

## Appendix B

### People Strategy Group

#### Group Members

Liam Murphy

Terry Chilcott

Fergus McMorrow

#### Supporting Officers

Hilary Mitchell

Len Glead

Hannah Kozich

Sheena Mounsey

#### Terms of Reference

1. To develop a clear strategy for people management within Copeland Borough Council.
2. To provide strategic control ensuring the effective use of consultation, planning and communications processes.
3. To be accountable for ensuring implementation plans are developed and delivered to meet strategic outcomes.
4. To raise the level of understanding of the strategy and gain buy-in from key groups and promote awareness of the reasons for the strategy and how it will achieve the Council's corporate aims.
5. To evaluate outcomes and to ensure that learning is shared.