



People Strategy Year 1 Delivery Plan: September 2021 -August 2022

Strategic Theme	Year 1 Deliverables	Director Sponsor	Theme Lead Department	Progress RAG	Start Date	Status	Risk summary status (completion)
Effective leaders and managers 	Continue our leadership and management development programme and senior management development activities.	Director of Finance & Resources	OD	Completed	1/11/21	Year 1 deliverables completed March 2022. Work will continue in year 2.	Completed
	Equip our managers and leaders with management information to support people planning, decision making and succession planning.		OD	Completed	1/11/21	Year 1 deliverables completed April 2022. Work will continue in year 2.	Completed
	Make sure all new and existing managers are assigned to their "Managing the SSSC Way" learning Journey.		OD	Completed	1/10/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Continue to support professional leadership and management qualifications.		OD	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Introduce 360 degree appraisal for senior leaders (OMT/EMT using LMS)		OD	Delayed	Year 2	Work be carried into year 2.	Low
Recruit and develop excellent people 	Continue to make improvements in our recruitment and selection processes focussing on candidate experience.	Director of Finance & Resources	HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Continue to develop our employer value proposition to attract the best talent.		HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Continue to focus our learning and development activities and investment on the things that support the delivery of our strategic outcome and priorities.		OD	Completed	1/9/21	Year 1 deliverables completed March 2022. Work will continue in year 2.	Completed
	Begin a review of our organisational and role design and rewards structure.		HR	Delayed	10/1/21	Under review	High
A healthy and inclusive organisation 	Promote our mental health first aider role. Review what this has achieved and how it can evolve.	Director of Development & Innovation	HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Provide all staff training on the Equality Act 2010 and the implications for the organisation.		OD	Completed	1/9/21	Year 1 deliverables completed March 2022. Work will continue in year 2.	Completed
	Continue to support and monitor employee wellbeing through our occupational health offering and Healthy Working Lives campaigns.		HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Make sure wellbeing is at the forefront of one to ones and development discussions.		OD	Completed	2/2/22	Year 1 deliverables completed March 2022. Work will continue in year 2.	Completed
	Support our staff to become trauma informed using the national trauma training programme materials.		OD	Delayed	5/5/22	Work will be carried into year 2.	Low
Informed, involved and engaged employees 	Develop and internal communication strategy involving all staff in the design.	Director of Strategy & Performance	Internal Communications	Completed	1/6/21	Completed. Internal Communications Strategy runs July 2021- March 2024.	Completed
	Develop our two way communication methods to suit new ways of working.		Internal Communications	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue in year 2.	Completed
	Carry out an annual survey on our internal communication activities.		Internal Communications	Completed	1/5/22	Completed. Actions from year 1 survey will be taken into year 2.	Completed
	Continue to promote and embed our values in all of our work.	Chief Executive	All	On Track	1/9/21	This work is ongoing for the duration of the strategy.	Completed
Investing in young people 	Reestablish our young people mentoring scheme.	Director of Strategy & Performance	HR	Delayed	5/5/22	Work will be carried into year 2.	Medium
	Introduce a young people's forum/network.		HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue into year 2.	Low
	Make sure an HR member of staff has a dedicated remit for supporting young people working at SSSC.		HR	Delayed	1/5/22	Work will be carried into year 2.	Medium
	Learn from exit interviews from young employees to gather data on their reasons for leaving.		HR	Completed	1/1/22	Year 1 deliverables completed June 2022. Work will continue into year 2.	Completed
An agile and innovative workforce 	Review and HR and Health & Safety policies to support agile working.	Director of Regulation	OD and HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue into year 2.	Low
	Continue to invest in our digital tools and support agile working, including a learning management system.		OD and HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue into year 2.	Low
	Adapt our office space to support agile working.		OD and HR	Completed	1/9/21	Year 1 deliverables completed August 2022. Work will continue into year 2.	Low

Notes and Guidance:

Process:

Delayed	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.
On Track	Activity is in progress and on track for completion by the expected due date.
Completed	Or activity is completed before expected due date.
Not yet started	Activity has not yet started.
Postponed	Activity has been postponed.
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 timelines at all.
Completed	Or activity is completed before expected due date.
Not yet started	Activity has not yet started.
Postponed	Activity has been postponed.