

Escalation and Assurance Report

Report from the: Workforce & Equality Committee
Date of meeting: 23 June
Report to the Board of Directors

Agenda
Item

8.6

Key escalation and discussion points from the meeting

Alert:

There remain ongoing operational challenges relating to absence, turnover and recruitment. Of most concern was the turnover rate being the highest since 2020 and in year turnover still running at 22%
In AOB a critical topic was discussed around the cost of living crisis and how this was impacting our colleagues and for our service users. The Trust evidenced strong understanding of the issues. Moving forward this will be a standing agenda item ensuring that the Committee can give the Board assurance that we are doing all possible within the obvious constraints.

Advise:

It is clear that significant strides have been made in building a forward looking strategic recruitment plan, understanding current and future resourcing gaps and exploring what needs to be done around recruitment. The Board is to be advised that the finalised plan will take into account an ICS and local council lenses and will be presented for approval at next WEC before coming to Board.
The Trans Equality Policy was presented to the committee and Board should be advised of its comprehensive nature. Bringing the policy to life is now the challenge. Future assurance activities will involve go see visits. These will be organised by looking directly at the colleague survey results and highlighting areas of good practice and areas where potential issues have been highlighted. The visits will enrich our understanding and provide board with assurance of the actions being taken.

Assure:

The committee received strong assurance around the culture of the trust in a number of papers which were noted. Freedom to speak up highlighted an increased level of comfort of people raising issues. The transformational reciprocal mentoring programme and 6 month programme assured the committee that the trust is committed to support BAME colleagues and build competence and capability through this programme. The Green Audit report around Staff Equality and Diversity with no actions was also noted.
As part of the verbal update on recruitment strategy the committee felt assured that previous feedback on the onboarding process had been taken into account and a clear set of deliverables articulated. The committee was further assured by the detailed conversations on recruitment and retention that this remains a clear

imperative. It gained assurance that these discussion were also being triangulated through the finances and in the various initiatives overseen by FBIC and TWIC's programme.

Risks discussed:

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New risks identified:

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Report completed by:

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Committee Chair and Non-Executive Director

4 July 2022