



HR STRATEGIC DELIVERY GROUP MEETING 25th June 2019

Glyndwr University, Wrexham

NOTES

Attendees

1. Abbeyfield Wales Society Ltd.	Ellen Moore	Head of HR
2. Cardiff Community Housing Association	Chloe Ridgway-Pring	HR Officer
3. Cardiff Community Housing Association	Kate Griffiths	HR Manager
4. Cartrefi Conwy	Siobhan Johnson	Head of HR
5. Clwyd Alyn	Claire Morgan	HR Business Partner
6. Clwyd Alyn	Elaine Gilbert	Director of Human Resources
7. Coastal Housing	Nicola Jones	HR Business Partner
8. Community Housing Cymru	Phillipa Knowles	Director of Resources & OD
9. Community Housing Cymru	Julia Sorribes	Member Services Assistant
10. Grwp Cynefin	Iona Jones	Human Resources Officer
11. Melin Homes	Mike Harris	Head of People and Learning
12. Merthyr Valleys Homes	Ruth Llewellyn	HR Manager
13. Mid Wales Housing Association	Andrea Williams	HR Manager
14. Monmouthshire Housing Association	Karen Peploe	Head of HR & Training
15. Newport City Homes	Beverley Flood	Head of HR
16. Newport City Homes	Sarah James	Talent & Learning Manager
17. North Wales HA Ltd	Lynne Williams	Head of Personnel
18. Rhondda HA	Matthew Romans	HR & Corporate Services Advisor



19. Tai Ceredigion	Rhian Haf Evans	Assistant Director of Human Resources and Communication
20. Tai Pawb	Ceri Meloy	Head of Business
21. Trivallis	Maxine Wiseman	Director of OD

Apologies

1. Bron Afon	Laura Franco
2. Family Housing Association	Vicky Nicholas
3. Hafod	Alison Woodward
4. Grwp Cynefin	Gwenda Squire
5. Wales & West Housing	Judith Norris-Jones

Thanks to Maxine Wiseman and Caroline Belasco for driving forward the agenda of the HR SDG.

Priorities for next year/3 years

Culture / values

Director / Leadership Programme

Apprenticeships Programme – Housing, Development, Leaders, Care - technical skills & supported living

Agile working

Skills forecasting

Mental health and wellbeing

Female focus on commercial development

Technology changes

Flexible benefits



Employee value proposition - flexibility and retention – tailoring reward to meet individual needs

Age profiling - SMT and Executive

HR System

Talent share/ opportunities

Digital mindset

Commercial terms

Leadership and management development

Succession planning / age profiles / culture

Co-producing business plan with staff teams

Value for money – fit for purpose

Capability and capacity for business

Future proofing business / Preparing for longer term

Developing a high level of advocacy skills

Apprenticeships - why can't the sector work together?

Gaps in skills in core housing, development, leaders

See the potential – not the opportunity

Challenges of services

Strategic Priorities for CHC HR SDG

Group 1

1 Workforce planning and future proofing / skills mapping. CHC to undertake some deskwork re age/gender/BME profiling of CEO and next tier down. Setting up of a talent / exchange programme

2 What will the organisations of the future look and feel like and what do we need to change now to prepare for that

3 Digital challenges – what are people using? Are there opportunities to do joint purchases?



4 Mental health and wellbeing – share best practice in the sector. Who looks after HR? Get 3rd party partners to work with us eg MIND Opening up sector conversations with MIND, C+ACAS (4 module programme) | ACT

5 Retention and attraction of talent – flexibility of reward

6 Change in demand for development, technical, leader skills,

Group 2

1 Succession plan for future / workforce planning

2 Developing our own leaders. Grow your own talent. Use colleges to help with us.

3 Recruitment and onboarding – values based

4 T & Cs – harmonisation - what can we do? Sector profiling T & Cs

5 Equality and diversity and mental health and wellbeing –hub of hope

6 Modernising HR Systems

7 Salary benchmarking – pay model - is it flexible enough?

8 Addressing skills gaps for development teams, housing professionals, leaders for the future, technical skills for care.

Agreed Areas

1 Branding / Recruitment in the sector – group welcomes new volunteers

2 Future skills and leaders

Agreement of volunteers to help take the Future Skills for the sector workstream

Siobhan, Karen, Max, Sarah, Nicola, Ellen, Rhian

3 Mental health and wellbeing

Agreement of volunteers to help take the Mental Health and Wellbeing workstream

Karen (?), Max (?), Mike, Siobhan (?)



This is Housing Update and Branding Reveal

Presentation attached.

Positive feedback from members.

Can we see if we can get funding for branding campaign from members or from WG?

Commitment pledges to This is Housing Campaign 2020

Melin - Use as part of schools programme and graduate programme

Trivalis - Spreading the word via social media – website link

Tai Ceredigion - Work with Unis to look at graduate placement. This could be a collab project between HAs

Clwyd Alyn - Push out this is housing via social media. Target college leavers and build links with other North Wales HAs for recruitment fairs

Gwrp Cynefin - Promote through our social media, Collaborate

Rhondda Housing - Promoting brand through social media, Pushing brand through events eg Eisteddfod, Incorporate who we are

CCHA - Jobs Fairs, Storm A lecture session, More tenant engagement focus groups

North Wales HA - Promote through our social media channels, Collaborate with other organisations in the North to promote jobs in housing

Cartrefi Conwy - Promote this is housing at Eisteddfod, Plan with internal comms to use This is Housing brand, Work regionally in careers events

CIH Cymru Discussion

View balance – developing standards v limiting people's potential

National qualifications are sparse

Paying apprenticeship levy – but can't get that spend back

Can we have a summary of qualifications that colleges and unis can provide

Can HAs register as apprenticeship providers?



Level 5 & 7 housing qual – delivered with Swansea College – enhanced learning with Uni of Wales Trinity

No funding for 5 & 7

Other roles needed for Apprenticeships – professionalism in sector/ICT quals/ Developing / surveying. Also need to look at development of new skills / new ways of building / new technology/ new skills of the future. Modifying homes to be fit for the future eg Carbon zero agenda.

IT apprenticeships are being offered in Swansea

Are there opportunities for HAs to get grants?

Can we work with WG – skills shortage – can't we access funding?

Is there an opportunity for HAs to diversify to access funding re apprenticeships? Tai Ceredigion are developing a training academy – skills for the care sector.

Tai Pawb

Presentation attached.

Below is the gendered language checker that was mentioned.

<http://gender-decoder.katmatfield.com/>

Also attached is a copy of Tai Pawb's gender pay gap report- *Closing the Gap* - from last year and a link to our update for this year. <https://www.taipawb.org/blog-story/welsh-housing-sector-gender-pay-gap-2018-2019/>

Members wanted support in terms of how do we put an action plan in place to achieve objectives to meet the gaps

And members agreed to try and break down cultural barriers – to push people into areas that traditionally they previously wouldn't think of entering.

Tai Pawb are looking for HAs who are happy to work together and share data to try and reduce the gender pay gap and put into practise Personal Action Plans. Volunteers to approach Ceri Meloy direct.

Members were keen to hear case studies from Tai Pawb's QED process – some real life practical examples of best practise.

Agenda for Next SDG

Update on conversation with CIH



Tai Pawb and QED case studies – CCHA are happy to share their current work and policies

Session on Yammer / how we can share documents / best practise

HR and L&D Conference – Sept 26th Copthorne Hotel (Cardiff)

Next HR SDG – Dec 11th Hugh James Offices (Cardiff)