

26 January 2022**FC PEOPLE STRATEGY: PROGRESS AGAINST YEAR ONE AND PROPOSALS FOR YEAR TWO****Purpose**

1. To update the Committee on progress against year one of the four-year FC People Strategy deliverables. Year one deliverable year ends on 31 March 2022.
2. To seek agreement for year two deliverables.

Background

3. The Executive Board agreed the new FC People Strategy at its meeting on 27 May 2021. Despite increasing pressure through workload and impacts of Covid-19 HR and business leads have made good progress of year one deliverables. Further detail is available in Annex A.

Discussion

4. Year two has ambitious projects, some of which will span year three as well. This is needed to ensure embedding of what has already been put in place in year one as well as to commence more complex developments.
5. Discussion and further particulars are available in Annex A.

Resource implications (if needed)

6. Some year two deliverables will require additional resourcing to current levels, the EB will receive business cases for these programmes in due course.

Risk Assessment

7. Risks are covered in Annex A and have mitigations in place through local delivery plans.

Communications

8. Projects have their own communications strategies. The proposal for year two deliverables is to follow a similar strategy of publicising successes through relevant stories.

Recommendations

The EB is invited to note the success against year one.
The EB is invited to discuss and agree year two deliverables.

Jo Ridgway, FC HR Director
26 January 2022