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| **Bullseye****What is the purpose of the GSS People Plan?** | The GSS People Plan has been developed to drive forward people issues and build the professional capability of the Government Statistical Service (GSS) and the Government Statistician Group (GSG). It supports the Better Statistics, Better Decisions Strategy while aligning its aspirations and goals with the six essential foundations in the Civil Service Professions Best Practice Framework which are: Governance, Leadership, Strategic Workforce Planning, Standards and Competencies, Curriculum and Qualifications and Networks. It gives clarity to the strategic direction of the statistics profession and wider GSS allowing it to be used to inform priorities and actions. |
| **Upward trend****Why is this important for me?****How does this impact me and my team?** | Provides clarity on how the GSS aims to support people to reach their potential. Helps build the capability, at both an individual and organisational level, of the statistics profession.Provides the direction and support, for and of, leaders.Helps attract, retain and develop talented people with rewarding careers in a diverse and inclusive environment.Provides a mechanism to facilitate multi-disciplinary work and cross-organisation moves.Supports consistency of statistical skills and recruitment. |
| **Smiling face with solid fill****How can I help?****What do I need to do in my role as HoP?** | Talk to your HR Director and departmental communication team about landing the plan; consider a link to the plan from your departmental intranet.Talk about the plan and its importance to building the profile of the profession with your statisticians; add it to your agenda at events and meetings.Know and understand the statistical community in your department.Provide mentoring and support to your statistical community; be available to discuss future career moves and development opportunities.Refer to the plan regularly and provide updates to your community on progress.Use the GSS careers team supporting communications documents.Hold face to face meetings with your team.Provide volunteers for steering groups and task and finish groups. |
| **Call center****What further support will I have?** | You could invite a member of one of the GSS careers team to speak at your departmental statistics events.Use the [Frequently Asked Questions (FAQs) document](https://gss.civilservice.gov.uk/wp-content/uploads/2019/04/FAQ-for-GSS-People-Plan-1-1.docx). Use any support your departmental HR and communications teams can give.  |
| **Stopwatch****How much time do I have?** | The plan was launched in April 2019.The statistical community in your department should be aware of the plan by the end of May 2019. |