head of Regulatory Improvement & Hearings, Head of HR, Head of OD	1. Support staff and managers to better understand and support equality, diversity, inclusion and wellbeing at work.	2023/24: 9 separate development sessions on a range of topics offered to all staff.	Maintain or increase our offering of EDI based development initiatives by August 2025.	Apr-25
				2. Further raise awareness of our whistleblowing policy and procedures and support a culture of speaking up.	2022 staf survey results of 86% positive rating on inclusion and wellbeing question.	Delivery of awareness sessions and increased or maintained staff survey score.	Nov-25
				3. Enable Employee networks, communities of practice and interest groups, including for our young people.	2 active networks (EDI Forum & PMO Community Of Practice)	Increase in number of active employee networks.	Mar-25
A great place to work and make a difference	Developing the SSSC Culture and Employee Voice	<ul style="list-style-type: none"> To be recognised by our people as a great place to work and make a difference. To promote and celebrate the benefits of working at the SSSC. To strengthen our employee engagement and employee voice and in doing so, continue to develop a culture of "One SSSC", underpinned by our values. 	Head of OD, Head of Digital, Head of Strategic Communications & Policy	1. Develop our consultation approach to ensure our people can contribute their views on any planned policy changes.	Current approach does not include wider staff group, only partnership forum.	Increase in number of wider staff consultations on policy updates.	Nov-24
				2. Promote and assess the value and impact our benefits by asking applicants and new starts for their views on them.	No measure	Establishment of recruitment and applicant feedback.	Mar-25
				3. Review our approach to staff surveys and other ways in which we can gather the views of our people.	Currently one large survey approx every two years.	Change in approach to surveys and new initiatives for gathering staff feedback	Jun-25
				4. Recognise and celebrate success through awards and certifications, internally (VIP awards) and externally (industry or professional awards)	Not currently measured or reported.	Establishment of a bi-annual reporting mechanism for awards and certifications to People Board.	Jun-25