

## Board of Directors

<b>Subject:</b>	People Strategy 2025-2029 Update		<b>Date:</b>	3 <sup>rd</sup> April 2025	
<b>Prepared By:</b>	Leanne Featherstone, People Promise Manager				
<b>Approved By:</b>	Robert Simcox, Chief People Officer				
<b>Presented By:</b>	Robert Simcox, Chief People Officer				
<b>Purpose</b>					
To share a progress and journey of the development of our People Strategy 2025-2029. Attached is a final version of the document for approval.				<b>Approval</b>	<b>X</b>
				<b>Assurance</b>	
				<b>Update</b>	
				<b>Consider</b>	
<b>Strategic Objectives</b>					
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
	<b>X</b>				
<b>Principal Risk</b>					
<b>PR1</b>	Significant deterioration in standards of safety and care				
<b>PR2</b>	Demand that overwhelms capacity				
<b>PR3</b>	Critical shortage of workforce capacity and capability				<b>X</b>
<b>PR4</b>	Insufficient financial resources available to support the delivery of services				
<b>PR5</b>	Inability to initiate and implement evidence-based Improvement and innovation				
<b>PR6</b>	Working more closely with local health and care partners does not fully deliver the required benefits				
<b>PR7</b>	Major disruptive incident				
<b>PR8</b>	Failure to deliver sustainable reductions in the Trust's impact on climate change				
<b>Committees/groups where this item has been presented before</b>					
People Cabinet People Committee Trust Management Team Joint Staff Side Partnership Forum Joint Local Negotiating Committee					
<b>Acronyms</b>					
EDI – Equality, Diversity, and Inclusion JLNC – Joint Local Negotiating Committee JSPF – Joint Staff Side Partnership Forum IPR – Integrated Performance Report					
<b>Executive Summary</b>					
<b>Background</b>					
Our current People Strategy 2022-2025 was refreshed in June 2024.					

We have now developed a final version of our People Strategy 2025-2029 which will run in line with the Trust Strategy: Improving Lives, the timeline for development is based on final sign-off by Trust Board in April 2025.

An extensive engagement plan has been completed over the course of Quarter 1, Quarter 2 and Quarter 3 2024/25.

This has involved Trust-wide workshops and engagement stalls, the purpose being to seek feedback around the relevance of our strategic delivery pillars and gather suggestions for priorities over the next 4 years.

Feedback has since been taken away from the Medical Managers Meeting, JSPF Meeting, Senior Nursing Meetings and Divisional People meetings, along with formal and informal forums across the Trust. The feedback has been reviewed and a final draft strategy document is enclosed with this cover sheet.

In summary the People Strategy, has been co-designed by our People for our People.

Further to this, the Year 1 associated actions of the strategy have been aligned to feedback from the 2024 National Staff Survey results, focusing on areas of opportunity, and in years 2, 3 and 4 action plans will be designed and reflective of National Staff Survey feedback and live challenges across the People agenda.

As part of the People Strategy 2025-2029 update, Staff Stories, trusted colleagues and partners have provided written support and testimony regarding the importance of collaboration and the commitment to continue working together and how the People Strategy will support them.

## Key changes

### Delivery pillars

Colleagues at the above workshops agreed with proposed changes to our delivery pillars, outlined below:

## Proposal: Delivery Pillars



## People Priorities

Pages 13-17 have been updated based on feedback from colleagues (Summary of People Priorities 2025-2029 and People Priorities 2025/2026).

The aim of this approach is built on feedback and a platform for key guiding strategic priorities that are flexible to the feedback received by our People to support the delivery of each supporting pillar.

We have been mindful to use simple, easy to understand language, that our People can connect with.

Page 18 has been designed to be a simple overview of how the impact of these priorities can be measured, where these will be tracked through the People Committee on a quarterly basis and aligned to the Trust's Integrated Performance Report (IPR)

## Equality, Diversity, and Inclusion (EDI)

The wider EDI agenda has been realigned to be golden thread within the Trust's People Strategy, where the Strategy strives to be a place where people can bring their whole selves to work.

A place where people are seen, accepted, respected, and celebrated for who they are

## Updated branding

The document is now in line with corporate branding.

## **Summary**

Following extensive and wide-reaching engagement the Trust has a co-designed People Strategy to support our People over the next 4 years. The flexible approach taken will ensure our delivery pillars can be adapted to meet the needs of our People, focusing on:

Looking after our People, creating a sense of belonging in Sherwood and the NHS, growing for the future and improving new ways of working and delivering care.

Having four key pillars and the centre of the People Strategy will provide a core framework for success to take place.

The centre of the People Strategy are our People, where Happy People provided better Care.

## **Recommendation**

Trust Board are asked to take assurance on the progress and journey of the development of the People Strategy and support People Committee's recommendation of approving the final version of our People Strategy document for 2025-2029.