



Council of Governors

People Committee background reading

Heather Smith, Chair of People Committee
and Non-Executive Director

25 February 2025

People Strategy 2023 – 2026

▶ Our values and ways of working are at the core of our People Strategy to ensure that everything that we do reflects the culture we are striving to achieve. They outline how we will act to ensure we provide the very best care for the people we support.

 Working together for service users

 Improving lives

 Everyone counts

 Respect and kindness

 Commitment to quality

Our People Strategy is an enabling strategy for our Clinical and Social Care Strategy and supports the SHSC vision *to support the mental, physical and social wellbeing of the people in our communities*

We will give care that is

- ▶ Person-Centred
- ▶ Evidence-Led
- ▶ Trauma-Informed
- ▶ Strengths Based

We will work with

- ▶ Primary Care
- ▶ The City
- ▶ The Wider System

What are we going to do?

- ▶ Develop Care Models that promote recovery

How will we do it?

- ▶ Design Services to meet people's needs
- ▶ Develop TeamSHSC

Our People Strategy strategic 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
in the **NHS**



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

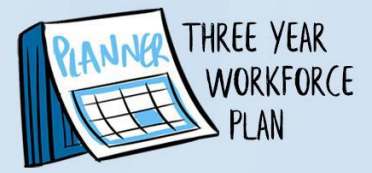
New ways of
working and
delivering care



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

EARLY INTERVENTION

CO-CREATION/ENGAGEMENT COMPLETE TO DEVELOP BEHAVIOURS WE LIVE EVERYDAY



LOOKING AFTER OUR PEOPLE



GROWING FOR THE FUTURE



SUPPORT THE VOICE AND INFLUENCE OF STAFF



ALL LEADERS HAVE EQUALITY OBJECTIVES



BELONGING



ALTERNATIVE CAREER PATHS



RESTORATIVE AND LEARNING CULTURE

NURTURING TALENT FROM UNDERREPRESENTED AREAS



SHEFFIELD HEALTH AND SOCIAL CARE NHS FOUNDATION TRUST



PEOPLES STRATEGY

TALENT PIPELINE

SERVICE LEVEL WORKFORCE PLANS

NEW WAYS OF WORKING AND DELIVERING CARE



HR AND OD PROFESSION DEVELOPMENT



SHADOWING, AGILE

People Committee

The People Committee has been established to provide assurance to the Board in consultation with the other Board Committees that adequate and appropriate governance structures, processes and controls are in place in respect of the workforce, organisational development and any other matters that shall be determined to fall within its remit.

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.

The Committee will provide assurance to the Board regarding the following strategic areas:

- Workforce
- Equality and diversity
- Recruitment and retention
- Staff development
- Role transformation
- Staff health
- Safety and wellbeing
- Organisation development and design
- Culture development
- Staff engagement
- Leadership development
- Talent management
- Succession planning

The scope of the Committee is Trust wide and aims to:

- Assure the Board that the Trust is meeting its legal and regulatory and moral duties in relation to its employees.
- Receive assurance into any area of work within its remit on behalf of the Board.

In fulfilling its obligations, the Committee will be mindful of the need to improve the diversity of the workforce so that it more accurately reflects the populations which the Trust serves.

People Committee

This committee meets bi-monthly.

Membership:

