

Date: 18 October 2023

Item: Report of the Meeting of the Safety, Sustainability and Human Resources Panel held on 13 September 2023

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 13 September 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 13 September 2023 were published on 5 September 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 1 2023/24;
- (b) Road Safety – 20mph in London;
- (c) Corporate Environment Plan – Operations;
- (d) Initiative to Promote Women in the Bus and Coach Industry Update;
- (e) Our Colleague Quarterly Report;
- (f) Leadership Development at Transport for London; and
- (g) Safety, Health and Environment Assurance Report.

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 15 November 2023.

4 Issues Discussed

Safety, Health and Environment Report - Quarter 1 2023/24

4.1 The Panel noted the key information in the Safety, Health and Environment Report for Quarter 1 of 2023/24 (1 April to 24 June 2023).

- 4.2 The Panel was updated on the sentencing hearing in relation to the tram overturning at Sandilands, Croydon on 9 November 2016. TfL and Tram Operations Limited had received fines of £10m and £4m respectively. TfL has delivered robust and lasting safety improvements and we continue to review our operations and work with the wider tram industry to ensure that we have the safest possible network and to prevent such a tragedy occurring again. TfL has reflected on the judge's sentencing remarks and an update will be provided to the next Panel meeting.
- 4.3 In the quarter, 865 people had been killed or seriously injured on London's roads. Activities, particularly around reducing vehicle speed, were taking place as well as engagement with courier and food delivery operators to further reduce road risk.
- 4.4 Workplace violence and aggression remained a key focus, with a significant proportion of events arising from revenue protection activity. The use of body worn cameras had been effective in reducing confrontation and were being rolled out to staff.
- 4.5 Members welcomed the positive response by TfL staff to the carbon literacy programme.

Road Safety – 20mph in London

- 4.6 The Panel noted the paper, which set out how 20mph was proven to deliver safety benefits and is a core part of Vision Zero. Road user behaviour was changing due to familiarity with the 20mph speed limits. The Metropolitan Police Service was undertaking enforcement activities.

Corporate Environment Plan – Operations

- 4.7 The Panel noted an update on how the key themes within the Corporate Environment Plan were continuing to be embedded by the TfL Operations team. Effective engagement with staff was key to promoting the Plan, which had seen activities underway in the areas of decarbonisation; climate adaptation and resilience; Green infrastructure and biodiversity; and air quality on London Underground.

Initiative to Promote Women in the Bus and Coach Industry Update

- 4.8 The Panel noted the update on the Women in Bus and Coach initiative being led by the Bus Operations Directorate. The aim was to encourage more women into the bus and coach industry and to provide support in line with similar groups (such as Women in Transport, Women in Rail and Women in Maritime).

Our Colleague Quarterly Report

- 4.9 The Panel noted an update on key activities across the Chief People Office, for the period June to September 2023. The report, previously known as the Human Resources Quarterly Report, had changed name to reflect the broader work activities that were taking place across the Chief People Office, including our change portfolio.

- 4.10 The 'Our Colleague Strategy' had been launched on 5 July 2023, which set out the activities taking place to make TfL a great place to work for everyone. The Action on Inclusion Strategy had been launched in June 2023, and deep-dives were being rolled out across the business. A review was taking place as part of the Employee Value Proposition to set out what people can gain from working for, and remaining as an employee, for TfL.

Leadership Development at Transport for London

- 4.11 The Panel noted an update on the approach taken to developing TfL's people leaders and aspiring people leaders, and building a strong culture of good leadership, which were key deliverables in our Colleague Strategy. An employee led approach was being used to provide an equal opportunity for people who wanted to make the step into a leadership role.

Safety, Health and Environment Assurance Report

- 4.12 The Panel noted 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' based on second line of defence audit work by the Quality, Safety and Security Assurance team and third line of defence work by the Internal Audit team. 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.
- 4.13 The number of audit actions that were over 100 days overdue continued to reduce.

List of appendices to this report:

None

List of Background Papers:

Papers submitted to the Safety, Sustainability and Human Resources Panel on 13 September 2023

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