

Board of Directors (in Public)

Item: 6.1.3b
Subject: People Committee BAF Key Issues Report
Date of Meeting: Tuesday 26th January 2021
Prepared by: Karen Nightingall, Chief People Officer
Presented by: Mark Jones, Chair of People Committee
Meeting Held: 8th December 2020 (E-Meeting)

Agenda Item	Lead Exec	Assurance Received	New/Emerging Risks	Actions/Comments
6.1	KN	National workforce update and improving people practices (people undergoing disciplinary processes and links to mental health)		<p>A review of the disciplinary policy should take place.</p> <ul style="list-style-type: none"> • Adequate briefing and training, including the Board • Operated at senior level • Strongly considered professional HR input • Pastoral care for people on suspension <p>It was also mentioned that the Committee should recognise from the lessons learned in people practices for individual's undergoing formal processes that the Trust should monitor their health, ensuring they are treated with dignity.</p>
6.2	KN	Developing People – Strategic objectives		<p>Concerns were raised in relation to Equality, Diversity and Inclusion (EDI) not being featured as one of the key objectives, especially given the issues around BAME staff. Comments were acknowledged and it was explained that the objectives had been set as part of the People Partnerships/Corporate Strategy which</p>

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				<p>overarches the People Plan in early 2020. However, it was agreed that the objectives would be redefined to embrace and reflect the engagement of EDI that has been carried out already within the Trust, ongoing.</p> <p>Further assurance was provided that an update on the activity in relation Equality, Diversity and Inclusion activity the Trust has been undertaking would follow in item 6.4. In addition, the Board Assurance Framework (BAF) has been updated to reflect EDI activity within the Trust.</p>