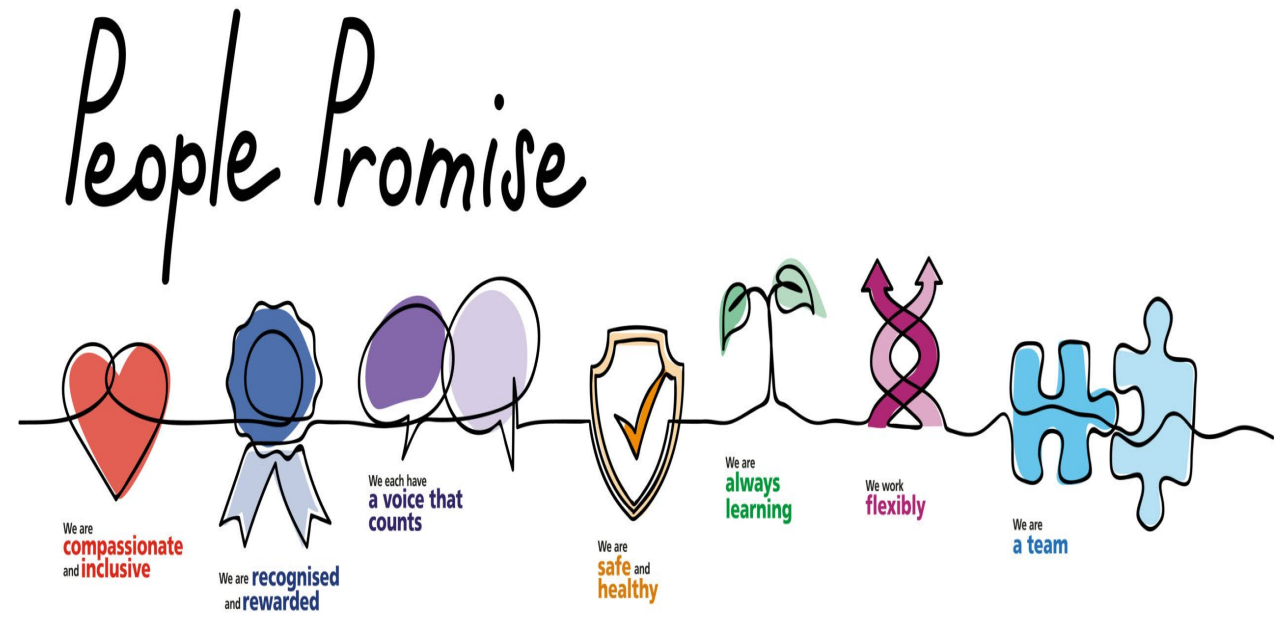


# Council of Governors

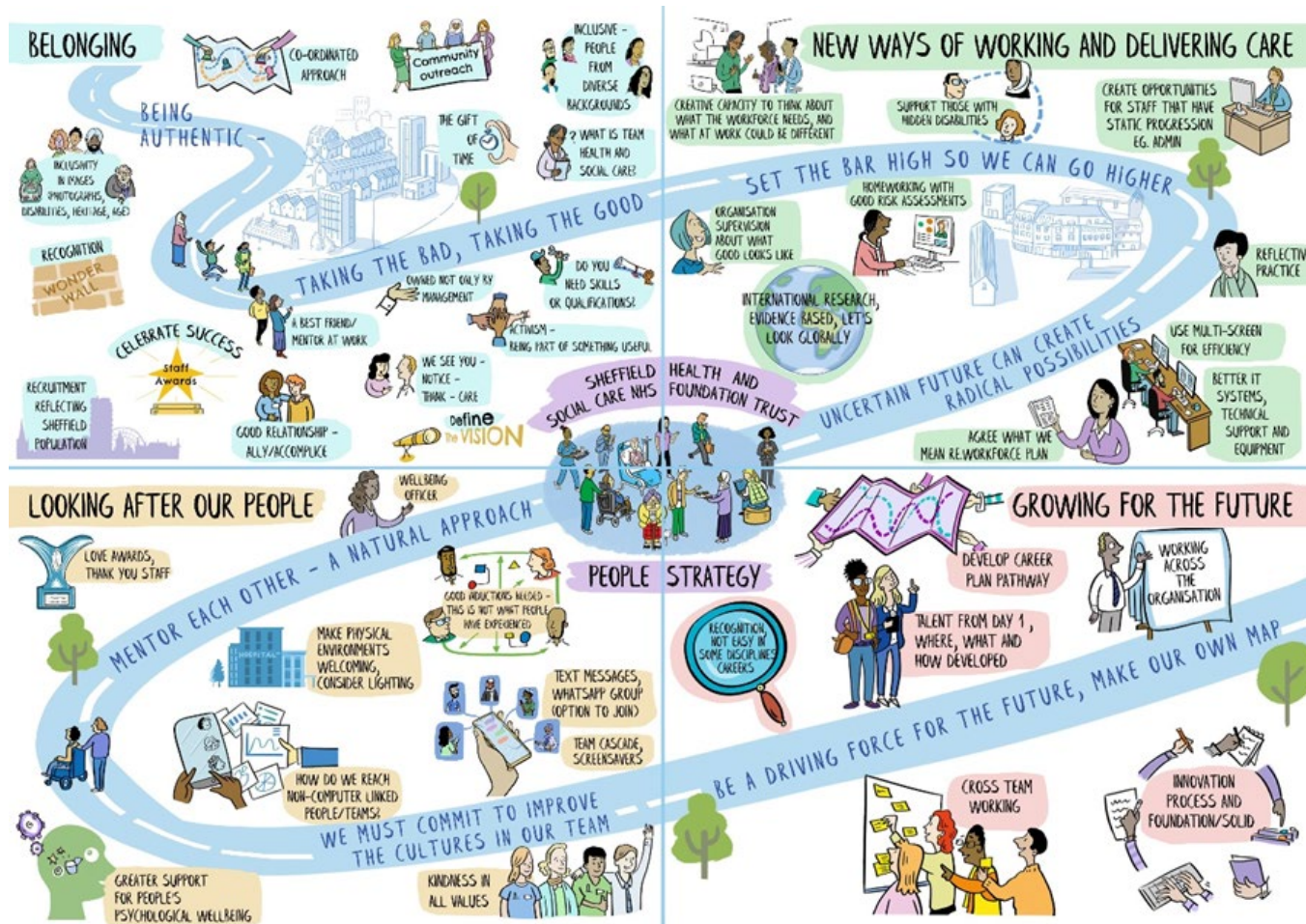
## People Committee background reading

Mark Dundon, Chair People Committee  
22 February 2024

In 2020, the National NHS People Plan was published. This focused on four key areas and was underpinned by the People Promise. Together, the People Plan and People Promise are grounded in inclusion, belonging, growing and developing our people, and embracing new and innovative ways of working.



# People Strategy 2023-2026



- A key enabling strategy to the Clinical and Social Care Strategy leading person-centred health and social care across Sheffield and supporting delivery of the Integrated Care System mental health and learning disability priorities.
- supports our commitment to the NHS People Promise, to ensure that we hear everyone's experience of working at SHSC (Sheffield Health and Social Care) and that action supports our collective efforts to deliver high quality care.
- The People Strategy is supported by a People Plan – this sets out the deliverables under each of the Strategy pillars and is monitored through the People committee Assurance Sub-Groups.

