

People Committee Chair's Highlight Report to the Council of Governors

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| Subject: | People Committee Board Report | Date: 14 th May 2024 |
| Prepared By: | Steve Banks, Non-Executive Director (Chair of the People Committee) | |
| Approved By: | Steve Banks, Non-Executive Director (Chair of the People Committee) | |
| Presented By: | Steve Banks, Non-Executive Director (Chair of the People Committee) | |
| Purpose: | To provide a summary overview from the People Committee's meeting held on 26 th March 2024 | |
| | Assurance | Significant |

| Matters of Concern or Key Risks Escalated for Noting / Action | Major Actions Commissioned / Work Underway |
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| <ul style="list-style-type: none"> No specific items for escalation, however the ongoing impact on staff and patients of industrial action continues to be a concern | <ul style="list-style-type: none"> The committee was pleased to note that the Trust had gained funding as a People Promise Exemplar, and also noted the role being played as part of the system being a Scaling Up People Services Vanguard The Violence and aggression improvement plan was presented, with an aim to launch in May Understanding the Staff Survey, how to respond and how to hear more staff voices |
| Positive Assurances to Provide | Decisions Made <i>(include BAF review outcomes)</i> |
| <ul style="list-style-type: none"> The Employee Relations deep dive provided assurance in the way cases are managed. Much positive assurance was also received: Occupational Health including measles update; Medical and Nursing, Midwifery and AHP staffing reports; Healthcare support workers job grading; and performance in terms of IPR and strategic objectives. The Gender Pay Gap report provide assurance with Trusts requirements Equality Act 2010. | <ul style="list-style-type: none"> The BAF was reviewed and risk levels and levels of assurance held |

| Comments on effectiveness of the meeting |
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| Great papers and meeting, the right agenda. Good to be very proud of staff survey, whilst recognising voices not heard and work still to do |
| Items recommended for consideration by other Committees |
| None |

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