

Board

Date: 27 July 2022

Item: Report of the Meeting of the Safety, Sustainability and Human Resources Panel held on 29 June 2022

This paper will be considered in public

1 Summary

1.1 This paper provides a summary of the items considered by the Safety, Sustainability and Human Resources Panel at its meeting on 29 June 2022.

2 Recommendation

2.1 **The Board is asked to note the report.**

3 Panel Agenda and Summary

3.1 The papers for the meeting of the Panel held on 29 June 2022 were published on 21 June 2022 and are available on the [TfL website](#) with a link to the video recording of the meeting on [TfL's YouTube channel](#).

3.2 The main matters considered by the Panel were:

- (a) Safety, Health and Environment Performance Report;
- (b) Safety, Health and Environment Assurance Report;
- (c) 2021 Road Safety Performance;
- (d) Responsible Procurement;
- (e) Human Resources Quarterly Report;
- (f) Attraction and Retention of our Employees;
- (g) Everyone's Future Counts;
- (h) Acting on Viewpoint;
- (i) Enterprise Risk Update – Attraction, Retention and Wellbeing of Our Employees (ER2); and
- (j) Enterprise Risk Update – Failure to Prevent Safety, Health or Environment Incident / Meet Commitments (ER1).

3.3 A summary of the items considered at the meeting is provided below. The more detailed minutes of the meeting will be published ahead of the meeting of the Panel on 14 September 2022.

4 Issues Discussed

Safety, Health and Environment Performance Report

- 4.1 The Panel noted the safety, health and environmental performance for London Underground, TfL Rail, Surface Transport (including London Overground) for Quarter 4, 2021/22 (12 December 2021 to 31 March 2022) and notable incidents outside the reporting period.
- 4.2 Road safety performance was better than target, with 0.45 people killed or seriously injured on London's roads per million journeys. It was noted that there had been three fatalities involving buses since the last meeting and the investigations were ongoing. This was Vision Zero Week, which would see activities taking place to promote the Vision Zero programme concluding in a summit at the end of the week. The Panel discussed the challenge of meeting the Vision Zero targets, with regard to the managed decline scenario should sufficient funding not be made available.
- 4.3 Bus safety continued to be a focus, with the roll out of the Bus Safety Standard across new vehicles and retro-fitting of vehicles already in service. Again, there were challenges resulting from financial uncertainty in terms of the support given to manufacturers to improve safety.
- 4.4 Workplace violence was increasing, partly attributable to the increase in revenue protection activities. At this stage, the effects of the increase in the cost of living and any impact of levels of fare evasion were not clear but this would be monitored.

Safety, Health and Environment Assurance Report

- 4.5 The Panel noted the overview of the risk controls for Enterprise Risk 1 - Failure to Prevent Major Safety, Health or Environmental Incident or Crisis. The 2021/22 financial year had seen 94 per cent of the audit plan completed. The digitising of the assurance process would provide a richer source of assurance data.

2021 Road Safety Performance

- 4.6 The Panel noted the presentation of London's road safety data for 2021. Overall, 75 people had been killed and 3,501 people had been seriously injured in London. This was an improvement of the previous year, which was considered anomalous due to the coronavirus pandemic. The data showed that there had been changes in the causalities mode and geographic location compared to previous years. Officers were also considering the implications in the relaxing of legislation relating to e-scooters.

Responsible Procurement

- 4.7 The Panel noted the paper, which set out the draft Modern Slavery Statement for TfL. Suppliers, who did not have or were required to have a Modern Slavery Statement had been invited to complete the Modern Slavery Assessment Tool with a target for those suppliers to reach a score of 70 per

cent or more. Where scores were below that level, work would take place to support and assist those organisations to improve their score, with the aim being to go above and beyond legal requirements.

Human Resources Quarterly Report

- 4.8 The Panel received an update on key Human Resources led activities and performance for the period February to June 2022. Members noted the Scorecard targets, and the new target relating to Diversity declaration, which was often a proxy for employee's trust in TfL with their data. Rates of declaration have been on a downward trend and work was taking place to address this.
- 4.9 The transition to hybrid working had been completed at the end of March 2022 and monitoring activities were taking place to ensure staff had access to opportunities such as training and were not disadvantaged by working from home for part of the week.

Attraction and Retention of our Employees

- 4.10 The Panel noted an update on the ability to attract and retain staff and key skills. The employment market was increasingly competitive and securing preferred candidates was a challenge. The development of an Employee Value Proposition was a key part of the retention strategy and would be a way of setting out a range of reasons why working for, and staying a TfL was beneficial to the prospective employee.

Everyone's Future Counts

- 4.11 The Panel noted the update on the employability programme was designed to support those whose education, career and work prospects were most held back by the challenges they faced. The programme provided targeted provision and skills development, helping to reduce the impact of these barriers. This was part of TfL's commitment to the Anchor Institute Charter which supported the Mayor's London Recovery Programme.

Acting on Viewpoint

- 4.12 The Panel noted an update on the activities in response to the findings of the Viewpoint staff survey. There was a focus on addressing the lower engagement and inclusion scores experienced by LGBT+ and disabled colleagues. Officers had received feedback from the relevant Staff Network Groups and responsive actions were underway including the establishment of local Diversity and Inclusion Taskforces.

Enterprise Risk Update – Attraction, Retention and Wellbeing of Our Employees (ER2)

- 4.13 The Panel noted the paper, which set out how TfL managed risk associated with a failure to attract and retain a skilled and engaged workforce. This paper was taken in conjunction with the paper on Attraction and Retention of our Employees.

Enterprise Risk Update – Failure to Prevent Safety, Health or Environment Incident / Meet Commitments (ER1)

- 4.14 The Panel noted the paper, which set out how TfL managed risk associated with the failure to sufficiently identify and manage safety, health or environment risks that could result in injuries, deaths, poor health and wellbeing of staff, customers, contractors or the wider population or harm to the environment and will impact TfL's reputation, financial capacity and operational resilience.
- 4.15 Work had taken place to refine the definition of the risk, which improved the ability to cascade the risks through the business. The assessment of the risk was complex and ongoing. Priority concerns had been identified to allow the business to focus on key topics and risk controls. Consideration would be given to how Climate Change Adaptation risk should be addressed. Members agreed that funding uncertainty should not affect the management of the risk.

List of appendices to this report:

None

List of Background Papers:

Papers submitted to the Safety, Sustainability and Human Resources Panel on 29 June 2022

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