

<b>Committee(s):</b> Corporate Services Committee Equality, Diversity, & Inclusion Sub-Committee	<b>Dated:</b> 8 <sup>th</sup> January 2025 5 <sup>th</sup> February 2025
<b>Subject:</b> People Strategy Bi-annual Progress Report 1: April 2024 to September 2024	<b>Public</b>
<b>This proposal:</b> <ul style="list-style-type: none"> <li>delivers Corporate Plan 2024-29 outcomes</li> </ul>	
<b>Does this proposal require extra revenue and/or capital spending?</b>	No
<b>If so, how much?</b>	N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	No
<b>Report of:</b> Alison Littlewood, Chief People Officer, People & HR	<b>For Information</b>
<b>Report author:</b> Cindy Vallance, Employee Experience Lead, People & HR Kaye Saxton Lea, Acting Assistant Director of Learning and Organisational Development, People & HR	

### Summary

City of London Corporation's first ever People Strategy 2024-2029 was launched in April 2024 in parallel with the Corporate Plan 2024-2029 and Equality Objectives covering the same period.

The People & HR team committed to providing Corporate Services Committee with bi-annual updates on the progress of the work programmes contained within the People Strategy framework. **Appendix 1** contains our first progress report and summarises activity during the period April – September 2024 including summary data updates on key measures for each theme that were unavailable when the Strategy was published. The report also includes a preview of planned activity for the next six months and an overview of key programmes of work that will begin or continue in 2025/26.

The report also includes an additional **Appendix A** that outlines an overview and summary of actions underway across City Corporation following the 2024 Staff Survey. The survey was launched just two weeks following publication of the People Strategy. We will continue to make use of staff feedback obtained through this staff survey, as well as future iterations, to inform action plans and activities over the course of the People Strategy. Results will also inform and supplement the high-level work programmes contained in the People Strategy for 2025/26 and beyond.

### Recommendation(s)

Members are asked to:

- Note the report.

## Main Report

### Background

2. The City of London Corporation's first ever People Strategy 2024 – 2029 was launched in April 2024 following positive active engagement with over 1,500 staff and well-received presentations to Corporate Services Committee, Policy and Resources Committee, and Court of Common Council.
3. The People & HR team committed to providing Corporate Services Committee with bi-annual updates on the progress of the work programmes contained within the People Strategy framework.

### Current Position

4. **Appendix 1** contains our first progress report and summarises activity during the period April – September 2024 along with summary data updates on key measures for each theme; including some that were unavailable when the People Strategy was published. The report also includes a preview of planned activity for the next six months and a summary of key programmes of work that will begin or continue in 2025/26.
5. The report also includes an additional **Appendix A** containing a series of sub-appendices that outline an overview and summary of actions underway across City Corporation following the 2024 Staff Survey and connected to the realisation of the People Strategy. Appendix A contains
  - The 2024 staff survey overview report
  - The Executive Leadership Board agreed priorities in response to staff survey feedback
  - The staff survey corporate action plan

### Options

6. All our People Strategy activity links directly to our City Corporation mission as “the governing body of the Square Mile dedicated to a vibrant and thriving City, supporting a diverse and sustainable London, within a globally successful UK.”
7. The People Strategy exists to support the six outcomes of our Corporate Plan 2024-2029 which will be achieved only through the work of our people. It also takes into account and is responsive to the complexity and changing context of City Corporation, as well as the City of London, the UK, and the world we live in. The initial programmes of work that have been underway over the past six months and that will continue for the remainder of 2024/25 and into 2025/26 as reported here will build from a solid foundation of brilliant basics to achieve our mission.

### Proposals

8. The intended work programmes that will take place in the second half of 2024/25 are outlined as are high-level work programmes for 2025/26.

## Key Data

9. The People Strategy publication included initial data from 2022/23. Given its April 2024 launch date, 2023/24 data was not available at the time of publishing.
10. While a comprehensive Annual Employee Profile Report for 2023/24 has already been shared with Corporate Services Committee in July 2024, the enclosed report includes 2023/24 summary data that are directly connected to People Strategy themes and work programmes.
11. Our second bi-annual People Strategy progress report will be shared with Corporate Services Committee in June 2025. This report will provide staff data for 2024/25 and based on our first full year of People Strategy activity, will include measurable targets for 2025/26.

## Corporate & Strategic Implications

12. **Strategic implications** – The People Strategy is key to the delivery of all Corporate Plan outcomes since our people will deliver its outputs & achieve its outcomes.
13. **Financial implications** – While programmes of work within the People Strategy will require continuing investment by City Corporation, there are no direct financial implications attached to this progress report.
14. **Resource implications** – The successful delivery of the People Strategy will require a team of highly capable internal People and Human Resources staff, collaboration across HR teams in all our institutions, and engaged and committed leaders, managers, and staff across all our organisation. Where appropriate, some programmes of work will also include working with external suppliers as delivery partners. However, this progress report does not include specific requests for resources.
15. **Legal implications** – The People Strategy has been and will continue to be proactive to anticipate and address all regulatory and legal changes and issues impacting employees that arise over the course of the period covered by the People Strategy.
16. **Risk implications** – Risks inherent to the People Strategy relate to the importance of recruiting, supporting, developing, and retaining an engaged and highly performing workforce. It also involves creating a positive organisational culture that forefronts inclusion, belonging and wellbeing as well as world-class performance and impact for its communities. Additionally, efficient, effective systems and processes that provide useful data for decision-making are necessary to facilitate this work, and the quality and timely delivery of all system-based and process elements of the People Strategy will be critical.
17. **Equalities implications** – Equality, Equity, Diversity and Inclusion is key to the successful implementation of the People Strategy. An Equalities Impact Assessment was completed as part of the work leading to the April 2024 People Strategy launch. Wide engagement with employees over the course of the development and implementation of the People Strategy and all its activities, along with close interaction with the EDI team to connect EEDI and People related activities will

continue to ensure that equality impacts will be considered carefully across all programmes of work. Additionally, work to embed Health and Safety principles of psychological and physical safety will be critical to the success of the People Strategy.

18. **Climate implications** – There are no specific climate implications although communications about and employee engagement in sustainability and climate justice activity will be important to realise the ambitions and aspirations of City Corporation’s workforce. Employees and communities today are keen to support the realisation of societal action and positive role modelling of ethical behaviours in this critical area.
19. **Security implications** - There are no direct security implications. The People Strategy emphasises the importance of enabling a physically and psychologically safe and secure environment for all employees and is working closely with the City Corporation Health and Safety team to ensure that common safety / security goals and outcomes are considered.

## Conclusion

20. We committed in April 2024 that City Corporation’s first ever People Strategy would support our workforce to achieve our Corporate Plan outcomes as well as our Equality and Health and Safety objectives. We promised that progress will be tracked through quantitative and qualitative data and insights, and over the course of its five-year timeline, we will work to attract, develop, and retain talented employees within our unique, complex yet inclusive and equitable 21<sup>st</sup> Century workplace; an organisation that also has strong roots in history and tradition. We promised that the work programmes within the People Strategy will help to identify and fill workforce gaps; provide a framework for people management; and will be adaptable and responsive to change through a bi-annual process of reporting to track momentum and measure success. This initial bi-annual progress report outlines our progress to realise these commitments.

## Appendices

Appendix 1 – People Strategy Report 1: April 2024 – September 2024

Appendix A – 2024 Staff Survey Action Plan (author: Kaye Saxton-Lea)

## Background Papers

People Strategy 2024 – 2029

Annual Employee Profile Report for 2023/24

### Appendix 1

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### Appendix A

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