

**Trust Board - Cover Sheet**

<b>Subject:</b>	People, Culture and Improvement Strategy 2022-2025	<b>Date:</b> 09/06/22		
<b>Prepared By:</b>	Beth Hall – Business Support Officer			
<b>Approved By:</b>	Emma Challans – Executive Director Culture and Improvement Rob Simcox – Deputy Director of People			
<b>Presented By:</b>	Emma Challans – Executive Director Culture and Improvement Rob Simcox – Deputy Director of People			
<b>Purpose</b>				
To share the People, Culture and Improvement strategic priorities for 2022-2025 for approval and provide assurance to Trust Board following approval at the Executive Team Meeting.			<b>Approval</b>	<b>X</b>
			<b>Assurance</b>	<b>X</b>
			<b>Update</b>	
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		<b>X</b>		
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
<ul style="list-style-type: none"> <li>▪ People, Culture and Improvement Committee</li> <li>▪ Culture and Improvement Cabinet</li> <li>▪ People and Inclusion Cabinet</li> <li>▪ Culture and Engagement Sub-Cabinet</li> <li>▪ People Development Sub-Cabinet</li> <li>▪ Improvement and Learning Sub-Cabinet</li> <li>▪ Culture and Improvement Directorate 'Keeping Connected'</li> <li>▪ JSPF</li> <li>▪ LNC</li> <li>▪ Senior Nursing Forum</li> <li>▪ Clinical Chairs</li> <li>▪ Staff Networks</li> <li>▪ SFH Proud2bAdmin</li> <li>▪ Divisions</li> <li>▪ Executive Team Meeting</li> </ul>				
<b>Executive Summary</b>				

The attached document details the People, Culture and Improvement strategic priorities for financial years 2022-2025.

We are delighted to introduce our ambitions which see us build on the firm foundations that have been established at Sherwood over a number of years. We believe this is a positive step forwards for Sherwood and provides us with a strong platform to keep improving experiences for our patients and colleagues.

Our strategy has been co-created in collaboration with leads from the People and Culture and Improvement Directorates. The document has been shaped over the last 4 months, with a robust engagement schedule within and outside our Directorates at key forums (as outlined above) providing opportunity for colleagues to understand and contribute to our vision.

Engagement has helped us refine content, creating what we feel is a cohesive story which highlights our priority actions for the next 3 years, along with our vision of what this will mean for patients, colleagues, partners, and citizens.

Our delivery pillars tie into key national directives, including the People Plan, Quality and Improvement priorities. As part of our engagement and development of the strategy we have cross-referenced other key SFH strategies, such as Nursing and Quality to ensure they complement each other.

Key success measures have been identified so that we can monitor our progress. We have detailed action plans which will be delivered through our operational sub-cabinets which will provide progress updates in a bottom-up approach starting with updates to our Cabinets (People and Inclusion Cabinet, Culture and Improvement Cabinet and Transformation and Efficiency Cabinet). Cabinet's report into our committees (People, Culture and Improvement, Quality Committee) which then provide assurance to Trust Board.

Our strategy will drive the vision for Continuous Improvement at SFH and is closely linked to the Quality Strategy. We have also articulated how we work as a system, with our partnership work across Nottingham and Nottinghamshire Integrated Care System (ICS).

Our strategy was presented and agreed at the Executive team on 25<sup>th</sup> May. A formal launch will take place starting mid-June and will run over a 4-week period, supported by an internal comms schedule. 13<sup>th</sup> June – 8<sup>th</sup> July, with an official launch at Staff Brief on 29<sup>th</sup> June.

**Recommendation**

Trust Board members are asked to take assurance and approve the Strategy.