

Meeting title:	Trust Board					
Date of the meeting:	31.07.25					
Title:	Escalation Report from the People and Culture Committee (PCC): 31 July 2025					
Report presented by:	Prof Ivan Browne, OBE – PCC Non-Executive Director (Chair)					
Report written by:	Ninakshi Patel – Corporate and Committee Services Officer					
Action – this paper is for:	Decision/Approval	x	Assurance	x	Update	
Where this report has been discussed previously	None.					

To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which

Yes. BAF risks within the remit of PCC:
Risk 10: Failure to recruit retain and transform the workforce.

Impact assessment

N/A

Acronyms used:
PCC – People and Culture Committee
F2SU- Freedom to Speak Up

1. Purpose of the Report

To provide assurance to the Trust Board on the work of the Trust's People and Culture Committee (PCC) and escalate any issues as required.

2. Recommendations

To note the report and approve any recommended items contained therein.

3. Summary

The following items from the PCC meeting of 31st July 2025 are summarised below.

3.1 Recommended Items

3.1.1 Freedom to Speak Up Q1 Report

Ms R Moss, F2SU Guardian presented the report and highlighted the ongoing work of the Guardian Service for period April- June 2025. She mentioned that case numbers decreased in Q1 compared to Q4, with no red-rated concerns identified. However, there was a noted increase in detriment cases and mentioned these were escalated and investigated through the executive route.

The Freedom to Speak Up Quarter 1 report is recommended to the Trust Board for approval, and features as a standalone item on that agenda.

3.2 Consideration of the BAF Risks in the remit of the People and Culture Committee

Board Assurance Framework – Risk 10

The Committee received the latest iteration of the BAF relevant to its remit.

The PCC Non-Executive Director Chair was assured on the contents of the report.

3.3 Discussed Items

3.3.1 Chief People Officer Update

Ms K Ceesay, Deputy Chief People Officer and Ms Z Marsh, Deputy Chief People Officer presented an overview of the national, regional and local People priorities and work in progress. Comprehensive updates and supporting detail were set out in the full report.

The PCC Non-Executive Director Chair was assured on the contents of the report.

3.3.2 UHL Winter Support Plan 2025-26

Ms L. Kasatkin, Head of Health and Wellbeing, presented the Committee with the winter 2025–26 plans to enhance support for staff wellbeing.

The PCC Non-Executive Director Chair was assured on the contents of the report.

3.3.3 Sexual Safety NHS Charter Annual Report 2025 (Reducing Sexual Harassment and Assault)

Mr D Del Greco, People Lead – Experience and Engagement, provided assurance to the Committee that the Trust continued to progress its commitments under NHS England's Sexual Safety in Healthcare Charter, signed in October 2023. The Charter outlined ten key commitments, with initial milestones due by July 2024. The report detailed actions taken to meet these requirements and confirmed ongoing work to embed sexual safety as a core element of the Trust's culture and practice

The PCC Non-Executive Director Chair was assured on the contents of the report.

3.3.4 Update from Workforce Training and Education Steering Group

Ms J McCarthy, Head of Learning and Development, provided update on healthcare science workforce strategy, including developments in AI integration and apprenticeship delivery. She noted that the Trust celebrated its 2,000th apprenticeship enrolment and was ranked 65th in the Sunday Times Top 100 Apprenticeship Employers. Despite national funding changes, the Trust maintained a strong pipeline and hosted successful graduation events. Assurance was given that governance, data accuracy, and strategic alignment remained in place to support workforce development and delivery

The PCC Non-Executive Director Chair was assured on the contents of the report.

4. Items for Noting –

- Great Place to Work Minutes 16.07.25
- EDI Steering Group Notes
- Local Negotiation Committee Minutes 5.02.25
- Supporting Doctors Oversight Group Report June 2025

5. Date of Next Meeting – Thursday 28th August 2025