

**People, Culture, and Improvement Committee Chair’s Highlight Report to Trust Board**

<b>Subject:</b>	People, Culture, and Improvement Committee feedback report	<b>Date:</b> 28 <sup>th</sup> March 2023
<b>Prepared By:</b>	Steve Banks – Non-Executive Director and Committee Vice-Chair	
<b>Approved By:</b>	Steve Banks – Non-Executive Director and Committee Vice-Chair	
<b>Presented By:</b>	Andrew Rose-Britton – Non-Executive Director	
<b>Purpose</b>		
To provide assurance to the Trust Board	<b>Assurance</b>	

<b>Matters of Concern or Key Risks to Escalate</b>	<b>Major Actions Commissioned / Work Underway</b>
The Impact of industrial action is a key concern, although committee assured by response of the Trust to mitigate as far as possible	Strategic priorities and measures for 23/24, and SOF metrics, are in development to update Board throughout the year
<b>Positive Assurances to Provide</b>	<b>Decisions Made</b>
A considerable number of assurances were received on the following topics: AHP workforce report; Update on Wellbeing spaces; ICS workforce planning; Communications strategy; Guardian of Safe Working report; Employee relations report; Gender Pay Gap report; Deep dive into Trust vacancies; and the results of the National Staff Survey 2022 for the Trust.	Approval of Gender Pay Gap report and content From the BAF review, risks 3 and 5 remain the same
<b>Comments on Effectiveness of the Meeting</b>	
The meeting was reviewed and was seen to be effective across a wide range of People and Culture items. The Hot Topics section worked well. More focus could be given to improvement in future agendas. The committee was also used for a development space regarding the feedback from the National Staff Survey 2022 that worked well providing committee members with the opportunity to shape and co-create future actions to address the areas focus for the Trust.	