

Minutes of the Meeting of the London Legacy Development Corporation People, Organisation and Culture Advisory Panel

Date: Tuesday 1 March 2022

Time: 2.00 pm

Venue: Via Office Teams

Present: Sir Peter Hendy CBE (Chair)
Simon Blanchflower CBE
Sukhvinder Kaur-Stubbs
Jamie Kerr

In Attendance: Lynn Garner, Chief Executive Officer (for part)
Sarah Perry, Director of People and Organisational Development
Rachel Massey, LLDC Board Secretary
Debbie Wooldridge, Head of People and Organisational Development (for part)
Layla Conway, Chair of Employee Forum (for part)
Samidette John, Deputy Finance Controller (Leadership in Full Focus participant) (for part)
Sue Riley, GLA Secretariat

1 Apologies for Absence

- 1.1 There were no apologies for absence.
- 1.2 The Chair advised that Committee meeting had been moved to on line only, due to industrial action at London Underground, and would therefore become a proceeding of the Advisory Panel of the People, Organisation and Culture Committee. As a result any decisions taken would be by the Chair following consultation with Members of the Advisory Panel.
- 1.3 The Chair welcomed Jamie Kerr to his first meeting of the Committee. Samidette John, Layla Conway and Debbie Wooldridge were also welcomed.

2 Declarations of Interest

- 2.1 The Chair noted that Members had declared registrable interests in line with the relevant Standing Orders and asked Members to confirm if they had any interests or additional interests to be declared related to matters listed on the agenda other than those already made and included in the register.

There were no additional declarations of interest.

- 2.2 The Chief Executive Officer had an interest in relation to the actions of the discussion of the Chair's Committee of 9 March 2021 meeting, relating to the Chief Executives performance against 2020/21 objectives. She had been sent a redacted version of the actions and would not take part in the discussion. She also had an interest in relation to items 17 and 18 on the agenda and had not received copies of the reports and would leave the meeting prior to their discussion.

3 Minutes of the Previous Meeting Held on 9 November 2021

- 3.1 It was agreed that the minutes of the meeting of the People, Organisation and Culture Committee held on 9 November 2021 be signed by the Chair as a correct record, in consultation with Members of the Advisory Panel.

4 Matters Arising and Action List

- 4.1 The Chair, in consultation with the Advisory Panel, noted the Actions List.

5 People Strategy Update

- 5.1 The Director of People and Organisational Development presented the update.

- 5.2 It was agreed that officers would review organisational guidance on the use of lateral flow tests, bearing in mind the charging issues which were due to be introduced at the end of March 2022.

[Action: Director of People and Organisational Development]

- 5.3 Board Members were not required to attend a building induction at Endeavour Square, but building passes would be provided and tours would be available on request.

[Action: Secretariat/Director of People and Organisational Development]

- 5.4 The numbers of staff participating in the Leadership Development Programme would be confirmed.

[Action: Director of People and Organisational Development]

- 5.5 An update on the GLA female leadership programme would also be provided.

[Action: Director of People and Organisational Development]

- 5.6 The Chair, in consultation with the Advisory Panel, noted the report.

6 Inclusion and Diversity Strategy

- 6.1 The Director of People and Organisational Development introduced the report on update on progress against LLDC's Inclusion and Diversity Strategy.
- 6.2 Increasing organisational demographic declaration rates and external branding were all being pursued. If the critical friend approach was successful in relation to BAME, officers would consider the same approach to improving disability targets.
- 6.3 Feedback was sought from the Chair of the Employee Forum on staff awareness and perceptions of the LLDC's leadership and progress in the area of inclusion and diversity. She noted that the perception was that there had been a recent focus on diverse recruitment. This was clear as an organisational objective as was having targets and bringing on board a critical friend to help people understand what the organisation was working towards.
- 6.4 Improvements in ethnicity pay gap could only be achieved with recruitment to available higher band roles, which were limited. Increasing the diversity of the workforce could potentially increase the ethnicity pay gap.
- 6.5 The Chief Executive Officer stressed the importance of cultural change and realising tangible results above target setting. All recruitment managers had been asked to review job roles and job descriptions, including any unnecessary barriers, such as specialist qualifications. There were further discussions to be held around Transition and the resource and capacity implications and the interface with achieving diversity targets. It was agreed that the targets would be reviewed regularly.
[Action: Chief Executive Officer]
- 6.6 The Members welcomed the honest and frank discussions which were necessary to win 'hearts and minds' on inclusion and diversity and achieve success.
- 6.7 **The Chair, in consultation with the Advisory Panel, noted the report and the appendices.**

7 Pay Awards for 2022/23

- 7.1 The Director of People and Organisational Development introduced the update on the Pay Review for 2022/23.
- 7.2 **The Chair, in consultation with the Advisory Panel, noted the report.**

8 Chief Executive's Performance Against 2021/22 Objectives

- 8.1 The Director of People and Organisational Development presented the update on the Chief Executive Performance against the overarching objectives for 2021/22.
- 8.2 **The Chair, in consultation with the Advisory Panel, noted the update on the performance against objectives for 2021/22.**

9 Chief Executive's Objectives for 2022/23

- 9.1 The Director of People and Organisational Development gave an update on the Chief Executive's objectives for 2022/23.

9.2 The Chair, in consultation with the Advisory Panel, noted the report.

10 Date of Next Meeting

- 10.1 The Chair noted that the next meeting was due to be held on 5 July 2022 at 2pm.

11 Any Other Business the Chair Considers Urgent

- 11.1 There was no urgent business.

12 Exclusion of the Press and Public

- 12.1 It was agreed that the public and press be excluded from the meeting, in accordance with Part 1, paragraphs 1&3 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the exempt papers. Each of these papers contained information relating to the financial or business affairs of a person or authority.

13 Matters Arising and Action List - Exempt Information Relating to the Item on Part 1

- 13.1 The Chair, in consultation with the Advisory Panel, noted the Actions List containing exempt information.

14 People Strategy Update - Exempt Information Relating to the Item on Part 1

- 14.1 The Director of People and Organisational Development introduced the update the People Strategy report, containing exempt information.

14.2 The Chair, in consultation with the Advisory Panel, noted the report.

15 Inclusion and Diversity Strategy - Exempt Information Relating to the Item on Part 1

- 15.1 The Director of People and Organisational Development introduced the update on the Inclusion and Diversity Strategy, containing exempt information.

15.2 The Chair, in consultation with the Advisory Panel, noted the report.

16 Pay Awards for 2022/23 - Exempt Information Relating to the Item on Part 1

16.1 The Director of People and Organisational Development introduced The report on the proposed pay awards for 2022/23, containing exempt information.

16.2 The Chair, in consultation with the Advisory Panel, agreed the recommendations, as set out at the meeting.

17 Chief Executive's Performance Against 2021/22 Objectives - Exempt Information Relating to the Item on Part 1

17.1 The Director of People and Organisational Development introduced the report on the Chief Executive's Performance Against 2021/22 Objectives, containing exempt information.

17.2 The Chair, in consultation with the Advisory Panel, agreed the recommendations, as set out at the meeting.

18 Chief Executive's Objectives for 2022/23 - Exempt Information Relating to the Item on Part 1

18.1 The Director of People and Organisational Development introduced the report on the Chief Executive's Objectives for 2022/23, containing exempt information.

18.2 The Chair, in consultation with the Advisory Panel, agreed the recommendations, as set out at the meeting.

19 Any Other Business Containing Exempt Information Containing Exempt Information

19.1 There was an urgent business containing exempt information.

Chair

Date

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