

## Item 6.1.4.1 People Committee 5<sup>th</sup> December 2017

### BAF key issues

BAF Ref – Principal risk	Assurance Received	New / Emerging Risks	Impact on BAF Risk Rating	Actions / Comment
4	Equality and Inclusion Strategy Plan Update			The committee welcomed the launch the EQIA toolkit on the Trust Intranet and the work being undertaken with The Walton Centre and the RCN on the Cultural Ambassador Programme. The committee were assured that the work is being addressed via the WRES Action Plan and Staff Survey action Plans to address highlighted areas from BAME staff relating to career progression and bullying and harassment. The Director of Workforce Development assured the committee that all staff are included in the talent management programmes.
4	Theatre Culture Work			The committee expressed congratulations to the Theatre Department for all their work in this area and the positive changes made to ensure the benefits of a much improved culture. It was noted that assurance is still required that staff within theatres feel able to speak up and this will continue to be monitored.
4	Measuring Team LHCH Framework			The committee supported the more concise way of reporting via the new dashboard, but noted at time that extra documents may be required in order to address specific issues. It was agreed to focus on the areas highlighted in red and that a thematic report on exit interview/turnover be presented at the next meeting.
4	Bank and Agency Usage			The committee gained assurance that overall vacancy levels were dropping and recruitment processes had improved resulting in bank and agency spend remaining below target in Q2.
4	Learning and Development Action Plan Update			The committee noted the action plan and progress to date, concerns were noted on a low completion rate for the Care Certificate Pathway and escalation of this to the Director of Nursing will be monitored closely. It was noted that the Denary visit planned for November 2017 has still not taken place and no date received as of yet to when this maybe.

4	Key issues papers from workforce working groups			The committee welcomed the addition of these new reports, which provided assurance of the work being undertaken across the Trust on all workforce related issues.
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