City of London Corporation Committee Report

Committee(s): Corporate Services Committee	**Dated:** 9 September 2026
Subject: People & HR Business Plan Quarter One (Q1) Progress Report	**Public report:** For Information
This proposal: • **delivers Corporate Plan 2024-29 outcomes** • **provides statutory duties** • **provides business enabling functions**	The People & HR function enables the delivery of statutory duties and business enabling functions
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	Within Agreed Budgets
Has this Funding Source been agreed with the Chamberlain's Department?	Yes, within budget estimate and capital funding already agreed
Report of:	Cliff Morton, Interim Chief People Officer & Executive Director of Human Resources
Report author:	Stuart Carruthers, HR Business Manager

Summary

This report provides Members with an update on the progress of the People & HR Business Plan Q1, and on the strategic direction for the department.

The People & HR department is a core enabling function of the City of London Corporation, supporting delivery of the People Strategy and Corporate Plan 2024–29.

Recommendation(s)

Members are asked to:

- Note the update of The People & HR Business Plan progress report.

Main Report

Background

1. Corporate services Committee received the Draft People & HR Business Plan, 2026-29 at their meeting in March 2026. Members were asked for feedback in the shaping of the Business Plan.

2. Members gave their feedback shaping the final report which was approved in May 2026 setting the agenda for delivery over the next three years for the People & HR department.

Current Position

3. In Q1, People & HR continued to strengthen services, invest in staff and build the foundations for long-term organisational improvement.

4. Through effective collaboration, teams sustained strong operational performance while progressing strategic priorities such as Ambition 25 and embedding Project SAPphire, supporting a modern, customer-focused People & HR service. Which empowers managers to take greater ownership of their teams and enables the organisation to access and manage people services more independently.

Equalities implications

5. The Business Plan priorities promote fairness by embedding equality considerations across all workstreams, strengthening Equality, Equity, Diversity & Inclusion, and using data and insight to inform inclusive policies and drive equitable outcomes across both the workforce and service delivery.

Key Data

6. Delivery of the People & HR Business Plan is monitored through HR dashboard insights and Programme SAPphire data, providing greater visibility of performance, progress against key priorities and emerging trends. This evidence-based approach supports effective oversight, enables early identification of risks and areas requiring attention, and informs timely decision-making to keep delivery on track.

Conclusion

7. The 2026–29 Business Plan marks an important stage for People & HR, moving the function from foundation-building towards greater operational

maturity. It supports the embedding of pay reform, digital capability, strengthened leadership practice and improved workforce planning. Q1 provides a strong start to the first three-year business plan cycle and positions People & HR well for continued progress.

Appendices

- Appendix 1 - People & HR Quarter 1 Update

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