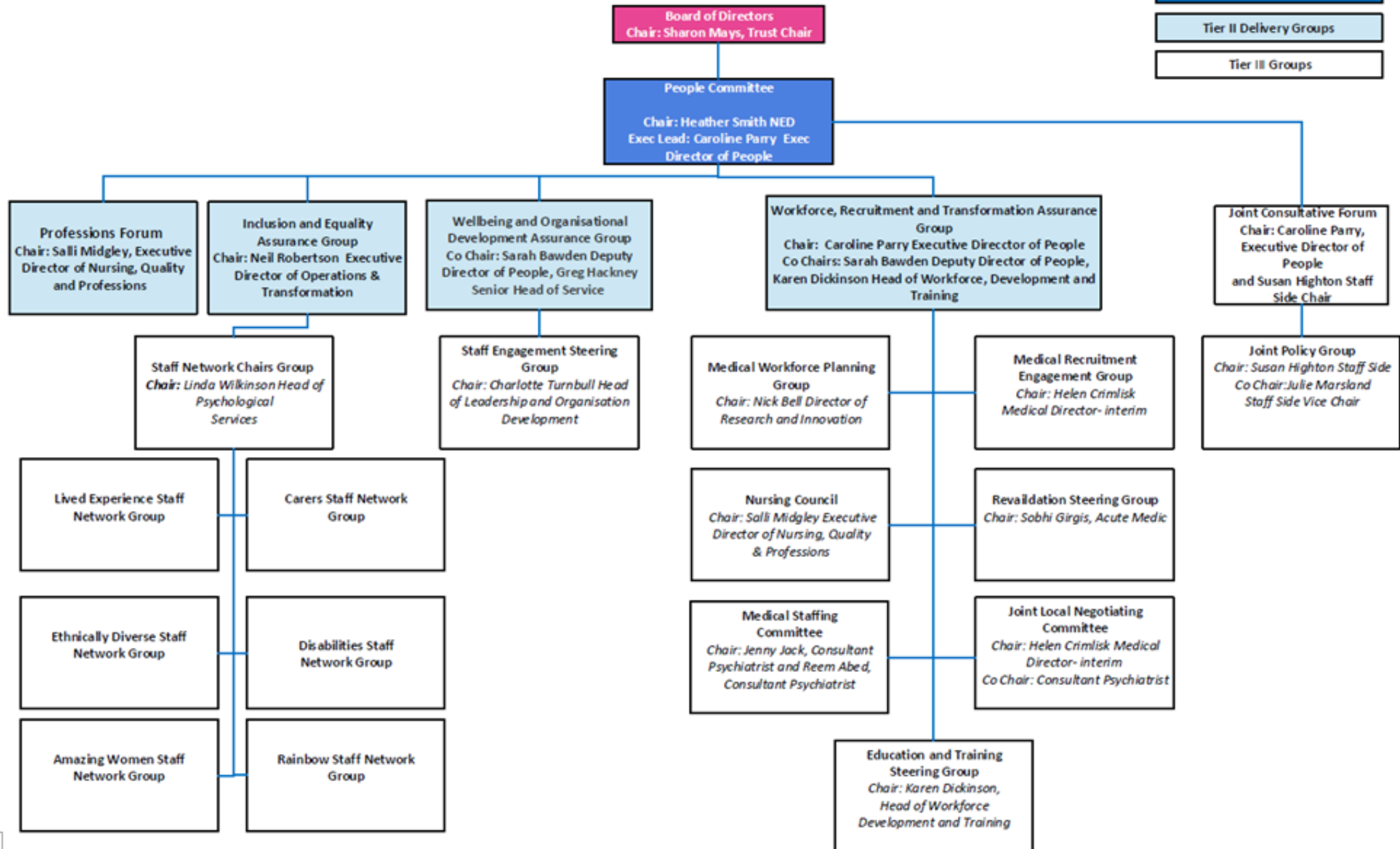
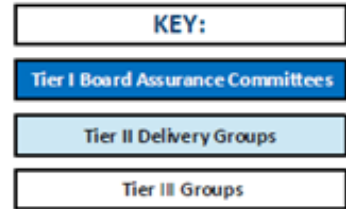
- Chair: Heather Smith, Non-Executive Director
- Non-Executive Directors: Owen McLellan, Olayinka Fadahunsi-Oluwole
- Executive Director of People: Caroline Parry
- Executive Director of Nursing, Professions and Quality: Caroline Johnson
- Director of Operations: Neil Robertson

Attendees:

- Deputy Director of People
- Head of Leadership and Organisation Development
- Head of Equality and Inclusion
- Head of Workforce Development and Training
- Nominated Doctor
- Director of Corporate Governance
- Associate Director of Communications & Corp Governance
- Governor Observer

Sheffield Health and Social Care NHS FT Corporate Governance Structure

Board & Committee Governance Structure – People Committee



Key items received at People Committee 2024/25

Consideration of the People Performance Dashboard, People Plan including professional plans, People Strategy progress. Using the data and the discussion to understand the risks and the areas of improvement.

The Committee has been presented with regular reports and annual meeting effectiveness reports from:

- Wellbeing and Organisational Development Assurance Group
- Workforce Recruitment and Transformation Assurance Group
- Equality, Diversity, and Inclusion Assurance Group

The committee has also considered reports on:

- Learning from workforce plans
- Impact and value of new roles being put into place in healthcare settings
- Actions relating to violence and aggression in the workplace
- Visibility of vacancy management
- RESPECT training update
- Medical establishment review
- Sexual safety report
- Acute and PICU supervision and mandatory training recovery plans
- Health and safety quarterly and annual reports
- Workplace wellbeing annual report
- NHS staff survey and people pulse results
- Supervision quality and experience survey
- Internal audit action tracking report
- Annual 2023/24 internal audit plan
- Board assurance framework
- Corporate risk register
- Legal claims report
- Policy governance group report
- 2023/24 PC annual report including terms of reference review
- Freedom to speak up report
- Safer staffing report
- Workforce race equality standard and workforce disability equality standard annual report
- Annual gender pay gap report
- Annual equality and human rights report
- Health Education England annual self-assessment
- Mandatory training governance report
- Annual operational plan 2025/26
- Modern slavery and human trafficking statement 2023/24
- Highlights from the Joint Consultative Forum