

<b>Report to:</b>	Trust Board (Public)	<b>Agenda item:</b>	2.7
<b>Date of Meeting:</b>	7th October 2021		

<b>Report from: (Committee Name)</b>	People and Culture		<b>Committee Meeting Date:</b>	30 <sup>th</sup> Sept 2021
<b>Status:</b>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>	<b>Approval</b>
			X	
<b>Prepared by:</b>	Michael von Bertele			
<b>Board Sponsor (presenting):</b>	Michael von Bertele, Non-Exec Director			

<b>Recommendation</b>
<p>The Trust Board are asked to note the items escalated from the People and Culture Committee on 30<sup>th</sup> September 2021.</p> <p>We reviewed the principles behind the Leadership Compact developed by NHSEI that draws on work produced by The Kings Fund and Sir Michael West. Adoption of this is a core element in implementing the NHS People Promise, focusing on compassionate and inclusive leadership. The concept was broadly welcomed and we agreed that the best way to proceed with adoption would be to map the principles across to the work we are already undertaking under the Best Place to Work initiative and our own development of leadership within the Trust. More work needs to be done to include these principles in all of our leadership development work and in particular to make it a focus for assessment during appraisal of staff in leadership and management roles.</p> <p>The Workforce Report was discussed and attention focused on an uptick in staff turnover. We are now able to gain a better understanding of the reasons why staff are leaving, through a much better leavers interview process. The key reasons relate to a desire for a more manageable work/life balance, relocation, better pay (and higher banding) in neighbouring Trusts, and a number of staff coming to the end of fixed term contracts. Sickness absence was still a concern with stress and anxiety being the main reasons cited. Separately, a draft paper was discussed, setting out the changes underway in our management of the health and wellbeing of our people. It was agreed that this is a central plank in our people strategy and should emphasise the value we place on our staff, the positive contribution that work can make to their wellbeing, and how we can support them. Tania Baker has agreed to be the NED focus for this important strand of work.</p> <p>The NHS Staff Survey is about to start its annual cycle and we are keen to improve on our already impressive response rates. A number of initiatives have been launched to encourage staff to respond and we are keen to emphasise that this is an important process that enables us to understand and respond to staff concerns.</p> <p>We reviewed a report by our Internal Auditors that concluded that our EDI strategy and plan are inadequate. This will be discussed in more detail at the Private Board.</p>