



The Scottish Parliament  
Pàrlamaid na h-Alba

# The Scottish Parliamentary Delivery Plan

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Plana Lìbhrigidh Seirbheis  
Phàrlamaideach na h-Alba



The Delivery Plan translates the ambitions of the Strategic Plan into reality. Reflecting the ongoing work to run the Parliament which accounts for the majority of our day-to-day activities, as well as initiatives to improve the Parliament.

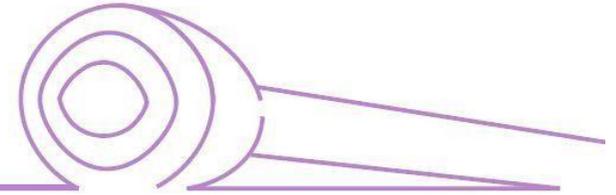








# Delivery Plan



'Run the Parliament' Objectives	'Improve the Parliament' Objectives	Strategic Lead
	<p>A modern Parliament, demonstrating a smart, confident use of technology and information to drive improvements in how we communicate and work.</p> <p><b>Deliver our Web and Online Project</b></p> <ul style="list-style-type: none"><li>○ Beta becomes the Parliament's main website by February 2021</li><li>○ Continuous service improvement plan in place by March 2021</li></ul> <p><b>Committee Agenda System Redevelopment (Commit Application)</b></p> <ul style="list-style-type: none"><li>○ Implementation from March to June 2021 (i.e. confirmation of Session 6 Committees)</li></ul> <p><b>Legislative Drafting Tool Project</b></p> <ul style="list-style-type: none"><li>○ Transition to new system to be completed by March 2021</li><li>○ Existing system decommissioned by March 2021 and full use of new system from start of Session 6 by May 2021</li></ul>	<p><b>Alan Balharrie</b></p> <p><b>Callum Thomson</b></p> <p><b>Tracey White</b></p>

# Delivery Plan



**Aim: Develop a skilled, diverse and inclusive workforce that embeds our values in all that we do**

'Run the Parliament' Objectives	'Improve the Parliament' Objectives	Strategic Lead
<ul style="list-style-type: none"> <li>○ Through effective leadership and policies, we demonstrate a culture that embraces our values in all our work.</li> <li>○ Support and develop our staff through effective planning, guidance, performance management, training and recruitment.</li> </ul>	<p>Meet the challenge of becoming a diverse and inclusive organisation.</p> <p><b>Diversity &amp; Inclusion Delivery Plan</b></p> <ul style="list-style-type: none"> <li>○ Review of the diversity of strategic boards to be conducted by March 2021.</li> <li>○ Annual Report on Diversity and Inclusion Plan in May 2021</li> </ul> <p><b>Culture of Respect</b></p> <ul style="list-style-type: none"> <li>○ Evaluation of work to date to be completed by March 2021</li> </ul> <p>Meet the challenges of the future and drive improvement by investing in the capacity, knowledge and skills of our staff.</p> <p><b>People &amp; Culture</b></p> <ul style="list-style-type: none"> <li>○ Group Heads actively use values-based job descriptions to set Office Head/Team Leaders objectives and provide feedback from January 2021</li> <li>○ Produce a Colleague Engagement Strategy to encourage colleagues to get the best outcomes for Members and the public by April 2021</li> <li>○ Managers actively use values-based job descriptions to set objectives and provide feedback from January 2022</li> </ul>	<p><b>Susan Duffy</b></p> <p><b>Susan Duffy</b></p> <p><b>David McGill</b></p>