

AAAD: Effective Oversight: Escalation and Assurance

Report to:	Board of Directors (Public)	Meeting date:	29/01/2025
Report from:	People and Culture Committee	Meeting date:	16/01/225
Quorate?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
Members present	Mark Rawcliffe (NED/Chair) Bob Champion, David Sims, Sally Napper (NED).		
In attendance	Chris Farquhar, Claire Ingle, Fran Stead, Jeanette Homer, Jess Greenwood-Owens, Jill Boyd, Jo Wilson, Lisa Wright, Michelle Holgate, Michelle Holland, Naomi Fernandez, Susan Francis		
Observers	N/A		
Apologies	Kelly Barker, Fay Davies, Rachel Trawally, Tim Rycroft, Therese Patten, Phillipa Hubbard		
Best Place to Work	Theme 1 – Looking after our people	BP2W:T1	
	Theme 2 – Belonging in our organisation	BP2W:T2	
	Theme 3 – New ways of working and delivering care	BP2W:T3	
	Theme 4 – Growing for the future	BP2W:T4	
Agenda items	<ul style="list-style-type: none">• Learning from your experience Autistic with ADHD, working in Information Governance – Understanding Perceptions.• Strategic Assurance Report including: .1 Strategic Narrative Report.• Integrated Strategic Performance Report: .1 Medical Staffing Update and .2 Recruitment Activity Update.• Reciprocal Mentoring Programme update• Subject Focus: Subject Focus: Induction Activity• EDS22 Domain 2 and 3 Scores and Action Plan• Belonging & Inclusion update• Alert, Advise, Assure + Decision AAA+D Report/s: .1 Senior Leadership Team, People, Planning & Innovation .2 Strategic EDI Partnership Group .3 Strategic Risk.• Confirmation of Escalation Reporting including: .1 Confirming strategic priority assurance levels (decision based on outcome of entire meeting) .2 Confirming top 3 strategic risk to include in AAA report (decision based on outcome of entire meeting) .3 Confirmation of Alert; Advise; Assure + Decision Reporting		
Alert items agreed by Committee	<ul style="list-style-type: none">• There were no alerts raised within the meeting.		
Advise items agreed by Committee	<ul style="list-style-type: none">• Increase in appraisals, recruitment of Mental Health Nurses (RMNs) and the reduction in the time taken to onboard staff following interviews.• The Trust’s commitment to a memo of understanding to allow mandatory training to be moved to another NHS provider.		

Assure items agreed by Committee	<ul style="list-style-type: none"> Assurance levels within Integrated Strategic Performance Report including the significant improvements within medical staffing and the reduction in the use of agency staff International workforce development. Significant work in equality and inclusion which included; the reciprocal mentoring scheme, the EDS22/action plan and the new belonging inclusion policy. Substantial work on the Trust Welcome, which had previously been identified as requiring improvement, the initiatives were having a significant positive impact on staff retention, wellbeing etc. Payroll and the recent success in various audits. Reduction in the number of employee relation cases from 78 to 38 due to the engagement with staff. 		
Decisions made by Committee	<ul style="list-style-type: none"> Approved - Reciprocal Mentoring Programme update. Approved - Equality Delivery System 2022 (EDS22) Domains 2 and 3 Assessment 2025. Approved - Belonging and Inclusion Plan 2025 – 2026. Approved - Strategic Risk. 		
New risks identified by Committee	<ul style="list-style-type: none"> Potentially a change (not new) to the risk surrounding <i>Workforce utilisation and effective rostering as part of the Model Roster 3 programme</i> – this may need to be reconsidered due the change of Trust initiatives/focus, this would be further investigated. 		
Feedback following discussion at ‘parent’ meeting	No items were raised		
Report completed by	Jess Greenwood-Owens Corporate Governance Officer	Date	16/01/25
On Behalf of Chair	M Rawcliffe (NED/Chair)		