

Board Committee report to the Board of Directors

Committee Name:	People and Culture
Committee Chair:	Sarah Armstrong
Date of last meeting:	9 June 2021
Date of Board meeting for which this report is prepared	22 June 2021

Summary of Key Issues:

We continue to explore a wide range of activities, balancing our focus on the ‘here and now’ but also looking ahead.

We reviewed the staff survey action plan which comprehensively responds to each of the lowest scoring areas from the staff survey, and agreed to take it to the board for approval.

We had a very useful staffing update to hear more about the plan to consult with each team. In particular, the Estates team workshop is planned for 1 July and the committee noted it would be interested to hear feedback from this.

We received a very comprehensive paper on how apprentice roles can be further developed, and how we can offer a more robust support package working with the **xxxxxxxxxxxxxxxx**. We agreed it is a low cost and high quality approach and we recommend we proceed with this.

The ‘leading with values’ work was discussed, the positive work so far was noted, and the committee requested more information about HIF colleague participation.

In the workforce update the committee noted that there were no live ER cases again this month which is incredibly positive. Sickness levels and the impact of longer term sickness was also discussed. Board training compliance levels have increased!

‘Opportunities’ was raised as a discussion point at the end of the meeting; making sure we keep focus on opportunities as well as the risks. We agreed this would be a useful subject for a board workshop, with any ‘people matters’ delegated to the committee.

Are there any significant risks for noting by Board? (list if appropriate)

Overall, it was a very useful and interesting discussion and going forward we will draft a work plan for the next period, which will need to be triangulated with the board forward plan.

Any matters of escalation to Board for decision or noting (list if appropriate)

There were no new significant risks identified or items to escalate to the Board.