

### Meeting of the Chair's Committee

Meeting Date: Tuesday 21 July 2020

Time: 11.30 am

Venue: via Microsoft Teams

The Chair and members of the Advisory Panel of the Chair's Committee of the London Legacy Development Corporation (LLDC) are hereby notified and requested to consider the items of business set out below at 11.30 on Tuesday 21 July 2020.

In accordance with the LLDC's COVID-19 Remote Decision Making Scheme (available at: <https://www.queenelizabetholympicpark.co.uk/-/media/lldc-covid-19-remote-decision-making-scheme-appendices-a-and-b-1-and-2.ashx?la=en>) the Chair will consider the items of business set out below and, following consultation with available members of the Investment Committee Advisory Panel, will decide whether to exercise the Corporation's functions in accordance with the recommendations stated.

The press and public may follow the proceedings, except for where exempt information is being or likely to be discussed as noted on the agenda, when those items will be considered in private.

Details of how to follow the proceedings will be available on the website here: <https://www.london.gov.uk/moderngov/lldc/ieListDocuments.aspx?CId=272&MId=6243&Ver=4>

A note of the proceedings and record of the Chair's decisions shall be published on the Corporation's website as soon as practicable.

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### Chair's Committee Advisory Panel Members:

Sir Peter Hendy CBE (Chair)  
Pam Alexander OBE  
Sonita Alleyne OBE  
Simon Blanchflower CBE  
Nicky Dunn OBE  
Keith Edelman

**1 Apologies for Absence**

**2 Declarations of Interest**

Members are reminded that any interests in a matter under discussion must be declared at the start of the meeting, or at the commencement of the item of business.

**3 Minutes of the previous meeting held on 5 March 2020** (Pages 1 - 6)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to approve the minutes of the LLDC Chair's Committee meeting on 5 March 2020.

**4 Matters Arising and Action List** (Pages 7 - 8)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the actions arising from previous meetings.

**5 People Strategy Update** (Pages 9 - 12)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the People Strategy update.

**6 Inclusion and Diversity Update** (Pages 13 - 16)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the update on Inclusion and Diversity.

**7 Chief Executive's Performance against Objectives** (Pages 17 - 18)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the update on the Chief Executive's performance against the objectives for 2020/21.

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

The Chair will state the reason for urgency of any item taken.

**9 Date of next meeting**

The next meeting of the Chairman's Committee is due to be held on 17 November 2020 at 11.30am.

**10 Exclusion of the Press and Public**

*The Chair is recommended to agree to the exclusion of the public and press from the*

*of the Advisory Panel, in accordance with paragraphs 4(a) and 10 of the LLDC Covid Decision Making Scheme and Part 1, paragraphs 1 and 3 of Schedule 12A of the Local Government Act 1972 (as amended), in order to consider the following items*

**11 Minutes of the previous meeting held on 5 March 2020 containing exempt information** (Pages 19 - 24)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to approve the minutes of the LLDC Chair's Committee meeting on 5 March 2020 that contain exempt information

**12 Matters Arising and Action List containing exempt information** (Pages 25 - 28)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the actions arising from previous meetings that contain exempt information.

**13 People Strategy Update - Exempt information relating to item on Part 1** (Pages 29 - 34)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the People Strategy Update that contains exempt information.

**14 Inclusion and Diversity update - Exempt information relating to item on Part 1** (Pages 35 - 46)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to agree the recommendations in the Inclusion and Diversity Update that contains exempt information.

**15 Chief Executive's Performance against Objectives - Exempt information relating to item on Part 1** (Pages 47 - 56)

The Chair, following consultation with available members of the Chair's Committee Advisory Panel, is asked to note the update that contains exempt information on the Chief Executive's performance against the objectives for 2020/21.

**16 Any Other Business containing Exempt Information.**

The Chair will state the reason for urgency of any item taken.

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## MINUTES

### **Minutes of the Meeting of the London Legacy Development Corporation Chair's Committee**

**Date:** Thursday 5 March 2020  
**Time:** 10.00 am  
**Venue:** LLDC, Marketing Suite, Level 10, 1 Stratford Place, Montifchet Road, London E20 1EJ.

**Present:** Sir Peter Hendy CBE (Chair)  
Sonita Alleyne OBE  
Simon Blanchflower CBE  
Nicky Dunn OBE  
Keith Edelman  
Pam Alexander OBE

**In Attendance:** Sarah Perry, Director of Human Resources  
Rachel Massey, Board Secretary  
Sue Riley, GLA Secretariat

#### **1 Apologies for absence**

- 1.1 The Chair welcomed Pam Alexander to her first meeting.
- 1.2 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.
- 2.2 There were no additional declarations of interest.

