

23 September 2025**FC PEOPLE BOARD REPORT****Introduction**

The purpose of this report is to:

1. Ensure continued awareness amongst the Executive Board on matters discussed and agreed at the FC People Board (FCPB).
2. Seek agreement to the terms of reference for the FCPB.
3. Update the EB on the progress of the pay programme work.

Update

1. HR team: the changes to formally bring in the HR Head of Governance and Policy were enacted from 1st September. While it's early days, the clarity to roles and governance provides the framework for managed delivery.
2. Terms of reference: at their inaugural meeting on 28th August, the FCPB reviewed the draft terms of reference for the Board, with amendments and these are now attached at paper 10.1 for approval. The FCPB have recommended the ToR, and in particular attendees are reviewed in 6 months' time, recognising the novelty of the structure. Any proposed changes will be proposed to the EB before enactment.
3. Pay programme: the programme of work produced in the EB pay strategy meeting on 14th July identified 6 work streams, to which policy review has been added. A high level timeline has been produced and is enclosed at paper 10.2. Following the successful recruitment of two temporary HR Programme Managers (on 6 and 12 month contracts) commencing 15th September, this programme of work will now commence in earnest.
4. Dashboard: the FCPB were treated to a demonstration of the HR Power BI dashboard, which has to date been developed based on the information from iTrent. It was agreed to expand this work further, including Forest Research, with data definitions to be refined and aligned.
Next steps are to propose the KPI dash for both the FCPB and EB, drafts of which are scheduled for November / December respectively.
5. Policy review: there are over 50 HR policies currently, the Board agreed to a prioritisation exercise considering; cost impact, legal risk, clarity and business need. Consideration of segregating policy and process was also agreed. The prioritisation matrix will be produced and reviewed in October.

Action

EB are asked to:

- Agree the terms for reference for the People Board
- Note the progress and timelines of the Pay Programme
- Provide any observations on progress

Amanda Grist – Chair of FCPB
15 September 2025