

HR and Cultural Change

New Operating Model Launch Date 1st June 2025



Proposed Operating Model

This diagram links how the 3 service functions will operate through a share vision and purpose.

In the proposed operating model, we will:

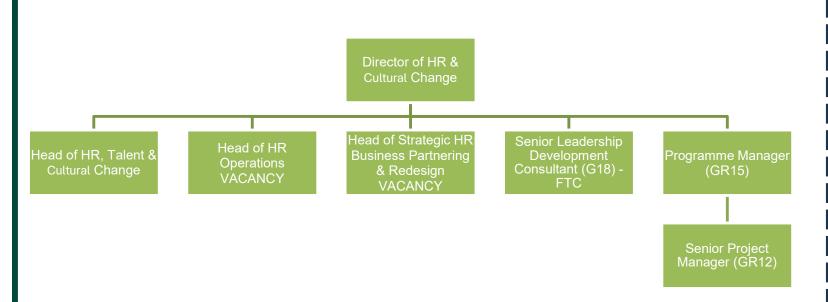
- Need to work differently
- Need to change the way we do things







HR and Cultural Change Leadership Team









Partnering

Head of HR Business Partnering & Redesign VACANCY

Strategic People Partner Children's & Education

Services include:

- Children's (LL)
- Schools* (various)

Head Count: 1,650

FTE: 1,403

Plus Schools*

Strategic People Partner ASC

Services include:

- ASC (KF)
- PH & Comm. (AA)

Head Count: 1,360

FTE: 1,110

Strategic People Partner Place

Services include:

- E&H (PF)
- E&P (RR)
- FR & CS (RM)

Head Count: 1,365

FTE: 1,220

Strategic People Partner Resourcing

Services include:

- Resources (CC, ID, VK, SW) inc IT
- Law & Gov (AB)
- TD&CE (LT)

Head Count: 1,125

FTE: 908

ATTRACT (TALENT)

THRIVE (ENGAGE)

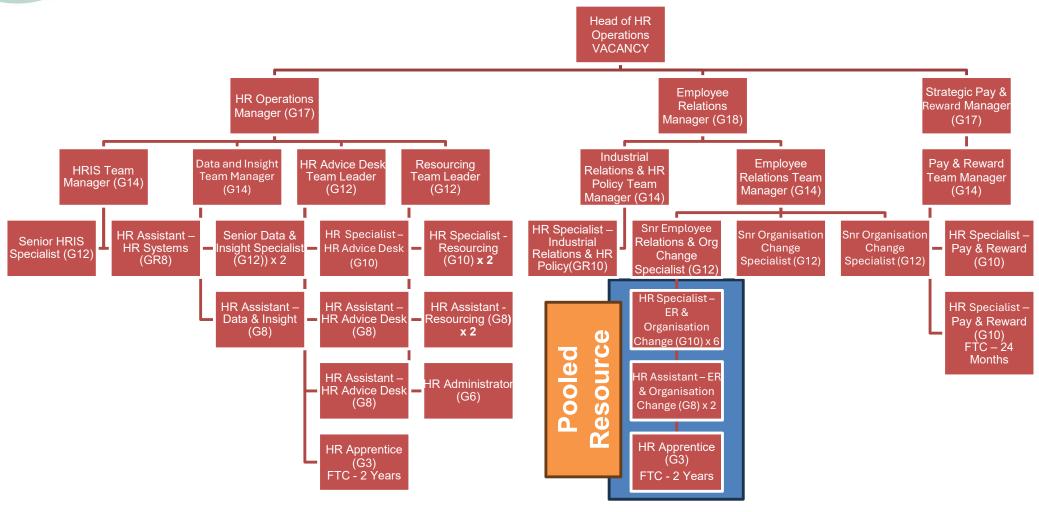
GROW (LEARN)

LEAD





HR Operations







Centre of Excellence

