



Future workplace update

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COVID-19: the current picture

National legal restrictions have been withdrawn, but...

- Hackney has high levels of infections, which are currently plateaued, with national high levels and rising cases in some areas
- We have a high % of unvaccinated residents, including c 6,000 people who are more likely to be clinically vulnerable to the virus

Winter is likely to be difficult, including other seasonal viruses circulating more widely after a year of lockdown.

It's important that we continue to act cautiously and put sensible measures in place to keep our staff and residents safe, while working to deliver as many of our normal services as possible.



Our workspace priorities

1. Guidance and arrangements for non-office based roles

Advice and guidance has been updated to reflect the changes to the Government's COVID-19 guidance.

2. Venues and public facing services

Our teams have been working closely with these services to support the review of Covid safety arrangements and guidance. This includes libraries, community halls and events.

Guidance needs to consider the arrangements needed for the welfare of our staff, and also information that we need to provide to help building users mitigate the risks of infection.



Our workspace priorities

3. Office space in 1 Reading Lane / Technology & Learning Centre

Office space was opened in time for the start of the autumn school term, based on 1m+ distancing (which means we can accommodate c 50% of normal capacity).

4. Office space in Hackney Service Centre and Hackney Town Hall

We are implementing updated arrangements for the HSC and HTH, also based on 1m+ distancing (50% normal capacity), and we have started to support services in beginning the introduction of hybrid working for their teams.

Feedback from pilots of new office furniture designed to create more collaborative space is being reviewed and will be used to inform our further plans as we are able to increase capacity in the buildings.



Making our office spaces ready for staff

We will still need to make sure our offices are 'Covid secure':

- We have removed one-way systems and replaced these with guidance for staff on 'Covid secure' use of our office spaces
- We are continuing to ask staff to wear face coverings in public spaces such as the HSC atrium, and will still limit seating in canteen spaces and the capacity in lifts

We had to wait for new computing kit to replace the equipment that we have sent out to support people working at home (we have made over 2,500 deliveries to staff). This has been delivered and we are now able to reopen further space in the HSC.

We are also working to improve the reliability of the WiFi service. Some improvements were made over the summer which has made it more stable and further hardware upgrades to network equipment in the HSC taking place over November, which should improve the performance and consistency.

Supporting leadership skills for hybrid working



Pilot on Leading Hybrid Teams delivered to 66 managers across Sept/Oct.

Managers rated the course highly in terms of content and quality of facilitation.

What they found most useful:

- Sharing ideas, experiences and ways of working amongst colleagues from across the council
- Having the actual time and space to proactively think about hybrid working was also useful for the majority of participants
- Tips on how to increase engagement with teams also came through strongly
- Using practical and bespoke case studies to consolidate learning was also valued
- Participants liked how tailored it was to Hackney, for example with our focus on Inclusive leadership and Hackney Check-Ins

Supporting leadership skills for hybrid working



Following feedback from early participants we added more case studies and practical examples to work through, working with HR and the TUs.

Also focused more on leadership and engagement rather than specifics (like planning agendas for hybrid meetings)

Following these tweaks feedback improved further.

82% of feedback participants feel that every manager in the Council should be offered the training.

Considering options for delivery and resourcing.

Continuing our engagement with service teams



As we move forward with our future working arrangements we are making sure that we continue to listen to staff at all levels and develop our plans together.

- We are running a further round of discussion sessions with staff from under-represented groups during November
- Polly Cziok, Rob Miller and Stuart Thorn are running monthly drop in sessions that are open to all managers to provide updates and discuss Q&As
- We are reporting regularly to the HMT Recovery Planning Group to manage the development of the work
- We also provide regular updates to our Cabinet portfolio leads (the Mayor, Cllr Williams and Cllr Kennedy)