

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

Date: Tuesday 20 June 2023

Time: 11.00 am

Venue: LLDC, Small Auditorium 3, Floor 10, 5 Endeavour Square,
Stratford, London, E20 1JN/via Teams

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

In Attendance: Lyn Garner, Chief Executive Officer
Debbie Wooldridge, Acting Director for People and Organisational
Development
Rachel Massey, LLDC Board Secretary
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 7 March 2023

3.1 It was agreed that the minutes of the meeting of the People, Organisation and Culture Committee held on 20 June 2023 be signed by the Chair as a correct record.

4 Matters Arising and Action List

4.1 The Committee noted the Actions List.

5 Review of Committee Terms of Reference

5.1 The Chief Executive presented the Committee's Terms of Reference for review and approval.

5.2 The Committee noted the proposed changes to the Terms of Reference, which would be submitted to the Board for approval.

6 People Strategy Update

6.1 The Acting Director for People and Organisational Development introduced the report providing an update on the progress of work relating to the remit of the Committee.

6.2 The Committee welcomed the Learning and Development Programme SOARR (Strengths, Opportunities, Awareness, Resilience and Reaching Out).

6.3 Details of mental health support provided was discussed, including Mental Health First Aiders, signposting and drop in sessions for staff. This was available to all staff without the need to self-declare. A recent fortnightly webcast by the Chief Executive Officer had been delivered by the Disability Staff Network which showcased a number of examples of personal experiences and challenges from hidden disabilities.

6.4 All disabilities, including mental health and other hidden conditions, were accommodated by the organisation, including provision of reasonable adjustments in a timely fashion. Processes had been improved as part of learning.

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6.5 Members welcomed the integrated approach of physical and mental well being and stressed the importance of being a responsive and flexible employer, particularly during a period of change.

6.6 An out placement provider would be available for staff from early 2024.

6.7 The Committee noted the report and appendices.

7 Equity, Diversity and Inclusion Strategy

7.1 The Acting Director of People and Organisational Development presented the update on progress made against LLDC's Equity, Diversity and Inclusion Strategy.

7.2 Consideration was being considered to seeking accreditation for LLDC's hybrid working arrangement, to help with recruitment and retention and highlight good practices. The Committee welcomed the Equality Impact Assessment as part of

the review of the hybrid working.

- 7.3 It was hoped that a continued focus on local employment opportunities would continue to add to the diversity of employees. Staff had been identified to act as trainers as part of the Diverse Recruitment Project including staff within the People and Organisational Development team, Chairs of the staff networks and also as a professional development opportunity for other employees.

7.4 The Committee noted the report and appendices.

8 Chief Executive's Performance Against 2023/24 Objectives

- 8.1 The Acting Director of People and Organisational Development introduced the update on the Chief Executive's performance against the overarching objectives for 2023/24.

8.2 The Committee noted the update on the performance against the objectives for 2023/24.

9 Date of Next Meeting

- 9.1 The Committee noted that the next meeting was due to be held on 14 November 2023 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, 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 Minutes of the Previous Meeting Held on 7 March 2023 containing exempt information

- 12.1 It was agreed that that minutes of the meeting of the Committee held on 7 March 2023, 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 updated Actions List.

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

14.1 The Acting Director of People and Organisational Development presented the appendices containing exempt information in relation to the People Strategy Update.

14.2 The Committee noted the appendices.

15 Chief Executive's Performance Against 2023/24 Objectives - exempt information relation to Item on Part 1

15.1 The Acting Director of People and Organisational Development presented the appendix containing exempt information on the Chief Executive's performance against objectives for 2023/24.

15.2 The Committee noted the Quarter 1 position of the Chief Executive Officer's performance against objectives for 2023/24.

16 Close of Meeting

The meeting closed at 1pm.

Chairman

Date

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