

Board of Directors (in Public)
24 July 2025
Agenda Item: 17



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| Report Title | People Committee Chair’s Report | |
| Author (name and title) | Suzanne Hartshorne, Deputy Director of People Tim Gilpin, Non-Executive Director and Chair of People Committee | |
| Accountable Director | Mandy Wilcock, Director of People | |
| Previous committees/groups | N/A | |
| Recommended action(s) | Assurance/Information | |
| Purpose of the paper | The report provides highlights of the People Committee to provide assurance to the Trust Board. | |
| Executive Summary | | |
| The report provides highlights of the People Committee to provide assurance to the Trust Board. The paper aims to update the board on discussions taking place to reduce the risks set out in the Board Assurance Framework. | | |
| Recommendation(s) | The Board are asked to note the contents of the report. | |
| Link to Board Assurance Framework Risks (board and level 2 committees only) | 6. Develop and sustain an open and positive workplace culture. 7. Support staff health and well-being effectively. 8. Deliver and sustain improvements in recruitment and retention. 9. Develop and sustain improvements in leadership and staff training and development. | |

Highlight Report

Report from: People Committee
Date of the meeting: 6 May 2025

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

Alert:

None

Advise:

None

Assure:

8 July 2025

The meeting was chaired by Tim Gilpin, Non-Executive Director and was quorate. The Committee:

- Received and noted the Quarterly Risk report noting the new corporate risk relating to HART (Hazardous Area Response Team) training, highlighting the national issue and the steps being taken to mitigate it. There was also discussion relating to the sustainability of improvements relating to the 111 Call Centres and the subsequent impact on retention.
- Received and noted the themes from the recent Quality and Safety Visits, which included the under-utilisation of Specialist Paramedics, lack of rapid response vehicles, understaffing of the critical care desk, and concerns about reduced overtime availability with the financial impact for staff.
- Received and noted the workforce metrics highlights via the People Committee Dashboard highlighting areas such as sickness absence, improvement of agency utilisation and vacancies and deterioration of compliance with essential learning and appraisals.
- Received and noted the People and Culture Group Chairs report. The Committee noted that this meeting will now be monthly to allow for more focus and discussion of the people agenda.
- Received and noted the NHS Staff Survey engagement plan and actions taken in response to this year's survey results.
- Received and noted the progress of the YAS Together and People Promise programme, including the completion of Q1 activities and the focus areas for 2025-26. They also updated on the development of a culture dashboard.
- Received and noted an update on workforce planning trajectories, recruitment, and retention, highlighting the balance between having enough staff and financial implications. The over-establishment in A&E operations and the vacancies in EOC were discussed.
- Received and noted the Absence Reduction plan, focusing on prevention and accountability of managers.
- Received and noted the Workforce Race Equality Standard (WRES) data, highlighting the increase in BME staff population and the reduction in the likelihood of white staff being appointed over BME staff. The concerns about the increase in bullying and harassment experienced by BME staff were also noted.
- Received and noted the data on the Workforce Disability Equality Standard (WDES) noting the increase in staff declaring disabilities and the decrease in pressure to come to work despite not feeling well.

- Received and noted the Strategic Health and Safety Group Report: noting the structure and purpose of the group. No new risks were identified.

Risks discussed:

Risks relating to

- Sickness absence
- Trade union engagement
- HART Training

New risks identified:

No new risks identified that are not captured as part of the corporate risk register or BAF

Suzanne Hartshorne
Deputy Director of People and OD
July 2025