

BOARD SUBCOMMITTEE ASSURANCE REPORT

Presented for:	Information/Escalation
Committee Name:	People and Performance
Presented by:	Beverley Shears, Non-Executive Director (Committee Chair)
Date of Committee Meeting:	26 th May 2021

Items received by the committee for assurance:

Agenda Item	Level of Assurance	Board Action Required? <small>(double click to select)</small>
Guardian of Safe Working Quarterly Report 1.1.21-31.3..21	Reasonable Assurance	<input type="checkbox"/>
Non-medical Workforce Update	Substantial Assurance	<input type="checkbox"/>
Medical Workforce/Education Update	Reasonable Assurance	<input type="checkbox"/>
Health and Safety Executive Progress Report	Partial Assurance	<input type="checkbox"/>
Board Assurance Framework	Reasonable Assurance	<input type="checkbox"/>
Workforce risk register	Partial Assurance	<input type="checkbox"/>
Workforce Performance Report April 2021 data	Reasonable Assurance	<input type="checkbox"/>

POINTS OF ESCALATION

Guardian of Safe Working Annual report – noted and endorsed by Committee for Board approval.
Health and Safety Executive progress report for noting. This only received partial assurance because whilst there is reasonable assurance that systems are in place to address key findings and action plans. Environmental audits have only just started so it is early days of implementation, and the Committee would want to see consistent sustained embedding and compliance.

KEY ISSUES

Staff wellbeing, mental health and stress continues to cause concern and presents an organisational risk. The Committee highlighted this for continued Board attention as whilst it is a national issue and there are agreed measures, protocols and interventions in place and the Trust is adopting current best practice there is concern that mental health services are being overwhelmed with NHS staff need and that the emerging risk is that existing systems and safeguards may not be adequate to manage severity of need. Further confidential discussion is recommended at Private Board.

Freedom to speak up. The Freedom to speak up Guardian attended the Committee to present the freedom to speak up Board self-assessment for review and discussion on progress before submitting to Board.

CCTV Hinchingsbrooke. The Committee supported the Chief People Officer's strong stance and escalation regarding the continued non performance of the supplier.

**BOARD
ASSURANCE
FRAMEWORK
& RISKS**

Medical Education The Committee was pleased to hear that good progress was being made on the Associate University status with Leicester and noted the aim to go to progress to full university status with Cambridge and also in due course Leicester. This would enhance the Trusts employer brand and assist attraction and retention.

The Committee were assured that the full year outcomes on BAF for 2020/21 reflected the impacts of Covid on key workforce metrics including increased sickness absence, staff engagement and survey results. The committee noted that the 2020 staff survey results were only slightly down on the 2019 results across the 10 themes, and this was testament to the leadership of the Trust through a challenging year. Feedback from staff after the first wave had also been taken into a count on the 2nd wave to improve communication on decision making and staff support, it was good to see that the April 2021 metrics had improved and were all green or amber. The Committee reviewed the 2021/22 proposed BAF and asked that objectives be adjusted to strengthen developing a culture of positive and compassionate leadership and developing talent. The Chief People Officer undertook to refine to ensure strategic objectives are SMART.

**CELEBRATING
OUTSTANDING
PRACTICE &
INNOVATION**

Safe Staffing systems continue to go from strength to strength and demonstrated outstanding practice and teamwork between Safe Staffing Team, Line managers and HR

LEVELS OF ASSURANCE

Level	Description of Level of Assurance
Substantial Assurance	The report highlighted a sound system of control, designed to address the relevant risks with controls being consistently applied. Highly unlikely to impair the achievement of both system and strategic objectives.
Reasonable Assurance	The report did not highlight any material weaknesses in the system of internal control that would present material risks to the achievement of both system and strategic objectives.
Partial Assurance	The report highlighted some material weaknesses in the system of internal control that would present material risks to the achievement of system objectives. May also impair achievement of strategic objectives.
Limited Assurance	The report highlighted significant material weaknesses in the system of internal control that would present material risks to the achievement of both system and strategic objectives.