



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 shared vision and purpose.

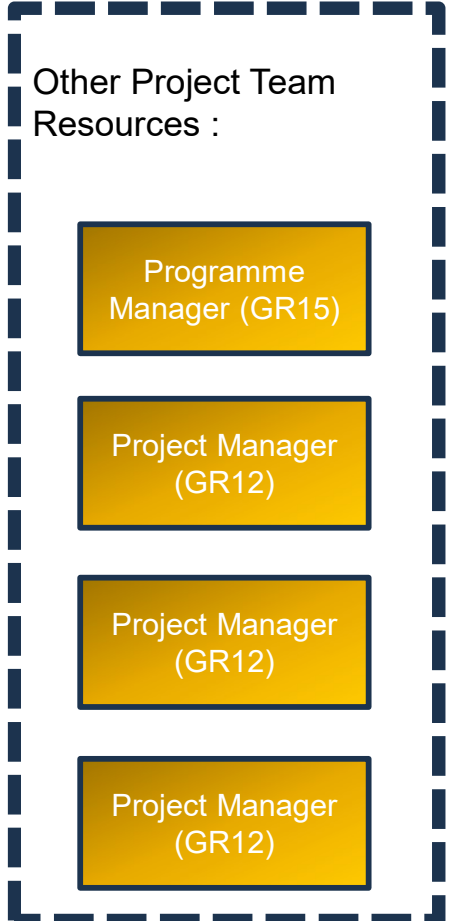
In the proposed operating model, we will:

- 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)**

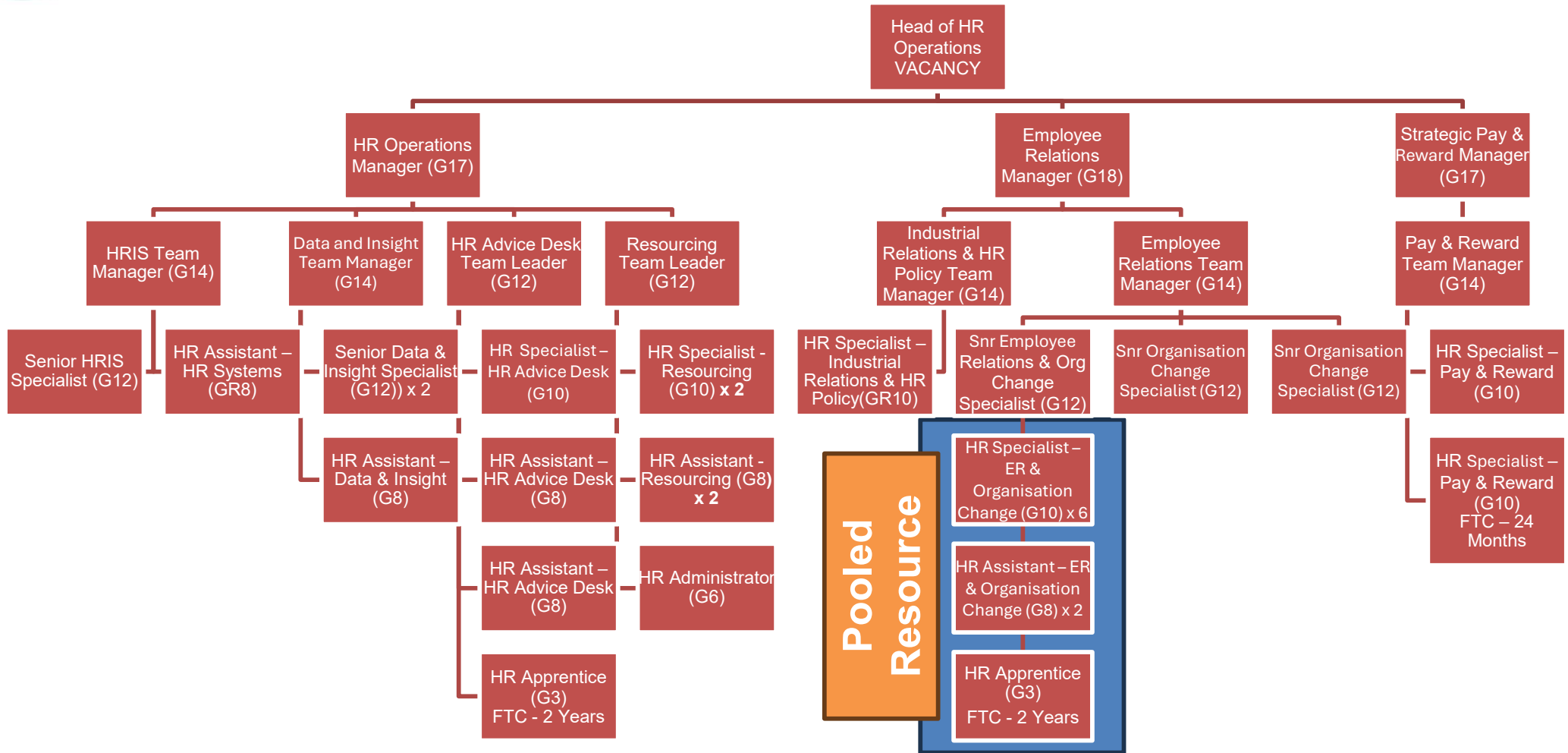
**GROW
(LEARN)**

LEAD





HR Operations





Centre of Excellence

