

Item 06

People and Resources Committee
12 March 2026

Matters Arising

The actions as agreed at the previous public meetings of the Committee are set out below. The Committee is requested to note the responses to the actions.

Action no	Date of meeting	Agenda item	Action	Lead	Date due	Response	Status
31	12 June 2025	Partners equality, diversity and inclusion (EDI) annual report	Future partner EDI annual reports would include an analysis of the EDI profile for individual professions regulated by the HCPC.	Partner Project Lead	30/06/2026	This action is not yet due.	Not yet due
37	13 November 2025	Resources Directorate Performance Report	The Head of Business Change would provide a breakdown of bankable savings and productivity improvements across the investment portfolio.	Head of Business Change		An update will be provided verbally at the March meeting as part of the item- Annual budget 2026-27, investment plan and medium term financial plan. Additionally, detailed information on the existing investments will be included within the Resources Directorate performance report. A separate paper will be provided for future meetings.	Propose closed
38	13 November 2025	HR Performance Report	The Head of HR and OD would consider 'stay conversations' as part of the development of the HCPC people strategy.	Head of HR and OD		The organisation operates within a non-hierarchical structure, and as such a formalised arrangement for this matter would not be necessary. Instead, these conversations can be considered and managed on a case-by-case basis, ensuring appropriate flexibility and responsiveness to individual circumstances.	Propose closed
39	13 November 2025	HR Performance Report	The Head of HR and OD would update the Committee on the impact of the potential changes to the funding arrangements for level 7 apprenticeships on the HCPC.	Head of HR and OD		The potential changes to the funding arrangements for Level 7 apprenticeships may have a limited short- to medium-term impact on the organisation. At present, the HCPC has one employee undertaking the Accounting and Taxation Professional Level 7 Apprenticeship. This individual will not be impacted by the proposed changes and will continue to progress and complete their programme as planned, with no disruption to delivery or funding. Looking ahead, any reduction or removal of funding for Level 7 apprenticeships could affect the HCPC's ability to utilise this route for future senior or specialist development. This may require a review of alternative development pathways, including funded qualifications, in-house development programmes, or targeted CPD, to ensure continued investment in high-level skills where required. The Head of HR and OD will continue to monitor developments in relation to apprenticeship funding and will assess the implications as part of wider workforce planning and learning and development priorities, ensuring alignment with organisational needs and value for money.	Propose closed
40	13 November 2025	Finance Report	The Head of Finance and Commercial would provide an overview of the conclusions from the analysis of international application volumes to the Committee.	Head of Finance and Commercial		A paper has been appended to the Finance report submitted to the March Committee meeting.	Propose closed