#### **3 Minutes of the previous meeting held on 19 November 2019**

- 3.1 It was agreed that the minutes of the meeting of the Chair's Committee held on 19 November 2019 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 Human Resources presented the update on the People Strategy progress so far and how work will be taken forward during 2019/20.

**5.2 The Committee noted the report and progress made.**

## **6 Transition Strategy - Workforce Plan Update**

6.1 The Director of Human Resources presented the workforce plan update.

**6.2 The Committee noted the report.**

## **7 Consultant/Interim Staff Costs**

7.1 The Director of Human Resources provided an update on consultants and interim staff.

**7.2 The Committee noted the report.**

## **8 Annual Pay Review for 2020/21**

8.1 The Director of Human Resources introduced the report on the annual staff pay review.

**8.2 The Committee noted the report.**

## **9 Chief Executive Performance Against Objectives**

9.1 The Director of Human Resources introduced the update on the Chief Executive's performance against the overarching objectives for 2019/20.

**9.2 The Committee noted the update.**

## **10 Chief Executive Objectives for 2020/21**

10.1 The Director of Human Resources presented an update on the Chief Executive's overarching objectives for 2020/21.

**10.2 The Committee noted the report.**

## **11 Chief Executive's Remuneration Update**

11.1 The Director of Human Resources presented the update on the Chief Executive's remuneration package.

**11.2 The Committee noted the report.**

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

- 12.9 The Executive Management Team had met to consider the risk of COVID-19 and the impact on the workforce and venue operations. A number of contingency plans were in place to address the issues identified. Staff briefings had been held to provide information and assurance and discussions held with key stakeholders across the Park. IT resilience and remote working arrangements were also being tested.

**13 Date of Next Meeting**

- 13.1 The Committee noted that the next meeting was due to be held on 21 July 2020 at 11.30am.

**14 Exclusion of the press and public**

- 14.1 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.

**15 Minutes of the previous meeting held on 19 November 2019 containing exempt information**

- 15.1 It was agreed that the minutes of the meeting of the Chair's Committee held on 19 November 2019 containing exempt information be signed by the Chair as a correct record.

**16 Matters Arising and Actions List - exempt information relating to the item on Part 1**

- 16.1 The Committee noted the Actions List.

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

- 17.1 The Director of Human Resources presented the update, containing exempt information, on the People Strategy progress so far and how work will be taken forward during 2019/20.

**17.2 The Committee noted the report and progress made.**

**18 Transition Strategy - Workforce Plan Update - exempt information relating to the item on Part 1**

- 18.1 The Director of Human Resources presented the workforce planning update, containing exempt information.

**18.2 The Committee noted the update and presentation on Workforce Transition.**

**19 Consultant/ Interim Staff Costs- exempt information relating to the item on Part 1**

19.1 The Director of Human Resources presented the appendix, containing exempt information, on consultants and interim staff costs.

**19.2 The Committee noted the appendix.**

**20 Annual Pay Review for 2020/21 - exempt information relating to the item on Part 1**

20.1 The Director of Human Resources presented the report, containing exempt information, on the annual pay review for 2020/21.

**20.2 The Committee agreed the recommendation in the report.**

**21 Chief Executive Performance Against 2019/20 Objectives - exempt information relating to the item on Part 1**

21.1 The Director of Human Resources presented an update on the Chief Executive's performance against objectives for 2019/20.

21.2 The Chief Executive had not been sent a copy of the report.

**21.3 The Committee agreed the recommendation as set out in the report.**

**22 Chief Executive's Objectives for 2020/21- exempt information relating to the item on Part 1**

22.1 The Director of Human Resources presented an update on the Chief Executive's overarching objectives for 2020/21.

22.2 The Chief Executive had not been sent a copy of the report.

**23.3 The Committee agreed the Chief Executive's 2020/21 objectives subject to amendments made at the meeting.**

**23 Chief Executive Remuneration Update - exempt information relating to the item on Part 1**

23.1 The Director of Human Resources presented the Chief Executive remuneration update.

23.2 The Chief Executive was not present for the discussion of this item and had not received a copy of the report.

**23.3 The Committee agreed the recommendation as set out in part 2 minutes.**



## **24 Close of Meeting**

24.1 The meeting closed at 11.45am.

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Chair

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Date

**Contact Officer:** Rachel Massey, LLDC, Level 10, 1 Stratford Place, Montfichet Road,  
London E20 1EJ, Tel: 020 3288 1829, Email:  
rachelmassey@londonlegacy.co.uk

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## Chair's Committee Actions List (reported to the meeting on 21 July 2020)

### Actions from previous meetings

Minute No.	Item/Description	Action By	Target Date	Status/note
4.2 (26 June 2018)	<b>Matters arising</b> Schedule park visits for Board members	Rachel Massey	Autumn 2020	On hold due to Covid-19.

