

Escalation and Assurance Report (AAA+D)

**Agenda
Item
16**

Report from the: Workforce & Equality Committee
Date of meeting: 20th October 2022
Report to the: Board of Directors

Key escalation and discussion points from the meeting

Alert	Action (to be taken)	By Whom	Target Date
Key Performance Metric Concerns <ul style="list-style-type: none"> Colleague Retention Turnover Sickness Colleague recruitment 	A comprehensive plan is in place and is being reviewed and revisited on a regular basis. There is a lag time between consistent implementation of actions and them having a discernible impact. A review of the Workforce Strategy and implementation success to be undertaken at the next meeting.	BC	Next WEC meeting
		BC	
Implications of workforce for 2023/2024 financials	Ongoing communication with FBIC to understand impact of workforce planning on Model Roster and financial implications for the forthcoming year.	MA/MR/MW/BC	Jan

Advise:

- An Apprenticeship Levy Update took place highlighting current plans for a more fuller utilisation of the resources and the phasing of activities explained. This remains a key focus of activities and fundamental to the success of the workforce plan.
- Health & Wellbeing update was provided detailing the newly appointed Employee Assistance Programme (EAP) an agreement with the Cavell Nurses' Trust to provide support to nursing staff experiencing personal or financial hardship, a newly developed menopause toolkit and an update on Occupational Health appointments for the previous 6 months
- Within the Belonging and Inclusion plan racial bias was discussed (linking with a previous Board Meeting on 13th Oct) highlighting potential racial bias in recruitment and disciplinary procedures. The report and actions plans to come back to WEC.

Assure:

- Assurance was received thorough the staff stories of Saiqa Kauser & Nicola Barrett relating to Reciprocal Mentoring programme, its success, the support it provides and the plans to recruit new cohorts. The staff stories and reflections also showed organisational learning being put into place for future colleagues.
- Colleague Survey 2022. An update of the progress of the Staff Survey highlighting the Trust's response rate was similar to the rest of the country and was assuring despite anomalies at department level. The Committee were reassured that those areas where engagement had been low in previous studies were being given encouragement to voice their opinions.
- Public Sector Equality Duty Report was presented and this provided the Committee with assurance that the Trust was complying and fulfilling and going beyond its equality duties.

<ul style="list-style-type: none"> • Cost of living Crisis was discussed and strong assurance received around the compassionate, insightful and supportive nature of the trust operating within a cost constrained environment, Clear cohort analysis had been undertaken around certain job types that might be more susceptible to external economic factors and actions put in place to ensure equality of treatment.
<p>Decisions / Recommendations:</p>
<p><u>Risks discussed:</u></p> <ul style="list-style-type: none"> • The Committee Dashboard and the Board Assurance Framework encapsulates the main risks under considerations for this Committee namely Strategic Objective 2 (SO2) relating to prioritising our people • 2.1 embedding a compassionate and inclusive culture. • 2.2 recognising & rewarding staff, sharing learning – this area was highlighted as requiring more work • 2.3 ensuring staff have a voice that counts • 2.4 staff are safe and healthy. This risk requires a better understanding and ways to achieve the sub-objectives. • Committee Dashboard focusing on risks of recruitment, retention, turnover and sickness. • Racial bias in the recruitment and disciplinary process.
<p><u>New risks identified:</u></p> <ul style="list-style-type: none"> • No new risks were identified. There is a clear understanding of the key risks and issues being managed through this Committee with robust action plans and onwers identified. The key risk relates to the deliverability of the management actions and these having a discernable effect on the key metrics.

Report completed by:

Mark Rawcliffe
Committee Chair and Non-Executive Director