

Our People Promise Programme Plan	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	
	2017	2018												2019												
CULTURE & BRAND																										
Our People Promise Development - focus groups, engagement, branding, communications	█	█	█	█	█	█	█	█																		
HEALTH & WELLBEING																										
Implementation of First Care and 12 month review	█												█	█	█	█										
Attendance Management Procedure Review including reasonable adjustment guidance changes				█	█	█	█	█	█	█	█	█														
Workplace Wellbeing Survey		█												█												
Wellbeing Calender of Events and implementation of initiatives following the survey			█	█	█	█	█	█	█	█	█	█	█		█	█	█	█	█	█	█	█	█	█	█	█
Mental Health Training for managers							█			█	█															
Re-launch of the volunteering policy for staff							█	█	█	█																
Launch of Carers passport for staff							█	█																		
Menopause Support										█	█	█														
PERFORMANCE & TALENT MANAGEMENT																										
Rated & Moderated Reviews Tiers 1-4		█					█	█				█	█						█	█					█	█
Rollout of Behaviour framework and new Performance development process						█	█	█																		
Review of Corporate Learning Programme offer (tier 5 and below)										█	█	█	█													
New Induction Programme							█																			
Coaching and mentoring offer										█	█	█	█													
Leadership Development Programme						█	█	█	█	█	█	█	█	█	█	█	█									
Future Leaders Programme										█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
RESOURCING, REWARDS & BENEFITS																										
Implementation of agreed principles for effective Change & organisational development							█	█	█	█	█	█	█													
Implementation of new staff benefits portal										█	█	█														
Recruitment - implementation of new recruitment system and more flexible methods of recruitment							█	█	█	█	█	█	█	█	█	█										
EQUALITY & INCLUSION																										
Staff Survey 2019																										
Mediation / early resolution of disputes	█						█	█																		
Global HPO review of equality practices						█	█	█	█	█																
Implementation of Global HPO recommendations											█	█	█	█	█	█										

