

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

**Date:** Friday 1 December 2023  
**Time:** 10.00 am  
**Venue:** Online Only via Microsoft Teams

**Present:** Lord Peter Hendy, CBE (Chair)  
Simon Blanchflower CBE  
Sukhvinder Kaur Stubbs  
Jamie Kerr

**In Attendance:** Lyn Garner, Chief Executive Officer (for part)  
Bola Ogundeji, Director of People and Organisational Development  
Adam Adesina, Chair of Employee Forum  
Rachel Massey, LLDC Board Secretary  
Sue Riley, GLA Secretariat

#### **1 Apologies for Absence**

- 1.1 There were no apologies for absence.
- 1.2 Due to a re-scheduling of the original date, the meeting was being held as an Advisory Panel, under the delegation conferred by LLDC's Remote Decision-Making Scheme 2021 which was available on the LLDC website.
- 1.3 The Chair would formally take the necessary decisions under a delegation conferred by the Scheme, following consultation with available Members of the People, Organisation and Culture Advisory Panel.

#### **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.

### **3 Minutes of the Previous Meeting Held on 20 June 2023**

- 3.1 Following consultation with available Members of the Advisory Panel, it was agreed that the minutes of the meeting of the People, Culture and Organisation Committee held on 20 June 2023 be signed by the Chair as a correct record.**

### **4 Matters Arising and Action List**

- 4.1 Following consultation with available Members of the Advisory Panel, the Chair noted the Actions List.**

### **5 People Strategy Update**

- 5.1 The Director for People and Organisational Development presented the update on of work relating to the people related elements of the Transition programme; progress with the roll out of the Leadership Development Programme; a summary of the output of a recent policy review project and updates on movements and changes within the People and Organisational Development team.
- 5.2 The Chair welcomed Bola Ogundeji, Director of People and Organisational Development, to her first meeting.
- 5.3 Members welcomed the SOARR Leadership Development Programme and acknowledged the challenge of the transition stage of the organisation, the potential impact on staff morale and recruitment and retention.
- 5.4 Members sought assurance that there would be an equitable approach to outplacement and redeployment opportunities. The Director of People and Organisational Development noted that these would be targeted at those at risk and would be kept under review. An equality impact assessment would be undertaken to see if there v any adverse effects.
- 5.5 Staff engagement continued to be high, and the provision of wrap-around services for health and well-being continued to be promoted by the LLDC. Staff network groups were utilised for communication and engagement.
- 5.6 Next year would be critical to the organisation in terms of retention and employee relations due to the impact of change and the need to continue with business as usual. The potential loss of critical staff was a risk. Succession planning and regular workforce planning meetings were being held to mitigate any impacts.
- 5.7 The Chair, following consultation with available Members of the People, Organisation and Culture Committee Advisory Panel, noted the report and the exempt appendices.**

## **6 Diversity, Equity and Inclusion Strategy**

- 6.1 The Director for People and Organisational Development presented the update on progress made against LLDC's Diversity, Equity and Inclusion (DE&I) Strategy.
- 6.2 Disability targets continued to be challenging, as it relied on staff self declaration. Members did not want officers to be driven by targets at this stage but focus on the well being of staff and the promotion of talent from within and equipping staff for the future.
- 6.3 All vacancies below Band 7 (Head of Service) were advertised internally to allow for as many development opportunities for existing staff, particularly for those at risk from redundancy, including any opportunities across the GLA family, such as secondments and mentorships. Members asked that hiring managers be encouraged to recruit internally and have an open mind beyond traditional skills.
- 6.4 An update on the reinstatement of a Diversity and Inclusion Steering Group would be provided at a future meeting following a review into current arrangements and future plans. The current Employee Forum was in the process of being paused during the transition consultation period when there was a statutory requirement to have elected representatives in place. This would avoid confusion and duplication. All actions from the previous Forum would be closed out and the Forum would be reinstated after the consultation period.
- 6.5 Members asked that their thanks to the Chair of the Employee Forum be recorded.
- 6.6 The Chair, following consultation with available Members of the People, Organisation and Culture Committee Advisory Panel, noted the report.**

## **7 Consultants and Interim Engagements - Annual Update**

- 7.1 The Director for People and Organisational Development presented an update on consultants/interim contractors and temporary agency workers.
- 7.2 The Chair, following consultation with available Members of the People, Organisation and Culture Committee Advisory Panel, noted the report and the exempt appendix.**

## **8 Chief Executive Performance Against 2023/24 Objectives**

- 8.1 The Director for People and Organisational Development provided an update on the Chief Executive's performance against the overarching 2023/24 objectives.
- 8.2 Members felt that the performance matrix did not reflect the positive impact the Chief Executive Officer had achieved in the reputation and credibility of the organisation across stakeholders and the local community.

**8.3 The Chair, following consultation with available Members of the Committee Advisory Panel, noted the update on the performance against the objectives for 2023/2024 and the exempt appendix.**

**9 Date of Next Meeting**

**9.1 The Committee noted that the next meeting was due to be held on 12 March 2024 at 2pm.**

**10 Any other business the Chair considers urgent**

**10.1 There was no urgent business.**

**11 Exclusion of the Press and Public**

**11.1 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.**

**12 Minutes of the Previous Meeting Held on 20 June 2023 containing exempt information**

**12.1 Following consultation with available Members of the Advisory Panel, it was agreed that the minutes of the meeting of the People, Culture and Organisation Committee held on 20 June 2023 be signed by the Chair as a correct record.**

**13 Matters Arising and Action List containing exempt information**

**13.1 Following consultation with available Members of the Advisory Panel, the Chair noted the Actions List containing exempt information.**

**14 People Strategy Update - exempt information relating to item on Part 1**

**14.1 The Director of People and Organisational Development presented the exempt appendix on the People Strategy Update.**

**14.2 The Chair, following consultation with available Members of the People, Organisation and Culture Committee Advisory Panel, noted the appendix.**

**15 Consultants and Interim Engagements - Annual Update - exempt information relating to item on Part 1**

**15.1 The Director of People and Organisational Development presented the exempt appendix relating to the annual update on consultants and interim engagements.**

**15.2 The Chair, following consultation with available Members of the People, Organisation and Culture Committee Advisory Panel, noted the appendix.**

**16 Chief Executive's Performance Against 2023/24 Objectives - exempt information relating to item on Part 1**

16.1 The Director of People and Organisational Development presented the the appendix containing exempt information, on the Chief Executive Officer's performance vs 2023/24 objectives.

**16.2 The Chair, following consultation with available Members of the People, Organisation and Culture Committee Advisory Panel, noted the current position of the Chief Executive Officer's performance against her 2023/24 objective.**

**17 Any Other Business containing exempt information**

17.1 There was urgent business containing exempt information.

---

Chair

---

Date

**Contact Officer:** Rachel Massey, LLDC, Floor 9, 5 Endeavour Square, London, E20 1JN. Email: [rachelmassey@londonlegacy.co.uk](mailto:rachelmassey@londonlegacy.co.uk)