

## Board of Directors

### Item 3.1

**Subject:** People Strategy  
**Date of meeting:** 27th September 2022  
**Presented by:** Karen Nightingall, Chief People Officer  
**Purpose:** For Approval

BAF Reference	Impact on BAF
BAF4, BAF5, BAF6	Delivery of LHCH People Strategy 2022-2025 will directly contribute to the Trust's strategic workforce objectives and is aligned to the NHS People Promise.

Level of assurance (please tick one) <i>To be used when the content of the report provides evidence of assurance</i>					
<input checked="" type="checkbox"/>	<b>Acceptable assurance</b> Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	<b>Partial assurance</b> Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	<b>Low assurance</b> Evidence indicates poor effectiveness of controls

### 1. Executive Summary

The LHCH People Strategy 2022-2025 is aligned to the trust's strategic objectives, integrating LHCH culture and values.

The People Strategy 2022-2025 builds on the actions progressed through the people plan. It sets out how LHCH will manage its most important asset - its People, achievement of which will result in our continued delivery of outstanding patient care.

### 2. Our approach

The HR, Learning & Development Team have extensively engaged with key stakeholders to ensure we continue to create and support a workforce that is both fit for purpose and fit for the future to look after our people, patients, partnerships and populations.

4 key pillars have been identified as areas of focus required to support LHCH strategic objectives:

- Culture & Wellbeing
- Recruitment & Retention
- Learning & Development

- Equality, Diversity, Inclusion & Belonging (EDIB)

### **3. Feedback**

To date, feedback received has been very positive from key stakeholders regarding the People Strategy and we have recently received some recommendations that we will take forward:

- Further narrative of our 'Be Civil Be Kind', 'we are safe and healthy' and 'we are always learning' culture.
- Include tangible key metrics regarding how we will measure and evaluate success
- Explicitly including the governance and delivery of the strategy referencing:
  - People Committee
  - People Delivery Group
  - Working in partnership with staff side representatives, Health & Wellbeing (HWB), Equality, Diversity, Inclusion & Belonging (EDIB) and The Culture Club Groups.

The People Strategy has also been presented to the People Committee for discussion and review on 20 September 2022.

### **4. Recommendations**

The Board of Directors are asked to review this paper and approve the LHCH People Strategy 2022-2025.