

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

**Date:** Tuesday 15 November 2022

**Time:** 10.00 am

**Venue:** Small Auditorium 3, TfL, 5 Endeavour Square, London E20 1JN/Teams

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

**In Attendance:** Lynn Garner, Chief Executive Officer  
Sarah Perry, Director of People and Organisational Development  
Adam Adesina, Chair of Employee Forum  
Rachel Massey, LLDC Board Secretary  
Debbie Wooldridge, Head of People and Organisational Development  
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 5 July 2022**

3.1 It was agreed that the minutes of the meeting of the People, Organisation and Culture Committee held on 5 July 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 for People and Organisational Development introduced the update on progress on work relating to the Transition Programme, recruitment and staff engagement survey.

5.2 In response to colleague feedback, transparency and communications around people based decisions and information were being improved. The update on the work of the new Learning and Development Partner was highlighted. GLA Group cross collaboration work continued with the sharing of best practice and opportunities. The LLDC Director of People and Organisational Development was chairing the GLA Human Resources Collaboration Professional Communities as an interim measure.

5.3 A Leadership Development Programme was being put in place to help current managers improve and develop their skills as well as provide leadership development training for all colleagues, including Leadership and Change which will focus on coaching and resilience.

5.4 There was recognition of the need to complete work before Transition. Therefore it was important that coaching and training for all colleagues was not seen as burdensome, and messaging and comms would be critical.

5.5 Work was in progress to facilitate the career progression of colleagues across the GLA family, through secondments and development opportunities. This would be progressed to consider redeployment, initially within Planning and Development. This work was being led by the LLDC Chief Executive Officer.

5.6 The Employee Forum had been working collaboratively with the People and Organisational Development team to ensure the colleague engagement survey action plan responded to the Forum feedback.

5.7 The Chair endorsed the approach of prioritising internal colleagues and retaining talent when filling vacancies within the GLA Group.

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

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

6.1 The Director for People and Organisational Development introduced the update on progress made against LLDC's Equity, Diversity and Inclusion Strategy. Good progress had been made against workforce representation targets, particularly with regard to ethnicity profile, which had increased over the previous 12 months from 25 to 33 per cent Black, Asian and Minority Ethnic.

- 6.2 Following a discussion at the Executive Management Team regarding conflicting approaches of supporting talent and external recruitment, it was agreed that a 'test and learn' approach would be adopted for six months before formalising a policy. More senior roles would be advertised both internally and externally.
- 6.3 The report had been discussed in detail with Suhkvinder Kaur Stubbs. It was important that colleagues from Black, Asian and Minority Ethnic groups were better represented at the more senior levels within the organisation and building trust and confidence with colleagues was also key. Concrete outcomes from the Equality, Diversity and Inclusion Strategy, as well as meeting targets was critical for mood and morale.
- 6.4 One of the recommendations proposed by Diversifying was the provision of bespoke mental health support and services for Black, Asian and Minority Ethnic employees, and this was being looked at. There was also a need to recognise the emotional impact, as well as time, on colleagues engaged in diversity groups and discussions.

**6.5 The Committee noted the report and its appendices.**

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

- 7.1 The Director for People and Organisational Development introduced the update on consultants/interim contractors and temporary agency workers.

**7.2 The Committee noted the report and appendices.**

**8 Chief Executive Performance Against 2022/23 Objectives**

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

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

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

- 9.1 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 10 March 2023 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, paragraph 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 Matters Arising and Action List containing exempt information**

- 12.1** The Committee noted the Actions List containing exempt information.

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

- 13.1** The Director of People and Organisational Development introduced the update on progress on work relating to the Transition Programme, recruitment and colleague engagement survey including exempt information.

- 13.2** It was agreed that the video “Park of Possibilities” would be shown at a future Board meeting. **[Action: LLDC Secretariat]**

- 13.3** The Committee noted the appendices.

## **14 Equity, Diversity and Inclusion update - exempt information relating to item on Part 1**

- 14.1** The Director of People and Organisational Development introduced the exempt appendices to the Equity, Diversity and Inclusion update.

- 14.2** Improvements to recruitment with a focus on attracting and retaining colleagues with a disability would be a focus moving forward. The potential for colleagues to not to declare any disabilities, or not identifying as having a disability, when they would meet the criteria, was a challenging subject for all employers. Raising awareness and the importance of employers collecting data would be promoted, as well as providing assurance that all data would be protected and confidential. There was also a lack of consistency across the GLA Group on how this data was collected and reported which needed to be addressed.

- 14.3** The Committee noted the appendices.

## **15 Consultant/Interim/ Temporary Worker Engagements Update - exempt information relating to item on Part 1**

- 15.1** The Director of People and Organisational Development introduced the report on temporary and interim workers, containing exempt information.

- 15.2** The Committee noted the appendix.

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

16.1 The Director of People and Organisational Development introduced the appendix on the Chief Executive Officer's performance against 2022/23 objectives, containing exempt information.

**16.2 The Committee noted the appendix.**

**17 Any Other Business containing exempt information**

17.1 There was no other urgent business containing exempt information.

The meeting closed at 11.10am.

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Chair

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Date

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