

**Meeting Assurance Report  
to the Board of Directors  
held on 24 September 2024**

<b>Name of Committee / Group</b>	People Committee
<b>Date of Meeting</b>	09 September 2024
<b>Chair</b>	Shiella Wright, Non-Executive Director
<b>Lead Officer</b>	Mark Gwilliam, Chief People Officer
<b>Meeting Administrator</b>	Beth Jones

### Purpose

The purpose of this report is to provide in summary an update on the key discussions and outcomes of the above meeting.

### Agenda items covered at the meeting

The agenda included the following items:

- Industrial Action Update
- Midwifery Workforce
- People Strategy Deep Dive – ‘We are Always Learning’
- People Strategy Workstream Progress Report
- Staff Survey Update
- Well-Led Development Plan – Report Writing Training
- KPI Report/Exception Summary
- Mandatory Training/JSET Pause
- Monthly Nursing Staffing Report
- Monthly Agency Report

### Matters to highlight

Specific areas to highlight are as follows:

- Midwifery Workforce - Chris Morley Chief Nurse presented the key points. He highlighted that during 2022 it was agreed that the Birth Rate Plus Assessment results would be used to determine the Midwifery workforce establishment. The assessment determined at that time we had a number of vacancies and have reduced. The committee were informed that by December 2024, the vacancies will reduce even further by the recruitment over the autumn of newly Registered Midwives.

Careful monitoring identifies any red flags about whether there are any risks regarding supernumerary, a Labour Suite coordinator is available at the start of every shift, which is now the standard, and to identify any occasions when one to one care was not provided during the established labour.

The update was good news and addressed a number of action points raised by the Maternity Incentive Scheme. It was agreed an update would be brought to the committee every six months

- People Strategy Deep Dive – ‘We are Always Learning’- Four themes presented Highlighting the work undertaken across the organisation around building capacity, awareness, and confidence. Across 4 themes.

EDI the Board of Directors EDI Development Programme has been completed and is in evaluation, and the same has been developed for the Governors. Targets set for target set for participation in leadership and management training opportunities information indicates the target were not met, and an action plan has been developed to encourage greater uptake. Including dedicated ILM training for Black Asian and Ethnic minority staff within the organisation.

A local and national focus about becoming an anti-racist organisation is in the action planning stage and is at the second draft action plan.

LEAD Manager Training - working with the medical directors office to include those who are going to be new consultants. And the next cohort will include five new consultants.

Disability Staff Network created a neuro diverse training programme in house, delivered through EDI Webinars. Worked with HR to develop an new Workplace reasonable adjustment policy. Provided training for dyslexia assessors.

Research and innovation – Aims to increase the organization’s profile nationally and locally and also improve performance. Strategy in development and governance arrangement confirmed with the establishment of tier one and tier 2 committees by the appointed Managing Director. KPIs and implementation are under development.

- Well-Led Development Plan – In response to the Well Led Review a paper “Board Report Writing Training was shared with the committee. It aims to provide training and support to people on how to author a good paper for the Board, TEG, Business Planning Team, Capital Investment. and Committees. It will be a mix of in house and external input delivered by NHS Providers. The Committee agreed this was a good way forward.

Documents approved were:

None.

**New Significant issues / concerns escalated including proposals on the next steps to address this**

None.

### Implications

Aim of the STHFT Corporate Strategy		✓ Tick as appropriate
1	Deliver the Best Clinical Outcomes	✓
2	Provide Patient Centred Services	✓
3	Employ Caring and Cared for Staff	✓
4	Spend Public Money Wisely	✓
5	Create a Sustainable Organisation	✓
6	Deliver Excellent Research, Education and Innovation	✓

### Recommendations

The Board of Directors is asked to **NOTE** the update provided and respond to any specific points raised within the report.