

<b>Meeting title:</b>	Trust Board					
<b>Date of the meeting:</b>	26.06.25					
<b>Title:</b>	<b>Escalation Report from the People and Culture Committee (PCC): 26 June 2025</b>					
<b>Report presented by:</b>	Prof Ivan Browne, OBE – PCC Non-Executive Director (Chair)					
<b>Report written by:</b>	Ninakshi Patel – Corporate and Committee Services Officer					
<b>Action – this paper is for:</b>	Decision/Approval	x	Assurance	x	Update	
<b>Where this report has been discussed previously</b>	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  
V&A- Violence and Aggression  
AHP – Allied Healthcare Professional

### 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 26<sup>th</sup> June 2025 are summarised below.

#### 3.1 **Recommended Items**

None.

#### 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 Culture, OD, Leadership and Staff Experience**

Ms T Francis, Head of OD, Culture and Talent, provided an update to PCC on progress made against Staff Experience, Organisational Development and Culture Components of Year 1 of our People and Culture Strategy.

PCC members received and noted the contents of this report and the update provided.

#### **3.2.2 Chief People Officer Update**

The Chief People Officer presented an overview of the national, regional and local People priorities and work in progress. Further details were provided within the reports presented at the Committee.

PCC members were assured on the contents of the report.

#### **3.3.3 Freedom to Speak up Recommendations**

Ms B Cassidy, Director of Corporate and Legal Affairs, presented a progress report against the agreed FTSU recommendations. She highlighted the FTSU recommendations that were supported by PCC and the Board within the year of 2024/25.

PCC committee members noted the progress against previous agreed FTSU recommendations.

#### **3.3.4 Flu Planning Update**

The Chief People Officer provided an update to the committee on the programme for the flu vaccination campaign for 2025-26. She highlighted the plan taken to deliver flu vaccinations for colleagues for 2025-26.

PCC committee members were assured on the contents of the report.

#### **3.3.5 People and Culture Deep Dive forward Plan**

The Chief People Officer provided an overview of the cycle of business for People and Culture Committee for 2025-26. She highlighted that the workplan would provide structure and align papers around culture, capacity and capability. She welcomed comments from the committee.

PCC members received and noted the contents of the report.

### **5. Items for Noting – none.**

**6. Date of Next Meeting – Thursday 31<sup>st</sup> July 2025**