

Meeting	SPA Board Meeting Public Session
Date	Tuesday 12th December 2017
Location	Boardroom, Pacific Quay, Glasgow
Title of Paper	People Committee Chair Report
Item Number	11.4
Presented By	Nicola Marchant
Recommendation to Members	For Noting
Appendix Attached:	NO

PURPOSE

To provide the Board with an update on business progressed through the People Committee on 12th December 2017

1. Reflection of the People Committee 2017 – Committee Achievements (New)

1.1 The Members and Attendees reflected on achievements of the People Committee over 2017, highlighting the following activity.

- Health and Wellbeing Deep Dive
- Scottish Public Pensions Agency Review
- Initial Update on Strategic Workforce Planning in relation to the 2026 Strategy
- Leadership Strategy Development
- Staff Engagement through the Employee Relations Climate Check
- The benefit of having joint Finance and People Committees
- Staff Pay and Rewards Modernisation Deep Dive

1.2 All updates/discussions have supported the committee's assurance work in ensuring SPA/Police Scotland listens and learns in order to be responsible and sustainable. The Climate Check is worthy of particular note as this has been fundamental in supporting the ability to have a fully informed approach to governance/assurance of workforce issues through engagement with trade unions and statutory staff associations.

2. HR Governance Assurance

2.1 Members received assurance on:

- SPA/Police Scotland compliance with the SPA's specific duties under the Equality Act;
- Significant progress being made in relation to workforce health and wellbeing with executive leadership from DCC Livingstone;
- Significant progress in relation to Health and Safety, which demonstrates an effective internal governance structure as well as a commendable proactive approach to Health and Safety focused on identifying issues/causes and learning lessons to support a focus on prevention;
- The National Gateway Assessment Unit and the processes in place to support a culture of raising concerns as well as a process that ensures concerns are appropriately responded to

Diversity and Inclusions – Progress Against Equality Outcomes **(Ongoing)**

2.1 An update was provided by both Police Scotland and SPA on their progress in relation to Equality Outcomes. This is part of the plan to provide regular updates to allow members to influence direction as well as receive ongoing assurance in preparation for the formal report to be published in April 2019.

2.2 Assurance was provided that significant progress is being made in relation to workforce equality issues, most notably in relation to recruitment of individuals from minority groups. However contributions from diversity and statutory staff associations highlighted the need for this to be supported by an effective retention strategy.

Members received views from staff associations, which outlined the importance of focusing on removing barriers as well as ensuring the achievement of equality and best value are appropriately aligned.

The next update to the People Committee will involve a specific focus on some of the key workforce equality issues with recognition that continued momentum is required in order to achieve long term and sustainable success.

3. VR/ER Proposal for 2018/19 (New)

Item taken in Private in accordance with SPA Governance Framework, Section 27(e)

3.1 The VR/ER paper for submission to the Board on the 19th December 2017 was discussed.

6. Date of Next Meeting

6.1 The next People Committee Meeting will take place on 14th February 2017.