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**Subject:** People Strategy Update  
**Meeting date:** 21 July 2020  
**Report to:** Chair's Committee  
**Report of:** Sarah Perry, Director of HR

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**This report will be considered in Public**

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## **1. SUMMARY**

- 1.1. This report provides an update on the People Strategy and how work will continue to be taken forward during 2020/21. It also updates on the impacts of the COVID-19 crisis.
- 1.2. A report is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraphs 1 and 3 of Schedule 12A in that it contains information relating to an individual and or the financial or business affairs of the London Legacy Development Corporation (LLDC).

## **2. RECOMMENDATION**

- 2.1. **The Chair, in consultation with available members of the Chair's Committee Advisory Panel, is asked to note the report.**

## **3. BACKGROUND**

- 3.1. The People Strategy has been in place for 4 years and significant progress has been made during this time. The People Strategy is being reviewed and a revised strategy will be presented to the November 2020 meeting of the Chair's Committee. Further information on the People Strategy can be found in part 2 of the meeting (contains exempt information). Set out below is a summary of LLDC's inclusive approach during the COVID-19 crisis.

## **4. COVID-19 CRISIS**

- 4.1. The predominant focus for LLDC during this period has been a strong message and focus on inclusion in various forms:

### **Inclusive Leadership**

- 4.2. LLDC's approach is to increase our leadership visibility and consistency during this period, and ensure that each leader is leading with compassion, and is fully engaged and aware of circumstances within their directorates.
- 4.3. The Executive Management Team (EMT) has made wellbeing a priority: discussing employee wellbeing at each meeting, informed through speaking with their own teams about wellbeing regularly and receiving information through the Employee Forum (which has moved from monthly to weekly during lockdown) and LLDC's Mental Health First Aiders. EMT agreed to a set of best practice principles (below) related to wellbeing which have been communicated to employees and inform engagement with our people.

#### LLDC's principles during lockdown

- 1: Your physical, emotional and mental health is far more important than anything else.
- 2: You should not try to compensate for reduced productivity by working longer hours.
- 3: You must be kind to yourself, and not judge how you are coping based on how you see others coping.
- 4: You must be kind to others, and not judge how they are coping based on how you are coping.
- 5: Your team's success will not be judged in the same way as previously, when things were 'normal'.

#### 4.4. Activities to ensure an inclusive approach during the crisis include:

- 4.4.1. Weekly live broadcast by the CEO ensuring that there is a clear and consistent message on the importance of employees' wellbeing during this period, and ensuring a caring approach.
- 4.4.2. Managers and leaders are ensuring all employees' workloads are understood and employees feel fully supported. Guidance has been provided to managers.
- 4.4.3. Increase in team meetings and ensuring the team meetings have a personal focus on employees' wellbeing.
- 4.4.4. Increase in 1:1s between employees and their line managers.
- 4.4.5. Leaders have continually engaged through I&D workstreams to check the approach is inclusive for all and I&D workstreams are continually monitored.
- 4.4.6. Consultation with BAME Lean in Group to ensure collaboration and an inclusive approach.

#### **Inclusive Communications and Engagement**

#### 4.5. The focus of internal communications has been to ensure that all employees feel supported during this period. We have focussed on particular events and situations which impact on people's lives and wellbeing, for example supporting employees who observed Ramadan, focussing on Black Lives Matter and acknowledging and celebrating LGBT Pride month. This approach has been supported by:

- 4.5.1. The CEO's weekly live broadcast mentioned above.
- 4.5.2. A weekly email to all employees from the CEO with a regular focus on wellbeing as well as corporate updates and personal reflections. Regular all employee emails with corporate updates, updated guidance and links to information and a more light hearted weekly e-newsletter.
- 4.5.3. Meeting with the Employee Forum weekly to ensure that there is clear engagement across the organisation and we can adapt to feedback.
- 4.5.4. All employee Pulse Surveys to assist us with ensuring our approach is sitting right and to aid us in recovery. The first survey was about experiences in lockdown. Results were positive and have been communicated to employees and discussed by Management Forum. More details are available in part 2 of the meeting (contains exempt information).
- 4.5.5. Employees who experience bereavement receive a condolence card from LLDC Human Resources.