# People Strategy 2023-2026



## Aims

### LOOKING AFTER OUR PEOPLE



*We will create a values based culture which focusses on the wellbeing of our people, supports them to deliver outstanding care and experience a great place to work . People will know we care for them ,and we will have robust support options in place.*

### BELONGING

*We will all feel valued and included as part of Team SHSC and the NHS, we will aim to represent the communities we serve and our leaders will demonstrate inclusive leadership in all they do.*



### GROWING FOR THE FUTURE

*We will nurture potential and provide development opportunities to enable all our people to deliver their best, and enable us to access the right talent quickly*



### NEW WAYS OF WORKING AND DELIVERING CARE

*Working across Team SHSC we will maximise the skills of our people and their experience to deliver outstanding care .*



# Our priorities

## Aim 1: Looking after our people

- Focus on initiatives that support staff to stay well and healthy at work
- Build manager capability to prioritise wellbeing with individuals and teams
- Provide work environments that enable us all to thrive
- Turn our values into behaviors that we all understand and live by

## Aim 2: Belonging

- Embed and drive inclusive practices and diversity commitments
- Take a restorative just and learning approach in all we do
- Use quality data to direct our priorities for inclusive action
- Develop compassionate and inclusive leadership
- Develop our impact as Team SHSC within Sheffield place, ICS and wider NHS and professions



# Our priorities

## Aim 3: Growing for the future

- Invest in quality data and use our workforce planning toolkit to help us grow our workforce for the future
- Optimise and revitalise recruitment practices with robust workforce plans in place
- Provide new routes to build a career at SHSC
- Widen our approaches to attract talent to SHSC and build a more diverse workforce

## Aim 4: New Ways of working and delivering care

- Effective supervision and 1:1s that focus on wellbeing, career, performance, and prioritisation
- Create opportunities for on-the-job learning
- Enable service improvement at all levels in all roles
- Address disadvantage and ensure equity

# Key items received at People Committee 2023-24

- Consideration of the Integrated Performance and Quality and People Performance data report and using the data and the discussion to understand the risks and the areas of improvement.
- The Committee has focused on key risks including the Supervision Recovery Improvement Plan, Mandatory Training Recovery Improvement Plan
- The Committee has been presented with regular reports from the Workforce Recruitment and Transformation Assurance Group, Inclusion and Equality Assurance Group, Staff Health and Wellbeing Assurance Group, Organisational Development Assurance Group, Health and Safety Assurance Group,
- The committee has also considered reports on Gender Pay Gap Report, Freedom to Speak Up Annual Report, Workplace Wellbeing Annual Report, Modern Slavery and Human Trafficking Statement, Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) Annual Report and Action Plans, Health Education England Education Quality Intervention review, International Nurse recruitment, Nursing Plan, Allied Health Professionals Plan, Peer Support Worker Plan, Annual Equality and Human Rights report, Operational Plan

# People Committee

- The People Committee provides assurance to the Board of Directors in consultation with the other Board Committees that adequate and appropriate governance structures, processes and controls are in place throughout the Trust.
- The Committee has primary responsibility for receiving assurance regarding all aspects of strategic workforce and organisational development relating to staff in support of getting the best outcomes
- Its purpose is to receive assurance on:
  - Workforce
  - Equality and Diversity
  - Recruitment and Retention
  - Staff and organisational development
  - Staff health, safety and wellbeing
  - Talent management and succession planning



# People Committee

- This committee meets bi-monthly
- Membership:
  - **Chair:** Mark Dundon, Non-Executive Director
  - **Non-Executive Directors:** Olayinka Monisola Fadahunsi-Oluwole, Owen McLellan, Heather Smith
  - **Executive Director of People:** Caroline Parry
  - **Executive Director of Nursing, Professions and Quality:** Salli Midgley
  - **Director of Operations and Transformation:** Neil Robertson
- Attendees:
  - Deputy Director of People (Head of People Transformation and Operations)
  - Head of Leadership and Organisational Development
  - Head of Equality and Inclusion
  - Head of Workforce Development and Training
  - Deputy Medical Director
  - Governor observer

# Sheffield Health and Social Care NHS FT Corporate Governance Structure

## Board & Committee Governance Structure – People Committee

