

Trust Board - Cover Sheet

Subject:	People Strategy 2022-2025	Date: 01/06/2023	
Prepared By:	Beth Hall, Business Support Officer – People Team		
Approved By:	Rob Simcox, Director of People		
Presented By:	Rob Simcox, Director of People		
Purpose			
To share an update and seek approval of the People Strategy for 2022-2025, highlighting key achievements from 2022/2023 (Year 1) and our plans for 2023-2025 (Year 2/3)		Approval	X
		Assurance	
		Update	
		Consider	
Strategic Objectives			
Provide outstanding care in the best place at the right time	Improve health and well-being within our communities	Empower and support our people to be the best they can be	To continuously learn and improve
		X	Sustainable use of resources and estate
			Work collaboratively with partners in the community
Principal Risk			
PR1	Significant deterioration in standards of safety and care		
PR2	Demand that overwhelms capacity		
PR3	Critical shortage of workforce capacity and capability		X
PR4	Failure to achieve the Trust's financial strategy		
PR5	Inability to initiate and implement evidence-based Improvement and innovation		
PR6	Working more closely with local health and care partners does not fully deliver the required benefits		
PR7	Major disruptive incident		
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change		
Committees/groups where this item has been presented before			
People Cabinet People Senior Team Meetings People Directorate Team Brief People Transformation Sub-Cabinet People Resourcing and Development Sub-Cabinet People Wellbeing and Belonging Sub-Cabinet JSPF LNC Clinical Chairs via Divisional People Leads Trust Management Team People, Culture and Improvement Committee			
Acronyms			
None			
Executive Summary			
Overall context			
We have successfully delivered Year 1 of our People Strategy, following its launch in Summer 2022/2023. Pages 11-14 outline our key achievements.			

Due to the change in landscape within Sherwood Forest Hospitals we have refreshed the People Strategy for Years 2/3 (2023/2024 and 2024/2025). The main reason for updating this is due to Executive Leadership changes, but we also want to reflect the new Sherwood strategic priorities and CARE values.

Summary of attachment

The **People Strategy** has **4 delivery pillars** which deliberately anchor back to the NHS People Plan:

- **Looking after our People**
- **Belonging in the NHS**
- **Growing for the future**
- **New ways of working and delivering care**

We are pleased to say our vision statement now aligns to the refreshed Trust strategic objectives:

Empowering and supporting our people to be the best they can be

This creates a golden thread between People Directorate and Trust priorities and feel this shows how our People Strategy has matured and developed over the last year.

SOF metrics for 23/24 have been reviewed and aligned to our strategy delivery pillars

Updated action plans for 2023-2025

We are mindful given the changing landscape that our People Strategy needed to be refreshed to ensure it was relevant and aligned to latest Sherwood and national priorities. We have streamlined our priorities into 4 key overarching actions per delivery pillar to provide clear yet realistic direction.

Recommendation:

We ask Trust Board to approve the People Strategy ready for a launch to the wider Trust throughout June 2023.