#### **Employee Welfare**

#### 4.6. Employee welfare has been our main priority during this time, in support of this:

- 4.6.1. All LLDC employees have undertaken a Display Screen Equipment (DSE) assessment and have adjustments in place to make homeworking the best it can be.

- 4.6.2. Weekly meeting in Human Resources monitoring any employee who may be more vulnerable for whatever reason e.g. living alone, struggling with mental health issues etc. Each employee is individually supported.
- 4.6.3. LLDC has approximately 20 Mental Health First Aiders. HR meets with the first aiders fortnightly to understand issues that the workforce is experiencing. Support is provided to the first aiders, and Mental Health Awareness week was supported through communications, including personal stories. The First Aiders support their own directorates and other employees who may reach out ensuring that they are supported and correctly sign posted to the right support services.
- 4.6.4. Clear promotion of LLDC services eg Benenden, Employee Assistance Programme.
- 4.6.5. Weekly Health & Wellbeing newsletter with suggestions of support for managers and employees for remote working.
- 4.6.6. Clear support for mental health guidance.
- 4.6.7. Resilience sessions, mindfulness sessions, virtual Pilates and men's mental health sessions.

### **Employee Development**

- 4.7. Our learning and development programme has continued, and has included a series of online webinars including those from Inclusive Employers which have received positive feedback. These have covered topics such as Unconscious Bias, 'Managing Your Worries', Introduction to Mental Health, Microaggressions – an every day reality and Inclusive Transition – bringing people back.

### **Absence**

- 4.8. LLDC has had very limited absence during the lockdown period with only approximately 15 people who have been symptomatic since the beginning of the pandemic and no employee being hospitalised or testing positive. We have not seen any correlation between ethnicity and symptomatic employees.

## **5. FINANCIAL CONSIDERATIONS**

- 5.1. These are addressed in the part 2 report.

## **6. LEGAL IMPLICATIONS**

- 6.1. There are no legal implications arising from this report.

## **7. EQUALITIES IMPACT ASSESSMENT**

- 7.1. Any actions and changes brought about as a result of this assessment will be monitored for equalities impact.

## **8. APPENDICES**

None

<b>List of Background Papers</b> None
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<b>Report originator(s):</b>	Oliver Shepherd
<b>Phone:</b>	020 3288 1800
<b>Email:</b>	<a href="mailto:olivershepherd@londonlegacy.co.uk">olivershepherd@londonlegacy.co.uk</a>

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**Subject:** Inclusion and Diversity Strategy  
**Meeting date:** 21 July 2020  
**Report to:** Chair's Committee Advisory Panel  
**Report of:** Lynn Garner, Chief Executive Officer

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**This report will be considered in Public**

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## **1. SUMMARY**

- 1.1. This report provides an update on the Inclusion and Diversity Strategy and how work will continue to be taken forward during 202/21 and also provides an update on LLDC's approach to responding to the Black Lives Matter movement.
- 1.2. A report is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraphs 1 and 3 of Schedule 12A in that it contains information relating to an individual and or the financial or business affairs of the London Legacy Development Corporation (LLDC).

## **2. RECOMMENDATION**

- 2.1 **The Chair, in consultation with available Members of the Chair's Committee Advisory Panel, is asked to note the report and confirm the strategic approach set out in section 4.**

## **3. BACKGROUND**

- 3.1. LLDC's Inclusion and Diversity Strategy was approved by the Chair's Committee in November. At that meeting the next steps were agreed, including, communicating the Strategy with all employees; work with EMT leads to develop and implement the Action Plan with support from employees, including a set of agreed 'quick wins'.
- 3.2. The COVID19 crisis has had some impact on progress. Much work has been undertaken on ensuring inclusion during the lockdown period, and an action plan for the I&D strategy has been agreed. Delivery of the action plan is underway (summarised below) and the aim is to formally launch this with employees through the commencement of an engagement campaign in September 2020.

