

People Committee Chair’s Highlight Report to Board

Subject:	People and Culture Committee	Date: 30 th January 2024
Prepared By:	Steve Banks, Non-Executive Director and Chair of Committee	
Approved By:	Steve Banks, Non-Executive Director and Chair of Committee	
Presented By:	Steve Banks, Non-Executive Director and Chair of Committee	
Purpose:		
Assurance to Trust Board	Assurance	Substantial Assurance

Matters of Concern or Key Risks to Escalate	Major Actions Commissioned / Work Underway
<p>Although assurance was received on actions to support the workforce, strike fatigue and its impact on people remains a major concern Risk of lengthy waiting times for access to psychological support in terms of high demand and options for clinical staff. Has the available support grown with the acuity and workforce increases?</p>	<ul style="list-style-type: none"> • National apprenticeship plans for week commencing 5th-11th February • Violence and aggression action plan due for implementation in March • Deep dive to be presented at the next Committee regarding Employee Relations landscape. • Next version of the Cultural Heat Map to be presented following the realisation of the 2023 National Staff Survey results.
Positive Assurances to Provide	Decisions Made <i>(include BAF review outcomes)</i>
<p>Substantial assurance was provided, including:</p> <ul style="list-style-type: none"> • 360 audit into staff wellbeing, and action plan resulting, but see above • Good response rate for staff survey • ESR self-assessment • Progress on strategic priorities • Increasing engagement with FTSU • Quarterly IPR received and actions resulting noted. 	<ul style="list-style-type: none"> • The BAF was discussed, minor amendments to reflect Committee changes made, and risk ratings remain unchanged. • Vice-chair appointed. • Committee effectiveness self-assessment and annual report agreed

Comments on Effectiveness of the Meeting

Well written papers and a good level of support and challenge made for a positive and productive Committee. Governor observer noted same and congratulated Trust on high level of assurance in several of the reports.