

KLOE	1 st Line	2 nd Line	3 rd Line
People Management			
Staff work in a safe environment	<p>Health & Safety policies and procedures are complied with at operational level</p> <p>Incidents are recorded, reported and reviewed.</p>	<p>Health & Safety Policies are kept up to date to comply with legislation and best practice and are publicised</p> <p>Regular audits undertaken by the Health & Safety Team</p> <p>Health & safety related litigation and fines are monitored and reported by the Risk & Insurance Team</p> <p>Committee and Leadership Teams performance reporting.</p> <p>Routine monitoring and reporting to the Risk, Safety & Emergency Management Groups and Risk, Safety & Emergency Management Board</p>	<p>Internal Audit reviews</p> <p>HSE reports – Stress / Accidents and follow up recommendations.</p> <p>Regular BSI reports on health & safety.</p>
Staffing capacity and skills are sufficient to deliver the Council's objectives	<p>Workforce plan is implemented at service level</p> <p>Application of VCDR process</p> <p>Carrying out 1:1 meeting, EPDRs and delivery of training & development</p> <p>Management monitor, report and benchmark on key workforce targets and outcomes -</p>	<p>Periodic monitoring reports to Personnel Committee on progress with the Workforce Strategy; such as: vacancies, skills shortages and recruitment difficulties</p> <p>HR policies, procedures and guidance are reviewed and communicated to staff</p>	<p>Internal Audit reviews</p> <p>LGA Corporate Peer Challenge</p> <p>Other external quality inspectors (IIP?)</p>

	<ul style="list-style-type: none"> • Vacancies • Completion of training • Completion of EDPRs • Staff turnover rates • Staff satisfaction and morale <p>There is an up to date risk register and service plan</p>		
Staff are motivated to perform well in their roles	<p>Day-to-day management of operational staff</p> <p>Taking action to address incidents of non-compliance with HR policies and procedures</p> <p>Application of equalities policies and procedures</p>	<p>Routine reporting to Personnel Committee on key indicators, such as: sickness levels, staff grievances and complaints</p> <p>Monitoring and review of incidents of non-compliance with policies and procedures</p> <p>Staff satisfaction surveys</p> <p>Gender pay gap is monitored</p> <p>Workforce diversity statistics</p>	<p>Stonewall equality index and Disability Confident assessment are monitored.</p>
Staff performance is delivered at an affordable level of cost	<p>Routine scrutiny of performance delivery and budgetary control</p> <p>Staff costs are benchmarked to comparable councils</p> <p>Smarter working Flexible working / programmes are in place</p>	<p>Monthly performance reporting to ECLT</p> <p>The MTFs takes account of staffing to meet changed demands for services.</p> <p>Spending on agency staff is managed and reported</p>	<p>Internal Audit reviews</p> <p>LGA Corporate Peer Challenge</p> <p>Ofsted inspections?</p>

