

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

**Date:** Tuesday 11 June 2024  
**Time:** 10.00 am  
**Venue:** LLDC, Floor 10, Small Auditorium 2-3, 5 Endeavour Square, Stratford, London, E20 1JN /Teams/

**Present:** Sir Peter Hendy CBE (Chair)  
Simon Blanchflower CBE  
Jamie Kerr

**In Attendance:** Lyn Garner, Chief Executive Officer  
Bola Ogundeji, Director of People and Organisation  
Rachel Massey, LLDC Secretariat  
Sue Riley, GLA Secretariat

### **1 Apologies for Absence**

- 1.1 Sukhvinder Kaur-Stubbs was expected to join the meeting late but sent her apologies and was unable to attend. The meeting was quorate.

### **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 5 March 2024**

- 3.1 It was agreed that the minutes of the meeting of the Committee held on 4 March 2024 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 for People and Organisational Development presented the update on the People Strategy.
- 5.2 It was noted that the organisation had experienced a busy period due to significant internal changes. In response, the procurement process had been streamlined to enable more agile resourcing options to manage the increased activity. The resourcing plans and strategy were designed to be agile, ensuring continuity of service while addressing employees' health and well-being. A decision had been made to recruit new staff on fixed-term contracts ahead of transition to mitigate the risk of redundancies among existing employees.
- 5.3 The Chair emphasised the importance of being fully prepared for this busy period and observed that the change management process was progressing effectively.
- 5.4 There had been no significant increase in employee turnover over the past six months. Most employees remained committed to the organisation's goals, with some taking on secondment opportunities both internally and externally, which the organisation actively encouraged.

### **5.5 The Committee noted the report and its appendices.**

## **6 Transition Update - People and Culture Workstream**

- 6.1 The Director for People and Organisational Development presented an update on the progress of the people-related elements of the change programme in preparation for LLDC's upcoming evolution.
- 6.2 The recruitment campaigns for the Chief Executive and the Chair were progressing in accordance with the timetable. Organisational changes to internal structures were anticipated during the transition process. A comprehensive equality impact assessment would be conducted to ensure the organisation was prepared to address any gaps or unforeseen challenges.
- 6.3 There had been positive engagement with employees and staff networks during phase two of the formal consultation.

### **6.4 The Committee noted the report.**

## **7 Diversity, Equity and Inclusion Update**

- 7.1 The Director for People and Organisational Development presented the update on progress made against LLDC's Diversity, Equity, and Inclusion (DEI) Strategy and action plan.

- 7.2 Officers continued to monitor the DEI targets, acknowledging that the transition would inevitably impact the numbers. The recently submitted pay gap data showed some year-on-year improvements. The Committee would receive further updates on the impact of the transition on the DEI targets at the next meeting.
- 7.3 In response to a query from the Chair, officers informed the Committee that the anniversary of George Floyd's death was mentioned in this year's stakeholders' newsletter, with signposting to encourage employees to seek support where needed. Due to its emotional significance, the Committee requested that this event be added to the organisational calendar. **[Action: Director for People and Organisational Development]**
- 7.4 The DEI Strategy would be reviewed next year, incorporating some national calendars into the organisation's processes.
- 7.5 LLDC had joined the GLA Collaborative Group to review the pay gap, ensuring consistency across the GLA group and aligning with best practices. This collaboration provided the LLDC with the opportunity to learn from larger organisations within the GLA group. Reviewing the DEI strategy was a priority for LLDC, focusing particularly on ethnicity, gender, and disability pay gaps to align with future directions.
- 7.6 The Committee noted the work undertaken to promote employee well-being, including facilitating discussions and supporting employees in declaring disabilities or requesting reasonable adjustments.
- 7.7 A forward-look was in place to ensure that LLDC maintained a proper focus post-transition to continue supporting DEI initiatives. The oversight of these matters would move from the People, Organisation and Culture Committee to the main Board.
- 7.8 The Committee inquired about LLDC's response regarding the current situation in Gaza. Staff had written balanced blogs about the situation, which had not raised internal issues. The organisation communicated through weekly staff messages and fortnightly webcasts, maintaining a neutral and balanced approach.
- 7.9 The Chair applauded the weekly messages for addressing issues within the local community and wider society in a non-confrontational manner. He also commended the organisation's efforts to provide development opportunities for its employees.
- 7.10 The Committee noted the report and appendices.**

## **8 Chief Executive's Performance Against 2024/25 Objectives**

- 8.1 The Director of People and Organisational Development presented the update on the Chief Executive's performance against 2024/25 objectives.
- 8.2 The Committee noted the update.**

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

- 9.1 It was noted that the current governance structure would remain in place until March 2025, with the final Committee meeting scheduled for February 2025. The Chair requested a summary of the approach to the People and Culture related agenda from April 2025 at the final Committee meeting.

**[Action: Director for People and Organisational Development]**

- 9.2 There was no urgent business.

**10 Date of Next Meeting**

- 10.1 The Committee noted that the next meeting was due to be held on Tuesday 5 November 2024 at 2pm.

**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&4 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 5 March 2024 containing exempt information**

- 12.1 It was agreed that the minutes of the meeting of the Committee held on 4 March 2024 containing exempt information be signed by the Chair as a correct record.

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

- 13.1 The Committee noted the Actions List containing exempt information.

**14 Transition Update - People and Culture Workstream - exempt information relating to item on Part 1**

- 14.1 The Director for People and Organisational Development presented the update on transition arrangements containing exempt information.

- 14.2 The Committee noted the update.

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

15.1 The Director for People and Organisational Development presented the Diversity, Equity and Inclusion update containing exempt information.

**15.2 The Committee noted the appendix.**

**16 Chief Executive's Performance Against Objectives for 2024/25 - Exempt information relating to the item on Part 1**

16.1 The Director for People and Organisational Development presented the report on the Chief Executive's performance against objectives for 2024/25, containing exempt information.

**16.2 The Committee noted the report.**

**17 Any Other Business containing exempt information.**

None.

Meeting closed at 11.37am.

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Chair

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Date

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