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| Board Meeting: | 18 March 2021 |  |
| Subject: | Staff Governance Person Centred Committee Update |
| Recommendation:  | Board Members are asked to:

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| Discuss and Note | ✔ |
| Discuss and Approve |  |
| Note for Information only |  |

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## 1 Background

The Staff Governance Person Centred (SGPC) Committee was held on 3rd March 2021, the following key points were noted at the meeting.

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| **Item** | **Details** |
| **Person Centred** | * The Committee received an update on the Board’s staff governance within the integrated performance report and noted a range of high quality work across a number of areas to progress improvement actions including job planning, staff appraisals and also links with the Health and Wellbeing agenda and Pulse Survey outcomes.
* The Committee noted the high quality of work on the Diversity and Inclusion Strategy and the Equalities Mainstreaming Report and endorsed both the format and content.
* The Committee welcomed the work of the Involving People Group and the Committee supported the task and finish commitment to developing a new strategy to capture all aspects of person-centred care for staff and patients.
* An update on the appraisal process was delivered and Members recognised the challenges of taking this forward during the pandemic period. The Committee welcomed the commitment from Executive Directors to target focus in this area. The importance of developing staff was highlighted and progress with this key metric will be reported back to the Committee.
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| **Safe** | * The Committee received an update on the national Whistleblowing Standards from the HR Director and discussed the scope of the implementation. Regular engagement with the Non-Executive Whistleblowing Champion on the implementation plan has taken place.  Members were advised that progress continues and were assured that the Board is prepared, in alignment with the INWO board checklist, for the official implementation from 1 April 2021.

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| **Effective** | * An update on Service Planning and Job Planning was delivered by the Medical Director. The Committee recognised the high quality of work progressed to date in this area and noted the challenges addressed.

Members were assured of the comprehensive plan to take this forward and the organisation’s commitment to Service Planning. |

The next meeting is scheduled for 11th May 2021.

## 2 Recommendation

Board Members are asked to note the SGPC Committee Update.

**Marcella Boyle, Chair – Staff Governance Person Centred Committee**

**Gareth Adkins, Director of Quality, Innovation & People**