



Highlight Report

Report from: People Committee

Date of the meetings: 4 May 2023, 29 June 2023

Item 4.7

Key discussion points at the meetings and matters to be escalated to board:

Alert:

There were no issues identified that required escalation.

Advise:

There were no issues on which to advise the Board arising from this meeting.

Assure:

Meeting of 4 May 2023

As this was the inaugural meeting of this Committee, the majority of the meeting concerned the Terms of Reference and an outline of a proposal work plan.

The Committee were made aware of some issues raised by trade unions colleagues in connection with the management of a safeguarding issue. The Committee were assured it was being managed in accordance with legal advice.

There were no other matters of note discussed at this meeting.

Meeting of 29 June 2023

This the second meeting of this new Committee with new attendees as agreed at the previous meeting. The Terms of Reference and a work plan was agreed by the group. The Committee received assurance as follows:

- **Annual Business Priorities aligned to the Committee.**

The Committee received a paper from the People & OD Directorate setting out their progress towards the people priorities and reduction of the 3 risks set out in the BAF. Particular note was made of significant levels of recruitment, including international recruitment from India and Australia, the Succession Planning pilot commencing to ensure we have a pipeline for business-critical roles, cultural development and achievements within Education and Learning, particularly the outcome of the recent Ofsted inspection. The Committee gave appropriate challenge on a number of areas including retention and appraisal compliance.

- **Trust's Cultural Programme**

The Committee received an update on the work to develop our culture through a programme of work that has been supported by Moorhouse. The support concludes at the end of July 2023, but significant work has been undertaken including the development of an Appreciation Guide, High Performing Teams Toolkit, a Team Charter, Empowerment Guide and a Leadership Behaviours framework aligned to YAS values. The Committee were assured on progress and acknowledged the amount of work undertaken and needed going forwards.

- **Freedom to Speak Up (FTSU) Update.**

The Committee received an update from the Director lead for FTSU. The FTSU Guardian was not in attendance due to pre-planned leave. The Director lead confirmed an appointment to a new Guardian had been made and start date imminent. They reported the increasing number of concerns being raised regarding leadership and more concerning sexual safety. The Committee were assured that numbers of FTSU concerns were increasing as staff appeared to be gaining confidence that the Trust would take appropriate action.

- **Essential Learning**

It was reported that the Trust have exceeded the target for the completion of Information Governance and Data security eLearning and were able to submit a significant assurance on the National Data Guardian's Data Security and Protection Toolkit. The Committee congratulated those involved in reaching this target.

- **Quality of Appraisals**

A report was received to inform the Committee on the approach to measuring the quality of appraisals. The outcome of the tool had showed a significant increase in positive experience since the introduction of the new appraisal documentation. The Committee challenged regarding the compliance rate and were assured of plans to support an improvement.

- **Celebrating Success**

The Committee heard of a number of achievements in the meeting. Firstly, the provisional Ofsted inspection judgement, that YAS has been named as the top-rated NHS organisation in the Top 100 Apprenticeship Employers 2023 at number 36, and the awarding of the Ministry of Defence's Employer Recognition Scheme (ERS) Silver Award which recognises our contribution to supporting the military community. The Committee discussed the potential to visit other sites to see firsthand the incredible work of our staff; this was to be agreed at a future meeting.

Risks discussed:

- The increasing numbers of FTSU concerns relating to sexual safety is a risk and the Committee were assured to hear of the launch of a 'Sexual Safety Charter' as well as the appointment of an additional FTSU guardian. Further work to be undertaken to ensure there is a sufficient infrastructure of support, governance and framework for tackling issues raised.
- Whilst turnover and absence are stabilising from a concerning position, work is still required to reduce these further. A programme of work in IUC on recruitment and retention continues and a group to support absence reduction has been developed. Further assurance on the Attendance Management approach to be discussed at the next meeting.

New risks identified:

- None

Report completed by: Tim Gilpin, Non-Executive Director, Committee Chair
Date 19/7/23