

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

Date: Tuesday 7 March 2023
Time: 2.00 pm
Venue: LLDC, Small Auditorium 3, Floor 10, 5 Endeavour Square, London E20 1JN/Teams

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

In Attendance: Lyn Garner, Chief Executive Officer (for part)
Sarah Perry, Director of People and Organisational Development
Debbie Wooldridge, Head of People and Organisational Development
Rachel Massey, Board Secretary
Adam Adesina, Chair of Employee Forum
Sue Riley, GLA Secretariat

1 Apologies for absence

1.1 There were no apologies for absence.

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 15 November 2022

3.1 It was agreed that the minutes of the meeting of the Committee held on 15 November 2022 be signed by the Chair as a correct record.

4 Matters Arising and Action List

4.1 The Committee noted the Actions List.

5 People Strategy Update

- 5.1 The Director of People and Organisational Development presented the update on matters relating to transition, learning and development and policy and strategy.
- 5.2 The take up of the learning and development programmes on offer was positive and broadly representative of employees but would continue to be closely monitored. The current focus was on getting employees prepared for the future.
- 5.3 Due to the large numbers of employee fora and meetings, this was being reviewed with a view to reducing duplication and improving efficiency.
- 5.4 Managing employee expectations, consistent messaging, succession planning and equipping managers and leaders to support colleagues through transition were all discussed. Internal promotion opportunities, GLA wide secondments and redeployment options were also being pursued.
- 5.5 There was a tension between wishing to retain employees to complete projects and manage a smooth transition, while encouraging employees to plan ahead and consider external and personal development opportunities.
- 5.6 A detailed re-structuring document would be circulated to staff in January 2024.
- 5.7 The Chair welcomed the comprehensive approach and the range of learning and development opportunities on offer.
- 5.8 A forward plan for the Employee Fora and greater clarity on expectations for each of the forum would be set out. An effective and transparent employee feedback loop was critical for positive engagement. Consideration would be given to having drop-in surgeries for employees to discuss issues.
- 5.8 The Employee Recognition scheme, managed by the Employee Forum, was popular and successful, with a high level of take up.

5.9 The Committee noted the report and the appendices.

6 Diversity, Equity and Inclusion Strategy

- 6.1 The Director of People and Organisational Development presented the update on progress made against LLDC's Diversity, Equity and Inclusion Strategy.
- 6.2 Discrepancies in how data for the Gender Pay gap was collected and reported meant that it did not provide meaningful data. Comparing a large organisation like Transport for London to LLDC was also problematic.
- 6.3 Other updates were provided on succession and business planning; review of hybrid working; the establishment of an Inclusive and Access Disability Network group; and progress in a mental health provider for employees of Black, Ethnic and Minority backgrounds.

6.4 The Committee noted the report and appendices.

7 Annual Pay Review for 2023/24

7.1 The Director of People and Organisational Development introduced the update on the annual staff pay review.

7.2 The Committee noted the report.

8 Chief Executive's Performance Against 2022/23 Objectives

8.1 The Director of People and Organisational Development presented the update on the Chief Executive's performance against objectives 2022/23.

8.2 The Committee noted the update on the performance against the objectives for 2022/23.

9 Chief Executive's 2023/24 Objectives

9.1 The Director of People and Organisational Development presented the update on the Chief Executive's objectives for 2023/24.

9.2 The Committee noted the report.

10 Date of Next Meeting

10.1 The Committee noted that the next meeting was due to be held on 20 June 2023 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 3&7 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 containing exempt information

13.1 The Board Secretary would discuss Action 17.5 with the Chair of the Planning and Development Committee off line as to whether is no longer relevant.

[Action: Rachel Massey/Jamie Kerr]

13.2 The Committee noted the Actions List.

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

14.1 The Director of People and Organisational Development introduced the People Strategy update containing exempt appendices.

14.2 The Committee noted the appendices.

15 Diversity, Equity and Inclusion Strategy - exempt information relating to item on Part 1

15.1 The Director of People and Organisational Development presented the appendices to the Diversity, Equity and Inclusion Strategy appendices containing exempt appendices.

15.2 The Committee noted the appendices.

16 Annual Pay Review for 2023/24 - exempt information relating to the item on Part 1

16.1 The Director of People and Organisational Development presented the update on the annual staff pay review for 2023/24.

16.2 The modelling of weighted pay award to the lower graded staff had been considered but discarded due to the complexity of this approach.

16.3 The Committee approved the cost of living award for all LLDC employees, as set out in the report, for the financial year 2023/2024 and to retain the right to increase this in line with the GLA should their cost of living award subsequently be higher (subject to the agreement of funding with them).

17 Chief Executive's Performance Against 2022/23 Objectives - exempt information relating to item on Part 1

(The Chief Executive Officer left the meeting at this point)

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

17.2 The Committee noted the overall position of the Chief Executive Officer's performance against the 2022/23 objectives as set out in Annex A to the report and agreed the Chief Executive Officer's annual appraisal outcome, based on this outturn, in line with the performance award criteria attached in Annex B to the report.

18 Chief Executive's 2023/24 Objectives - exempt information relating to item on Part 1

18.1 The Director of People and Organisational Development introduced the appendix containing exempt information on the Chief Executive Officer's objectives for 2023/24.

18.2 The Committee agreed the Chief Executive Officer's objectives for 2023/24, subject to a minor amendment to the objective related to the Pay Gap.

19 Any Other Business containing exempt information

19.1 There was no urgent business containing exempt information.

Chair

Date

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