

Corporate Plan 2024-27: KPI Summary Report Q2 2024/25 – Employment Committee							
Index	Priority	Action	Owner	Target/s	Q2 Value	Q2 Status	Manager Commentary
COUN13	Effective Council	Continue to embed the People Strategy and accompanying action plan.	HR Manager	*Progress on completion of the People Plan (% of actions completed/on target to assess whether the work is progressing to expected)	100%	On Target	<p>The actions from the People Strategy (2022 – 2025) focus on key areas of HR including:</p> <ul style="list-style-type: none"> <li>Recruitment</li> <li>Development</li> <li>Engagement</li> <li>Equality, Diversity and Inclusion</li> <li>Reward and Recognition</li> <li>Wellbeing</li> </ul> <p>All actions identified in the People Strategy have now been delivered and work is starting to develop a new strategy to be launched next year.</p>
				*Engagement index score, year on year improvement (>70)	72		<p>The Engagement Survey is complete with both targets exceeded. The response rate increased year-on-year by 11%, resulting in 85% of our people completing the survey. The Engagement Index, which is a calculation of 6 key engagement question responses, increased year-on-year from 70 to 72. The survey results have been communicated to colleagues. The People Panel have analysed the results and identified actions they feel would build engagement levels. Each team has or is planning to hold sessions to delve into their team results, gain a better understanding of reasons behind the scores and identify actions at both team and corporate level that colleagues would like to see moving forwards. These actions are being built into a plan and an update is planned to be shared with Employment Committee in the relevant agenda item at the January 2025 committee.</p>
				*Engagement survey response rate, year on year improvement (>74%)	85%		