



Sarah Lal **FCIPD**

Chief People Officer & Board Member

Profile

Purpose led executive coach and credible leader with 15 years of senior HR expertise. Proficient in pinpointing strategic risks and opportunities, inspiring organisations and individuals across diverse sectors to achieve excellence through maximising human potential. Equipped with substantial executive background, and a collaborative approach to questioning established norms. Demonstrates a solid track record of spearheading and executing substantial cultural shifts and transformative initiatives in human resources even while navigating highly political environments. Known for driving results swiftly while prioritising commercial objectives and developing people, even in challenging economic landscapes.

Contact

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Voluntary Work

Youth Leader
Chair - Board of Governors
Coach - Inspire for the future

Specialism

Employment Practice & Investigations
HR Policy, Practice & TUPE
Leadership Development
Strategy Development
Culture Transformation
Workforce Planning
Organisation Development & Design
Equity, Diversity & Inclusion
Industrial Relations
Reward and Remuneration

Education

Fellow, Chartered Institute of Personnel Development CIPD
BA (Hons) Degree Business Management University of Birmingham
Post Graduate Diploma (MA) Human Resource Management

- Change Management, Employment Law Practitioner, OD & Design, Total Reward Pay Practitioner, Talent Management, and Workforce Planning.

Level 7 Strategic Equality, Diversity, and Inclusion Chartered Management Institute
Level 7 Executive Coaching Chartered Management Institute

Executive & Non-Executive Experience

Evelyn & Co Human Resources, Founder

- **Gambling Commission**
Culture Transformation; Developing an innovative and effective total reward and talent strategy; Implementing a HR Information System
- **Northampton Diocese**
Employment Policy, Practice and Investigations
- **Employment Law Agency**
Employment Policy, Practice and Investigations

Sport Birmingham, Board Member, Chair, Workforce and Remuneration Committee

Approving overall strategic objectives, aims and plans; Challenging and supporting Executive on corporate risk and governance, workforce and remuneration activity.

Digital Regulatory Committee Forum, Sponsor HR Director

Chair of Digital Skills and Capability, responsible for ensuring the horizon scanning internal teams across member regulators - ICO, CMA, Ofcom and FCA, were abreast of key emerging insights on skills and capability building. Led the co-development of the [DRCF Skills and Capability Plan](#).

ICO, Information Commissioners Office, Director of People Services

Accountable for creating and sustaining positive cultural development through change, and people services transformation. Accountable for all aspects of the ICO's total reward, capability, culture and People business activity. Led and created the ICO's [EDI Strategy](#) and co-created the [ICO High Performing Strategy](#).

UK Regulation Network Committee Chair, People and Equality, Diversity and Inclusion; Member of Next Gen NEDs and Vulnerability Network

The [UK-RN](#) Chair of the Equality, Diversity and Inclusion network, responsible for advocating, supporting and challenging best practice, and overseeing the development of regulation strategic EDI priorities.

Ofwat, Head of People, Human Resources

Co-created the Ofwat [People Strategy](#) and [EDI Strategy](#). Responsible for cultural transformation, employment practice and policy, HR operations, total reward, workforce planning, EDI.

Mayor of London, Greater London Authority (GLA) Committee Member, Equality, Diversity and Inclusion

Co-created and oversaw the development of the Greater London [Authority London Mayor EDI Pledges](#). Sat on an expert panel of advisers and members, supporting the Mayor of London on EDI attainment in the infrastructure sector.
[Mayor to lead drive to boost diversity and inclusion in infrastructure | London City Hall](#)