

People, Culture, and Improvement Committee Chair’s Highlight Report to Council of Governors

Subject:	People, Culture, and Improvement Committee feedback report	Date: 9 th May 2023
Prepared By:	Manjeet Gill – Non-Executive Director and committee Chair	
Approved By:	Manjeet Gill – Non-Executive Director and committee Chair	
Presented By:	Manjeet Gill – Non-Executive Director and committee Chair	
Purpose		
To provide assurance to the Council of Governors	Assurance	

Matters of Concern or Key Risks to Escalate	Major Actions Commissioned / Work Underway
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
Positive Assurances to Provide	Decisions Made
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
Comments on Effectiveness of the Meeting	
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.	