P&C Leadership Structure

Director - People & Culture Admin support (shared) Assistant Director - P&C Head of Volunteering Head of Learning Assistant Director -Head of Resourcing Head of Reward & Development (Employee Experience) & Apprenticeships P&C (HR Operations) Employee/Industrial Employee Lifecycle processes (T0 – T2) Benefits Leadership & **Talent Acquisition** Relations Volunteering (inc. pensions) Management Dev't Inspectorate recruitment & ER policy framework Compensation inc. Reports and Performance recruitment retention salary benchmarking analytics Supporting org Management RSPCA employer Safeguarding and bands transformation Policy ownership Succession Planning brand Apprenticeships Salary review implementation and Diversity, Inclusion Workforce planning Inspectorate training process adoption & Wellbeing programme OD expertise Job evaluation HR BPs team Safety. Health L&D offer to whole Retention strategies & Environment Recognition Technology organisation Administration

