

People, Culture & Improvement Committee Chair's Highlight Report to Council of Governors

Subject:	People, Culture & Improvement Committee Highlight Report	Date: 21 st February 2023
Prepared By:	Manjeet Gill, Non-Executive Director	
Approved By:	Manjeet Gill, Non-Executive Director	
Presented By:	Manjeet Gill, Non-Executive Director	
Purpose		
	Assurance	X

Matters of Concern or Key Risks to Escalate	Major Actions Commissioned / Work Underway
<ul style="list-style-type: none"> Assurance by way of update reports were provided on industrial action and the mitigations in place to address. Employee relations assurance showed an increase in disciplinaries / grievances, and it was agreed that a deeper dive was needed to understand and assure risks being mitigated. 	<ul style="list-style-type: none"> An update on the workforce plans gave assurance on a long-term plan, the work underway and how it linked to system working and other trust plans.
Positive Assurances to Provide	Decisions Made
<ul style="list-style-type: none"> Progress report on the People Culture and Improvement Strategy at the end of Q3 Freedom to Speak Up Q3 report Equality Diversity and Inclusion Q3 report Improvement Faculty development and how based on national best practice and frameworks. Junior Doctors experience feedback and the actions being taken to address key areas. Positive assurance reports on wellbeing work to support our people A reflective account regarding the Step into NHS Careers event, leading to positive local interest, recruitment, and more reach into the local community, to develop more tailored careers pathways. 	<ul style="list-style-type: none"> Committee Terms of Reference reviewed and agreed Committee Annual Report reviewed and agreed Committee effectiveness reviewed and agreed Agreement and review of BAF PR3 and PR5 where risk rating remanded unchanged

Comments on Effectiveness of the Meeting

- The Committee was observed by the Chief Executive Officer and Lead Governor where the effectiveness of the committee was discussed and explored offering positive reflections regarding the level of positive assurance and content of the papers provided.