

Board of Directors (in Public)

Item 3.1

Subject: Launch of the People Plan 2021
Date of Meeting: Tuesday 26th January 2021
Prepared by: Steven Colfar, Assistant Director of Education
Presented by: Karen Nightingall, Chief People Officer
Purpose of Report: For Approval

BAF Ref	Impact on BAF
DP1, DP2, DP3, DP4	The 4 key areas that make up the one year people plan will fundamentally provide assurance to the board and will align to the developing people section of the Trust's corporate strategy. All assurances will flow from the people plan which replaces the previous people strategy.

1. Executive Summary

The NHS People Plan was published in July 2020 by NHS England and NHS Improvement (NHSEI) and Health Education England (HEE) and LHCH made an early intention to develop its own response to the national plan.

A trust wide consultation exercise was completed over quarter three of 2020/2021 which selected the key priorities and workstreams which Team LHCH identified as most important to support our people through the challenges that had been experienced during the coronavirus pandemic.

The LHCH People Plan 2021, which is due for launch in late January, will replace the previous people strategy 'Team LHCH at its best 2017-2020'. It will be an interim 12 month plan which will be in effect for the 2021 calendar year and sets out the key priorities that are to be achieved within the year. The plan has been aligned to the 'Developing People' section of the LHCH five year strategy 'Patients, Partnerships & Populations'. The Board Assurance Framework has been updated accordingly.

The People Plan 2021 was reviewed at the Executive Meeting on 13th January 2021. Following review at the Board of Directors on 26th January 2021, the final version will be ratified at Operational Board on 29th January 2021.

2. Background

The NHS People Plan was developed by NHS England and NHS Improvement (NHSEI) and Health Education England (HEE) sets out what our NHS people can expect from their leaders and each other. It builds on the creativity and drive shown by the NHS people in their response to the Covid-19 Pandemic.

It focuses on how we must look after each other and foster a culture of inclusion and belonging, as well as action to grow and train our workforce, and work together differently to deliver patient

care.

The plan is focused primarily on the immediate term with an intention for the principles to create longer lasting change. The 'People Promise' remains central to the plan.

3. NHS and LHCH People Plan

3.1 Content of the People Plan

The format of the LHCH plan replicates the national plan, consisting of four key sections;

- **Looking after our people** – with quality health and wellbeing for everyone
- **Belonging in the NHS** – with a particular focus on inclusion and zero tolerance on discrimination
- **New ways of working and delivering care** – promoting innovation, much of it led by our staff
- **Growing for the future** – How we recruit, retain & develop our people & welcome back colleagues who want to return.

3.2 Alignment to the five year strategy

There are 2-3 objectives identified for each of the sections identified above which are expected to be delivered in 2021. The objectives have been mapped to the 'Developing People' section of the five year strategy and can be found in appendix 1.

3.3 Monitoring of progress against the plan

The Executive Team will receive a quarterly highlight report which will update on progress and any key risks associated with delivery of the plan. The People Committee will receive an assurance report on a quarterly basis and exceptions will be escalated to Operational Board and the Board of Directors on a quarterly basis.

3.4 Dissemination

Following approval of the People Plan, it is intended it will be uploaded to the trust's intranet and internet. This will be supported by Corporate Communications campaigns to ensure that our people are aware of the upcoming support packages and when they will become available. As face to face contact is limited during the current surge of covid-19, it is intended that launch of the people plan will be added as an agenda item to any upcoming routine divisional or departmental meetings.

4. Conclusion

The LHCH People Plan is due for launch in late January following final approval at Operational Board and the Board of Directors. The plan sets out key workforce priorities that are to be delivered in 2021. Reporting of progress against the plan will be via the People Committee with exceptions being escalated to Operational Board and the Board of Directors.

5. Recommendations

The Board of Directors is asked to;

- 1) Receive the final draft version of the plan and provide any commentary prior to final

review at Operational Board on 29th January 2021

2) Agree the process of reporting via the Executive Team on a quarterly basis with further assurance being provided to the People Committee and reporting by exception to Board of Directors and Operational Board.

Appendix 1 - Alignment of the People Plan to the five year strategy

People Plan Sub Section	Objectives		Links to Patients, Partnerships & Populations
Looking after our People	<ul style="list-style-type: none"> Extend our health and wellbeing offer and apply for the wellbeing charter. Strengthen the resilience of our people and the organisation. We will commit to flexible working by reviewing our policies and practices 	4.1 Deliver a new strategy for our current and future workforce	<p>4.5 Developing People: Support the health, physical and mental wellbeing of our team</p> <p>4.2 Developing People: Make LHCH the best place to work for everyone</p>
Belonging in the NHS	<ul style="list-style-type: none"> Recruitment and promotion of a diverse workforce that reflects the communities we serve We will develop and deliver leadership training to focus on civility and compassionate leadership 		<p>4.3 Developing People: Promote organisational and cultural leadership</p>
New Ways of working	<ul style="list-style-type: none"> We will increase opportunities for staff to upskill and move into new roles We will champion digital enhanced learning and increase our online CPD offer We will improve our work experience and volunteer strategy to promote future NHS careers 		<p>4.4 Developing People: Promote new ways of working that develop skills in support of continuous improvement</p>
Growing for the future	<ul style="list-style-type: none"> We will increase the number of apprenticeships and training places in shortage professions 		<p>4.6 Developing People: Widen Employment opportunities to support our community</p>

	<ul style="list-style-type: none"> We will improve our recruitment and retention strategy by retaining the best national and international talent 		
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