

Board of Directors (in Public)

Item 6.1.3

Subject: People Committee Terms of Reference
Date of Meeting: Tuesday 26th January 2021
Prepared by: Karen Nightingall, Chief People Officer
Presented by: Karen Nightingall, Chief People Officer
Purpose of Report: For Approval

BAF Ref	Impact on BAF
DP1, DP2, DP3, DP4	People Committee will be provided with assurances on the progress of the people plan which underpins BAF refs opposite

1. Executive Summary

The People Committee terms of reference have been amended to reflect membership/job roles and all changes are highlighted in the attached document.

2. Background

The People Committee agreed amendments at the meeting on 8th December 2020

3. Changes for Approval

The changes are as follows:

- Removal of the Interim Director of People and Culture, replaced with *Karen Nightingall, Chief People Officer*
- Within section 3. Main Priorities and Objectives, the following additions were made within the key priorities for 2020/21:-
 - *'Monitoring of equality & diversity/BAME issues and the actions to resolve these'.*
- Within section 4. Duties and Responsibilities, 4.1. Excellence in Compassionate and Collective Leadership – 4.1.3 *'Receive assurance that the Equality and Inclusion Strategy 2019-2021 is being delivered and measures that address the issues that staff of an ethnic background face have been put in place, with clarity regarding what has changed as a result'.*

4. Conclusion

These have been approved by the People Committee Chair and committee.

5. Recommendations

The Board of Directors is asked to approve the Terms of Reference.