

Appendix A – Table 1: Our Council Plan Key Performance Indicators (KPIs)

Priority	Outcome	Activity (bullet points from Our Council Plan)	Owners
Leadership and management - percentage positive response to the question: "I am part of a supportive team where we regularly reflect on our successes and challenges enabling us to improve continuously"	We have competent and confident leaders and managers who live and behave in line with our values"	Developing and implementing Our People framework so that: <ul style="list-style-type: none"> • our staff will have the confidence and support to deliver change and continuous improvement; • all staff will have consistent and high quality performance and development conversations; • we will attract, recruit and retain the staff we need to deliver public services for the residents of West Sussex. • We will underpin staff development with themes of equality, diversity, and inclusion. 	Director of HR&OD, (Sue Evans) Head of OD and Resourcing (Lindsey Hannant) Head of Business Partnering (Jamie McGarry) Head of Specialist HR Services (Colin Chadwick) Head of Health and Safety (Amanda Rablin)
Wellbeing, values and ways of working - Percentage positive response to the question: "I am treated with dignity and respect by my work colleagues"	We are trusted, valued and supported to do our best in a safe, inclusive environment	Developing and implementing Our People Framework so that: <ul style="list-style-type: none"> • all staff will be treated with dignity and respect; • we will attract, recruit and retain the staff we need to deliver public services for the residents of West Sussex. • We will underpin staff development with themes of equality, diversity, and inclusion. 	Director of HR&OD, (Sue Evans) Head of OD and Resourcing (Lindsey Hannant) Head of Business Partnering (Jamie McGarry) Head of Specialist HR Services (Colin Chadwick) Head of Health and Safety (Amanda Rablin)