

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

<b>Subject:</b>	People and Culture Committee	<b>Date:</b> 13 <sup>th</sup> February 2024
<b>Prepared By:</b>	Steve Banks, Non-Executive Director and Chair of Committee	
<b>Approved By:</b>	Steve Banks, Non-Executive Director and Chair of Committee	
<b>Presented By:</b>	Steve Banks, Non-Executive Director and Chair of Committee	
<b>Purpose:</b>		
To provide a summary overview from the People Committee’s meeting held on 30 <sup>th</sup> January 2024	<b>Assurance</b>	Substantial Assurance

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

**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.