

### Board of Directors – Public Meeting - Cover Sheet

<b>Subject:</b>	Workforce Report – Culture & Leadership	<b>Date:</b> 28 <sup>th</sup> February 2019		
<b>Prepared By:</b>	Julie Bacon: Executive Director of Human Resources & Organisational Development; Lee Radford; Deputy Director Training, Education and Development & OD;			
<b>Approved By:</b>	Julie Bacon: Executive Director of Human Resources & Organisational Development			
<b>Presented By:</b>	Julie Bacon: Executive Director of Human Resources & Organisational Development			
<b>Purpose</b>				
To provide members of the Trust Board with assurance and an update about the work being undertaken in the Trust around culture, leadership and staff engagement.		<b>Decision</b>		
		<b>Approval</b>		
		<b>Assurance</b>		
		<b>Consider</b>		
x				
<b>Strategic Objectives</b>				
<b>To provide outstanding care to our patients</b>	<b>To support each other to do a great job</b>	<b>To inspire excellence</b>	<b>To get the most from our resources</b>	<b>To play a leading role in transforming health and care services</b>
x	x	x	x	x
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		x		
<b>Risks/Issues</b>				
<b>Financial</b>	A positive culture and strong staff engagement support recruitment & retention and help to reduce agency expenditure			
<b>Patient Impact</b>	An engaged and motivated workforce improves quality/patient experience			
<b>Staff Impact</b>	Inclusive, compassionate leadership help staff retention			
<b>Services</b>	Engaged staff tend to be productive staff			
<b>Reputational</b>	Strong staff engagement results in a high percentage of staff being prepared to recommend the Trust as a place to work and receive treatment			
<b>Committees/groups where this item has been presented before</b>				
None				
<b>Executive Summary</b>				
<p>This is the quarterly workforce report on activities and indicators relating to culture and leadership. This particular report sets out:</p> <ol style="list-style-type: none"> <li>1. NHSI / Kings Fund culture and leadership toolkit</li> <li>2. Leadership development</li> <li>3. NHS staff survey 2018</li> <li>4. Apprenticeships</li> <li>5. Training, education and development innovation</li> <li>6. Time to change champions</li> <li>7. Clinical Development Fellows</li> </ol> <p>The Board of Directors are asked to note the report.</p>				