

Report of: Chair of the Policy and Performance Scrutiny Committee

| Meeting of | Date | Ward(s) |
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| Executive | 9 June 2022 | All |

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Subject: Staff Performance Management and Development Working Group – Report of the Policy and Performance Scrutiny Committee

1. Synopsis

- 1.1 This report requests that the Executive receive the recommendations of the Policy and Performance Scrutiny Committee following the completion of its review of the above review. A response to the report will be considered at a future meeting of the Executive

2. Recommendations

- 2.1 That the report of the Policy and Performance Scrutiny Committee be received.
- 2.2 That the Executive Member's response be reported to a future meeting of the Executive, including having due regard to any relevant implications of the Policy and Performance Committee's recommendations.

3. Background

The Policy and Performance Scrutiny Committee has carried out a review of staff performance management and development. The Committee established an informal working group to make recommendations to the Committee, and these were submitted to the Committee on 31 March 2022. The report of the Committee is appended.

4.1 Financial Implications

The proposals in the report need to be costed before a response is made by the Executive.

4.2 Legal Implications

Relevant legal implications will be considered as part of the response to the review.

4.3 Environmental Implications

There are no environmental implications at this stage. Any environmental implications will be identified as part of the Executive Member response.

4.4 Resident Impact Assessment

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

The Committee has had regard to any equalities implications and resident impacts identified by witnesses during the course of the review. Details of any such implications are set out in the appended report. A Resident Impact Assessment has not been completed as the Executive is only asked to receive the report at this stage. The impact on residents will need to be fully considered as part of the Executive Member response to the review, at which point a Resident Impact Assessment will be completed if required.

5. Conclusion and reasons for recommendations

- 5.1 The Committee have set out recommendations for assisting staff and the Council to establish a more effective Staff performance management and development system.

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