

**People, Culture & Improvement Committee Chair’s Highlight Report to the Council of  
Governors from the meeting held on 30<sup>th</sup> May 2023**

<b>Subject:</b>	People, Culture & Improvement Committee Highlight Report	<b>Date 30<sup>th</sup> May 2023</b>
<b>Prepared By:</b>	Manjeet Gill, Non-Executive Director	
<b>Approved By:</b>		
<b>Presented By:</b>	Manjeet Gill, Non-Executive Director	
<b>Purpose</b>		
	<b>Assurance</b>	<b>Positive</b>

<b>Matters of Concern or Key Risks to Escalate</b>	<b>Major Actions Commissioned / Work Underway</b>
<ul style="list-style-type: none"> <li>• Pending Junior Doctor’s industrial action, board to be updated on measures in place for the mid-June 72 hours of industrial action</li> <li>• Agreed to ensure committee are kept informed regarding the work under way regarding the violence and aggression agenda, along with further visibility and assurance on how we are learning from incidents that involve violence and aggression</li> </ul>	<ul style="list-style-type: none"> <li>• Visibility regarding the details associated with the wider Improvement and transformation programmes in place across the Trust in 23/24</li> <li>• Details on the approach to introduce an “Improvement culture” and assurances on how incentivise to win hearts and minds</li> <li>• Patient and service user involvement, experience and voice, development of culture and mechanisms to promote</li> <li>• Agreed to shared example Tactical workforce plans for fragile areas</li> </ul>
<b>Positive Assurances to Provide</b>	<b>Decisions Made</b>
<ul style="list-style-type: none"> <li>• Review of year 1 of the People Strategy and the focused approaches for year 2 and year 3</li> <li>• A welcomed approach to Hospital walkarounds and how these can feed into the triangulation of assurance from other sources</li> <li>• Improvement faculty, work programme and governance</li> <li>• Medical revalidation and deep dive into analysis of medical gender pay gap.</li> <li>• Safe staffing for nursing, Midwifery and AHP</li> </ul>	<ul style="list-style-type: none"> <li>• Approval of the People Strategy re-set and welcomed focused approaches for year 2 and year 3</li> <li>• Board assurance framework approved, and the current ratings as proposed, however noted further assurance for PR5 is required</li> <li>• Committee Board assurance action plan approved as completed and agreed focused 6 monthly committee effectiveness reviews</li> <li>• Approval of Annual EDI report ahead of approval at Board</li> </ul>

- Freedom to Speak Up reports.
- Onwards next steps and areas of focus for the National Staff Survey 2022
- Strategic workforce Plan, culture and engagement and EDI Q4 assurance
- Volunteers work
- Employee relations
- Report on violence & aggression and positive outcomes
- Work associated with Project Search and the positive outcomes from the last cohort

#### Comments on Effectiveness of the Meeting

Committee and reports effectiveness review looked at further additional means of assurance and triangulation, to include more NED attendance at certain meetings to triangulate assurance provided by reports.

To increase more strategic focus by reducing frequency and level of detail in reports, that will be aligned to a revised of work cycle of the committee to include further focus on Improvement and Principal Risk 5