

GREATER **LONDON** AUTHORITY

REQUEST FOR ASSISTANT DIRECTOR DECISION – ADD2420

Title: Planning Management Team Coaching Plan 2020

Executive Summary:

This ADD provides authority for expenditure on an individual executive coaching programme for the Planning SMT and Management Team over three months, as part of their ongoing Continued Professional Development, developing their skills, enabling them to effectively respond to ongoing organisational change.

Training will be provided by Management Futures, who have already been working with the Planning team, and a Management Awayday facilitated by them took place in 2019.

Decision:

That the Director, Built Environment approves:

Expenditure of £10,500 on delivery of one to one coaching sessions with management team staff by Management Futures, to supplement the Management Training the staff have undertaken

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

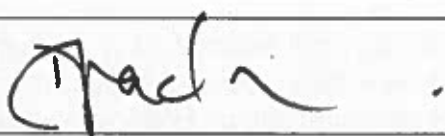
I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Debbie Jackson

Position: Director, Built Environment

Signature:



Date:

16/1/2020

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1. The Planning Team has grown within the last year to reflect the increase in Mayoral Hearings, Pre-application advice and planning applications. New staff have been resourced and staff have been promoted into management positions, so the Planning Team are effectively ensuring they are appropriately trained to reflect the ongoing changes in the department

2. Objectives and expected outcomes

- 2.1. The principal objective is to maintain an effective high-quality strategic planning service at a time of pressure on resources and growing external and corporate demands by ensuring our leadership team are effectively equipped with the relevant training, as part of their ongoing CPD, and ensuring cohesive working between the Planning teams. The objective of the coaching is to drive performance within Planning, increase competence, confidence and growth for our Management Team to assist the organisation achieve business objectives.

3. Equality comments

- 3.1 Under section 149 of the Equality Act 2010, in making these decisions “due regard” must be had to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who have a protected characteristic and those who do not. Protected characteristics include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender, sexual orientation (and marriage or civil partnership status for the duty to eliminate unlawful discrimination only). In this instance, the proposals have been considered and are not expected to have any impacts on those with protected characteristics as distinct from anyone else.
- 3.2 Management Futures are aware of the requirements under the Equality Act 2010.

4. Other considerations

- 4.1. The Mayor’s comments and decisions on referable planning applications is a key implementation tool of the London Plan. The pre-applications service helps to ensure subsequent applications deliver London Plan objectives. Sending members of our management team on executive coaching helps us to deliver that objective.

5. Financial comments

- 5.1 Approval is being sought for the expenditure of £10,500 on professional development for the planning unit.
- 5.2 This expenditure will be funded from the planning reserve and take place within the last quarter of 2019/20.

6. Planned delivery approach and next steps

- 6.1 Coaching to take place between January – March 2020.

Appendices and supporting papers:

None.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date: (a date is required if deferring)

Part 2 - Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form - NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to
confirm the
following (✓)

Drafting officer:

Sally Russell has drafted this report in accordance with GLA procedures.

✓

Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 13 January 2020.

ASSISTANT DIRECTOR OF FINANCE AND GOVERNANCE:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

M. J. Elce

Date

13.1.20