## **4. INCLUSION AND DIVERSITY STRATEGY'S ACTION PLAN**

- 4.1 Following the Chair's Committee's approval for the revised I&D strategy this has been communicated to LLDC employees who have responded very well through engagement with the development and delivery of the Action Plan.
- 4.2 The Inclusion and Diversity Strategy has five strategic themes (set out below). Of these, four strategic themes are covered by in the Action Plan (inclusive culture; recruitment; supporting talent from within; and leadership); an update on the fifth theme – a place full of opportunity – is provided in section 4.13 below.
- 4.3 Each of the four strategic themes are led by Executive Management Team members who set up working groups to develop theme action plans to deliver on each theme. The working groups are well resourced from across the directorates including representatives from the BAME Lean In Group. The Action Plan integrates the

individual strategic theme plans into one plan, with an over-arching structure and activities prioritised, including analysis of what is deliverable in lockdown and recovery, given physical restrictions and resources.

### Inclusion and Diversity Strategy

#### Statement: Our commitment

LLDC prioritises advancing an inclusive culture and establishing a diverse workforce, better reflecting the communities we serve. This strengthens our business, supports our values and enables us to attract the best talent and provide opportunity to all.

#### Strategic Themes:

Our commitment to Inclusion and Diversity is delivered through five Strategic Themes, each led by individual Executive Directors.



- 4.4 The Action Plan is delivered through interrelated strands: an Engagement Campaign; Development Programmes; and Review of Policies and Practices.
- 4.5 The **Engagement Campaign** is a 12-month campaign and is the flagship activity for the Action Plan. This was suggested by the Inclusive Culture group and is due to commence in September 2020. This will be a corporate wide campaign on what inclusive culture is and what non-inclusive behaviour is, along the lines of the current very successful health and wellbeing campaigns. The Engagement Campaign includes a programme around themes below, taking them in turn, to generate debate and understanding and launch particular initiatives. Ideas from the BAME Lean In Group will be included in the campaign, and a representative from the Group sits on the Engagement Campaign delivery group along with colleagues from the I&D Working Group, HR, Communication, Marketing and Strategy and the Programme Management Office (PMO). The Engagement Campaign delivery group is also look at emerging themes from the Black Lives Matter movement.
- What does inclusion mean to you?
  - Individuality and being yourself at work
  - Reward and recognition
  - Non-inclusive behaviour
  - LLDC Practices
  - Agile and Flexible working
- 4.6 The Engagement Campaign will also be used to communicate the other initiatives in the Action Plan and changes made as a result of the work undertaken in the Plan.
- 4.7 Major new **Development Programmes** are being delivered:
- a development programme for salary bands with high proportion of diverse employees to help career progression; and

- a programme of work to break down barriers within LLDC, including between more junior and more senior employees, to ensure managers are aware of what inclusion means, encouraging engagement personally and to allow employees to learn from each other.
- 4.8 The Engagement Campaign and Development Programmes will be supported and informed by an underpinning strand of the Action Plan, **Review of Policies and Practices**. This is designed to improve and refine corporate activities relating to Inclusion and Diversity, including: leadership; HR and recruitment policies and practices; training; communications; and employee guidance and practices.
  - 4.9 Delivery of all activities in the Action Plan will be through the strategic theme working groups, working where required with relevant LLDC teams. Each individual action has a working group member assigned to it and progress will be overseen by EMT leads. The EMT leads have met to ensure that activities of highest importance, which are able to be delivered during lockdown and recovery are prioritised – some suggested actions have been identified for delivery in a later year – and that activities are resourced.
  - 4.10 The Action Plan is programme managed by the PMO to ensure that actions are being undertaken, dependencies are managed and that actions completed under corporate activities are communicated through the engagement campaign. Progress will be reported through the I&D Group to EMT and the Chair's Committee.
  - 4.11 The Action Plan will be launched formally in September 2020 through the first strand of the Engagement Campaign - what does inclusion mean to you – with a virtual session for all LLDC employees.
  - 4.12 There is a further update in Part 2 of the meeting which includes an update on work undertaken to deliver 'quick wins' in the Strategy during lockdown, proposed reporting measures for Inclusion and Diversity and LLDC's baseline data (contains exempt information).
  - 4.13 The Inclusion and Diversity Strategy also includes an external facing strategic theme: **"a place full of opportunity"** which relates to ensuring that Diverse businesses want to call the Park home and that local people are connected to a range of opportunities in education, employment and skills. This is delivered through our regeneration work with local communities and businesses, overseen by the Regeneration and Communities Committee. A report on these activities is included in the CEO's report to the LLDC's 21 July 2020 Board meeting, which details the support LLDC has given to community organisations, local businesses and local people during the COVID-19 crisis.

