

**Board**

**Date:** 7 June 2023

**Item:** Report of the Meeting of the Safety, Sustainability and Human Resources Panel held on 24 May 2023

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**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 24 May 2023.

## **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 24 May 2023 were published on 16 May 2023 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 Report - Quarter 4 2022/23;
- (b) Bus Safety Programme Update;
- (c) Initiative to Promote Women in the Bus and Coach Industry;
- (d) Human Resources (HR) Quarterly Report;
- (e) Action on Inclusion Update;
- (f) Our Emerging Colleague Strategy;
- (g) Responsible Procurement;
- (h) Safety, Health and Environment Assurance Report; and
- (i) Enterprise Risk Update – Environment Including Climate Adaptation (ER3).

3.3 A summary of the items considered is provided below. The more detailed minutes of the meeting will be published ahead of the meeting of the Panel on 13 September 2023.

## **4 Issues Discussed**

### **Safety, Health and Environment Report - Quarter 4 2022/23**

- 4.2 The Panel noted the safety, health and environment performance for Quarter 4 of 2022/23 (11 December 2022 to 31 March 2023). It welcomed the new format of the report.
- 4.3 The Panel noted that in-year targets to reduce injuries to people in road traffic collisions and injuries to people on or in collision with a bus had been met, but provisional data indicated that TfL was not on track to achieve its interim Vision Zero objective. TfL had also achieved its targets for reducing customer injuries but the standard target for workforce injuries was missed. Further updates would be provided to the Panel on the analysis of the current work in these areas to identify what further action was required to achieve the targets.
- 4.4 The Panel discussed the increased level of work-related violence and aggression experienced by staff and the action being taken to address this including in collaboration with policing partners.
- 4.5 The Panel welcomed the memorial to colleagues within the TfL family that lost their lives due to Covid-19. The memorial was unveiled by the Mayor and the Commissioner on 26 April 2023.

### **Bus Safety Programme Update**

- 4.6 The Panel noted the update on the progress of the delivery of the Bus Safety Programme.
- 4.7 A briefing would be arranged for Members on the Bus Safety Strategy, which was due to be published shortly. TfL continued to lead the positive culture change in bus safety throughout the bus industry in London and more widely.

### **Initiative to Promote Women in the Bus and Coach Industry**

- 4.8 The Panel noted the paper and welcomed the new initiative to encourage and support more women into the bus and coach industry. The initiative was led by TfL's Bus Operations Directorate and was enthusiastically supported by the wider industry. Board Members would be invited to the London launch of Women in Bus and Coach on 28 June 2023.

### **Human Resources Quarterly Report**

- 4.9 The Panel noted the update on key HR led activities and performance for the period. It noted the success of the recently held all-HR conference, which focussed on the three pillars of the emerging Colleague Strategy: creating a culture of inclusion; supporting everyone to achieve their work ambitions; and an attractive and fair employee offer.
- 4.10 The Panel noted that senior management representation was a measure on the TfL Scorecard and an update on progress would be included in all future reports. A leaver survey had also been launched to get qualitative data on why people left to see if there were underlying trends that needed to be addressed

for hard to fill roles and in conjunction with strategic workforce planning activities.

- 4.11 As part of the workforce planning activities, the Panel recommended greater engagement with universities to address skills gaps and support a talent pipeline.
- 4.12 The Panel also discussed the work to review existing policies so that they were fit for the future.

#### **Action on Inclusion Update**

- 4.13 The Panel noted the paper, which provided an update on the development of the colleague section of TfL's Action on Inclusion Strategy; Creating an Inclusive Workforce.
- 4.14 Members welcomed the work and recognised its importance. Regular updates on the progress against the measurable actions would be brought to the Panel and the Board would receive an annual update.

#### **Our Emerging Colleague Strategy**

- 4.15 The Panel noted the paper, which provided an update on TfL's emerging Colleague Strategy. This outlined how TfL would make itself a great place to work, for everyone to thrive and help it attract, retain and develop people with the skills to achieve our goals. Members welcomed the colleague roadmap.

#### **Responsible Procurement**

- 4.16 The Panel noted the paper, which presented the draft Modern Slavery Statement and provided an update on responsible procurement activities. It welcomed the additional detail added for this year in relation to TfL's property activities, as both a partner for developers and as a landlord. TfL's property company, TTL Properties Limited, had recently formed a new compliance team which was being trained to identify signs of modern slavery and to engage with its tenants so that they also had a greater understanding.

#### **Safety, Health and Environment Assurance Report**

- 4.17 The Panel noted the report, which provided an overview of the effectiveness of the risk controls for Enterprise Risk 1 (ER1) – 'Inability to deliver safety objectives and obligations' and Enterprise Risk 3 (ER3) – 'Environment including climate adaptation'. Additional information was also provided on Enterprise Risk 6 (ER6) – 'Deterioration of operational performance' and Enterprise Risk 4 (ER4) – 'Significant security incident' as they correlate to ER1.
- 4.18 Members welcomed the significant progress in reducing the number of overdue actions.

## **Enterprise Risk Update – Environment Including Climate Adaptation (ER3)**

- 4.19 The Panel note the paper, which provided an overview of the effectiveness of the risk controls for ER3 'Environment, including climate adaptation'. This risk related to TfL failing to meet its environmental obligations and commitments, and the potential impacts of climate change on TfL's infrastructure and operations.
- 4.20 The Panel noted that following the review of risks, work was underway on how to better present them to staff and Members.

### **List of appendices to this report:**

None

### **List of Background Papers:**

Papers submitted to the Safety, Sustainability and Human Resources Panel on 24 May 2023

Contact Officer: Howard Carter, General Counsel  
Email: [HowardCarter@tfl.gov.uk](mailto:HowardCarter@tfl.gov.uk)