**FAQ for Website**

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10. What is the GSS People Plan?

The GSS People Plan provides clarity about how the Government Statistical Service (GSS) aims to support people to reach their potential. As well as supporting individuals, it will aid departments and the profession to build organisational capability. It supports the **Better Statistics, Better Decisions strategy** by focussing on building the capability of the professional community. Although a new strategy is due to be launched in 2020, the aspirations of this plan will remain relevant and will support it, due to the need for the growth of statistical analysis across the wider civil service. This Plan’s aspirations and goals have been aligned with the six essential foundations in the **Profession’s Best Practice Framework** which sets a consistent standard for professions across the civil service. These foundations are: **Governance, Leadership, Strategic Workforce Planning, Standards and Competencies, Curriculum and Qualifications** and **Networks**.

This plan has been endorsed by the National Statistician, John Pullinger and departmental Heads of Profession (HoPs).

1. How does the GSS People Plan impact me as a statistician?

The plan sets out clear expectations for you, your line manager, statistical leaders and departmental HoPs. It has clear guidance on the behaviours we expect statisticians to embody through diversity and inclusion, self-development, proactiveness and leadership. It will provide clarity about what the professional ‘offer’ from GSS is and sets out what the GSS aims to deliver for its community in the short, medium and longer term and the priorities. Some examples are:

* develop and launch a Government Statistician Group (GSG) talent strategy to ensure that all individuals are developed to reach their potential; aligning it with Analysis Function strategy
* develop an approach to diversity and inclusion, creating appropriate interventions to create a more diverse workforce
* improve access to professional learning and development material by migrating the learning and development material online
* expand the opportunities available to the community through promoting loan and secondment opportunities
1. How does the GSS People Plan impact me as a fast streamer?

The GSS People Plan will give you a better understanding of how the GSS is aiming to help improve the range and type of development opportunities for you and how you will be supported on your fast stream journey.

It will also enable you to contribute to the development of the GSS and Government Statistician Group (GSG) through involvement in task and finish groups which will help fulfil your fast stream corporate responsibility objective

1. How does the GSS People Plan impact me as an apprentice?

 The GSS People Plan will:

* set out the ambition for the GSS to use apprenticeships as a diverse talent pipeline
* improve access to professional learning and development material
* promote benefits of professional accreditation increasing uptake of conversion of existing staff
* establish a Level 6 Data Science degree entry point into the Government Statistician Group (GSG).
1. What does the GSS People Plan require from me ?

The GSS People Plan requires you to:

* ensure that you are familiar with all aspects of the plan and the broader Better Statistics, Better Decisions strategy
* be an advocate and champion the GSS community, the statistics profession and this plan
* set an example and aspire to the vision
* share your experiences and your successes
* provide feedback to your departmental Heads of Profession and the GSS careers team
* be committed to keeping your skills up to date and continually develop yourself
* help deliver and assist in the completion of the plan’s short terms goals
* participate in the task and finish groups to help achieve the goals
1. As a Head of Profession, what should I do as part of the GSS People Plan?

As a Head of Profession (HoP), you are expected to:

* ensure that your team is aware of the plan and understands the aspirations and goals
* communicate the plan to your departmental statistics community
* commit to supporting the priorities set out by the short-term goals of the plan
* provide volunteers for steering groups and task and finish groups
* promote a learning culture and ensure that opportunities for personal development are available for all
* encourage multi-disciplinary work and cross -organisational moves
* reference the plan regularly in your communications and keep your community updated on progress
1. As a HR Director, (HRD) how can I support the launch of the GSS People Plan?

The statistics profession brings specialist skills that are scarce across government. There is an ever increasing need to be able to understand and interpret data and government statisticians, and those that work with data across the GSS, need to be supported by a people capability plan that supports and develops them as individuals and provides the GSS with the ability to address organisational capability issues and provide rewarding careers. In your role as a departmental HRD you are able to help ensure that your own department is an exemplar for these skills by:

* engaging with your departmental GSS HoP to discuss the GSS People Plan and how you can help raise awareness of it across your department
* encouraging the building of the statistical capability of the people in your department
* recognising and understanding the scarce analytical skills in your department and promoting the development of these skills to ensure that skilled analysts are attracted, retained and developed through rewarding careers
1. As a leader of statisticians, how can I support the launch of the GSS People Plan?
* promote the profession and publicly demonstrate that you are linked into the wider GSS.
* discuss the plan with members of the GSS community
* ensure team members understand the plan, its aspirations and goals
* provide volunteers for steering groups and task and finish groups
* regularly update your community on the progress of the plan
1. What support is available and whom can I contact?

Everyone across the profession should contribute to the plan. Your departmental HoP and GSS People Committee representative are champions of the plan. Your line manager and networks such as the Fast Stream community, the Statistical Officer network and champion networks organised through the Good Practice Team should all be involved in talking about the plan, contributing to discussions and helping you understand how you can get support and be involved. In the first instance, you will be supported by your departmental Head of Profession(HoP) who will:

* discuss this plan with you and what it means
* encourage you to support the activity through steering groups and/or task and finish groups.

There will be regular updates on our progress on the GSS website and through the HoPs quarterly meetings

You can get further support from the following teams:

GSS People Plan: GSS careers team <gss.careers@ons.gov.uk>

Career framework, standards and pathways: GSS careers team <gss.careers@ons.gov.uk>

Apprenticeships: GSS careers team <gss.careers@ons.gov.uk>

Recruitment: GSS recruitment team <gss.recruitment@ons.gov.uk>

Analytical learning: GSS Learning Academy <learning.academy@ons.gov.uk>

Best practice and networking : Good Practice Team <goodpracticeteam@statistics.gov.uk>