## 5. INCLUSION: BLACK LIVES MATTER

- 5.1. The shocking scenes in the USA related to the death of George Floyd affected many of our employees greatly and the Black Lives Matter (BLM) campaign is supported widely across LLDC. The issues raised were discussed at EMT, which acknowledged the importance of making a stand against racism, and communicating a strong message of inclusion from the leadership team.
- 5.2. LLDC communicated personal messages from the CEO, and heard directly from Sonita Alleyne and a member of the BAME Lean In group as contributors to the CEO's weekly briefing broadcast. In order to inform a thoughtful and considered response, we partnered closely with the BAME Lean In Group to discuss the issues and how these matters have impacted on our BAME employees. In particular we discussed the intensity of the movement, and the impact that this is having on our people. We thought it important to consider how we best support people to openly and confidently discuss the issues, and give the space to consider how we each sit in society in relation to others. The understanding of the context of the movement and why this has become such a huge movement was also a focus of our discussions. The BAME Lean In group discussed the role they would like to play, and how best to

move forward as an organisation. It was decided that a focus on **racial equality** (rather than solely focussing on the BLM movement) was the most appropriate way to move forward, and the members from the BAME Lean In Group are working closely with the Inclusion and Diversity engagement campaign working group. The plan to be implemented imminently includes:

- 5.2.1. Resources collation and communication to help employees and managers further understand the complexity of the movement;
- 5.2.2. Events to help progress the organisation's understanding of the lived experience of our BAME colleagues, and to collaboratively work together on this agenda; and
- 5.2.3. Communications with BLM focus.

## **6. FINANCIAL CONSIDERATIONS**

- 6.1. There are no financial implications arising from this report.

## **7. LEGAL IMPLICATIONS**

- 7.1. There are no legal implications arising from this report.

## **8. EQUALITIES IMPACT ASSESSMENT**

- 8.1. Any actions and changes brought about as a result of this assessment will be monitored for equalities impact.

## **9. APPENDICES**

None

<b>List of Background Papers</b>
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None
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**Report originator(s):**

**Phone:**

**Email:**

Sarah Perry, Oliver Shepherd

020 3288 1800

[sarahperry@londonlegacy.co.uk](mailto:sarahperry@londonlegacy.co.uk)

[olivershepherd@londonlegacy.co.uk](mailto:olivershepherd@londonlegacy.co.uk)

**Subject:** Chief Executive Performance Against Objectives  
**Meeting date:** 21 July 2020  
**Report to:** Chair's Committee Advisory Panel  
**Report of/by:** Sarah Perry, Director of Human Resources

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**This report will be considered in public**

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## **1. SUMMARY**

- 1.1. This report gives an update on the Chief Executive performance against the overarching 2020/21 objective.
- 1.2. An appendix is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraphs 1 and 3 of Schedule 12A in that it contains information relating to an individual and or the financial or business affairs of the London Legacy Development Corporation (LLDC).

## **2. RECOMMENDATION**

- 2.1. **The Chair, in consultation with available members of the Chair's Committee Advisory Panel, is asked to note the update on the performance against the objective for 2020/21.**

## **3. BACKGROUND**

- 3.1. At their March 2020 meeting, the Committee agreed the 2020/21 objectives for the Chief Executive. These include the following areas:
  - 3.1.1. Development and housing delivery
  - 3.1.2. East Bank and construction
  - 3.1.3. Stadium and venues
  - 3.1.4. Transition planning
  - 3.1.5. Inclusion and diversity
  - 3.1.6. Stakeholder management
  - 3.1.7. Financial
  - 3.1.8. Leadership and management
- 3.2. The progress against the objective to date is set out in Appendix 1 (exempt information).

## **4. FINANCIAL IMPLICATIONS**

- 4.1. There are no financial considerations arising from this report.

## 5. LEGAL IMPLICATIONS

- 5.1. The Chair's Committee's terms of reference state that "The Committee will take decisions in accordance with the Scheme of Delegations". The setting of the Chief Executive's objectives and the assessment of performance against these objectives is one of the decisions reserved to the Chair's Committee under the Scheme of Delegations.

## 6. LIST OF APPENDICES TO THIS REPORT

- 6.1. Appendix 1 – Update on performance against Objectives 2020/21 (exempt information)

### List of Background Papers

- Papers for the meeting of the Chair's Committee 5 March 2020

**Report originator(s):** Rachel Massey  
**Telephone:** 020 3288 1829  
**Email:** [rachelmassey@londonlegacy.co.uk](mailto:rachelmassey@londonlegacy.co.uk)

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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