

People Committee Chair’s Highlight Report to Board

Subject:	People Committee Chair’s Highlight Report	Date:	31 st July 2024
Prepared By:	Steve Banks, Non Executive Director		
Approved By:	Steve Banks, Non Executive Director		
Presented By:	Steve Banks, Non Executive Director		
Purpose:			
To update the Board on the People Committee highlights following conversation held at the July meeting		Assurance	Significant

Matters of Concern or Key Risks Escalated for Noting / Action	Major Actions Commissioned / Work Underway
<ul style="list-style-type: none"> • The ongoing context of strike action, increased demand and intense financial pressures impacting on the wellbeing and engagement of people in the Trust. • The lack of system capacity for patients with mental health concerns continues to lead to inappropriate lengths of stay in Urgent Care in unsuitable conditions. • Despite much positive assurance from the Thelwell self-review, some governance challenges exist 	<ul style="list-style-type: none"> • Fragile services are being increasingly supported across the system and by the East Midlands Acute Providers network (EMAP)
Positive Assurances to Provide	Decisions Made (include BAF review outcomes)
<p>Much positive assurance was provided including from:</p> <ul style="list-style-type: none"> • The actions following the significant assurance 360 report and the people promise. • The development of the cultural heat map evolving due to divisional requests • 360 audit findings re appraisals • People strategy progress 	<p>PR3 of the BAF was reviewed.</p> <ul style="list-style-type: none"> • Due to continuing strike action and risk of further action the ratings remain unchanged and the threat of loss of work force productivity continues to have inconclusive assurance.

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| <ul style="list-style-type: none">• Workforce Race Equality Standard progress, although national ambition for senior roles was challenged with further work planned at the next committee• Workforce Disability Equality Standard progress• Nursing and Midwifery Establishment review process• Health and Safety Update | |
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Comments on effectiveness of the meeting

Governor observation that Committee worked very effectively, with high quality input and some quite challenging conversations

Items recommended for consideration by other Committees

Productivity, agency and bank usage require working across People and Finance committees to ensure FIP targets are met

Note: this report does not require a cover sheet due to sufficient information provided.