

**People Committee Chair’s Highlight Report to Council of Governors**

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

<b>Matters of Concern or Key Risks Escalated for Noting / Action</b>	<b>Major Actions Commissioned / Work Underway</b>
<ul style="list-style-type: none"> <li>• The ongoing context of strike action, increased demand and intense financial pressures impacting on the wellbeing and engagement of people in the Trust.</li> <li>• 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.</li> <li>• Despite much positive assurance from the Thelwell self-review, some governance challenges exist</li> </ul>	<ul style="list-style-type: none"> <li>• Fragile services are being increasingly supported across the system and by the East Midlands Acute Providers network (EMAP)</li> </ul>
<b>Positive Assurances to Provide</b>	<b>Decisions Made (include BAF review outcomes)</b>
<p>Much positive assurance was provided including from:</p> <ul style="list-style-type: none"> <li>• The actions following the significant assurance 360 report and the people promise.</li> <li>• The development of the cultural heat map evolving due to divisional requests</li> <li>• 360 audit findings re appraisals</li> <li>• People strategy progress</li> </ul>	<p>PR3 of the BAF was reviewed.</p> <ul style="list-style-type: none"> <li>• 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.</li> </ul>

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