

Trust Board Paper F5

Meeting title:	Public Trust Board					
Date of the meeting:	14 November 2024					
Title:	Escalation Report from the People and Culture Committee (PCC): 24 October 2024					
Report presented by:	Prof Ivan Browne – PCC Non-Executive Director (Chair)					
Report written by:	Ms Kate Rayns – Corporate and Committee Services Project Support					
Action – this paper is for:	Decision/Approval	x	Assurance	x	Update	x
Where this report has been discussed previously	None.					

To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which
Yes. BAF risks within the remit of PCC: Risk 10: Failure to recruit retain and transform the workforce.

Impact assessment
N/A
Acronyms used: BAF – Board Assurance Framework EDI – Equality, Diversity and Inclusion ISC – Immediate Safety Concern PCC – People and Culture Committee

1. Purpose of the Report

To provide assurance to the Trust Board on the work of the Trust’s People and Culture Committee (PCC), and escalate any issues as required.

2. Recommendations

To note the report.

3. Summary

The following items from the PCC meeting of 24 October 2024 are summarised below.

3.1 Recommended Items

3.1.1 Resident Doctors’ Contract Guardians of Safe Working Report

The Committee received a quarterly report on exception reporting, noting that between 1 June 2024 and 31 August 2024 there were 202 exception reports and 5 immediate safety concerns raised. A number of follow-up actions were agreed in respect of specific issues arising from the discussion on this report, but the Committee was assured by the process in place for monitoring and responding to Resident Doctors’ exception reports.

This item is recommended to the Trust Board and a stand-alone item is included on the agenda.

3.2 Discussion items

3.2.1 Report from the Chief People Officer

The Committee received an overview and assurance in relation to the national, regional and local people priorities and work in progress. An update on Health and Wellbeing would be presented to the January 2025 PCC meeting. In respect of the new guidance surrounding the legal duty to prevent sexual harassment, UHL had already signed the Sexual Safety in Healthcare Charter and implemented a Trust Policy and support networks. However, some further discussion was planned regarding a potential opportunity to implement a Non-Executive Director support role for sexual safety.

3.3 Deep Dive: Equality, Diversity and Inclusion

The Committee received a comprehensive presentation on the work of the Equality, Diversity and Inclusion (EDI) function at UHL, including the EDI governance arrangements, strategic importance of EDI, national and local context, achievements over the last 12 months, what the multiple data sources were telling us, and the longer-term focus on the EDI Strategy going forwards in order to achieve the Trust's future vision: a sense of belonging for all. An update on the Gender Pay Gap Report for 2024 was provided at paper F. The Committee was assured by the depth and breadth of the workstreams being progressed. Due to time constraints, it was agreed that members would email their comments and questions following the presentation directly to the Executive Assistant to the Chief People Officer, and that the responses from the EDI Team would be presented at the beginning of the agenda for the November 2024 PCC meeting.

3.4 Board Assurance Framework

The Committee reviewed strategic risk 10 on the Board Assurance Framework (BAF) – *failure to recruit, retain, redesign and transform the workforce, it may result in insufficient workforce capacity, capability and lacking diversity*. The current risk score was 20 with no changes proposed for this period. PCC members were assured by the robust process in place, but agreed that it would be helpful for all Non-Executive Directors to hold a dedicated discussion on the arrangements for utilising and scrutinising the BAF at UHL.

4. Date of Next Meeting

Thursday 28 November 2024 from 10am – on MS Teams.